

INDUSTRIAL RELATIONS — (Workers) Organ.
(Unaffiliated Unions)

1982

JAN. — DEC.

'Second fiddle' status infuriates S A musicians

138
also

Mercury
29/1/82

By Billy Suter

THE South African Musicians Association is to write a letter of complaint to the Government and the British Musicians' Union about the increasing number of British bands being brought to South Africa to work the hotel circuit.

The Durban and national chairman of the musicians' association, Mr Ken Varner, said last night that an urgent meeting of the local committee was held on Wednesday evening to discuss the 'raw deal' local musicians were getting because of increasing importation of 'alien' bands.

The committee was 'very perturbed and angry' that local musicians were being 'given the back seat'.

'Our association has been beleaguered with this type of problem in the past, but as we are now a registered trade union, we are determined to stamp out this threat once and for all, an angry Mr Varner said.

He said a report in the Mercury's *Town and Around* supplement last Friday that a Belfast band, called Diamonds, had been booked to appear at a Durban

nightspot, had infuriated many local musicians.

'This announcement, and the fact that British bands, VHF and Winston, recently enjoyed seasons at local hotels, led to musicians appointing a spokesman to officially complain to our association.

'Our information is that a consultative committee in Johannesburg — appointed by the Government about five years ago, presumably to examine applications from musicians abroad, and consisting mainly of agents who are in the music business themselves — are chiefly responsible for our problem.'

Threat

Mr Varner said the musicians' association had appealed to the Government in vain early last year to be represented on this committee and had been referred to the committee.

'We were refused a seat — no doubt because we represent a strong threat.'

He added that the association was this week to apply again for representation and was to formally complain to the Government about the number of 'alien' bands being brought into the country.

SAA

Pilots fly off the handle

By JON SWIFT

SOUTH African Airways pilots believe they are underpaid. And they are on the warpath about it.

They have set February 11 as the deadline for settling their complaints about money ... or, they say, they will declare a dispute.

This was stated in a message to members of the South African Airways Pilots' Association. It is linked to the date when delegates from the SAAPA — along with other airways employee groups — will meet with Mr Hendrick Schoeman, Minister of Transport Affairs.

Their main aim at the meeting will be to seek recognition of senior officials among the aircrews as a separate negotiating body.

This, they feel, will give them the necessary muscle without what they describe as "the tiresome and often unproductive process of dealing through Salstaff".

Salstaff is the union — one of nine representing the interests of railway employees — which speaks for the aircrews.

The pilots, like all other employees of the Transport Services have rights of negotiation and dispute not open to other public servants.

But individual employees



groups, like other public servants, may not strike.

Under the Services Act, any staff group within a specific union can ask to go before the Conditions of Employment Advisory Board made up of equal members of the employees and employers.

But the employers elect the chairman, who has a casting vote, and the machinery is used infrequently.

It can be bypassed in two ways, according to union sources

The group concerned can petition the Minister directly to appoint a judicial commission. This the Minister may decide not to do.

But if they circulate a petition among the members of the staff group and obtain a simple majority, the Minister is compelled to appoint the commission.

The commission comprises a judge or ex-judge, a member representing the employers and a member representing the staff group.

A majority recommendation by the commission must be implemented by the Minister, but legislation does not stipulate when.

It is this machinery that the pilots intend to use if a deadlock is reached on February 11.

The pilots feel that the "differential system" at pre-



sent in operation is outdated and antiquated.

In most cases SAA do not differentiate in salary between captains who have converted from one aircraft to another. This, the pilots feel, is wrong.

They maintain that these conversion courses entitle them to a revision of pay and that salaries paid to Boeing captains are "way out of line" with that of other airlines.

The pilots have approached both the University of South Africa and the Stellenbosch University's Bureau of Economic Research to produce figures to back up their claims.

The pilots have figures of the pay scales operating for their counterparts on United Airlines in the United States.

Pilots on United have contracts that guarantee a salary revision every six months until April 1983.

A Boeing 747 captain at United earns R161 000 a year while the annual salary paid for the same expertise on SAA is R40 000.

United pay a 727 captain R115 000 and a captain of a 737 R108 000 a year, but SAA recognise no differentiation and pay both captains an annual salary of R28 000.

The pilots point to the "awesome responsibilities of their task" as justification for the increased pay demands.

FOOMS

THE University of the Western Cape has appealed for accommodation for students

He says in a statement, it has hostel accommodation for 540 but a large number of others have problems

February 27
to 12 30 pm
ATZ 21-7520

Due to existing housing policies, single accommodation does not exist for our students except in a very few cases where private people have provided for such accommodation

The community of the Western Cape has, through the years, provided a much-needed service to our students by offering board and lodging facilities to them for which the university is grateful

Anyone able to help telephone at 97-6161 (extension 485)

She said she was happy with her employer

The letter was not dated, but is believed to have been written the day before she 'vanished'

Emma Basson and a friend were recruited at their home, in Louisa near Uptington this month and 10 days later the friend fled from her employer

She laid an assault charge against the man.

Labour reporter

THE continued detention of trade unionists and the use of security legislation against trade unions has been condemned by the Food and Canning Workers Union and the African Food and Canning Workers' Union. In a statement yesterday, the management committee of the unions deplored the detention under Section 6 of the Terrorism Act of their Transvaal secretary, Mr Veil Aggett

note the man had omitted

This statement made Emma's mother, Mrs Anna Basson, 48 come to Cape Town to fetch her daughter

When she went to the Rylands address on Tuesday last week she was told Emma had left the previous day

Yesterday Mrs Basson, who now lives in a back room in Sea Point, received Emma's letter, received Emma's letter, received Emma's letter, received Emma's letter

Union Official's Detention denounced

Argus 2/2/82

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Lawyers acting for Mr Aggett were told by security police that his detention had nothing to do with his trade union activities. We reject this utterly, the committee said. In the first place Mr Aggett is a dedicated trade unionist whose work left him no time for other involvement. In the second place the security police still

Some of these documents were not used by Mr Aggett at all. The unions considered Mr Aggett's detention to be evidence of increased use of security laws against trade unions. At a time when the Government is seeking approval for its so-called labour reforms, the repeated detentions, raids and harassment which trade unions are subjected to can only further undermine the confidence of workers in this new dispensation.

The unions note that Mr Jan Theeron has received a telephone call from their head office in Cape Town. The unions note that Mr Jan Theeron has received a telephone call from their head office in Cape Town.

Information can be given to the nearest police station or to the Argus during office hours (41 3211)

STREPTOMYCIN PAROV

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BLAVAYO - A police officer was served by a crocodile in Lake Kariba a few days ago, told yesterday how he forced open its jaws and freed himself

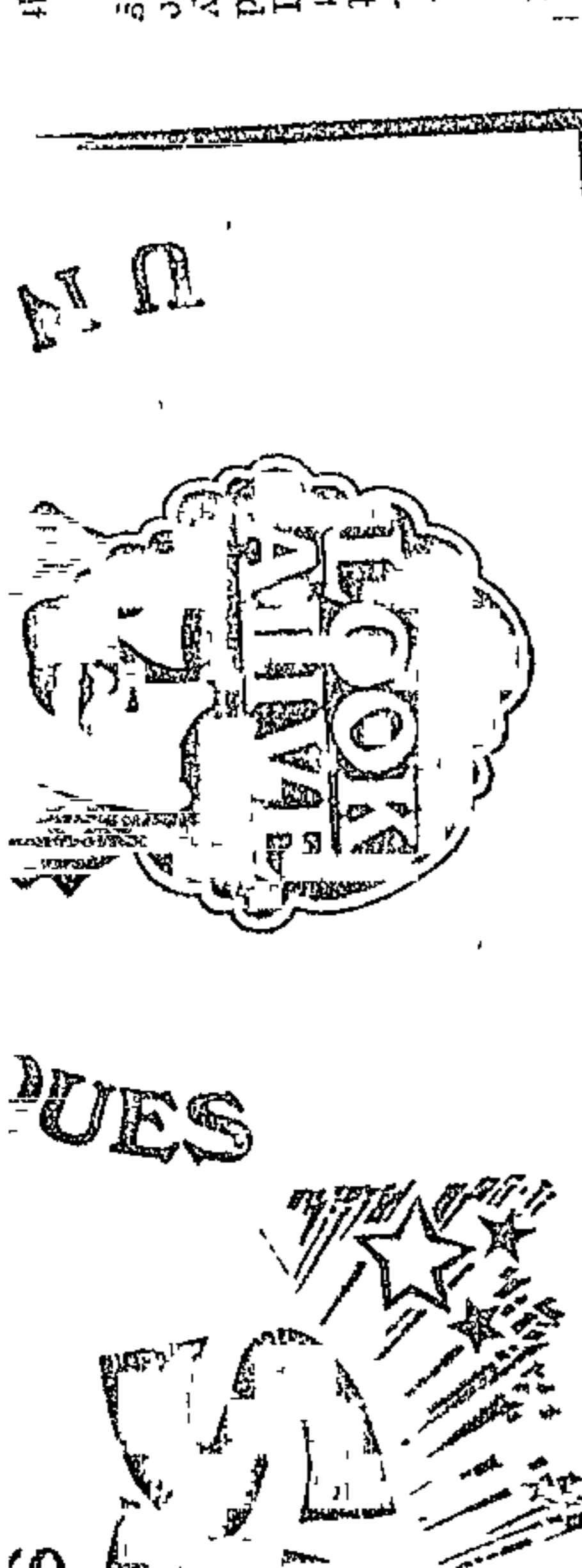
Superintendent Andrew Theunissen said he had just completed an inspection of the communications systems on a police launch moored in Binza outer harbour, and had dived overboard for a quick dip to cool off, when what seemed to be a breaking tree-trunk fell on him.

My instantaneous impression was of the terrible crunching noise that the tree was making as it hit me. A second later I realised I had been seized by a crocodile, that my head was in its jaws. The frightening crackling sound grew louder.

Crocodiles in jaws of

There was little hunger was being 'risped out' and among crocodiles on Lake Kariba Mr Yates said suggesting that the lake managers, was ludicrous

He gave their choice of food as tiger fish and barbel - seldom policemen - Sapa



STREPTOMYCIN PAROV

Prof warns of Mwasa banning

By NEVILLE FRANSMAN
PROFESSOR Jakes Gerwel, of the University of the Western Cape, yesterday warned that the Media Workers' Association of South Africa (Mwasa) should expect to be banned if the government accepted findings of the Steyn Commission

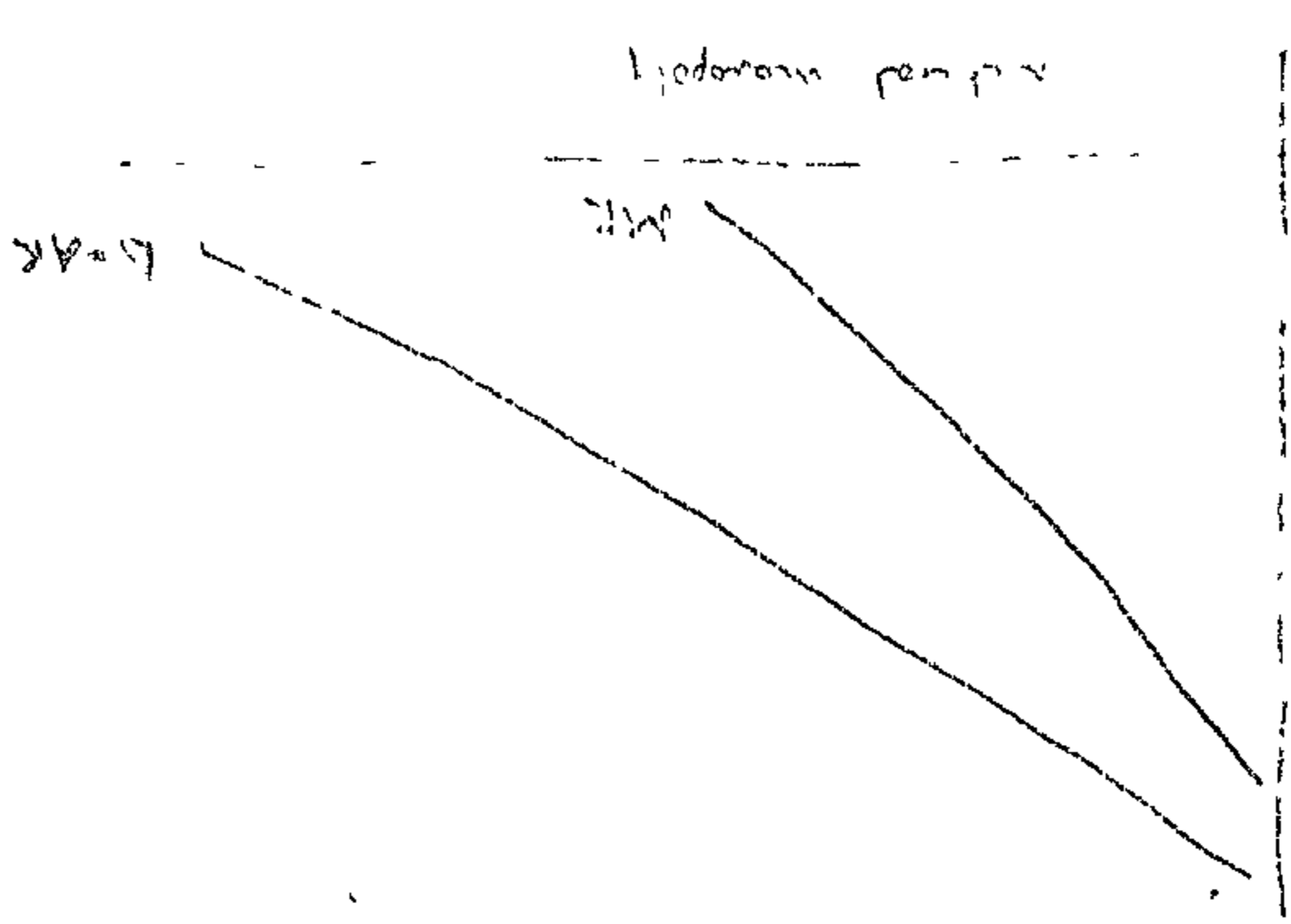
In an interview Professor Gerwel, Dean of the Faculty of Arts, said his prognosis was that Mwasa was "in for the same fate" as its forerunner, the Union of Black Journalists

"The Steyn Commission seems to have attached much value to the fact that South Africa is a heterogeneous society in the sense of having to accommodate various nationalisms — which is an ideological departure point

"I want to suggest an alternative view, namely that our society is very simply one in which a minority group dominates and uses a total strategy to maintain its hold on power

"The Steyn Commission views Mwasa as a danger to 'the fabric of South African society', and that fabric consists of undemocratic control by a minority over a large majority

"It would be naive to expect democratic responses from a dominant sector of society perceiving itself as the targets of total onslaught"



NEIL ⁽¹³⁸⁾ AGGETT

TVL SECRETARY FOOD & CANNING WORKERS UNION



5th Feb 1982

DIED IN DETENTION

Deaths of detainees arrested after storm

Mercury
6/2/87
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Storm

death

Mercury Reporter

Shocked parents

LAWYERS, trade unionists and organised commerce last night called for urgent steps to stop deaths in detention, following the death of a labour leader, Dr Neil Aggett, who was found hanged in his cell less than 36 hours after the Rabie Commission recommended a 'fairer deal' for detainees.

fly to Rand

Dr Aggett's death should impel reconsideration of the Rabie Commission's recommendation that detention without trial remain on the statute book, the Lawyers for Human Rights said in a statement yesterday.

to find out 'why our son died'

Mercury Correspondent

CAPE TOWN—The Somerset West parents of Dr Neil Aggett flew to Johannesburg hours after their daughter telephoned the news of his death to them.

They intend doing their utmost to find out why their 28-year-old son died. Interviewed briefly outside their Upper Orange Street home, an obviously distressed Mr J Aggett said both he and his wife were 'still absolutely shocked at the news'.

He said his wife was 'terribly upset and did not wish to talk to anyone' as not wish to talk to anyone

involvement in trade union activities

Dr Aggett was a quiet, hard-working man who gave up a medical career to organise one of the fastest-growing union branches in the country, it is reported from Johannesburg.

He also won enough respect from other unionists to be chosen to convene a crucial union summit meeting scheduled for later this year.

Friends, relatives and union colleagues also remembered him yesterday as the man who would at least once a week work a full night shift

In an unprecedented move, the country's two major employer bodies, the Association of Chambers of Commerce and the Federated Chamber of Industries, expressed concern at the death, with Assocom calling for the rapid implementation of the commission's suggestions for an improvement in the handling of detainees.

And a joint statement by five major unions warned that unions would no longer deal

He was later to practise at several black hospitals — first in Umtata, then in Tembisa near Johannesburg and at Baragwanath

But he became drawn to the growing black union movement — and to two unions established in 1941 which had long been the target of official action

In 1978, we decided to re-establish our Johannesburg branch which had been dormant after action against officials Neil offered to help out and then asked to work full-time, the unions' general secretary, Mr Jan Theron, said yesterday

Decision
Dr Aggett's sister, Mrs Jill Berger said 'He didn't discuss his decision to leave full-time medi-

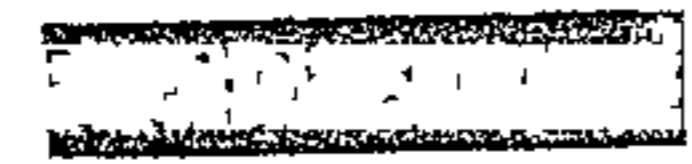
Last straw

Deaths would also continue while detainees were subjected to lengthy uncontrolled interrogation aimed at obtaining self-incriminatory statements, true or false, which the detainees knew to be the only way to escape from an intolerable situation.

The General Workers' Union said it regarded Dr Aggett's death as 'the last straw in an already deteriorating relationship between the State and the trade union movement'.

'Talk of labour reforms means nothing to us when our chosen leaders are jailed at will and now when one dies a violent death in the hands of the Security Police Neil Aggett was loved and respected by members of this union and by the union movement as a

How did employers see Dr Aggett? 'We are very upset. He was very reasonable and likeable. We had no gripes with him,' said Dr Bill Lombard, human resources manager of the giant Premier Group. And Mr Peter Moni, managing director of Moni and Fatis, which recognised the unions after a long and often bitter dispute, said 'I always found him to be frank, sincere and honest at negotiations. He clearly had an understanding of what he was doing.'



the death of Dr Aggett only reinforces the general need for such persons to be brought to trial as soon as possible, he said. Assocom believed the recommendations of the Rabie Commission which aim at improvements in the handling of detainees, should be implemented as soon as possible.

The death of Dr Aggett in detention this week was 'one more scar' on the already discredited security legislation, the Federation of South African Trade Unions said in Cape Town yesterday.

In a statement reacting to the death by hanging of the Transvaal secretary of the African Food and Canning Workers' Union, a shocked Fosatu spokesman said Dr Aggett had been held for more than four months and 'no one knows what horrors led to his hanging'.

Relatives

The Security Branch in Johannesburg yesterday agreed to allow parents of Johannesburg detainees to see their relatives as anger and concern mounted over the death of Dr Aggett.

But it is not clear whether relatives in other parts of the country will be allowed to see detainees.

Dr Aggett was being detained under Section 6 of the Terrorism Act after being held by the Security Branch last November and was the first white person to die in detention.

From Cape Town, Ormande Pollok reports that Opposition leader Dr F van Zyl Slabbert said in Parliament that the death of Dr Aggett filled him with 'shame'.

And, at the same time, Mrs Helen Suzman, Opposition chief spokesman on human rights, said that the whole system of detention without trial and solitary confinement should be scrapped.

Assured

Concluding the No Confidence debate yesterday, Dr Slabbert recalled that only two days previously the Minister of Police, Mr Louis le Grange, had as-

sured Parliament that every reasonable measure was taken to ensure that detainees could not injure themselves or commit suicide.

They were held in the best possible circumstances, Mr le Grange had said.

Dr Slabbert said he did not know the circumstances surrounding Dr Aggett's detention but said there was considerable concern about his death.

'There are people who are extremely upset by what has happened,' he told Parliament.

'Incidents like this fill me with shame - shame because I cannot look the world in the eye and answer simple questions that one could be expected to be able to answer.'

Why, he asked, had it not been possible to finalise charges against Dr Aggett, the Transvaal secretary of the African Food and Canning Workers' Union, since he was detained in November last year?

Comfort

'I have no way of explaining it,' he said.

Dr Slabbert said he had no way of even saving who had been allowed to see him.

'I cannot remotely explain why he should be detained in such a manner.'

'I cannot even comfort his parents because of the questions I cannot answer.'

He warned that when the system of arbitration between the State and the individual was destroyed 'you polarise the situation'.

'The minister should at the earliest opportunity make a statement and tell us just what the situation is. He must make a full inquiry.'

Outside Parliament a statement was issued by the Commissioner of Police, Gen Mike Geldenhuys, in which it was said that Dr Aggett had been found hanged in his cell in John Vorster Square at

11.30 a.m. Yesterday morning when he had been visited 30 minutes earlier every thing had been in order, the statement said.

youngest son's death, they said. Our son was detained on November 7 last year. We still have not been told by he was held in detention. We were informed this morning that he was found hanged in his cell at John Vorster Square in Johannesburg, and that is all we know.

As far as we know the last time that he was seen by either family or friends was on December 31 for 40 minutes. We intend doing out utmost to find out why this happened, the statement concluded. Mr Aggett said he had had very little contact with his son for some years and that he had not been happy at his in-

for the day's union work the next morning. And employers who sat through tough negotiations with the two unions of which Dr Aggett was Transvaal secretary the Food and Canning and African Food and Canning Workers' unions, described him yesterday as 'likeable' and his death as 'a loss to the industrial scene'. Dr Aggett was born in Kenya just more than 28 years ago, but his family moved to South Africa while he was a child and he matriculated in Grahamstown. He went on to study medicine at the University of Cape Town, where according to a friend and colleague, he was 'a good student'.

Deaths in detention would continue as long as police officers were allowed to keep people in solitary confinement without access to members of their family, lawyers and doctors. The lawyers said. Even if it be found that Dr Aggett took his own life, as claimed, the question remains: What makes death preferable to detention?

Police action against unionists was ended. The lawyers said. Even if it be found that Dr Aggett took his own life, as claimed, the question remains: What makes death preferable to detention? Deaths in detention would continue as long as police officers were allowed to keep people in solitary confinement without access to members of their family, lawyers and doctors.

Neil was quiet and gentle, but a very strong person and very mature. He thought through things carefully before committing himself, Mrs Berger said. The president of the Assocom, Mr G Stuart-Reckling, said the death of a labour leader in detention could only complicate the evolution of sound industrial relations in South Africa. Detentions without trial of trade unionists, and

cont

JOHANNESBURG — Dr Neil Aggett, the trade unionist who died in police detention yesterday, was a quiet, hard-working man who gave up a medical career to organise one of the fastest-growing union branches in the country.

He also won enough respect from other unionists to be chosen to convene a crucial union summit meeting scheduled for later this year, said friends and relatives.

Employers who sat through tough negotiations with the two unions of which Dr Aggett was Transvaal secretary, the Food and Canning and African Food and Canning Workers' Unions, described him yesterday as "likeable" and his death as "a loss to the industrial scene".

Dr Aggett was born in Kenya just over 28 years ago, but his family moved to South Africa while he was a child. He matriculated at Kingswood College in Grahamstown.

He studied medicine at the University of Cape Town. According to a friend and colleague who asked not to be named for professional reasons, he was "a good student".

He later practised at several black hospitals — first in Umtata then in Tembisa near Johannesburg and Baragwanath, Soweto.

He was then drawn to the growing black union movement — and to the two unions established in 1941 which had long been the target of official action.

Dr Aggett's sister, Mrs Jill Berger, said "He didn't discuss his decision to leave full-time medicine with us, but I guess he felt he could work better towards his ideals for society that way. But there is no doubt that he thought about his decision very carefully before choosing this path."

"He was a very committed man and was prepared to make great sacrifices — such as giving up full-time medicine," a colleague said.

Mr Aggett was detained

Aggett ¹³⁸ gave up medicine for *D. Dispatch* unions ^{6/2/82} last November.

Friends, colleagues and relatives were "bewildered" by suggestions that he committed suicide.

"He was probably the sanest of the lot of us — that's why he was chosen to organise the summit. He had incredible inner resources," a union colleague, Mr David Lewis said.

"Neil was quiet and gentle, but a very strong person and very mature. He thought through things carefully before committing himself," Mrs Berger said.

A medical colleague agreed "He was very introspective and everything he did was carefully considered — he did nothing rashly."

Mrs Berger added that when she visited her brother in detention on New Year's Eve he asked for a book on surgery.

"He was obviously planning ahead and seemed to be considering a return to medicine," she said.

"We are very upset. He was very reasonable and likeable. We had no gripes with him," said Dr Bill Lombard, human resources manager of the giant Premier Group.

He added "His death obviously creates labour relations problems."

Mr Peter Moni, managing director of Monis and Fattis, which recognised the unions after a long and often-bitter dispute, said, "I always found him to be frank, sincere and honest at negotiations. He clearly had an understanding of what he was doing."

"He was an influential leader and his death is not only a loss to the union movement, but to the industrial scene." — DDC

Aggett Work Stoppage Supported

Argus 10/2/82

TRADE unions involved in tomorrow's work stoppage in memory of unionist Dr Neil Aggett who died in detention last Friday have found widespread support from workers and employers.

Workers countrywide are expected to down tools from 11.30 until noon tomorrow as a sign of protest against Dr Aggett's death.

Unions in the Johannesburg area, East Rand, Pretoria, Cape Town, Port Elizabeth, East London and Durban have all pledged their support for the stoppage.

Workers will not, of course, be forced to observe the protest, one Cape Town union leader said today, 'but we are expecting wide support'.

Companies have been approached by the unions through written correspondence or actual meetings during the week to explain reasons for the stoppage.

Manv management groups have approached either an understanding or sympathy for tomorrow's action, according to a special memorial service to honour Dr Aggett has been planned at St George's Cathedral in Cape Town tonight and the umbrella body for a number of PWV-area unions — the Transvaal Solidarity Committee — meets tonight to discuss the stoppage.

In Durban, the Natal Solidarity Committee which is made up of unions and community groups yesterday announced their support for the stoppage.

Union leaders in the Eastern Cape expressed optimism today about the prospects for a wide spread work stoppage tomorrow.

Aggett

Argus 10/2/82
(Continued from Page 4)

to support the demand for the release of all South African detainees.

The United Nations anti-apartheid committee said in New York yesterday that it was concerned about the safety of people in detention in South Africa.

It has called on President Ronald Reagan to issue a statement condemning Dr Aggett's death.

IRRATIONAL

A memorial meeting at the University of Cape Town Medical School was told that those who are committed to democracy in South Africa have a duty to bring to an end the occurrence of such horrors as the death in detention of Dr Aggett.

Dr John Fralish, a medical and trade union

colleague of Dr Aggett, said the system of detention was 'too barbarous to be tolerated'.

Solitary confinement could result in irrational behaviour and mental derangement.

'As long as the State continues to fight against democracy, the present system of detention will continue to be used'.

The New Republic Party has demanded the urgent disclosure of the facts of the death in detention of Dr Aggett.

In a statement issued today NRP justice spokesman, Mr Pat Rogers, said statements by Minister of Police, Mr Louis le Grange, had done nothing to allay public misgivings.

'It is vitally necessary to reassure the public that the authorities are acting with due care and circumspection in the treatment of detainees'.

London, New York, Port Elizabeth Bureaus, Political Staff and Correspondents.

also received sympathetic responses from management.

The Johannesburg-based General and Allied Workers' Union (Gawu) has announced its support for the work stoppage.

The union's president, Mr Samson Ndou, and organising secretary, Mrs Rita Ndzanga, were both detained under security legislation late last year.

The British Labour Party's international committee has promised its full support for the half-hour work stoppage tomorrow.

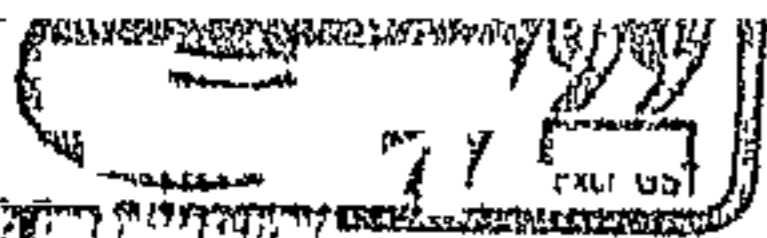
At its meeting in London yesterday, the committee unanimously adopted a motion recording the party's horror at the death of Dr Aggett, who, the committee said, was the 46th person to die in the custody of the South African police.

The resolution noted that more than 600 people were detained in South Africa for political reasons — many of them active trade unionists.

It paid tribute to the courage of the trade unionists and called on the British Government

A motor union official in Pretoria said he had reached an understanding and there will be a stoppage tomorrow, but the union was not clear on the time the workers wanted and that still had to be determined.

(Contd on Page 3, col 4)



Unions plan nationwide Aggett day

138 138 138 RDM 8/2/82

By STEVEN FRIEDMAN

SOME of the country's biggest black unions are planning a national, half-hour work stoppage on Thursday morning to mourn the death in detention of unionist Dr Neil Aggett — and will ask employers to agree to this step.

The call on workers and employers to observe a half-hour stoppage in mourning has been made by Dr Aggett's union, the Food and Canning Workers' Union

It has been supported by the Federation of SA Trade Unions, which has more than 90 000 members

The call is unprecedented and unions say they hope the brief stoppage will take place with the co-operation of employers

The leaders of South Africa's two main employer organisations Assecom and the Federated Chamber of Industries, who have both expressed concern over the death, reacted cautiously to the unions' call yesterday

Action plan

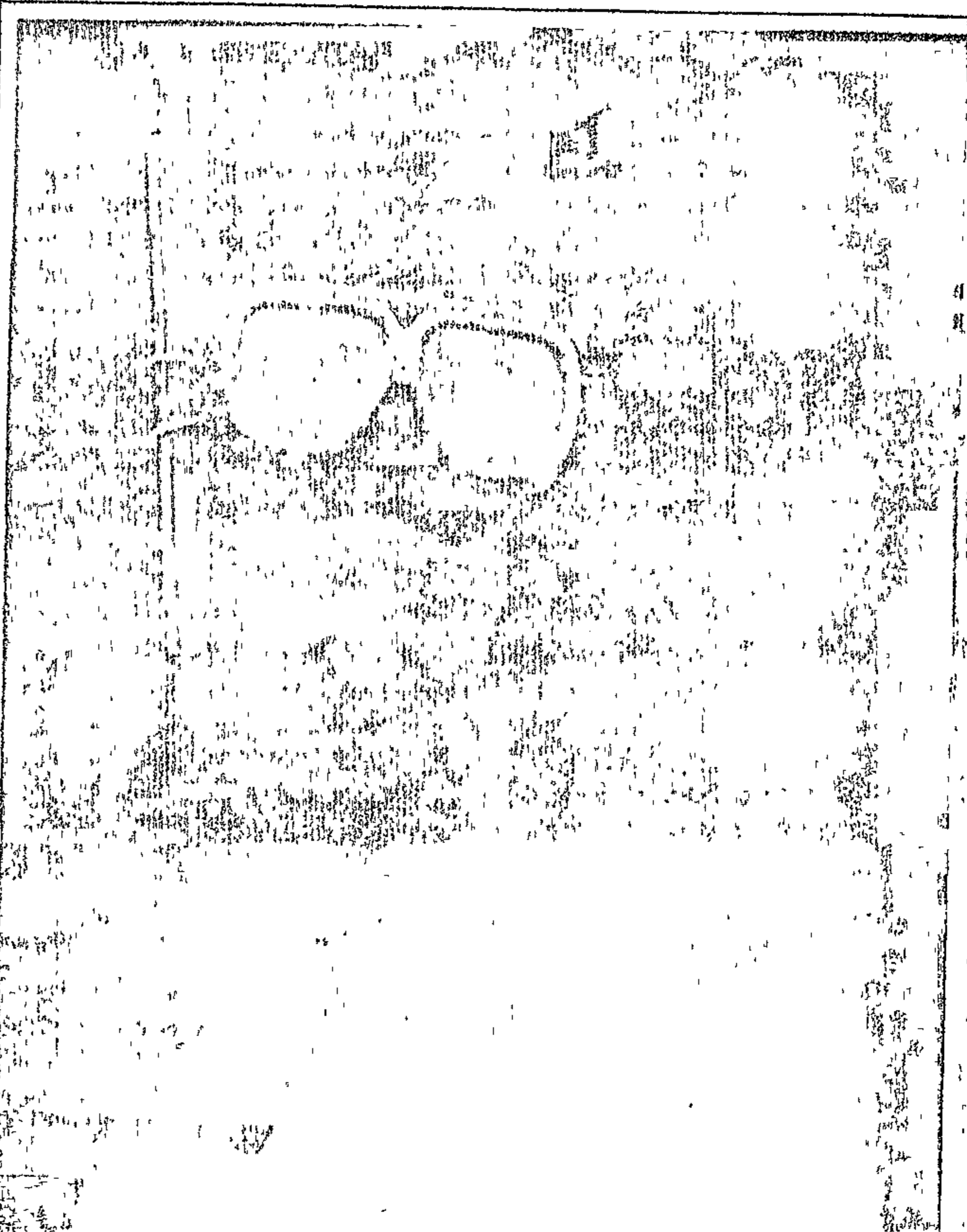
A Fosatu spokesman said yesterday that three union national executives had already met to plan action for a period of mourning

And in the Transvaal, he said, Fosatu had organised shop steward council meetings in Springs, Benoni, Katlehong, Vereeniging and other areas to discuss plans for the brief stoppage

In addition, a meeting of the Transvaal Solidarity Committee — which comprises all local independent unions, regardless of affiliation — will be held tomorrow

It is understood that worker representatives in all factories where the unions have a presence will approach their managements and ask them to agree to a stoppage starting at 11.30 on Thursday morning

Unionists are hopeful many employers will treat the request sympathetically.



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Serious

They say statements by Assocom and the FCI last Friday acknowledged the seriousness of the situation created by Dr Aggett's death

Yesterday Mr Gordon Stuart-Reckling, president of Assocom, said the organisation had already called for the recommendations of the Rabie Commission on security to be implemented and had asked that detainees be brought to trial as soon as possible

"The Rabie recommendations go a long way towards improving the handling of detainees and they should be implemented as soon as possible," he said

"I do not know how employers will react to this latest situation and I am not here to tell people how to run their businesses

"We have given our view, that the death in detention of Dr Aggett can only complicate the evolution of sound industrial relations in South Africa.

"But the implementation of the Rabie Commission's recommendations is the crux of the matter"

Mr Chris du Toit, the FCI president, said he would not comment until he had discussed the union statement with senior executives

Original

The original call for a stoppage came in a statement yesterday by the FCWU, of which Dr Aggett was Transvaal secretary

It said "A day of mourning on Thursday, February 11, is being called by the union of which Neil Aggett was Transvaal secretary. Employers and workers at all factories are asked to observe a national work stoppage at 11 30am on Thursday for half an hour"

The union said Dr Aggett died "because of" his outstanding work for our union and the unity of all workers".

It added "His death must be commemorated in a proper manner and those who are responsible must feel our full shock and anger"

The union blamed Security Police and the Department of Manpower "which has condoned the vendetta of the Security Police against trade unions" for the death, and said it "marks a turning point in relations between unions and the State"

It added "The statements made by major employer associations such as Assocom and the FCI show that they realise this and we look to all employers and employer bodies to support our call"

⊙ In London yesterday, SATIS, a trade union pressure group within the Anti-Apartheid Movement, delivered a message to the British Prime Minister, Mrs Margaret Thatcher, urging her to put pressure on South Africa for an independent inquiry into Dr Aggett's death in detention

⊙ See Page 5

Floyd 'adjusting' to Aggett's death

RDM 8/27/82 By ANNE SACKS (29)

DETAINEE Dr Liz Floyd is still in the psychiatric unit of the Johannesburg Hospital, where her parents said she was "bearing up well" to the death of her boyfriend, Dr Neil Aggett

Dr Aggett, 28, Transvaal secretary of the Food and Canning Workers' Union, died while in security police detention on Friday morning. When Dr Floyd was

told of his death by her parents, she collapsed and was rushed to the Johannesburg Hospital, where she is under armed police guard. She is a medical officer for several Soweto clinics.

Her parents, Mr Hugh and Mrs Mary Floyd, who flew to Johannesburg from Cape Town on Friday, said Dr Floyd, 27, was adjusting not only to the death of her boyfriend of seven years but also to being out of solitary confinement. She was detained 71 days ago and held in terms of Section Six of the Terrorism Act.

Six people were arrested, charged and released after a motor cavalcade of 90 cars circled John Vorster Square on Saturday afternoon to protest against deaths in detention and to show solidarity with other detainees.

A cavalcade circled the Hillbrow police station, where a Johannesburg journalist, Miss Liz McGregor, was charged for disturbing the peace and told to appear in court this morning.



Aggett:
AKG:45 9/2/82
Threats
to trade
unionists

Labour Reporter
LOCAL trade unionists have received threatening telephone calls after the death in detention on Friday of Dr Neil Aggett, Transvaal secretary of the Food and Canning Workers' Union.

A caller telephoned the home of the union's general secretary, Mr Jan Theron, at 4 am on Saturday saying Mr Theron was 'next on my list'.

Mr Theron said today 'The curious thing is that my number is not listed in the telephone book'.

This was not the first threatening call he had received.

HEAD OFFICE

The calls started in November last year, the day after Security Police raided the union's head office in Cape Town.

Officials of the General Workers' Union had also received threatening calls recently, said a spokesman.

One of the organisers received a call early on Saturday from someone 'attempting a sinister laugh'.

D. Dispatch
9/2/82
38
EL SERVICE
for Aggett

EAST LONDON — A memorial service for Dr Neil Aggett, the trade unionist who died in detention last week, will be held in the city hall here tomorrow at 5.30 pm.

This was announced yesterday by Miss Debra Komose, the local branch secretary of the African Food and Canning Workers' Union (AFCWU). Dr Aggett was Transvaal branch secretary of the union.

Meanwhile two other unions with strong East London membership, the General Workers' Union and the South African Allied Workers' Union (Saawu), have endorsed the call by the AFCWU to employers and workers to observe a half-hour work stoppage on Thursday in memory of Dr Aggett.

Mr Herbert Barnabas, the national organiser of Saawu, said Dr Aggett had been largely responsible for helping Saawu get off the ground in the Transvaal. He said all Saawu members mourned his death.

The Detainees' Parents Support Committee held its weekly placard demonstration outside John Vorster Square in Johannesburg, where Dr Aggett died, yesterday morning — but this week each member held two placards instead of one and wore black armbands of mourning.

"We feel helpless against Section 6 of the General Laws Amendment Act because there is so little we can do in terms of legal action," parents of detainees said after a meeting on possible action against detention without trial.

"We nevertheless would like to see that independent doctors be allowed to visit all detainees," a spokesman for the parents' committee said.

● A police spokesman said yesterday that the decision to perform an

autopsy on Dr Aggett almost immediately had been taken by the state pathologist and had not been requested by the police.

The state pathologist, who started the post-mortem only hours after Dr Aggett's body was found hanging at John Vorster Square, immediately halted the autopsy when told the Aggett family wanted their own pathologist present — DDR-DDC.

Aggett action call spreads

ROM
9/2/82
138
329
JBS
JGOA

Court order on blood transfer

Court Reporter

A TRANSVAAL judge, Mr Justice ... go, authorised a Johannesburg Hos... doctor to give blood to a seriously injured Jehovah's Witness at the weeke...

A transfusion was necessary to save the of the patient, Mr William Andrew Dyson who was seriously injured in a car accident.

Mr Dyson, his wife and two daughters objected to a blood transfusion on religious grounds the court heard.

The application, on behalf of the Administrator of the Transvaal was made by telephone late on Friday night and was granted the same day.

Dr Mathew Zultzman, in charge of the respiratory intensive care unit of Johannesburg Hospital, said the court Mr Dyson had been admitted with multiple serious injuries. He was in the intensive care unit and undergoing an operation Friday morning.

It was possible Mr Dyson was bleeding internally the abdomen he said.

Mr Dyson was unconscious but his wife and daughters were categorically opposed to a transfusion. But a blood transfusion was clearly needed, Dr Zultzman said Mr Dyson did not have a 100 percent chance of survival, but his chances would improve greatly if he was given blood.

Dr Hymie Green a specialist

By STEVEN FRIEDMAN

TWO more major union groupings have backed plans for a national half-hour work stoppage on Thursday to mourn the death of Dr Neil Aggett — which means unions representing up to 200 000 workers have now decided to take part.

And yesterday the giant Federated Chamber of Industries recommended a course of action over the proposed stoppage to its member chambers.

No details were available, but it is likely employers have been advised to adopt a flexible attitude.

It was also learned that unions are planning to hold mass protest meetings in the townships to protest at Dr Aggett's death.

And the Transvaal inter-union solidarity committee met last night to plan implementation of the stoppage and other protest measures.

The ball started rolling at the weekend, when the Federation of SA Trade Unions announced it was supporting a call by Dr Aggett's union, the Food and Canning Workers' Union, for the half-hour stoppage.

Protests

Yesterday, the general secretary of the 45 000 member Council of Unions of SA, Mr Proshaw Camay, said Cusa had also agreed to take part.

A meeting of Cusa's executive at the weekend had also decided to support mass protest meetings.

Mr Camay said last night's solidarity meeting was deciding whether these meetings would be jointly organised by the unions.

The executive of the Cape-based General Workers' Union was meeting last night to decide whether to join the stoppage action. But it is regarded as certain that the GWU will take part.

Anger

A statement issued by the union yesterday said "The spontaneous reaction of anger and grief from our factory committees to the death of Neil Aggett will unquestionably ensure that the Food and Canning Workers' Union's call will receive the full endorsement of our executive."

The unions are hoping employers will react sympathetically to the proposed symbolic stoppage.

Yesterday, the FCI issued a statement saying it would not comment publicly on the unions' call, but that it had advised its members what action to take.

Regional chambers of industry have been informed of the FCI's views.

Bank calls for GST increase

INCREASING general sales tax by two or even three percent, to as much as seven percent — but exempting basic foods, transport and fuel from the increase — would give Mr Horwood the extra money he needs this year with the least disturbance to the economy, says Dr Johan Cloete, economic consultant to Barclays Bank.

He says in Barclays Business

By HAROLD FRIDJHON

Tensions

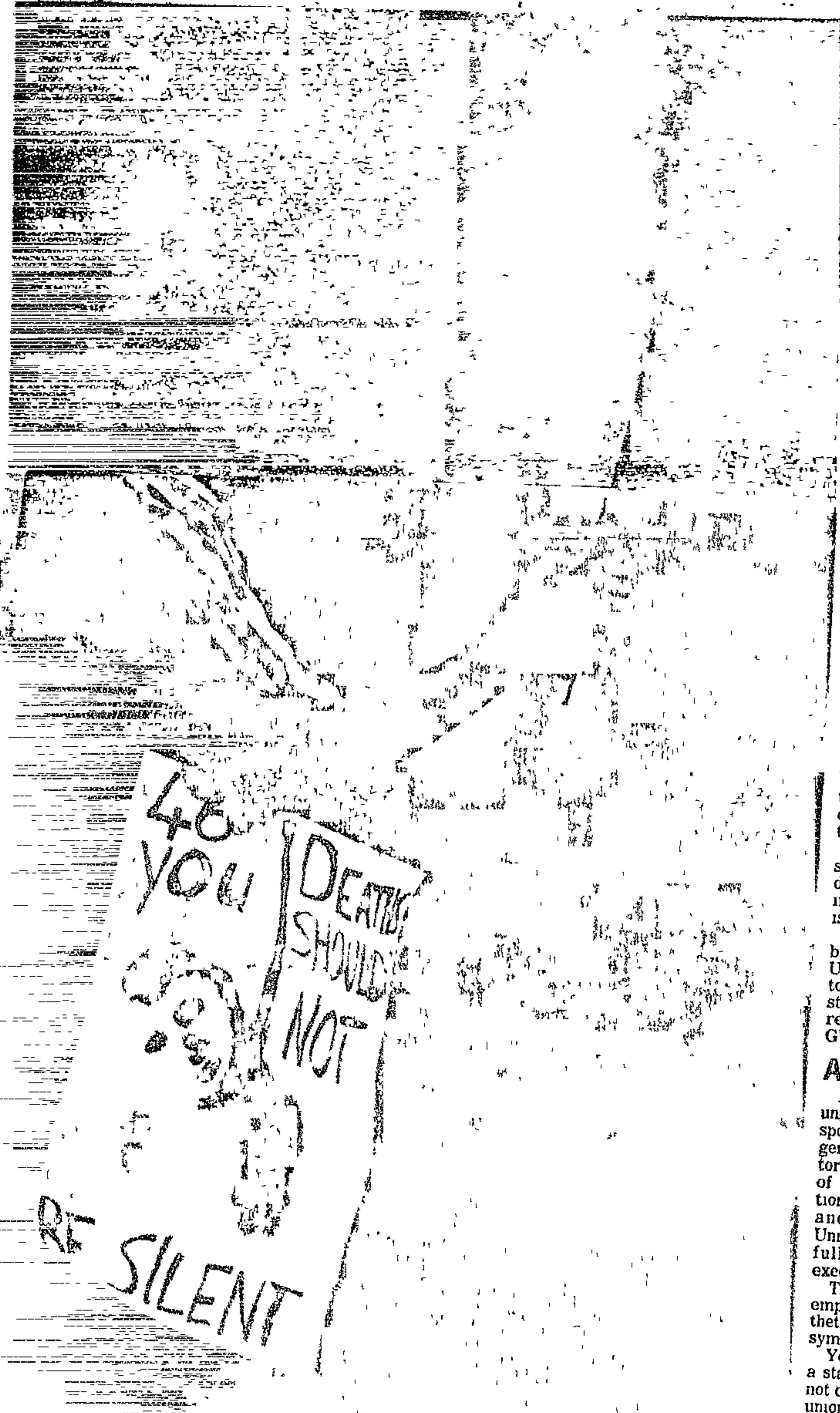
It is understood the FCI has advised industrialists to adopt a flexible and pragmatic stance and not to react in a way that would allow tensions to escalate.

This probably means that although industry is eager to remain neutral on the call, employers have almost certainly been advised not to act against workers who stop work for the designated half-hour.

Assocom has declined to speculate on how its members will react, saying it is not up to the association to tell them "how to run their businesses."

The Steel and Engineering Industries Federation could not be reached for comment.

See Page 2



MARK OF PROTEST... this demonstrator was among the 40 students standing at intervals Jan Smuts Avenue outside the Wits campus yesterday in memory of Dr Neil Aggett. Picture JUMAN KUUS

138 Cape Times 10/2/82

Aggett was 43rd detainee to die

By NEVILLE FRANSMAN

THE death in detention of trade unionist Dr Neil Aggett has once more highlighted an aspect of the South African legal system — detention without trial — which has for the past 20 years been at the root of much controversy, anger and bitterness.

Dr Aggett was the 43rd person to die in security detention since 1963 — and the first white person to die in this way.

He is one of hundreds of people who have been detained without trial since the Parliament passed a law, almost 20 years ago, which allowed the police to detain people on suspicion and hold them without trial or charge for 90 days. Later provision was made for people to be detained for 180 days.

This term of detention has been overtaken by later amendments to South Africa's security legislation which stipulate that the police may hold a person for 14 days under section 22 of the General Laws Amendment Act for purposes of interrogation, for six months under section 12B of the Internal Security Act (aimed at trial witnesses), and indefinitely in terms of section six of the Terrorism Act.

Ministerial order

Besides, a person may also be held in "preventive detention" for a period of 12 months by ministerial order which is renewable. This is also in terms of the Internal Security Act (section 10).

The Transkei Government detains people in terms of Proclamation 400 and, according to SA Institute of Race Relations records, at least three people have died while being held under this law.

Of the 43 who have died in security detention, at least 16 are reported to have committed suicide by hanging, while two others died by their own hands without details being known.

Six detainees fell several floors to their death while 12 were found by magistrates to have died of natural causes. No details were available in the case of death of seven detainees.

The death toll was seven in 1969 with a local and international outcry following the death of Imam Abdullah Haron in September in this year. It was found that he had died of heart trouble partly brought on by injuries received while in custody.

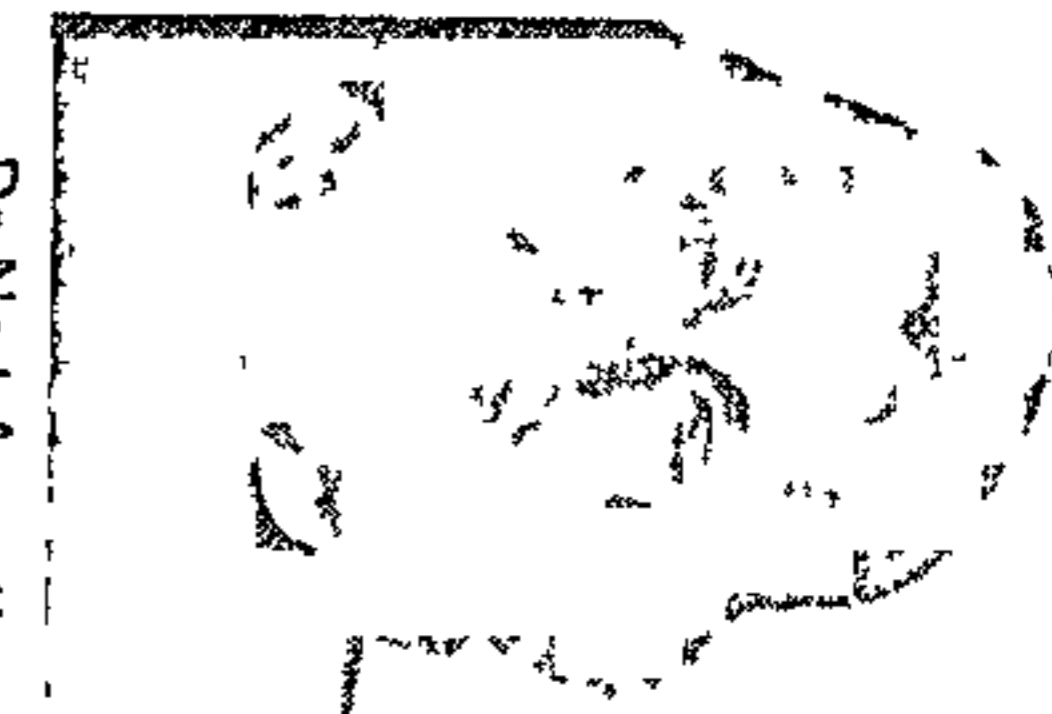
No deaths were reported during the next year but another furor erupted after Mr Ahmed Timol fell from a 10th-floor window at John Vorster Square during interrogation in October 1971.

'Year of Soweto'

Then for five years South Africa was spared the agony of a detainee dying while in the hands of the police — till 1976, the "year of Soweto", when eight deaths were recorded, and 1977, when 11 people died while in police custody.

This two-year period climaxed with the death of black consciousness leader Mr Steve Biko, which probably elicited the most critical response, here and overseas of all the deaths in detention reported thus far.

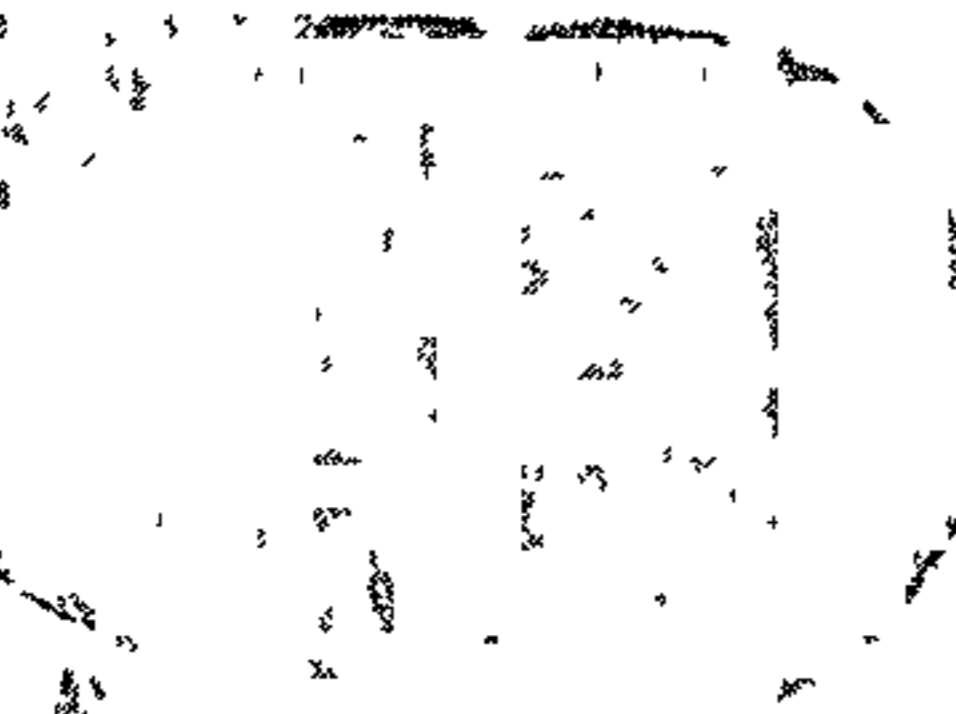
The four-year period after Mr Biko died was marked by only two persons dying in police custody. And now Dr Neil Aggett has been found hanged.



Dr Neil Aggett



Imam Haron

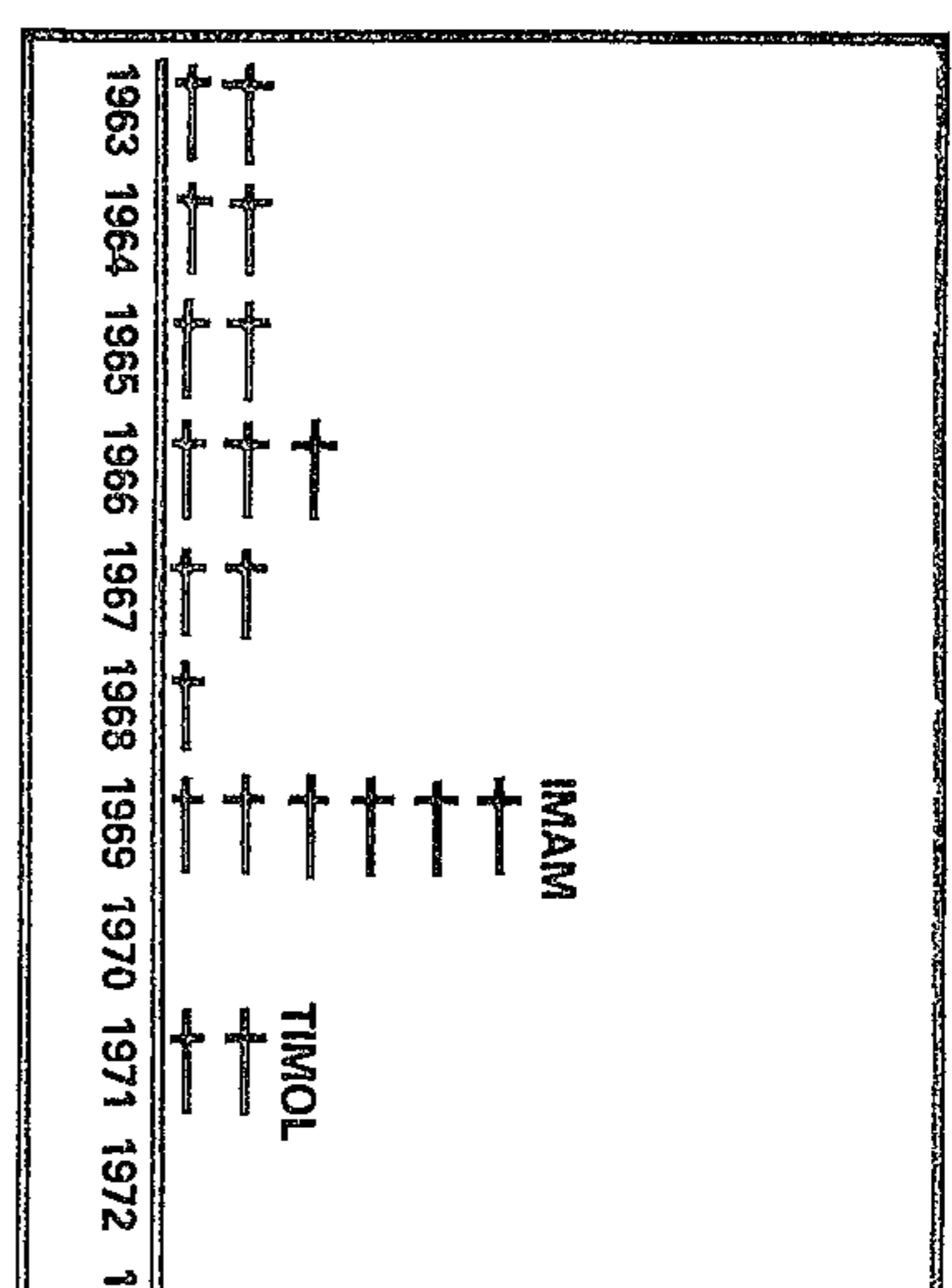


Mr Steve Biko

Died while being held

THE following is a chronological list of people reported to have died in detention. The list has been compiled with the aid of the South African Institute of Race Relations.

- 1 Mr Looksmart Ngudie died on 5/9/63. He was banned posthumously and the inquest finding was suicide by hanging.
- 2 Mr Bellington Mamphe also in September 1963 (exact date unknown), announced 140 days after he was detained.
- 3 Mr James Tyra 24/1/64. Pre-trial, found hanging in cell by scarf.
- 4 Mr Suliman Saloojee 9/9/64. Fell seven floors from a window at security police headquarters in Johannesburg during interrogation and sustained multiple injuries. Magistrate's finding: No irregularities.
- 5 Mr Negeni Gaga 9/5/65. Detained under Transkei Proclamation 400. Finding: Death from natural causes.
- 6 Mr Pongolosa Hoge 9/5/65. Transkei Proc 400. Finding: Death from natural causes.
- 7 Mr James Hamakwayo 1966 (exact date unknown). Suicide by hanging.
- 8 Mr Hangula Shonyeka 9/10/66. Suicide.
- 9 Mr L Y Leong Pm 19/11/66. Died in Leeuwkop Prison, Pretoria. Suicide by hanging.
- 10 Mr Ah Yan 5/1/67. Silverton police cells. Suicide by hanging.
- 11 Mr Alpheus Madiba 9/9/67. Suicide by hanging.
- 12 Mr J B Tubakwa 11/9/68. Suicide by hanging.
- 13 Unidentified. Cause unknown according to statement in parliament in January 1969.
- 14 Mr Nicodimus Kgothe 5/2/69. Post-mortem: Broncho pneumonia, bruises, abrasions.

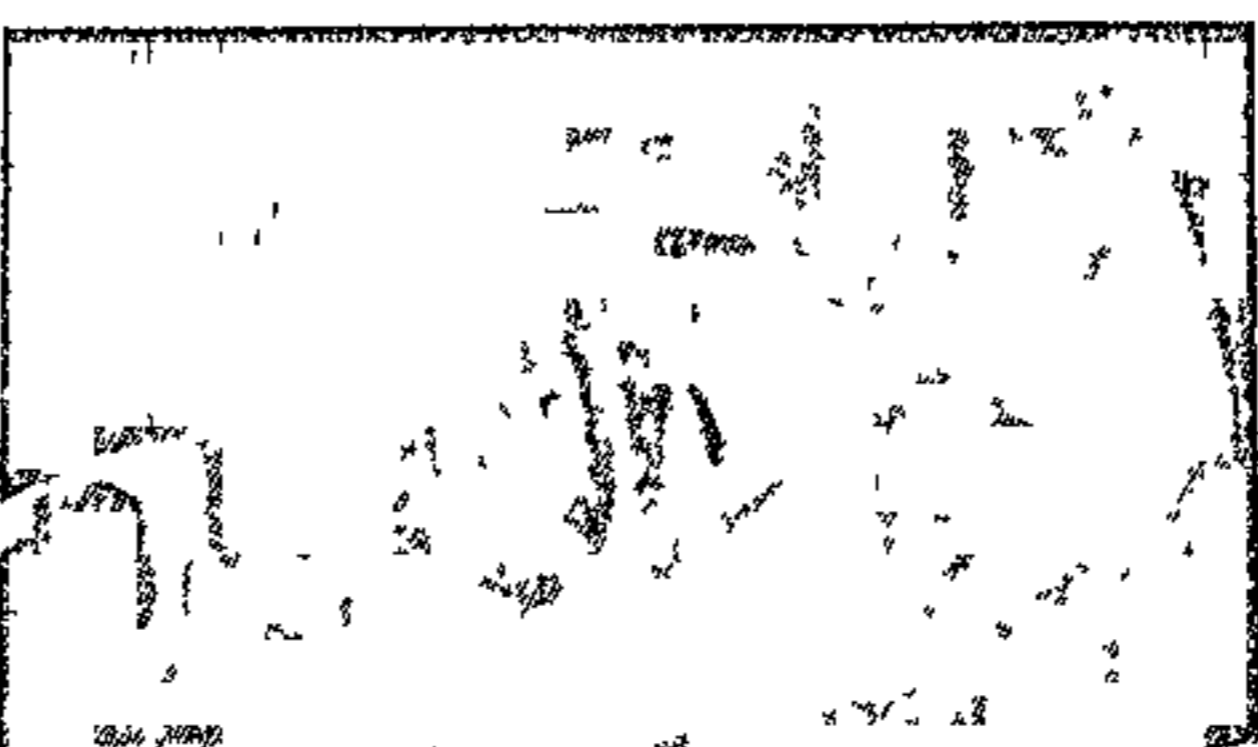


The diagram shows the number of deaths in detention since

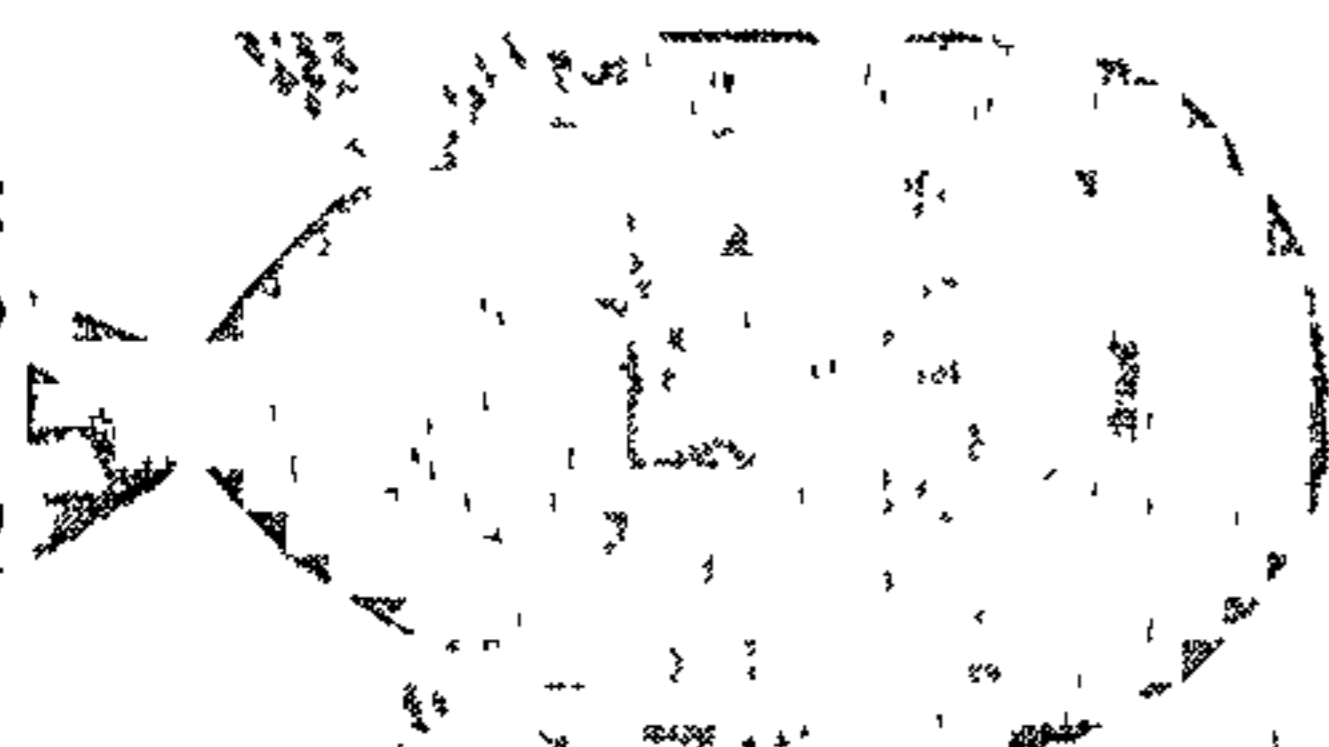
- 16 Mr Jame Lenkoe 10/3/69. Traces of copper signs of electric shock in toe, bruises, haemorrhage at base of skull. Magistrate found suicide by hanging and death not due to offence on part of anyone.
- 17 Mr Michael Shivute 16/7/69. Suicide (not specified).
- 18 Mr Jacob Monnakgotla 10/9/69. District surgeon found he died from thrombosis.
- 19 Imam Abdullah Haron 20/9/69. Reported he fell down stairs, 26 bruises of different ages, broken rib, haemoloma (bruise) on back. Inquest magistrate unable to determine how balance of injuries were sustained, but that he died of heart trouble partly brought on by injuries.
- 20 Mr Mthayeni (utshela 21/1/71. Brought to Umata Hospital where son fetched body. Face swollen, bruised, weals on body, cuts on head. Inquest from 'having slipped in shower', a doctor believed injuries caused by assault.
- 21 Mr Solomon Modipane 28/2/69. Reported he slipped on soap, sustained injuries. District surgeon unable to determine cause of death. Documents placed before magistrate who decided 'natural death, inquest not necessary'.
- 22 Mr Joseph Mthuli 5/0. Died 19/3/76. Died within 24 hours of being detained. Injuries not self-inflicted, most probable explanation is that all or most were inflicted by 'security police' — judge.
- 23 Mr Mabeta Mhahpi, 29 5/8/76. Former Saso and BPC official detained July 15 under Terrorism Act and held at Keir Road Jail near East London. Police said he hanged himself in cell.
- 24 Mr Luke Mazembe, 32 29/7/76. Died Caledon Square, Cape Town, two hours after being detained. Police said he hanged himself. He was member of Western Province Workers' Advice Bureau.
- 25 Mr Dumsane Mbatha, 16-22 25/9/76. Arrested Johannesburg during Soweto student demonstration on September 16. Died in Far East Rand Hospital after complaining to Modderbee Prison authorities that he was feeling ill.
- 26 Mr Ernest Mamasila, 34 19/11/76. Taken in custody November 16. Police said he hanged himself in cell.
- 27 Mr Thalo Mosa August 1976. Found dead. Butten on on November 31.
- 28 Mr Wellington 30 11/12/76. Graduated Hare and Oxford. Hanged himself days in detention.
- 29 Mr George 15/12/76. Detained in Eastern Cape. Died after falling down stairwell in Bethel while being taken to police office.
- 30 Dr Nanaoath 43 9/1/77. Detained in cells at Leshe in F. on 14/12/76. Found vest in cell. Inquest: pathologist refused post-mortem when major incisions all in body.
- 31 Mr Lawrence 8/1/77. Detained on Nov 18. Held at Johannesburg Reg. lapsed and died.
- 32 Mr Elmon 20/1/77. Reported stroke after 10 day and after brain.
- 33 Mr Matthews 15/2/77. Detained. Fell 10 floors to death.

Died while being held

Dr Neil Aggett



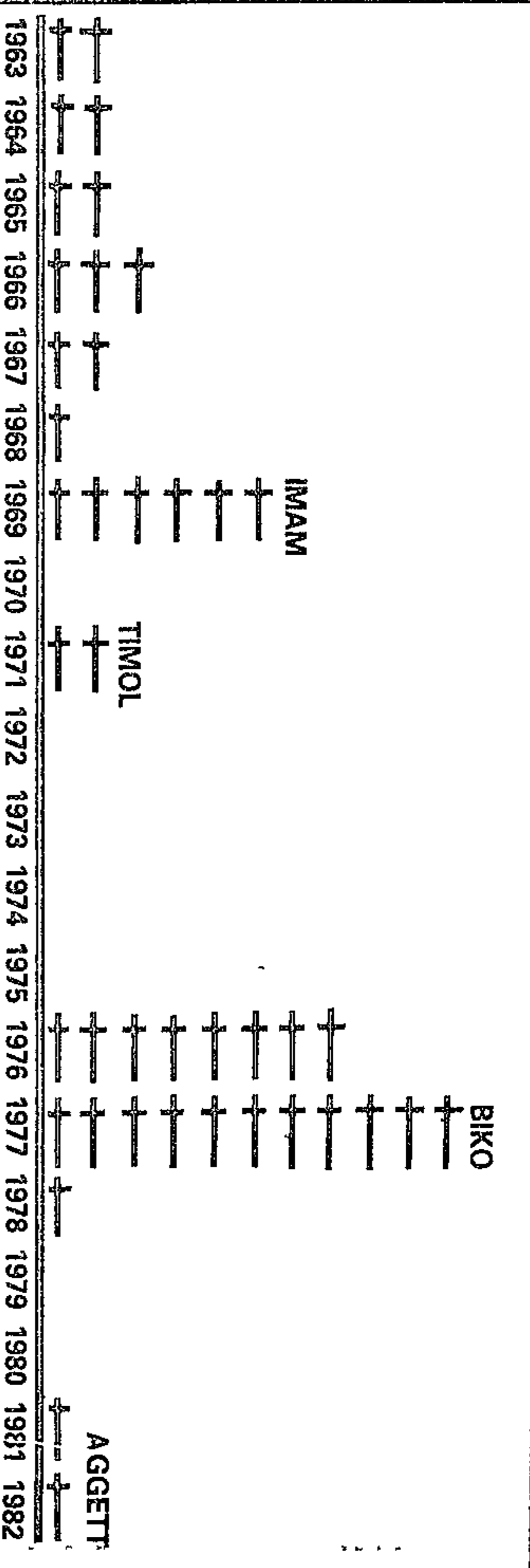
Imam Haron



Mr Steve Biko

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The diagram shows the number of deaths in detention since 1963. The number soared in 1969, 1976 and 1977

- from having slipped in shower, a doctor believed injuries caused by assault.
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- 22 Mr Joseph Mdulu, 50. Died 19/3/76. Died within 24 hours of being detained. Injuries not self-inflicted, most probable explanation is that all or most were inflicted by security police — judge.
- 23 Mr Mapeeta Mhapi, 29. 5/8/76. Former Saso and BPC official detained July 15 under Terrorism Act and held at Kei Road Jail near East London. Police said he hanged himself in cell.
- 24 Mr Luke Marwembe, 32. 2/9/76. Died Caledon Square, Cape Town two hours after being detained. Police said he hanged himself. He was member of Western Province Workers' Advice Bureau.
- 25 Mr Dumsane Mbatha, 16. 22/25/9/76. Arrested Johannesburg during Soweto student demonstration on September 16. Died in Far East Rand Hospital after complaining to Modderbee Prison authorities that he was feeling ill.
- 26 Mr Ernest Mamasa, 34. 19/11/76. Taken in custody November 16. Police said he hanged himself.
- 27 Mr Thalo Mosala. Detained August 1976 in Transkei. Found dead Buterworth Prison on November 30.
- 28 Mr Wellington Tshabane, 30. 11/12/76. Graduate of Fort Hare and Oxford. Police said he hanged himself after three days in detention.
- 29 Mr George Botha, 32. 15/12/76. Detained in Despatch in Eastern Cape. Police said he died after falling six floors down stairwell in Port Elizabeth while being taken to security police offices.
- 30 Dr Nanaoath Ntshunsha, 43. 9/1/77. Detained in police cells at Leshe in Eastern Cape on 14/12/76. Found hanging by vest in cell. Independent pathologist refused to perform post-mortem when he found major incisions already made in body.
- 31 Mr Lawrence Ndzanga, 53. 8/1/77. Detained previous year on Nov 18. Held at the Fort in Johannesburg. Reportedly collapsed and died of heart attack.
- 32 Mr Elmon Malele, 52. 20/1/77. Reportedly died of stroke after 10 days in detention and after brain operation.
- 33 Mr Matthews Mabelane, 22. 15/2/77. Detained January 21. Fell 10 floors to death at John Vorster Square from unbarred window of room in which he was being interrogated.
- 34 Mr Samuel Malunga, 45. 22/2/77. Of Soweto, died in hospital at Maritzburg.
- 35 Mr Aaron Khoza, 45. 26/3/77. Of Khaziso Transvaal. Detained in Maritzburg where police said he hanged himself in his cell.
- 36 Mr Phakamile Mabuya 27. 7/7/77. Fell to his death from sixth floor of Kimberley police headquarters.
- 37 Mr Elijah Lora, 59. 18/7/77. Trade unionist. Taken from Victor Verster Prison near Paarl to Tygerberg Hospital where he died of stroke. Presumably detained in 1963 for three periods of 90 days each. Banned for five years in November 1976.
- 38 Dr Hoosen Hafejee, 26. 3/8/77. A dentist, died at police cells Brighton Beach four hours after detention.
- 39 Bayempim Mzizi, 62. 14/8/77. Died in police cell in Durban after detained for a month.
- 40 Mr Steve Biko, 30. 12/9/77. Died eight days after he went on hunger strike, according to Mr Jimmy Kruger, Minister of Justice, who said he was examined by various doctors sent to prison hospital in Port Elizabeth, taken back to police cells, and transferred to Pretoria where he died on night of arrival.
- 41 Mr Lungile Tabalaza 10/7/78. Fell to his death from fifth floor at Port Elizabeth security police headquarters.
- 42 Mr Thsifwa Mufhe 12.11.81. Lay member of Lutheran Church in Venda, died two days after being detained. Inquest into his death still pending.
- 43 Dr Neil Aggett 5.2.82. In detention since November 1981. Hanged.

The following persons have also died in detention though they were reportedly not held in terms of security legislation

- 44 Mr William Tshwane 26/7/76. A Soweto student, reportedly arrested with other students on July 25. He was shot while fleeing after handling a stolen vehicle, according to police.
- 45 Mr Jacob Mashabane, 22. 5/10/76. A University of Zululand student, reportedly hanged himself in the Fort. Prison authorities said he was awaiting trial charged with car theft.
- 46 Mr Edward Mxolo, 40. Died 9/10/76. Detained at the Fort on October 1.

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Staff Reporter

A CROWD of 1 500 people filled the St George's Cathedral last night to take part in a special memorial service paying tribute to Dr Neil Aggett, the detained trade unionist who was found hanged in his cell last week.

A strong contingent of plainclothes and uniformed police kept watch outside the cathedral.

Before the service started, messages of support and condolences from a number of organizations were read out.

Among them were the Detainees Parents' Support Committee, the Food and Canning Workers' Union, the Federation of South African Trade Unions, the United Womens' Organization and the Students Representative Council of the University of Cape Town.

Referring to recent government assurances about the safety of detainees, the Detainees Parents' Support Committee said Dr Aggett's death exposed the "horror of their lies".

Addressing the meeting, Mr Jan Theron, general-secretary of the Food and Canning Worker's Union, said the question was "How did Neil Aggett die?"

"We are expected to believe he put a scarf around his neck, tied it to the bars of his cell and hanged himself. But no version of his death in detention can be believed by us. We cannot accept that Neil Aggett, of all people, took his own life."

Another speaker, Mrs Shahida Issel, wife of Mr Johnny Issel who has been detained for the past three months, said Dr Aggett's death showed the government had no respect for human lives.

Mr David Lewis, general-secretary of the General Workers' Union said there was a very real chance a person would die when detained.

"Neil Aggett believed the workers were being deprived of their rights by a government they had neither elected or endorsed."

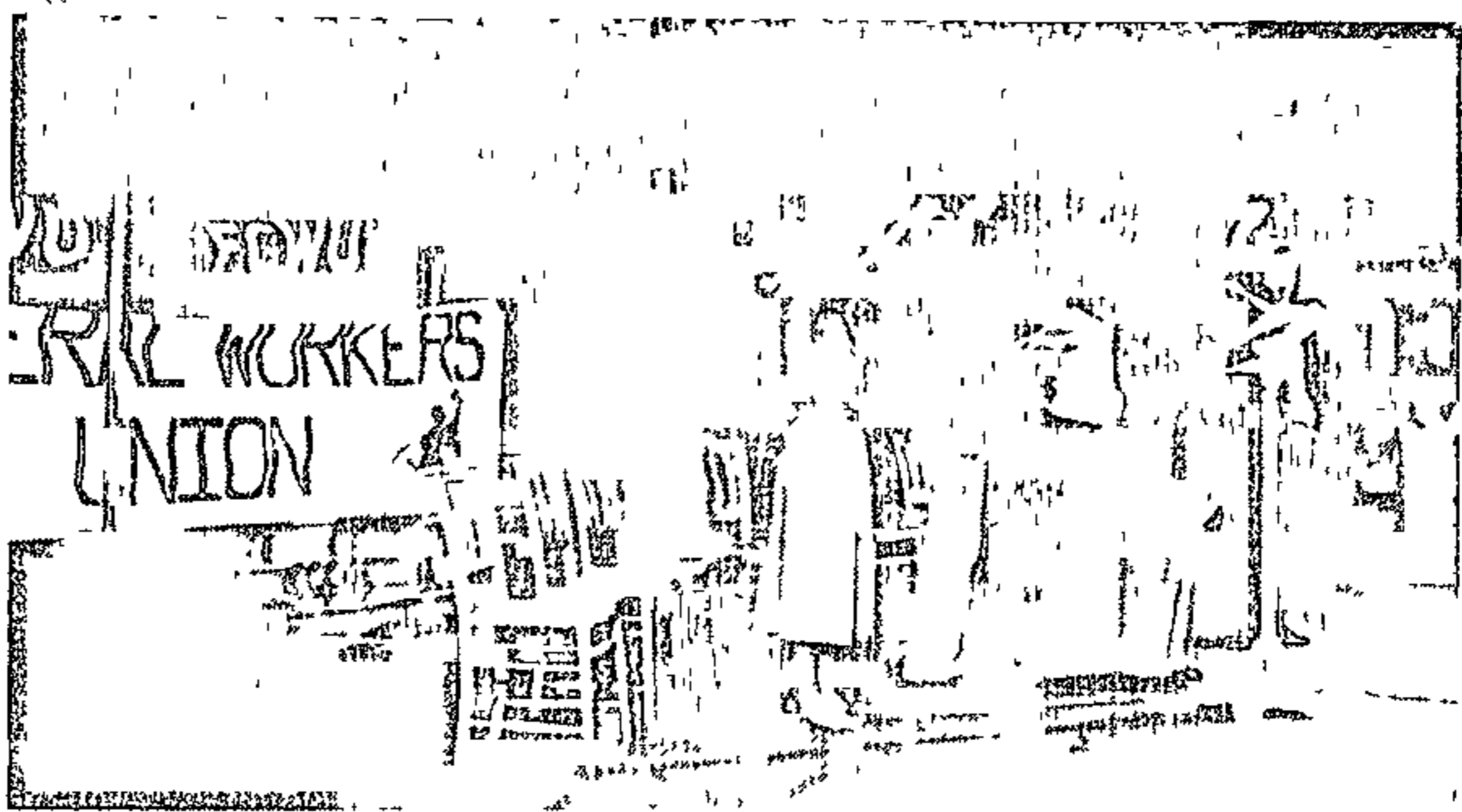
BUSINESS BRIEF

Gold (close) \$382,25
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business houses to close for half an hour today as a mark of respect.

The president of the University of Cape Town SRC, Mr Laurie Nathan, said no action had been planned on campus because the university term had not yet started. However students had helped to raise funds, organize transport, and make banners for memorial services and Dr Aggett's funeral on Saturday, he said.

The Black Sash will be holding one-person stands, with posters read



Speakers at last night's memorial service at St George's Cathedral raise clenched fists during the singing of Nkosi Sikelele Afrika

Half-hour
work
stoppage
today

CAPE TIMES
11/2/82

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Staff Reporters

THOUSANDS of workers throughout South Africa are expected to "down tools" at 11.30am today in a half-hour work stoppage to mourn the death in detention last week of union leader Dr Neil Aggett.

The work stoppage forms part of a day of mourning called by the Food and Canning Workers' Union and African Food and Canning Workers' Union of which Dr Aggett was the Transvaal secretary.

Employers have responded sympathetically to the call. A statement issued by the Federated Chamber of Industries recommended that industrialists adopt a flexible and pragmatic stance.

It is understood that employers have been advised not to act against workers who stop work for the designated half hour.

The Food and Canning Workers Union's general secretary, Mr Jan Theron, said in a press release that Dr Aggett's death "must be commemorated in a proper manner and those that are responsible must feel our full shock and anger".

The statement continued: "The death of this trade unionist marks a turning point in relations between trade unions and the State."

A spokesman for the Association of Distributive and Allied Workers Unions said yesterday its request to major employers to close their shops, whilst considered with un-

derstanding, had been refused.

However, according to the spokesman, workers who wished to take part in the commemorative half-hour were assured that they would not lose pay or suffer victimisation.

"This applies to some of the major chain store groups only as the association has not had time to approach the thousands of small shops."

'Reasonable'

Mr Dave Lewis, general secretary of the General Workers' Union said the union had approached 12 employers representing about 25 factories, who had been "perfectly reasonable" about the call for a work stoppage.

Mr Lewis said the aim of the union was not that members should disrupt work. The gesture was not directed at employers as they held no responsibility for Dr Aggett's death.

He said 60 shop stewards from factories throughout the Peninsula had agreed to go ahead with the half-hour work stoppage today.

Many workers would hold prayer meetings during the half hour.

A representative of the Food and Canning Workers Unions said some employers had decided to move the lunch hour forward, or had told workers they would have to make up the time. Nobody had refused outright, she said.

Mourning the death of a "champion of the working

C. TIMES 11/2/82
From page 1
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"Release detainees alive now", between 8 and 9am, and 5 and 6pm today, at the following venues: St Paul's Church and St Thomas's Church in Rondebosch, St Saviour's Church, Claremont, outside the Sea Point Civic Centre, and at Thibault Square in the City.
Lieutenant G van Rooyen, the police liaison officer for Western Province, said police would be ready as usual for any eventuality.
● Leader page article, page 14

crack of dawn
To page 2

"now they're going away with free education, I've decided to save my dad the money and pack it in"

Heart surgery

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Aggett's Thousands Stop

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Page 23 Solitary Can Cause

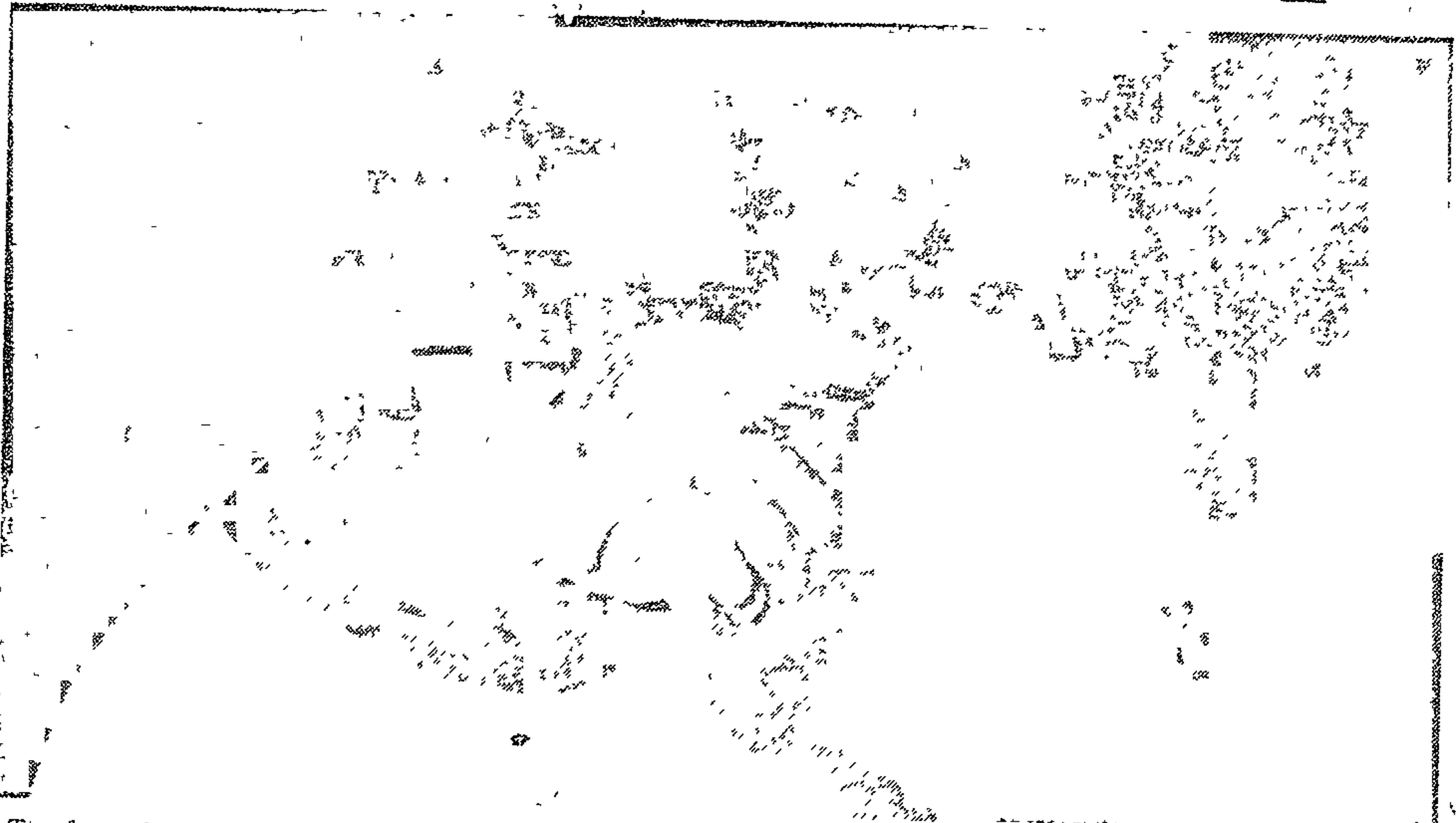
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The face of grief — Mrs Penelope Mayson, wife of detainee and former Methodist minister Mr Cedric Mayson, was overwhelmed with emotion at the mass meeting at Wits University today

Other firms in the PWV area which reported some form of protest included Colgate Palmolive in Boksburg, Premier Paper in Kliprivier, Chloride Batteries in Benoni and Kellogg SA in Springs.

At Port Elizabeth companies organised by Fosatu-affiliated workers in their hundreds rioted and observed a minute's prayer and then sang "Nkosi Sikelel' iAfrika".

The Star's East London correspondent reports that 3 000 workers at six companies joined in the protest.

These included the giant CDA motor assembly plant and the American multinational Johnson and Johnson.

Transvaal unions condemned yesterday's police action in which 20 000 support stoppage stickers were seized at the printers in Johannesburg.

An official of Fosatu's National Union of Textile Workers claimed about 17 000 workers at mills across the country observed the stoppage.

The Paper, Wood and Allied Workers' Union

feared that management of the Sappi pulp and paper group would take disciplinary action against workers.

The chief executive of Sappi, Mr Eugene van As, had previously warned that any stoppage would be viewed as "illegal".

Officials of Dr Aggett's African Food and Canning Workers' Union in Cape Town said today there had been stoppages at several firms.

These included Fattis and Monis, Sasko, F.A. Milling, SA Sea Products and Sea Harvest.

At a meeting attended by about 1 200 people in the University Great Hall the principal and vice-chancellor, Professor D J du Plessis said: "A civilised nation should not allow this type of outrage".

Three university staff associations, the SRC, The Black Students' Society and a representative of the Detainees' Parents Support Committee called for the abolition of detention without trial and for the release or charging of detainees.

Many of the state-

ments were greeted by standing ovations during the emotional gathering.

At noon Dr Jennifer Thomson, chairman of the Academic Staff Association and co-chairman of the meeting, called for two minute silence.

At the end of this many in the audience sang "Nkosi Sikelel' iAfrika" raised clenched fists and shouted "Amanatla Awetnu".

The president of the Wits SRC, Mr Jeremy Clark, said today was the first time the university had come out in support of trade unions and the working class of this country.

Professor du Plessis said the meeting was paying tribute to "one who lost his life in the pursuit of an ideal".

The fact that this ideal had not been shared by those in power had been no reason for him to die.

Whatever the cause of his death it was the result of a method of detention which did not belong in a civilised country.

Whatever the explanations and excuses offered it was a disgrace to our country and its people and a hindrance to good human relations.

Dealing with 'our role in this dreadful phase of South African history,' Professor du Plessis said protest was essential but should not turn into the destructive behaviour of those who despaired.

The university had to demonstrate that it had a greater maturity than those responsible for the conditions under which Dr Aggett had been detained.

It had a positive role — the creation of a community which served as an example to others and was guided by tolerance and sensitivity.

Dr Thomson, speaking for the Academic Staff Association, said Dr Aggett had been guilty of no crime other than working courageously for a just and democratic society.

"We shall never give

up this fight until justice prevails" he said.

Some students hissed at senior members of the academic staff when they left the meeting at the end of the official university work stoppage.

But Mr Clark ordered them to be quiet before explaining the reason for their departure.

The Black University Workers' Association said in a statement: "Like Biko, Dr Aggett will cause the South African authorities more trouble in his grave than when he was alive".

The Administrative and Library Staff Association said although it normally adopted a low profile, current events had made neutrality impossible.

The Australian Council of Trade Unions is to call on its member unions to impose week-long bans on South African shipping and air services in protest, ACTU president Cliff Dolan said in Melbourne today.

Factory stands still as thousands mourn

Mercury 12/2/82

188
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Mercury Reporters

FACTORIES throughout South Africa were brought to a standstill yesterday when tens of thousands of workers stopped work to mourn the death in detention of Dr Neil Aggett

Unions countrywide reported peaceful work stoppages but last night figures of the number of workers involved were not available.

A spokesman for the Federation of South African Trade Unions said that 52 000 union members at 75 factories throughout the country observed the brief work stoppage

In Natal, the Fosatu spokesman said, more than 17 000 workers at 31 factories stopped work at the scheduled times

Meanwhile, the general secretary of the Food and Canning Workers' Union, Mr Jan Theron, said that

he had not had reports back from stewards he had that all 20 000 of members observed Aggett was the general secretary for the Union and they had issued the half-hour

committee meeting of the Staff place of employment from the

invented any other

WORKERS at S A Fabrics observed a 10-minute stoppage — while discussing the dismissal of a shop steward by management.



Observed

At Mooi River Textiles apparently 1 000 workers observed the stoppage but a spokesman for the company said there had been a five or 10 minute stoppage which involved some of the workers. He said that those who took time off would lose wages accordingly.

Mr Barry de Wet, group industrial relations manager for Huletts said 190 workers at the Felixton mill had observed the work stoppage between 11 30 a m and noon.

The entire workforce, of nearly 2 000 workers, at the David Whitehead mill at Tongaat stopped work for 20 minutes yesterday afternoon. The night shift staff held a similar stoppage at 1 30 a m yesterday.

At Dely Industries in Durban, the subject of a work stoppage over pensions recently, about 1 200 workers also downed tools yesterday.

More than 400 medical students yesterday gathered at the University of Natal Medical School in protest to mourn and protest the death of Dr Aggett. The SRC of the University of Natal, Durban, also observed the half-hour work stoppage by closing its switchboard and holding a meeting on campus yesterday.

270

59

130

138

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Political Correspondent

THE black-white wage gap in the transport services would disappear within three to four years, the Minister of Transport Affairs, Mr. H. Schoeman, told staff association leaders in Cape Town today.

Mr. Schoeman had talks today with representatives of coloured, Indian and

Blacks pledged rate for job

AR 543 12/2/52

black staff associations which have been registered as trade unions

He said that within a few years the rate for the job would be paid to all race groups in his department

White trade unions were also insistent on this because they regarded this to be in their own interests

Both the Minister and the black trade unionists expressed satisfaction with today's talks

Mr. N. M. Abewu, president of the executive of the black staff association, said the Minister had promised that blacks would receive a wage increase in April

In order to close the

wage gap the percentage increase for blacks would be higher than that for whites

The deputation also asked for housing loans on the same basis as whites and for consideration to homelands

Mr. Schoeman promised to take up these matters with the Cabinet and the governments of the black homelands

85 000

ROM 12/2/72
stop

work

for

Aggett

Mail Reporter

YESTERDAY'S work stoppage to mourn the death of unionist, Dr Neil Aggett — the first of its kind for at least two decades — was yesterday supported by tens of thousands of workers in various parts of the country.

Unionists estimate that at least 85 000 workers took part — including some from country areas in the Western Cape such as Paarl and Grabouw.

They added that some had not taken part after their employers had threatened action, but had worn black armbands or sung "freedom songs" instead.

And at one Uitenhage factory, white supervisors joined a brief service by workers to mourn the death.

The only incidents reported were that of a union shop steward who was allegedly fired by SA Fabrics, a British-owned company in Natal, and a handful of companies who threatened to fire workers who took part.

In Boksburg, workers from a chemical plant marched round the Administration Board office singing — and were joined in their song by some workers inside the building.

At Wits and Rhodes Universities, meetings were held to mourn Dr Aggett's death and Black Sash members staged a protest vigil in Port Elizabeth.

Dr Aggett, a leading unionist, died in police detention a week ago. Trade unions called a brief stoppage to mourn his death.

However, most employer sources contacted said the stoppage had been "isolated" and "minimal".

In a statement issued last night, Fosatu said that 52 000 workers in 83 plants had joined the stoppage.

It described this as "an unprecedented act of solidarity" and called on the authorities to "take note" and avoid "further action in future".

© The Australian Council of Trade Unions yesterday announced a week-long ban on South African shipping and air travel to protest against the death.

Police

met

over

Reef

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Funerals flock to Aggett's



Dr Aggett

Saw 13/2/82

By Mike Cohen,
Crime Reporter

By DAVID BRAUN, CAROLINE BRAUN and MIKE COHEN

Roadblocks were set up throughout the Reef yesterday following the explosion of three pamphlet bombs in Johannesburg.

Hundreds of policemen, traffic officials and in some cases members of the Defence Force were used in the operation.

The men were under the command of Brigadier Theuns "Rooi Rus" Swanepoel, head of the Crime Prevention Unit on the Witwatersrand.

Security Police worked until late last night in an attempt to apprehend those responsible for planting the bombs.

The bombs exploded at different places — outside the offices of the Rand Daily Mail, Johannesburg station and the University of the Witwatersrand.

A spokesman at Police Headquarters in Pretoria said today three arrests were made for the possession of stolen vehicles, but no arrests were made in connection with the bomb blasts.

Neil Aggett, the first white man to die in detention, draws near, crowds began gathering outside St Mary's Cathedral early today.

A crowd of nearly 1 500 people in St Mary's Cathedral in Johannesburg today heard Mr Jan Theron, general secretary of the Food and Canning Workers Union, pay a moving tribute to dead detainee, Dr Neil Aggett.

"Neil Aggett was a person of the people. The people will always remember him," he said.

"It is necessary to ask the question how did he die? We are told by the police he hanged himself in his prison cell, but nothing the police say about death in detention can be believed by us. Forty-five people died in detention before Neil Aggett. Has any inquest prevented further deaths? Has any inquest placed the guilt for these deaths where it lies?"

Set them free, say 1 400

A packed Johannesburg City Hall yesterday unanimously supported the release of people detained without trial and for the repeal of laws which allow for arbitrary detention.

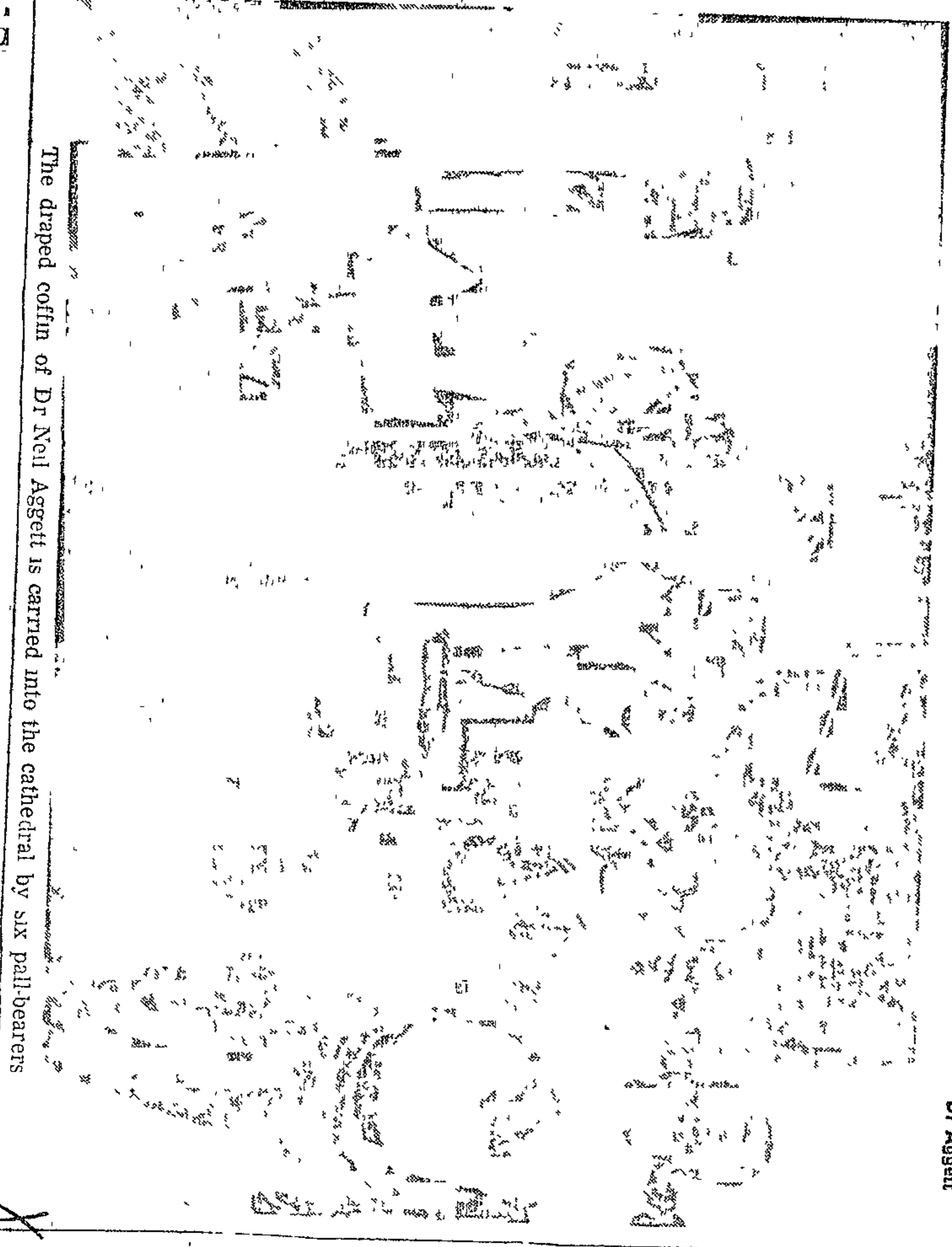
About 1 400 people attended the meeting arranged by the Progressive Federal Party and addressed by Mrs Helen Suzman, the PFP civil rights spokeswoman.

The mourners started gathering three hours earlier.

As they waited for the service to begin, they began singing freedom songs and waving banners.

At one stage a member of the cathedral staff told them over a loudspeaker to sit down and be quiet "as you are in a cathedral". But the loud chanting and clapping continued and ANC slogans were shouted.

Three buses carrying 200 members of the Food and Canning Workers' Union and the African Food and Canning Workers' Union from the Western Cape



The draped coffin of Dr Neil Aggett is carried into the cathedral by six pall-bearers

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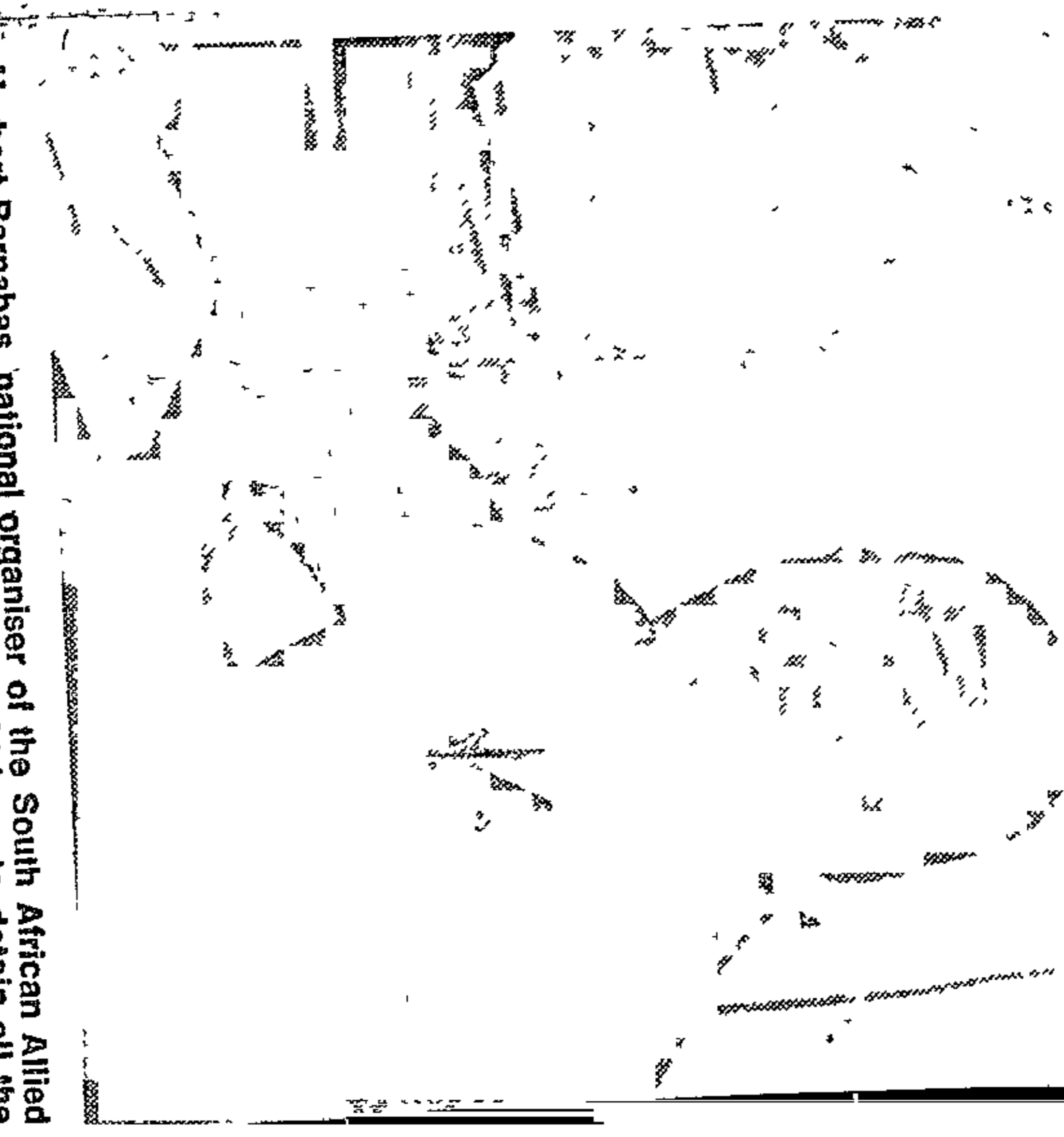
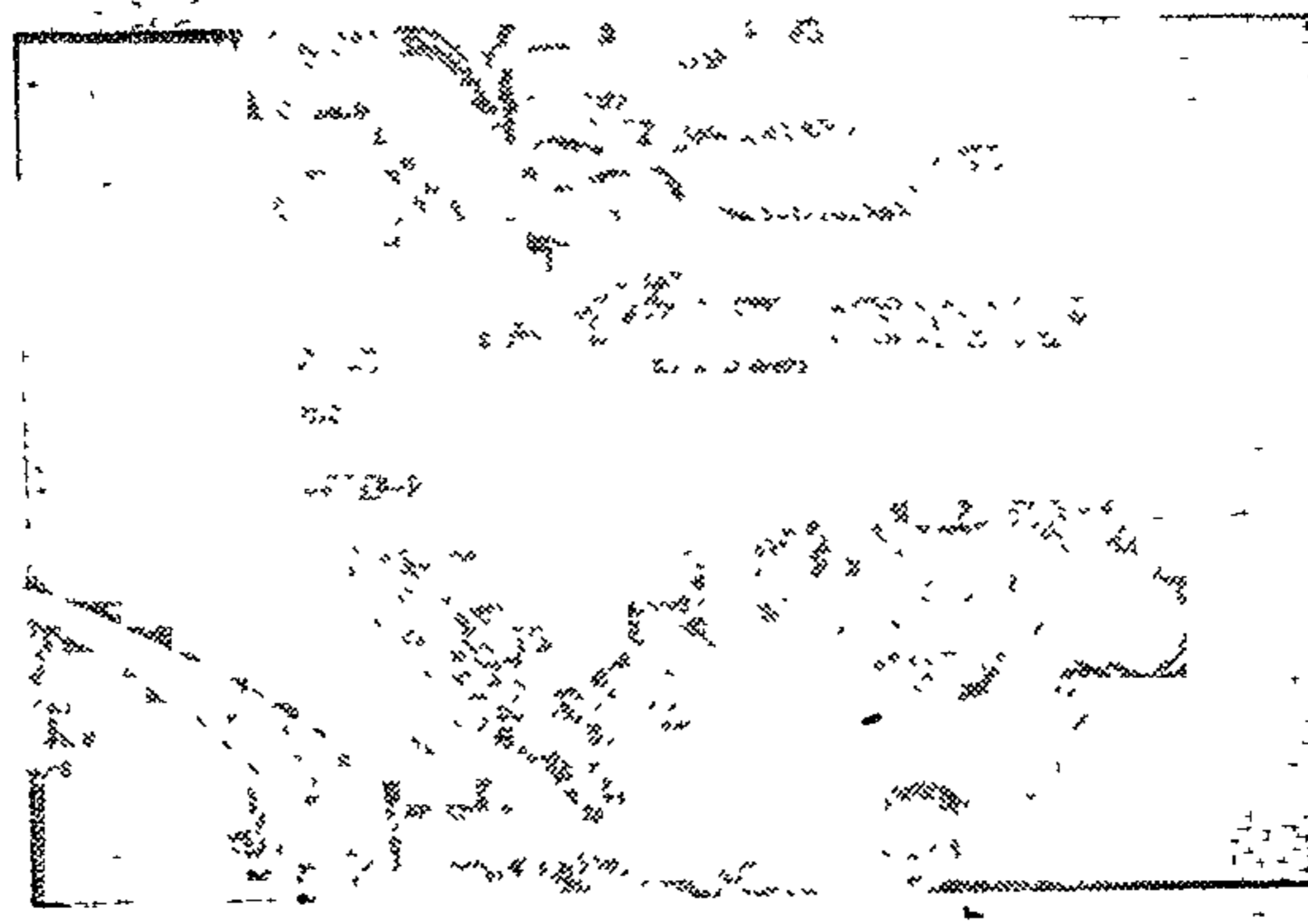
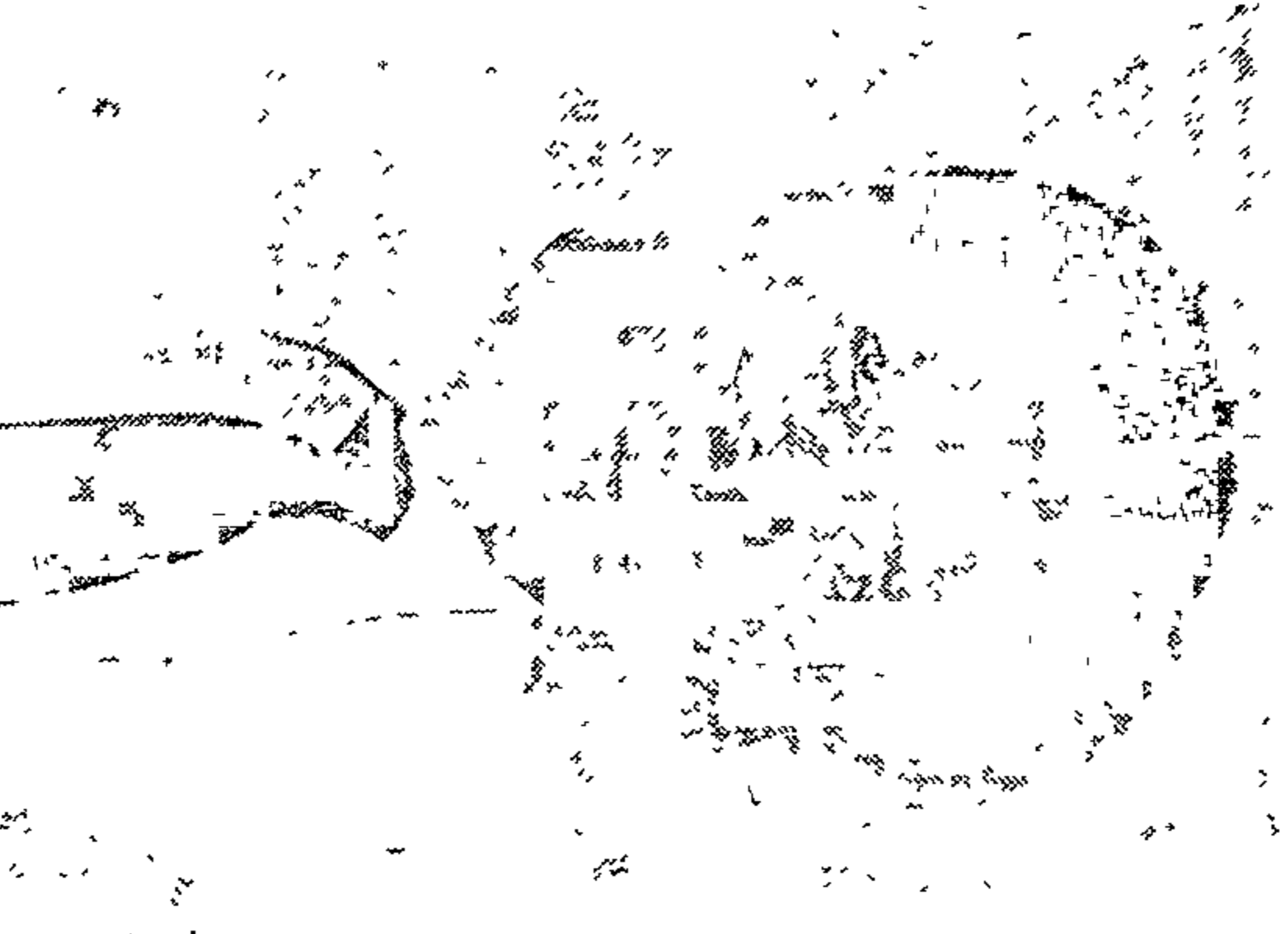
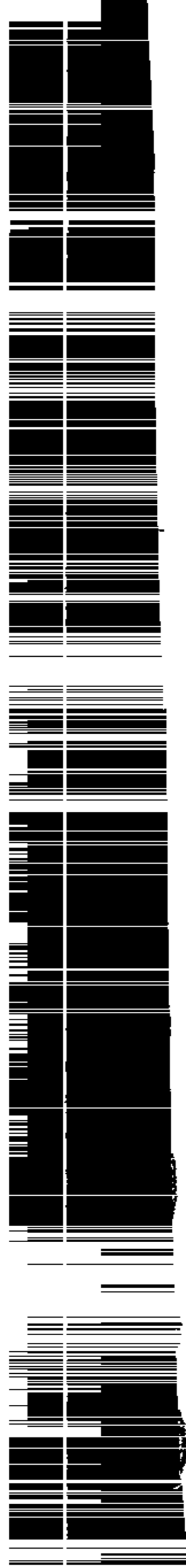
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Mr and Mrs Hugh Floyd, parents of Neil Aggett's detained girlfriend . . . They helped people for no material rewards

James Khumalo, president of the Black Allied Workers' Union . . . written to the Prime Minister

Jan Theron, general secretary of the African Food and Canning Workers' Union . . . we cannot operate in a subversive way.

Herbert Barnabas, national organiser of the South African Allied Workers Union . . . to succeed they would have to detain all the workers.



THE GENERAL UNION ADVANCED WORKERS' PARTY POOLISH

Feb 14 82
Sunday

By INGRID STEWART

SECURITY police intervention in the affairs of the independent trade union movement in South Africa has almost become a way of life for them.

The offices are raided regularly, their members are recruited to spy on officials.

Detention

At present the entire executive of the South African Allied Workers' Union is in detention and last Friday Neil Aggett, Transvaal secretary of the Food and Canning Workers' Union, died in solitary confinement.

Speaking at this week's meeting to protest against Aggett's death, Jan Theion, general secretary of the African Canning Workers' Union, said, "Neil Aggett's death must

In an interview with the Sunday Tribune he elaborated

In the past few years, a number of their officials and office bearers have "seen the inside of a jail" and only one has been charged under the security laws which allowed their detention

Trial

Most have been released without any charges being brought at all, a few have been convicted for "trivial offences" under the Riotous Assemblies Act and the Possession of banned literature.

Apart from Philemon Nomshe, East London branch secretary who was jailed for a year for refusing to give evidence for the State, none of them has had more than a fine imposed.

Mr Theion said he had "strong reason to believe" that spying in the union is widespread

Planted

"We have had numerous admissions from people who have been approached to spy for the Security Police but who haven't done so. We also have admissions from people who have been planted in factories where we are unionising and organising, at a very early stage," he said

One of these spies confessed after being transferred from one branch of a company to another when the union started organising there.

The Security Police also brought pressure to bear on the union's landlords to have them evicted in a short space of time at the Food and Canning Workers' Union had to move their offices four times.

"We know from the landlords themselves that this has happened. Also the Security Police brag about it. They have come into our offices and said: 'How long do you think you'll last in this one?'"

He also told of threatening phone calls from people identifying themselves as security policemen and intimidating raids where only one or two documents are taken.

Growth

David Lewis, general secretary of the General Workers' Union, tells the same story. Although they don't have anyone in detention at the moment many of their people have been detained in the past, particularly in the East London-Port Elizabeth area where the growth of the independent trade union movement has been phenomenal over

the past few years.

The GWTU has also been forced out of its offices and Mr Lewis described security police raids as "run-of-the-mill".

Suspects

He suspects there are Security Police spies within the union itself.

The Black Allied Workers' Union has complained to the security police intervention in their affairs. Their president, Mr James Khumalo, gave the Sunday Tribune two affidavits from workers approached to spy on the union for the Security Police.

The South African Allied Workers' Union national organiser, Herbert Barnabas, also talks about the infiltration of his organisation by informers.

"We know they are there, but it doesn't really matter," he said. "The spying did not

concern the other unions we spoke to either.

"We operate openly, we operate above board and we make no attempt at concealment," said Jan Theion. "We cannot operate in any other way."

He explained: "The sort of union that we are, and the reason why we are unpopular with the Government is because the participation of the workers is sought. They must be fully consulted about what the union does and be party to all important decisions."

Answerable

"Union officials must be answerable to them ultimately. This is what we consider to be the basis of a democratic trade union."

"For this reason we cannot operate in a subversive way. The Security Police make allegations that we

are being infiltrated by subversive elements but that is the method they use, it is not the methods we use."

Threat

Why, then, as the independent union perceived as a threat to State security on the one hand while the Government is going all out to convince the world that it supports an independent, free trade union movement?

"The operation of a strong and democratic union movement is a threat to its very existence," says Mr Theion.

"The workforce in this country is in a position of unique power. Clearly it has no vested interest in the status quo. In fact, the status quo oppresses it in every sense."

David Lewis put it another way: "Any form of organisation that is out of their control is a threat. The level of dissatisfaction in this coun-

try is well known. Any form of organisation that is not controlled, guided and directed by the State becomes a forum for this dissatisfaction to be aired.

The Government cannot come out openly and ban these organisations, although it has the laws to do it because of the consequences this would have both here and overseas, say the unionists.

"This would be contrary to what they are trying to portray overseas," says Mr Lewis. "But I think they also fear the internal consequences. Our members would be terribly dissatisfied and I don't know what political conclusions they would draw from that."

Ambivalence

"We also have a micable relations with a large number of employers who may not like us but they do respect us and they would not be happy either if we

were wiped out.

"Even though they might not like the things they hear from us, at least they have a reasonable assurance that what they hear from us is an accurate reflection of what their workers are saying and what their workers want."

Leaders

And so, as they see the destruction of the independent trade union movement has been left to the security police through detention of their leaders and intimidation of the rank and file.

Nevertheless, the unions continue to grow. SAAWU claims a membership of 80,000, the GWTU 20,000 members and African Food and Canning, with its sister the Food and Canning Workers' Union, has 20,000 members

"SAAWU is not the officials or the factory floor. SAAWU is not controlled by the officials, it is controlled by the workers themselves. Their only solution would be to detain every worker," said Herbert Barnabas.

Meanwhile the General Workers' Union has refused to participate in an investigation being conducted by the National Manpower Commission because of the recent spate of detentions.

Floekery

Mr Lewis told them the detentions and Security Police actions against the union movement made a mockery of any attempts to reform and democratise the country's labour policies.

Head of the National Manpower Commission, Kemmie Reynders, refused to be drawn on the issue

"The detentions have nothing to do with us," Dr

Reynders said. "We cannot intervene. They have been detained in terms of legislation which is outside our sphere."

The Sunday Tribune asked the head of the Security Police, Lieutenant-General Johna Coetzee, why the Security Branch was so interested in the work of these unions and whether they were, in fact, perceived as a threat to State security.

Tense

His reply was terse.

"As has been repeatedly stated by the Minister of Police, Mr Louis le Grange, and senior police officials as well as the chief of the Security Branch, Lieutenant-General Johan Coetzee, no investigation of bona fide trade union affairs is conducted by the police."

SHIELD FINAL

ALL-DAY TV

S. Express

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Security

(ZAS)

report

S. Express

still secret

14/2/82

THE Sunday Express today discloses that a top-level report by lawyers, blasting South Africa's security laws, is still under wraps more than two years after it was handed to the Government

The report gives the attorneys' view on security laws — a view that differs starkly with the recommendations and findings of the Rabie Commission into security legislation.

Government regulations have prevented disclosure of the lawyers' report until now — yet the report was submitted to the Government by a large and influential law association.

THE Sunday Express can today reveal that the Datsun Shield cricket final, a highlight of the South African sporting season, will be shown live on TV during the morning session for the first time.

The SABC will be providing a ball-by-ball radio commentary as well — for the first time in several years

Live coverage will mean homebound fans of the Western Province and Natal teams, both playing 'away' at the Wanderers next Saturday, will be able to follow the action.

There is still some doubt whether the live TV broadcasts will begin from the match start-time of 9 30am or at 11am, but the SABC is due to announce details on the Friday evening before the big match

Special arrangements, including extra cameras and numbered shirts for the players, will ensure "home spectators" a special insight into the final, a sport spectacular

For those at the ground, there will be marching bands and precision skydiving exhibitions during lunch hour

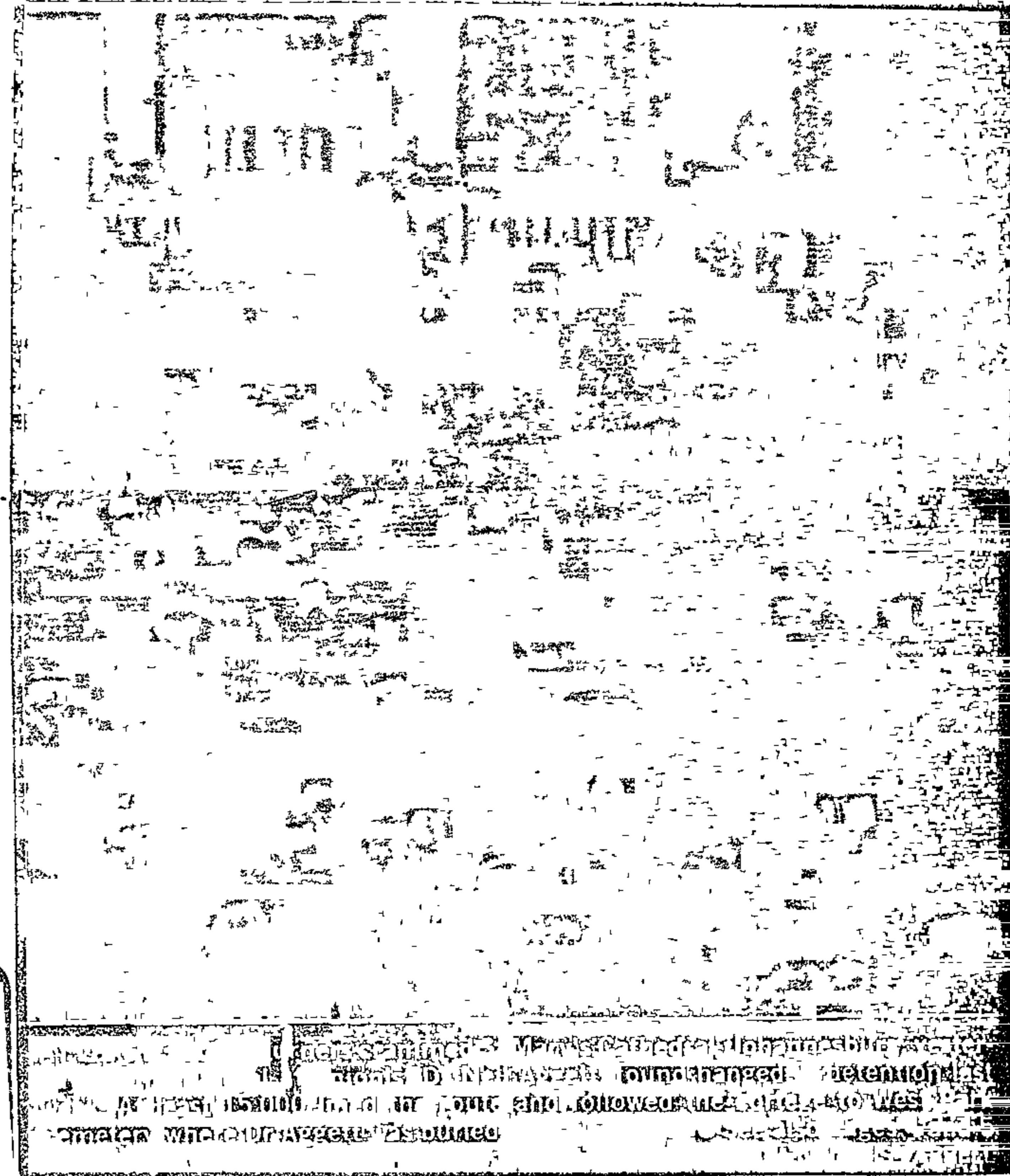
Asked to comment on the special live morning TV, an SABC spokesman said it was not policy to discuss screening of sports events in advance.

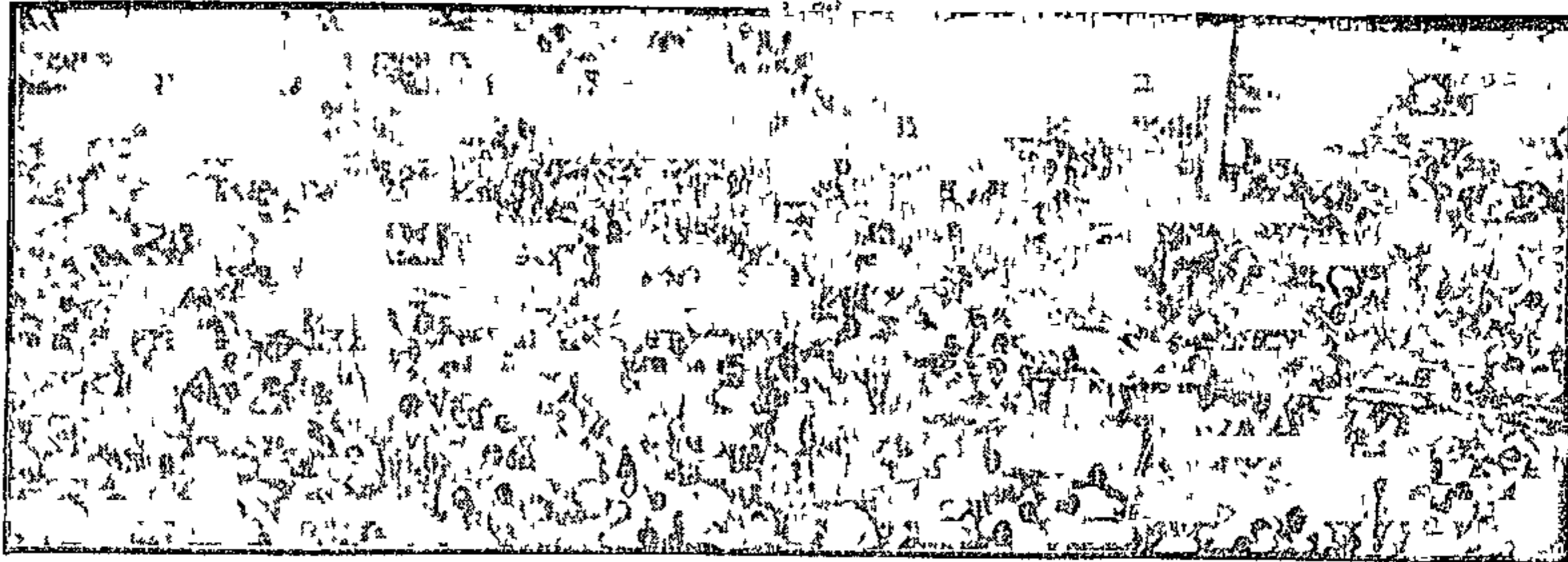
Datsun public affairs general manager Mr Zac Grobler said "We would obviously love to have live TV in the morning as well as in the afternoon But I do not control where SABC puts its cameras nor when they screen matches."

Dr Ali Bacher, Transvaal Cricket Council marketing director, said "I cannot comment on the TV coverage, other than to say we have probably only 1 000 tickets left for sale

"Under these circumstances, live TV coverage throughout the day's play will be wonderful."

HUGE AGGETT FUNERAL





● Thousands of mourners line the road outside St Mary's Cathedral, Johannesburg

Thousands say goodbye to Aggett

S. Express 14/2/82
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ABOUT 3 000 people from many parts of South Africa yesterday attended an emotion-charged church service in memory of trade unionist Dr Neil Aggett — the 46th person to die in detention

More than 15 000 lined the route or followed the cortege to West Park Cemetery in one of the biggest funeral processions seen in the city

Some in the vast crowd carried placards, others waved flowers or sang as they walked

A graveside tribute was read by the son of an ailing former detainee, 72-year-old Mr Oscar Mpethu

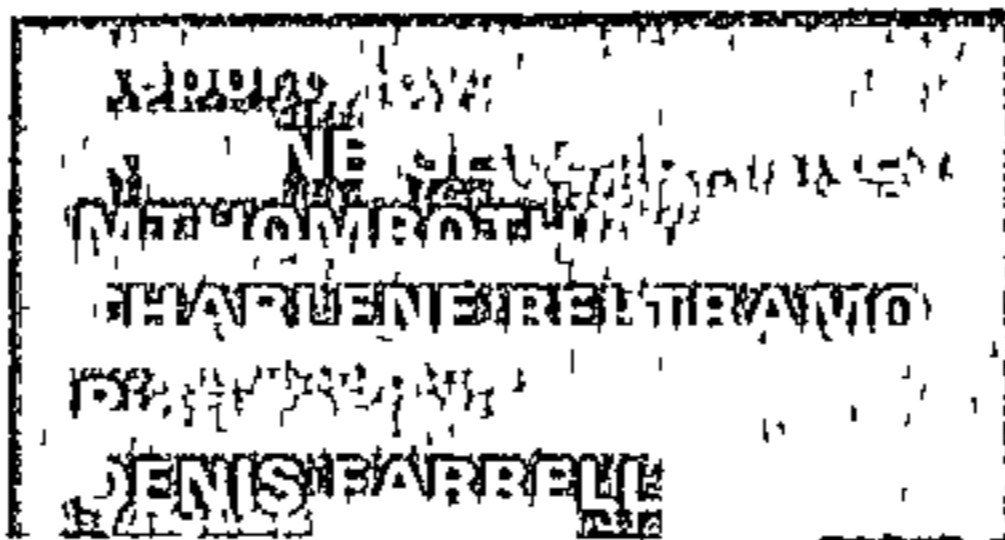
At least 32 buses and two St John ambulances were parked outside St Mary's as mourners, many wearing black armbands, streamed into the cathedral

Security police, who were perched in trees and at the windows of a nearby block of flats, took photos of mourners

Generally police kept a low profile. Camouflaged police waited in vans on Brixton Hill, and a spokesman said there had been no reports of incidents

Police roadblocks were set up throughout the Reef after the explosion of three pamphlet bombs on Friday

While the funeral was being conducted, Dr Aggett's common-law wife, Dr Liz Floyd (27) was under armed police guard in a psychiatric ward at the Johannesburg Hospital. She has been there since hearing of his death last Friday



Like Dr Aggett, she was detained by the security police last year

Her mother, Mrs J M Floyd, said "Under the circumstances, and they are pretty appalling, Liz is coping well. "She is totally shattered, her whole life has come to bits — but she is coping"

Mrs Floyd said she was able to give no further details

An international contingent of reporters' recorded proceedings at the funeral

A simple pine coffin covered in the red, white and black colours of the African Food and Canning Worker's Union was carried in by union leaders at about 10 45am

It was greeted by mourners rising and singing 'Lomthawalo Unzima, Ufuna Ukuba Sihlangane' (This burden is heavy, it needs us to be united)

Dr Aggett's grieving parents were led into the cathedral soon afterwards

After a service led by Johannesburg's Anglican dean, the Very Rev Simeon Nkoane, the AFCWU general-secretary Mr Jan Theron paid tribute to Dr Ag-

gett, who had been the AFCWU Transvaal secretary

Speaking without notes, Mr Theron described Dr Aggett as a son of whom his parents could be proud

"It is important to ask the question How did Neil Aggett die? Nothing the police say about his death in detention can be believed by us," said Mr Theron.

"Those who tell us we should wait for the results of an inquest cannot be relied upon to act once those results are known

"Forty-five people have died in detention before Neil Aggett. Has any inquest prevented his death, has any inquest placed the guilt for the death where it lies?"

"When they say he killed himself, we say they did it."

Mr Theron was greeted with murmurs of approval when he said "Let's put the blame where it lies — with the Government

"While on the one hand, the Government says it is prepared to recognise trade unions, we see that it is preparing to cook up a show trial against unions, in which comrades are expected to give evidence against each other — a trial in which Neil was expected to pay a part

"It was because he could not and would not play this part that he is dead

"It is time for us to plan an action that will put a stop to such trials. Neil's death has shown us a way to do this"

An emotional Mr Theron referred to Thursday's countrywide work stoppage and said "That is our only weapon"

d coffin of Dr Neil Aggett

BOSS PAVING

DANGER

CROWDS MOURN AGGETT

Thousands
pack cathedral

By DAVID NIDDRIE and
WILLIAM SAUNDERSON-MEYER

FIVE thousand to 8 000 people, led by the black, green and gold banner of the African National Congress, surged through the streets of central Johannesburg yesterday at the funeral of trade unionist Neil Aggett.

Earlier, thousands of people, black and white, had been forced to stand in the streets because Johannesburg's huge St Mark's Anglican Cathedral was packed shoulder-to-shoulder an hour before the service started.

Police kept a low profile as the chanting, singing crowds — some walking, others riding in a score of buses, dozens of private mini-buses and more than 100 cars — snaked its way along the 10-kilometre route to Westpark Cemetery.

The crowd included busloads of trade unionists and black organisations from all parts of the country.

Dr Aggett, a medical doctor and Transvaal secretary of the Food and Canning Workers' Union, died in Security Police detention at John Vorster Square last Friday.

He had been in detention for 70 days when he died. Police claim he committed suicide.

He was the first white to die in Security Police detention and the country's 46th detainee known to have died.

From early morning until the start of the service at 11 30am, crowds streamed into cathedral where they sang freedom songs, some of them adapted to honour Dr Aggett.

Throughout the service, as mourners continued to queue at the doors, union stewards battled to find space for them in the heat of the huge cathedral.

At least a dozen foreign and local television and movie crews filmed the service.

Outside at least 2 000 people silently gathered in the streets, straining to hear the eulogies and singing inside.

The service included a tribute by the union's national secretary, Jan Theron.

"Neil Aggett's family can see today what sort

of son they brought in to the world," Mr Theron said. "Someone of whom they can be proud."

"A person of the people and one whom they will remember."

"Neil Aggett was an unassuming, humble person, whose daily life was not the privileged and affluent life of most white people."

"In this way he put his ideals into practice. We must carry on the work he was doing — of building democratic non-racial unions," Mr Theron said.

"They say he was involved in under cover work. Let us shed away this mystery," Mr Theron said.

A trade unionist had died for his ideals, Mr Theron said, and Dr Aggett's belief was

that the Labour Act undermined the work of the trade unions.

"What Neil Aggett was doing was completely opposite to what the Government wished to create — division of race, language and between different racial groups. Neil was working towards unification. He is dead because he wouldn't play a part in a trial in which he was expected to play some part."

"It is also necessary to ask: How did he die?" Mr Theron said.

"We are told by the police he hanged himself in his prison cell."

"Nothing the police say about a death in attention will be believed by us," he said.

The service, with the pomp and ceremony of Anglican ritual and the exuberance of

cont D

township funeral, was punctuated by freedom songs dedicated to Aggett — one, Go Well, Neil Aggett, was especially written by union members.

The service was conducted by the Anglican Bishop of Johannesburg, Bishop Timothy Bavin and the Very Rev. Simeon Nkoane, the Anglican Dean of Johannesburg.

Mr Nkoane, who delivered the sermon, said, "Neil Aggett's example of living for others must be noted. He is not the only person in detention whose life has been endangered, and we should be concerned for all our brothers in detention.

"In spite of all the divisions in our coun-

try, its resources belong to all of us and we must share Neil's responsibility

"It is my hope that many South Africans will today make the decision that will change the kind of life we live in this country," Mr Nkoane said.

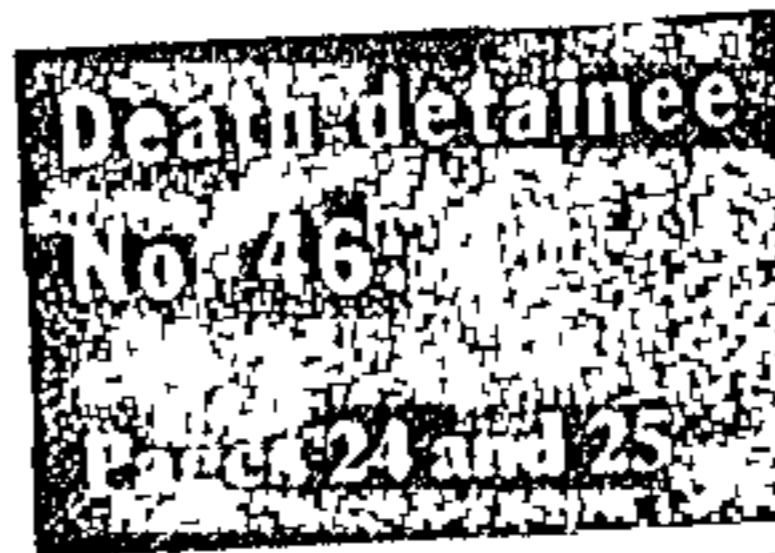
As the coffin — a simple box of polished pine and meranti crafted by close friends — was carried from the cathedral, banners of various trade unions were unfurled, and two massive flags of black, green and gold were flown to escort Aggett's body to the hearse.

For some minutes the coffin procession had difficulty moving along the street, as hundreds of mourners,

chanting and singing, surged forward to touch the coffin.

In Melville about 30 members of the Riot Squad, in camouflage uniform, came out of side streets and stood on the pavements. The procession passed chanting and singing peacefully.

Dr Liz Floyd, Dr Aggett's detained girlfriend, was refused permission by the security police to attend the funeral.



14/2/82
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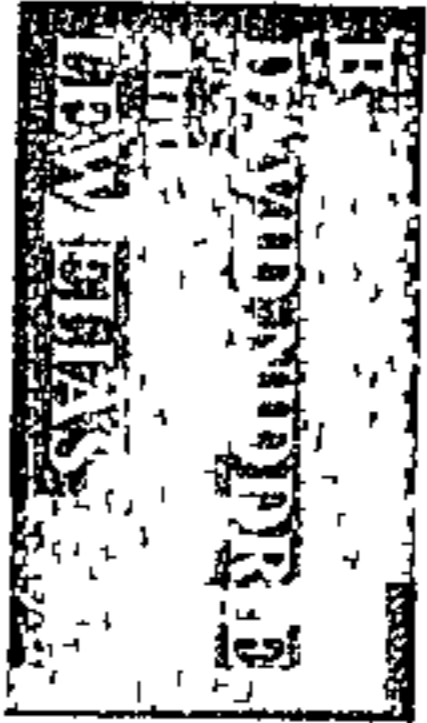
WHEN Neil Aggett was detained on November 27 last year, his name meant little more to South Africans outside trade union circles than those of dozens of others on the growing list of political detainees

But his death last Friday in a solitary confinement cell at Johannesburg's John Vorster Square brought a staggering 85 000 workers out on a 30-minute stoppage throughout the country in tribute to the 28-year-old doctor-turned-trade unionist.

Death gave him a stature to rival even that of the best known of his country's detainees dead, Steven Biko

So what was Dr Neil Aggett, and how, in this country of chasmic racial division could a little-known white doctor command such respect among tens of thousands of black factory workers?

Friends and colleagues of Aggett —



at the time of his death Transvaal secretary of the Food and Canning Workers' Union — have nothing but praise for him

The only hint of criticism of his activities over the last four years of his life appears to have come from a group of East Rand workers who complained that he was not "presentable;" that he did not iron his shirts or wear a jacket. As always, Aggett took the point seriously, and was subsequently seldom seen without his greenish tweed jacket.

In a movement often haunted by

WHO WAS THIS YOUNG, LITTLE-KNOWN WHITE DOCTOR WHO COMMANDED THE RESPECT OF TENS OF THOUSANDS OF BLACK

Neil Aggett and girlfriend Liz Floyd . . . she is blanked out because it is illegal to publish pictures of political detainees

sectarianism, Aggett, according to FCWU secretary Jan Theron, "played a leading role in building up links of comradeship and solidarity between different unions in the Transvaal his influence and example contributed to the success of the solidarity meetings between unions."

The attitude of other unions to Aggett is best demonstrated by the fact that he had been asked to convene the follow-up meeting, later this year, to last year's summit

And in a sphere often beset by racism, Aggett, according to friends and colleagues, was

sympathetic to advocates of black consciousness who rejected white participation. "Other people become very angry when confronted with this," one black unionist told the Sunday Tribune, "describing it as racism in reverse"

"He didn't take that kind of approach; he took an understanding, sympathetic approach. I remember him encouraging us to stick to BC organisations, so we could bring them to a more progressive position"

His support — despite his skin colour — among black members of his own and other unions is clearly demonstrated by the Thursday topage.

Adds Mr Theron: "We do not believe workers have a racial perspective. They rally to an organisation which does something about what affects them; it does not matter whether it's white or any colour, as long as it's effective"

Aggett, a tall, thin man, matriculated at 16 at Kingswood College, Grahamstown, and went on to qualify as a doctor at the University of Cape Town at the age of 22. His mother, Mrs Joy Aggett, recalls him as a quiet, very determined and very bright youth.

He met his girlfriend, Dr Liz Floyd — detained at the same time as him and since his death held in the psychiatric ward of the Johannesburg Hospital — while both were doing second-year medicine at UCT. They moved in together and lived in an old labourer's cottage above

Constantia. "Neil and Elizabeth lived together for seven years and shared almost everything."

"It must have been agonising for them to know during their detention that their partner was most probably in the same building but that there was no way of communicating at all," said Mr Hugh Floyd, Liz's father, who flew from Cape Town to Johannesburg as soon as he was told of Neil's death.

Mr Floyd said that Neil and Liz were always prepared to spend time and effort helping people for no material rewards

Colleagues at Baragwanath Hospital said Dr Aggett was concerned for the welfare of his patients and realised there was more to healing the sick than

letting them go back to the same conditions that had caused their illness in the first place

Industrial medicine is not only treating the sick for present ailments but ensuring that through improved working conditions and wages they are not prey to recurrences of the illnesses they have been treated for," said one of the doctors who worked with Neil Aggett who, for professional reasons, cannot be named

Tuberculosis among factory workers was one of the main areas of Dr Aggett's work. Shortly after graduating, according to another unionist, Aggett offered to instruct workers in basic medicine and health care, how to control

their health "That was what we wanted, why the union, people to control their own lives, have them from above."

Mrs Mary has been a daughter since day since she pressed resources to hospital, determined to do everything

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-KNOWN WHITE DOCTOR WHO TENS OF THOUSANDS OF BLACK WORKERS?

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Shortly after graduating, according to another unionist, Aggett offered to instruct workers in basic medicine and health care, how to control

their health.

"That was what he wanted, why he was in the union, to enable people to control their own lives, and not to have them controlled from above."

Mrs Mary Floyd, who has been visiting her daughter Liz twice a day since she was taken to hospital, was impressed with Neil's resourcefulness and determination in almost everything he did.

And she mentioned the cottage on the hillside that he and Liz lived in in Cape Town

It had no electricity and the only water supply they had was a hose that ran down to the side of the house from a reservoir higher up.

Neil rigged up a shower on the outside of the cottage and that

is where they used to ablute — even in winter.

It was very cold in winter and the doors and windows let in draughts so Neil built a corner of the living room which he stoked with pine cones from the forest.

Aggett first became involved in the FCWU in 1978 when union organisers arrived in Johannesburg to reorganise the Johannesburg branch — defunct since the leadership was banned in the early Sixties

The organisers stayed at Aggett's home, and without resources or transport, they gratefully accepted Aggett's offer of lifts to factories.

He was increasingly drawn into organisation of the Johannesburg branch, while continuing his work as a doctor at Soweto's Baragwanath Hospital.

He was eventually asked to join the union in an official capacity, but continued to work part-time as a medical doctor, as the union could not afford to pay him

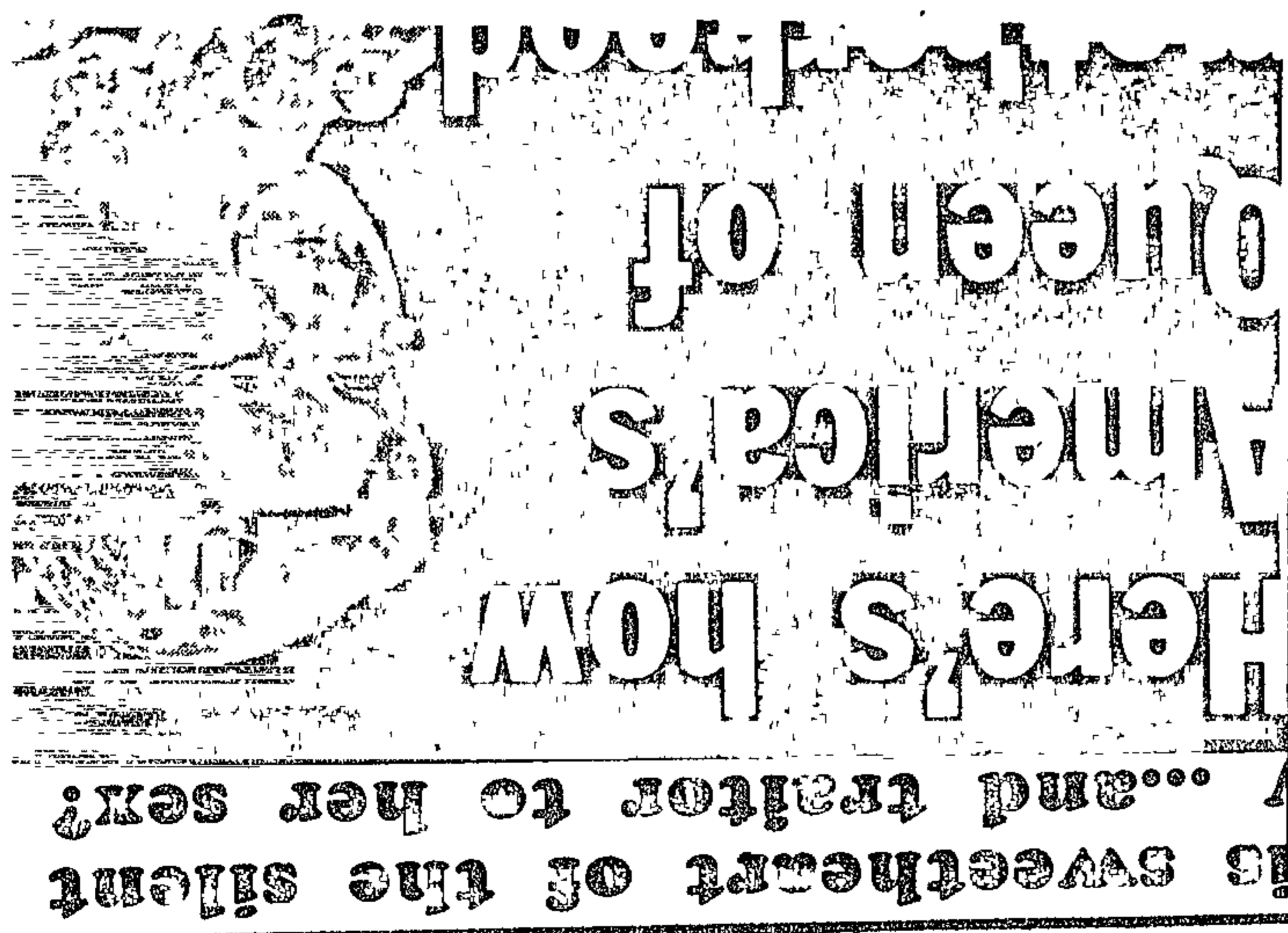
Until his death, he worked during the day as the union's regional secretary. From there he would travel directly to Baragwanath to work straight through the night. The following morning he would report back to the union offices

The union credits Aggett to a large extent for the rapid growth of its East Rand organisation — the fastest-growing in the country

Almost without exception, his friends and colleagues refuse to believe he killed himself

"We do not accept that he killed himself," Mr Theron told reporters

Adds a black unionist: "He was a strong man, mentally and physically. He would not do that."



IS SWEETHEART OF THE SILENT... and traitor to her sex?

FEBRUARY 19, 1980

Death Will Unite the Unions

By Drew Forrest

The unity of the divided non-racial labour movement would be a fitting monument to Dr Neil Aggett, the general secretary of the General Workers' Union, Mr David Lewis, told a huge crowd of mourners on Saturday. "Neil's work and death is what is going to bring us together," he said at Dr Aggett's graveside.

At an emotionally charged funeral service at St Mary's Cathedral

in Johannesburg, thousands of people of all races — some on foot, others in cars and chartered buses — lined the route to West Park Cemetery where Dr Aggett was buried.

Aggett Burial

Dr Aggett, the Transvaal regional secretary of the Food and Canning Workers' Union, was found dead in detention on February 5. His funeral passed off without incident, though riot police with whips and gas-masks maintained a strong presence on Brinkhoff Hill during the procession to the cemetery.

Mourners chanting "He was not a terrorist, he was a hero," and "Arandla" (power) flocked to the graveside, some spinning up trees to form a better view.

In one of a series of graveside tributes, Mr Lewis said Dr Aggett had been a unionist concerned with all workers, not only those he organised.

Referring to Dr Aggett's role as a comrade of last year's independent union summit meetings, and his part in the Transvaal

union solidarity committee, Mr Lewis said the growing unity of the unions was "in large measure Neil's work".

"We must take the example of Thursday's nationwide work stoppage, and this funeral and start to think about uniting the labour movement," he said.

"We will mourn him not by closing the door, but by taking forward his work."

Mr Lewis asked "Who will they (the Government) turn to now?"

Among the other

speakers were Mr Robert Gqweta, brother of detained unionist Mr Thozamile Gqweta; workers organised by Dr Aggett's branch of the Food and Canning Workers Union, and a former medical colleague.

Messages were received from a wide range of organisations, including the 70-million-strong International Confederation of Free Trade Unions, the SA Society of Journalists, Cosas and Fosatti.

See pictures Page 15.

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Films, said that he would
the film to "soften it up"

— UPI

Brazil waives visas for congress

Mail Reporter

VISA restrictions barring South Africans from the world congress of the International Advertising Association in Sao Paulo, Brazil, have been lifted, the president of the South African chapter, Mr Tommy Young, disclosed yesterday.

According to a Press statement by the South African chapter of the IAA, the decision follows intense, behind-the-scenes lobbying by the Brazilian chapter of the IAA.

Mr Young said "Until now Brazil has prevented South Africans from entering their country for the purpose of attending seminars and conferences. We all hope the IAA success signals a change in attitude."

Mr Alan Tiley, public relations officer for the South African chapter of the IAA, yesterday said he believed the decision was made after the Brazilian Government came under pressure from "very powerful" heads of advertising companies.

The congress runs from May 24 to May 28

Unions hit at Tucsa's view on Aggett death

SPOKESMEN for emerging black and nonracial unions yesterday hit out at the Trade Union Council of SA (Tucsa) for slamming the protests which followed the death in detention of unionist Dr Neil Aggett.

By STEVEN FRIEDMAN

The general secretary of Tucsa, Mr Arthur Grobbelaar, issued a statement at the weekend attacking the work stoppage following Dr Aggett's death and slaming employers and certain political interests' who expressed concern at it.

Representatives of the growing independent union movement yesterday described the statement as "shameful" and "amazing".

Mr Grobbelaar avoided mentioning Dr Aggett by name and said Tucsa had "no knowledge whatsoever" of "any matter concerning this late detainee".

'Shameful'

He said statements by employers and "certain political interests" in the wake of the death were "hasty and ill-considered".

Mr Jan Theron, general secretary of the Food and Canning Workers Union, said yesterday the statement was

"shameful — particularly as it was issued on Saturday, the day of Neil Aggett's funeral".

He added "It is extraordinary that an organisation which claims to represent workers on a nonracial basis should openly side with the authorities against workers. This will not enhance Tucsa's already-tattered credibility among workers".

A spokesman for Fosatu said "It is amazing that Tucsa's views are substantially to the right of those of many employers".

He added "As a body which has no interest in democratic shop-floor unionism, Tucsa obviously does not understand that the removal of democratic leadership by police action has direct implications for industrial relations".

Mr Piroschaw Camay, general secretary of the Council of Unions of SA, said the statement was "not worth a comment".

contravening the Children's Act by ill-treating and neglecting a four-year-old boy.

At a previous hearing, Wynand Johannes Francois Coertzen, 22, and his wife, Catherine Estelle Coertzen, 21, were acquitted on the main charge of assaulting her son by a previous marriage with intent to do him grievous bodily harm.

The sentence was suspended for five years.

A condition of suspension is that they are not convicted of contravening the Children's Act or any similar offence during this period.

They must also submit to the supervision of a probation officer.

The boy and his five-year-old sister were Mrs Coertzen's children by a previous marriage. They had been in the care of foster parents.

Mr Coertzen wanted the children back and a trial visit was arranged in July last year. The visit ended on August 9 when the boy was admitted unconscious to Durban's Addington Hospital.

The magistrate found that because of the lack of direct evidence, he could not find that the injuries the boy received were the result of assaults.

He said it was clear that both the Coertzens were emotionally unstable and immature.

Both were first offenders and there was no indication that they had criminal tendencies — Sapa

Row over name Gats

Mail Cor

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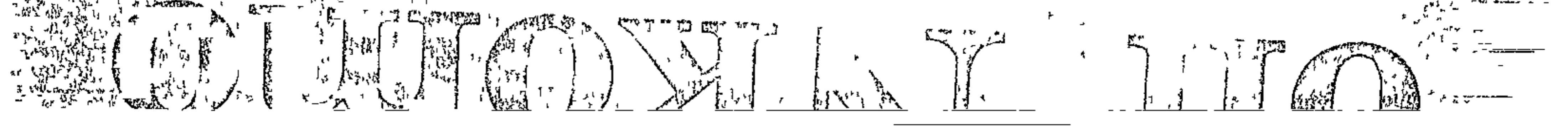
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Food and Canning
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Front party would also go.
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Without Portfolio
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Sources said Mr Mugabe probably would
national crisis, reports UPI.
Nkomo's property has precipitated a
The discovery of arms dumps on Mr
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ister Mr Robert Mugabe ap-
SALISBURY. — Prime Min



- b) The air-conditioning unit in 4-B will be repaired in the very near future. The repair company that we do business with has informed us that they are now on strike. Another repair company has been contacted; the air-conditioning unit in 4-B will be fixed in two days.

8.2.5 Memorandum on Safety

Mr Smith has recently returned from a meeting of business executives where one of the topics for discussion was the legislation on health and safety at work. This prompted him to have a quick check at his own offices and factory. He saw enough to worry him and asked the Deputy Manager, Miss Landson, to carry out an investigation in the Administration section of the premises and report back to him as soon as possible. This section is housed on two floors, the ground floor containing reception, typing rooms and rooms for senior staff. The second floor contains mainly the accounts and stores.

As she went round she made the following notes:

Ground Floor: Reception. Three large bags of waste material across the exit door. Two screws missing from wall switch panel, which is now falling away from the wall. It could easily be wrenched off. Dangerous. 'No Smoking' notices - yet four people smoking, including one security officer. A young woman walked across reception hall, carrying a long carriage typewriter which obscured her vision. She was from Sales Section - she had been sent to bring one across. Had not heard of trolleys

Typing rooms. 3 machines plugged in, 2 switched on, but not in use. Joan Easy having difficulty with her electric typewriter - poking around in it with a steel knitting needle. She was trying 'to put it right'. Supervisor of typing section. Miss S Hand, trying to make electric duplicator work - fingers between rollers and power switched on. Gangways obstructed by typists' coats and bags - difficult to move out if a fire. Fire procedure notices not to be seen. Jane Shakespeare, age 18, standing tip-toe on edge of chair, reaching up above her head trying to lift about 8 files, all quite full, from the shelf above her. Could just reach bottom file with fingers. Filing cabinets not in use but drawers open. In one case a drawer open just above a typist's head.

Fire exit stairs from room and fastened back. Boxes of documents, disarranged between each flight of steps (N.B. stop). No electric bulb on second landing.

Second Floor: Accounts least two weeks old (Clerk Reporter). open - a clerk, Alan Butler. filled with ledgers. Serviced Union plan to take action against police who it says, confiscated union banner after Saturday's funeral of Neil Aspinett.

Stores. Spirit room (drinking) having a smoke - 'didn't get petrol there. Put in by Clerk. leaving it there till I went.' Mr Jan Theron, said yesterday.

On ground floor. One Sand buckets not on hand. He said the incident occurred as mourners were leaving West Park cemetery.

On second floor. One accounts clerks section - Police have denied confiscating the banners. pulled out. Seen from upstairs. Ignored by car drivers. 'No Entry' sign.

Miss Landson will use formal report to Mr. Smith. She proposes that the report be drawn up on the subject of safety and circulate the firm. Also she suggests a meeting of section supervisors and managers.

Police 'look banners'?

Labor Reporter that Food and Canning Workers Union plan to take action against police who it says, confiscated union banner after Saturday's funeral of Neil Aspinett.

"We definitely plan to make a complaint about the police concerned and as a result considering laying charges," he union general secretary Mr Jan Theron, said yesterday.

He said the incident occurred as mourners were leaving West Park cemetery. Police have denied confiscating the banners.

and fastened back dings between each No electric bulb on glass on floor - at their job? Window Typewriter trolley open Lift at floor a typist from below girl, Judith Golfer, A gallon can of counts clerk 'I was needed to be filled extinguisher missing. bucket in middle of fire hoses had been signs below being rove out against a

138 ROM 16/2/82

Unions hit at Tucsa's view Aggett death

STOKESMAN for emerging black and nonracial unions yesterday hit out at the Trade Union Council of SA (Tucsa) for flouting the protest which followed the death in detention of unionist Dr. Neil Aggett.

By STEVEN FRIEDMAN

The general secretary of Tucsa, Mr Arthur Grobbelaar, said yesterday that the workers' strike following Dr Aggett's death and slaying of employers and "certain political interests" who expressed discontent.

Representatives of the growing independent union movement yesterday described the statement as "shameful" and "amazing".

Mr Grobbelaar avoided mentioning Dr Aggett by name and said "Tucsa had no knowledge whatsoever" of "any matter concerning this late detainee".

'Shameful'

He said statements by employers and "certain political interests" in the wake of the death were "hasty and ill-considered".

Mr Jan Theron, general secretary of the Food and Canning Workers Union, said yesterday the state went was

... as it was on Saturday, the day of Dr Aggett's funeral."

It added: "It is extraordinary that an organisation which claims to represent workers on a non-racial basis should openly side with the authorities against workers who are killed in the line of duty."

... for the fact said "It is amazing that Tucsa would do so substantially to the detriment of those of many employees."

It added: "It is a body which has no interest in democracy and freedom in our country. The fact is that the removal of democratic leadership by police action has direct implications for industrial relations."

But Fitzosaw Camay, general secretary of the Council of Unions of SA, said the statement was "not worth a comment".

H.C.R. WISE

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Black miners are given union rights

Own Correspondent

JOHANNESBURG — For the first time, black workers have been granted union rights on some of the country's mines.

This means that their wages will be negotiated with union representatives for the first time.

These rights have been extended to black workers on the diamond mines by an agreement which is also believed to be the first direct-recognition agreement with an employer ever signed by an established union.

The agreement — between De Beers Consolidated Diamond Mines and two unions, the Tucsa-affiliated SA Boilermakers' Society and the Federated Mining, Explosives and Chemical Workers' Union (FMECWU) — gives the two unions the right to negotiate wages for black and coloured workers.

It affects four Kimberley mines, as well as the Finsch and Koffielontein diamond mines. About 5 000 workers are covered by the agreement.

The FMECWU is a coloured union organized by the Boilermakers. Mr Mike van der Watt says it

represents 95 percent of the 400-odd coloured workers affected.

"We regard this as a major breakthrough," Mr van der Watt said.

A joint statement by the two parties says De Beers Kimberley Division has signed a "recognition and procedure agreement" with the two unions.

"Its significance is that in future, wages and conditions of service will be negotiated between management and the unions."

Mr Van der Watt said yesterday that 50 black and coloured stewards had already been elected.

Asked why the union had opted for a direct agreement, Mr Van der Watt said "We believe negotiations between the Chamber of Mines and the Council of Mining Unions or bargaining for blacks will take a long time. We could not wait for the entire industry to resolve the issue and decided to go it alone."

He added that he hoped it would lead eventually to an industry-wide agreement allowing black wages and conditions to be negotiated.

Persetel Mymering

The death in detention of trade unionist Dr Neil Aggett burst like a flare over South Africa's industrial relations landscape

Starkly illuminated by the death, and its sequel, were the emplacements of the emerging black and non-racial labour movement, the older registered trade unions employers and to a lesser extent the State

The key episode of last week was the nationwide protest stoppage called by Dr Aggett's Food and Canning Workers Union — the first political general strike of organised labour in two decades

Employers tend to consider it a "non event," and to the extent that it involved a minute fraction of the total workforce — at most 100 000 workers — they are right

But officials of the emerging "independent" unions are quick to point out that the appeal was made only to organised workers who in the national context are still vastly outnumbered

Despite this and the few days available to inform and organise workers, they claim striking successes in individual sectors of industry

Dockers in three major ports organised by the General

Aggett: Unions bid to show solidarity

Workers' Union seen to have stopped work in a unanimous show of solidarity

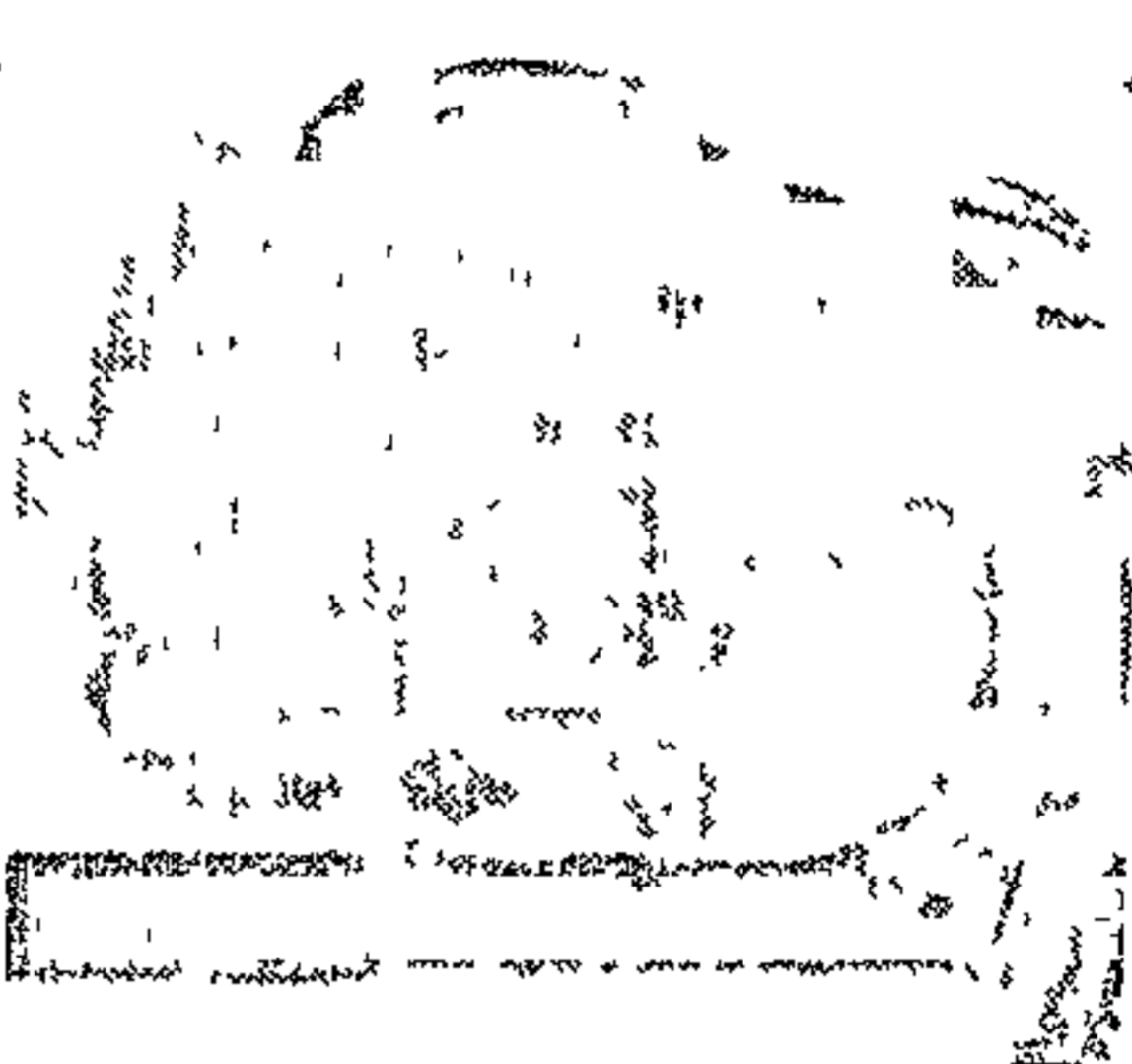
Some form of protest action was observed in most motor assembly plants across the country and Fosatu's National Union of Textile Workers appears to have pulled out close to 13 000 workers — almost its entire membership — in Natal and the Eastern Cape

The new unions view the stoppage and Dr Aggett's funeral as a triumphant vindication of their non-racialism

Certainly there can be few white South Africans so widely mourned and commemorated by black, coloured and Indian compatriots

And according to Mr Eddie Webster, a sociologist at the University of Witwatersrand with close links with the unions, the events have vital political implications

"What is clear is that the unions have moved to the centre stage in the drive for black worker rights," he says



Aggett: a crusader for trade union unity

The events surrounding Dr Neil Aggett's death have highlighted the strange pattern of relationship between sections of the South African labour movement, employers and the State. Drew Forrest reports on the significance of the first general political strike by organised labour since 1961.

The focus of activity has shifted from the townships to the shop floor

For Fosatu, often accused of indifference to political issues, the stoppage was the first ever public expression of political politics

We have consistently argued the need to involve workers and to operate at the point of production a Fosatu spokesman said

But the main lesson drawn by the independent unions is that they cannot afford the ideological and personal bickering which has divided them for so long

"We must start to think about unifying the labour movement said General Workers Union general secretary, Mr David Lewis, at Dr Aggett's graveside on Saturday

Now there can be no doubt as to the common enemy"

The pragmatic response of organised business contrasts sharply with the prevailing period

1988 for example the Transvaal Chamber of Industries advised members to confront a political stayaway with threats of instant dismissal and banishment from urban areas

Central to industry's response on this occasion were the guidelines of the Federated Chamber of Industries which aimed at preventing confrontation with workers

The fact is that many employers have recognised, or are seeking a stable relationship with the new unions and there is a keener sensitivity to world opinion

In general employers maintained a benign neutrality during the stoppage, and one major group — the Anglo American Corporation — expressed "sympathy and understanding" at the depth of reaction spotlighted by last week's events

was the simmering animosity between the independent black labour movement and the older registered unions

as exemplified by the Trade Union Council of South Africa (Tucsa)

Accusing the federation of being to the right of the employers' and "pro Government the Food and Canning Workers Union general secretary, Mr Jan Theiron, said he had approached Tucsa for support but in vain

In a statement issued a week after Dr Aggett's death, Tucsa "unhesitatingly distanced itself" from the stoppage expressed concern at "hasty and ill-considered statements by some individuals, certain political interests and some employers" and defended the Department of Manpower against charges of condoning security police action

Significantly, Tucsa now here refers to Dr Aggett as a trade unionist but rather as a "young detainee"

Mr Webster sees in this a close parallel with the pre-war split between America's conservative craft union federation the AFL

and the militant CIO for unskilled and semi-skilled industrial workers

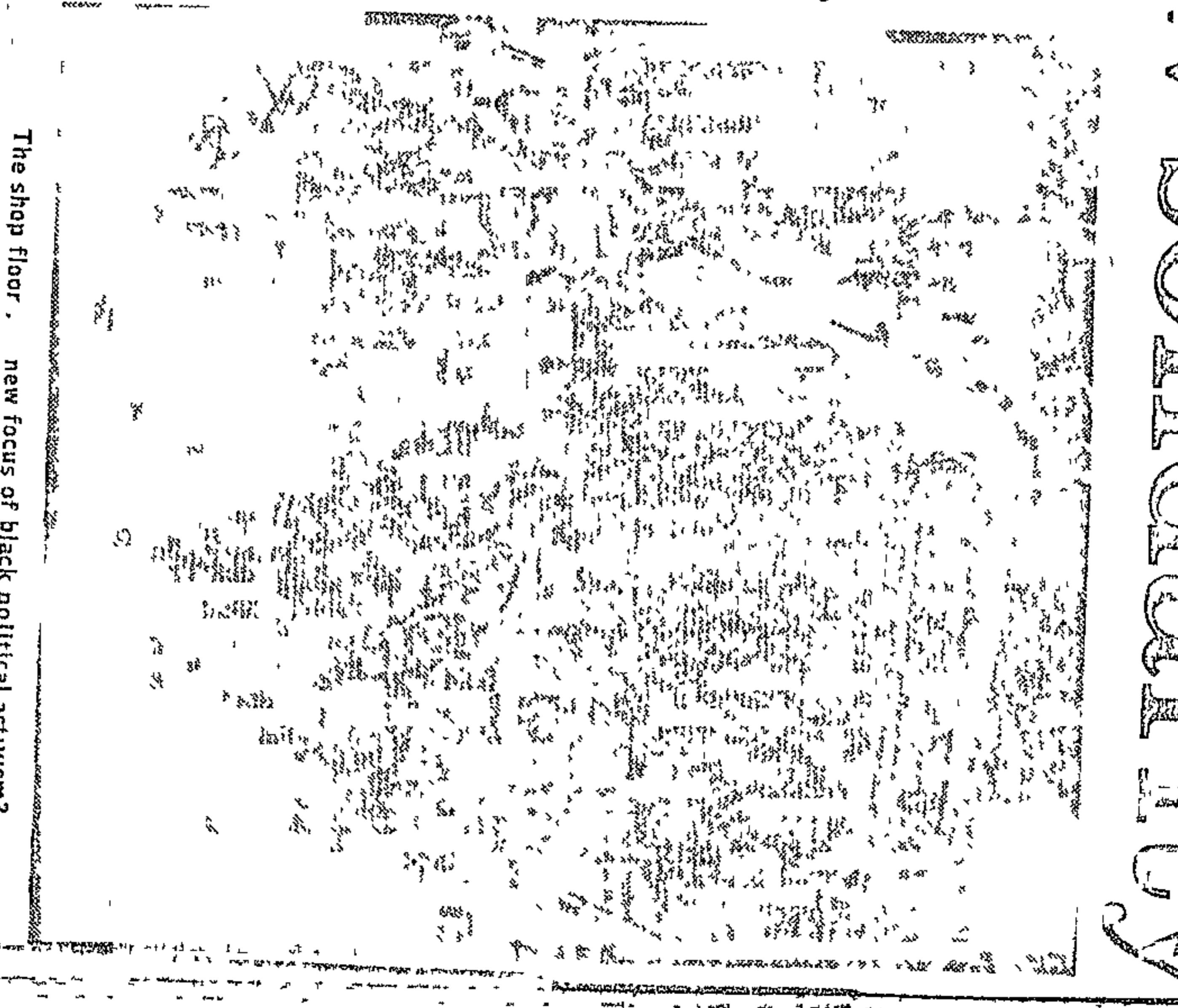
The attitude of the Department of Manpower is more difficult to divine

Pointing to the collective responsibility of the Cabinet, the Food and Canning Workers Union accuses the department of condoning "the security police vendetta against trade unions"

There are indications, however, that the department has been severely embarrassed by Dr Aggett's death and is worried about its ramifications both locally and on the international front

In Mr Webster's view the State is caught in the toils of a contradiction "The Government wants independent trade unions" he says. But then it is up to the unions to decide the parameters of their involvement

The simple truth is that there can be no trade unions in society which is unfree"



The shop floor, new focus of black political activism?

UJET

56
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ARGUS 19/2/82

Detained union official plans to sue Minister

320

138

Argus Bureau

PORT ELIZABETH. — The chairman of the Motor Assembly and Component Workers' Union of South Africa (Macwusa), Mr Dumile Makhanda, said today he would 'certainly' sue the Minister of Police following his detention.

He was released yesterday after 270 days in detention, most under Section 6 of the Terrorism Act.

Mr Makhanda said he would obtain specialist medical advice before deciding on his exact course of action.

After his release he consulted an attorney and his private doctor, who

referred him to specialists.

He said he had lost 20 kg in jail, was suffering from impaired vision and insomnia and had a dislocated shoulder.

He was to see specialists about his shoulder and vision on Monday and Tuesday.

He was not sure if four other unionists released with him would take legal action.

He said they had lost as much weight, but were in better physical condition.

Mr Makhanda said he would not be deterred from his work for Macwusa, which has been involved in a series of strikes in the motor industry in Port Elizabeth.

Colleagues say their first impression on seeing him after release was that he had lost a lot of weight.

Mr Makhanda and three other Macwusa officials were arrested by Transkei police on May 26 for allegedly travelling without required documents and were handed to South African Security Police on June 3.

They were released yesterday with another Macwusa organiser, Mr Sipho Pityana, who was detained in Port Elizabeth on June 16.

A Security Police spokesman said yesterday there were no plans at that stage to charge them.

UJCT

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Job reservation to end in City

CAPE TOWN 19/7/82 (17F)
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Political Correspondent

JOB RESERVATION in Cape Town's municipal traffic police, ambulance services and fire department is to be abolished today.

The move, which has been called for by Cape Town City Council and the Progressive Federal Party labour and health spokesmen, is to be promulgated in today's Government Gazette.

It follows negotiations initiated by the Department of Manpower between the City Council and the South African Association of Municipal Employees, a white union which had resisted opening these jobs to other races.

There has been increasing concern recently of delays in the ambulance service caused by a shortage of white drivers.

Two in force

Since job reservation was abolished in 1979, only two of the 28 job reservation determinations are still in force -- Cape Town's emergency ser-

vices and some positions on the mine.

Announcing the decision yesterday, the Minister of Manpower, Mr Fanie Botha, said government policy was to cancel determinations only after consultation with all the parties concerned.

He regarded the result as a further example of what can be achieved through mutual co-operation in the field of labour relations, he said in a statement. 'Negotiations with the parties concerned for the cancellation of the only remaining determination, which applies to sampling, surveying and construction on mine, are continuing.'

'Sound relations'

Mr Botha expressed the hope that the parties concerned in Cape Town would do all in their power to ensure that sound labour relations continued after job reservation was abolished.

The move was warmly welcomed last night by Dr John Sonnenberg, PEP health spokesman in the Provincial Council and a member of the City Council's Amenities and Health Committee.

He said 'It is tremendous news for the ambulance service. It is long overdue, but welcome because an artificial situation was created by ideological fixation. We can expect an immediate improvement in the ambulance service to the good of everybody.'

Temporary basis

He said the increasing staff shortage had forced the service to employ medical students on a temporary basis during the recent holidays. There should now be no problem in continuing suitable staff.

Dr Alex Boraine, the Opposition Labour spokesman, said that job reservation in Cape Town services was denying people employment and affecting welfare, safety and even lives in the City.

He said last night that he was delighted at Mr Fanie Botha's announcement and called on other ministers to take a leaf out of his book.

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LECTURES AND EXAMINATIONS

Although attendance is not compulsory, students are strongly advised to attend all lectures. Evaluation of students' work is based on a combination of class tests, assignments, essays, and University examinations.

The mid-year and year-end University examinations are organised by the University Administration, and any problems which you may encounter with respect to these should be taken to the Examinations Officer, Bremner Building, without delay.

READING

While the Department will try wherever possible to facilitate reading by placing texts in the short loan section of Leslie Library and distributing selected prescribed articles, you are strongly advised to make the fullest possible use of the Library. It would stand you in good stead to attend an orientation course conducted during the first

In the work stoppage following Neil Aggett's death

AS THE coffin of Dr. Neil Aggett was borne from St. Mary's Cathedral on Saturday, mourners sang a Zulu song — 'Farewell, dear friend'.

Last Thursday, the emerging black trade union movement tried to translate that sentiment into action. All of them, despite the fact that they have been bitterly divided, called for a brief work stoppage to mourn the death.

It was to be "dignified and disciplined" and was to disrupt production as little as possible. And they called on employers to support them.

They seemed to want to demonstrate that the union movement was alive on the factory floor and that there was genuine worker anger at the death.

Response

The unions also appeared to want employers to make a gesture — to demonstrate that they, too, were concerned.

In this, they received a public response which would have been unheard of a short time ago.

The Federated Chamber of Industries and the Steel and Engineering Industries Federation told members not to obstruct the stoppage (although Sefisa added, some sources say, that those who took part should not be paid).

When the stoppage took place, not one violent incident was reported — nor did any stoppage last longer than 30 minutes as some employers had feared.

Several employers praised the "orderly" manner in which the protest was conducted and at one Uitenhage plant, management contacted the relevant union to congratulate it on the way the stoppage was run.

In some plants, there were

A NEW SPIRIT IS ABROAD IN FACTORY FLOORS

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The work stoppage observed late last week to mark the death in detention of trade unionist Dr Neil Aggett was the first action called by unions since the 50s on a broad social issue. A Special Correspondent talks to unions and managements in this assessment of events.

moving shores of support for the call. At one workers stood still at their benches for the full half-hour. At another, while workers and supervisors joined a service for Dr Aggett. At many, hymns and freedom songs were sung.

The protest was observed in places as far-flung as Salisbury and Grabouw. But how effective was it? How many workers rallied to the call?

Very few, say employer sources. "The stoppage was isolated and support for it was absolutely minimal," said Mr Vincent Brett of As-soccom. "The unions blew it," adds a management source.

But few employer sources are prepared to estimate yet how many took part — though one says "I wouldn't put it at more than 30 000".

The unions tell a different story. Fosatu estimates that more than 52 000 of its members in 83 plants around the country took part.

Effective

It says 14 780 workers in 31 factories took part in Natal, or 600 in 92 in the

FCWU's organised factories in the Transvaal and Cape. This would put support at more than 15 000.

Mr Piroshay Carnay, general secretary of the Central of Unions of SA, puts the CUSA response at 10 000-12 000 making a total of more than 80 000.

There was also significant support from members of the Motor Assembly and Components Workers Union in PE, and from members of the SAAWU in East London. Some Engineering and Allied Workers Union members took part on the Reef.

There were also stoppages at some factories which are weakly unionised.

Thus Mr Lewis, on behalf of the unions, says more than 100 000 took part.

Who is right? The stoppage is impossible to measure and we may never know.

It is also clear that some claims were made hastily. A large conglomerate says it had no stoppages — two of its biggest subsidiaries say they did. There were one or two cases of unions who expected stoppages which did not

governing and other industrial firms in the Peninsula. He, too, "guesses" support was around 100 000.

Some management men of course suggest unions inflated their figures in order to demonstrate their strength.

Perception

But there is an important sense in which both sides may have been right.

"It's a problem of perception," says Mr Carnay. "Managements hear about something like this and they assume the whole workforce is going to come out. They then look around and say 'Look, it didn't'."

"But we look around and say — when last did even 50 000 workers take part in an action like this?"

Unions argue that this is the first time they attempted a stoppage of this sort, that they had shot notice to organise it, that they concentrated only on unionised plants, and that in the circumstances surprising numbers took part.

One statistic may illustrate their point. A turn-out

Unionists reply that the aim was not to disrupt production. We asked for a show of mourning — and we got it," says one.

Both sides acknowledge that the stoppage was organised at short notice.

"The reaction of our clients is — they didn't have enough time to do it this time — maybe they'll have enough next time," says a labour consultant.

"You don't simply issue a pamphlet and wait for things to happen. We just didn't have time to get to everybody," says an East Rand unionist.

What of management's reaction? There were firms who threatened to fire workers — "we're not having a stoppage over a dead terrorist," said one — and many warned workers their pay would be docked.

But throughout the country, only one dismissal was reported. A surprising number of firms agreed to pay workers for the stoppage period. Some made joint arrangements with unions on how it was to happen.

By doing so the services to their workers and to Pretoria.

Many managements have been saying they are not the Government and they cannot be blamed for Government actions.

Many of them reply that they wanted that demonstrated — in actions, not words. On Thursday, some employers did something which, for the first time, distanced them from official actions.

That may have hidden effects in lessening tensions in their factories — just as employers who took a tough line might have to live with hidden tensions which will surface later.

And the message to Pretoria? Not one firm needed police to restore order. At volatile plants, like those in the Cape motor and food industries, they handled the event on their own — and nothing untoward happened.

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The unions tell a different story. Fosatu estimates that more than 52 000 of its members in 83 plants around the country took part.

Effective

It says 14 780 workers in 31 factories took part in Natal, 25 000 in 23 plants in the East Cape, and most of the rest in the Transvaal.

Mr David Lewis, general secretary of the Cape-based General Workers Union, says 4 000-6 000 GWU members took part.

Mr Jan Theron of the Food and Canning Workers Union (for which Dr Aggett worked), says the stoppage was effective at almost all

Workers Union members took part on the Reef.

There were also stoppages at some factories which are weakly unionised.

Thus Mr Lewis, on behalf of the unions, says more than 100 000 took part.

Who is right? The stoppage is impossible to measure and we may never know.

It is also clear that some claims were made hastily. A large conglomerate says it had no stoppages — two of its biggest subsidiaries say they did. There were one or two cases of unions who expected stoppages which did not occur.

But there is some independent evidence. In the West Cape, a researcher with good management contacts says "We checked with factories where we know there is a majority emergent union presence. They all had stoppages".

He adds that this applied to the food industry — even in country areas — and to en-

assume the whole workforce is going to come out. They then look around and say "Look, it didn't".

"But we look around and say — when last did even 50 000 workers take part in an action like this?"

Unions argue that this is the first time they attempted a stoppage of this sort, that they had short notice to organise it, that they concentrated only on unionised plants, and that in the circumstances surprising numbers took part.

One statistic may illustrate their point. A turn-out of 100 000 is about 2% of the entire workforce and would hardly be noticed in many industries.

But it is more than the total number who struck throughout 1973 — the country's biggest strike year for decades.

In other words, it is trends, not total numbers, that are important.

The protest was also not always observed as a full 30-minute stoppage. In some plants, workers agreed to work in lost time later; at others their unions called only a five- or ten-minute stoppage.

At some, workers simply sang freedom songs while they worked or wore black armbands (although unions have excluded them from their figures).

This leads a management man to say "That's just a token stoppage. It hardly makes much difference to management".

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And the message to Pretoria? Not one firm needed police to restore order.

At volatile plants, like those in the Cape motor and food industries, they handled the event on their own — and nothing untoward happened.

Identified

In other words, both sides showed that they can keep order without the banning of union meetings, the arrest of workers — or detentions of unionists.

Ultimately, Thursday's events were not a demonstration of union power.

But in many parts of the country, tens of thousands of workers — many of whom probably did not know Dr Aggett personally — identified in some form with the protests at his death and at detention without trial.

Whatever the actual numbers, more of them did so than would have been believed possible a few months ago. And, in the main, both they and employers saw to it that the show of mourning went off peacefully.

The signs are there. Something new is abroad in the factories.

ARBUS 23/2/82 138 139 145 149

Aggett: Threats continue

THREATENING and obscene telephone calls linked to the death in detention of Dr Neil Aggett are still being received by local trade unionists.

Officials of the Food and Canning Workers' Union and the General Workers' Union have been called late at night by a man saying they will be 'next on my list.' The telephone numbers of some of the officials are not in the directory. Calls related to the death of Dr Aggett, Transvaal secretary of the Food and Canning Workers' Union, began the day after he was found hanged in a cell at John Vorster Square on February 5. A spokesman for the General Workers' Union said the caller described himself as 'the one who strings people up' At various times he said he was a member of Aksie Eie Toekoms, the Special Branch and the Security Branch

'It is very unpleasant to receive such calls, but we are not intimidated by them,' the union spokesman said

The calls have been reported to the police.

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(1) Premiums Treated as Business Expense

SOLUTION TO: GL5

ARGUS 26/2/82

Newsman released

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(2) Premiums Treated

	Argus Correspondent		
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Note 1:

At the end of year 03, the life policy would be reflected on the partnership balance sheet as a non-current asset at its surrender value of R240.

Note 2:

The death of a partner automatically dissolves the partnership as legal and accounting entities. For this reason a partnership income statement would have to be drawn up for the period up to the date of death of the partner so as to ascertain the correct balance on his capital account. The proceeds from the life policy would be shown as income in this income statement and NOT credited direct to the partners' capital accounts.

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Civil servants' pay hopes dashed

PRETORIA — The government has finally dashed the hopes of the Public Servants' Association for 25 per cent increases from April 1.

This is clear from a Commission of Administration document setting out new salary scales submitted to the association yesterday.

Although no details of the scales were available last night it is clear according to the president of the PSA, Dr Colin Cameron that the increases will merely compensate for the inflation rate of the past 12 months.

Senior public servants said last night it was obvious that the government had ignored pleas to close the wide gap between earnings in the public and private sectors and the warning that chaos threatened in many areas of the public service because of staff shortages.

Dr Cameron said the contents of the document accorded with the statement by the Minister of State Administration, Dr Andries Treurnicht that the loss in purchasing power because of inflation over the past 12 months would be restored.

Asked what effect the increases would have on resignations Dr Cameron said most seriously dissatisfied public servants had already left the service.

The state departments were now left with a hard core of workers who had no alternative but to stay in the service.

As far as could be determined at this stage the extent of the increases varied from

grade to grade. Dr Cameron said the minister had given an undertaking however that further adjustments would be made in terms of the principle of career differentiation and negotiations with the commission would continue on this issue.

Senior government workers pointed out that the staff crisis in the service would obviously continue — DDC

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D. Dispatch 26/2/82

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Unions slam Siwani call

EAST LONDON — The General Workers Union and the African Food and Canning Workers Union have condemned a call by the Ciskei Minister of Justice Chief Z Siwani for people to keep away from organisations such as the South African Allied workers Union (Saawu).

Speaking at a meeting of chiefs headmen and members of the National Assembly in Zwelitsha on Tuesday Chief Siwani warned those present not to identify themselves with such organisations, which he accused of aiming to disturb peace and order at places of employment.

In a joint statement the branch secretary of the General Workers Union, Mr David Thandani and the branch secretary of the African Food and Canning Workers Union, Miss Debra Komose, said the reason why there had been problems at places of

employment was the intransigence of management.

The honourable Chief Siwani must know as a matter of fact that there are large factories where Saawu has been recognised and where sound employer-employee relations prevail as a result of negotiations between the unions and management.

Chief Siwani said the sons of the chiefs and headman should not identify with organisations such as Saawu. Firstly he should know that many of these people he was referring to are members of a trade union already.

"Secondly the Minister stands to mislead the unorganised workers and thirdly he seems to be advocating the perpetuation of ill treatment of the workers while the unions are fighting for the betterment of their situation at their places of work — DDR

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SOLUTION TO: GL5

GENERAL NEWS

Powerful Railway union joins Tucsa

Star 26/2/82

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By Drew Forrest

A predominantly white Railways trade union, the 10 000-strong SA Footplate Staff Association, has affiliated to the Trade Union Council of South Africa (Tucsa).

It is understood that Safsa's application to affiliate — made early this year — has been approved by the council's officers' committee

A black and a coloured union have disaffiliated from Tucsa. They are the Textile Workers Union (Twi), which claims

more than 2 000 black members, and the 2 500 strong Natal Baking Industry Employees Union

Safsa's affiliation is the second by a conservative, largely white Railways union in the past year. Last year the 23 000-strong Artisan Staff Association joined the council.

Sources within Tucsa fear that it will exert further "ideological drag" on an already conservative union grouping.

Safsa's new general secretary, Mr A C Koekemoer, said the time was ripe for the

union to come in from the cold and Safsa and Tucsa "had probably grown together"

The disaffiliation of the Textile Workers Union is the climax to a long dispute over union demarcation

TWU general secretary Mrs Evelyn Seloro had accused Tucsa of failing to protect the union's membership from encroachment by another council affiliate, the Textile Workers Industrial Union

She wanted an amendment to the Tucsa constitution which would allow it to intervene in demarcation disputes between its affiliates.

In a letter to Mrs Seloro Tucsa stated that its approach to inter-union rivalry was one of non-interference and that any other policy would be "totalitarian"

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Public servants militant

The president of the Public Servants' Association, Dr Colin Cameron said today that public servants would not be satisfied with pay increases which were merely an adjustment for the inflation of the past year

Public servants had been hoping for a pay increase of 25 percent but in a statement earlier this month, the Minister of State Administration, Di Treurnicht, indicated that pay increases would not be less than last year's inflation rate

This points to increases of about 15 percent in April, after the Budget is tabled

Dr Cameron said the increase did not deal with the accumulated backlog public servants had suffered due to an ant-inflation drive over the past five or six years

His association would pursue the matter with the authorities, he said

We would like to pursue the matter with the authorities, he said

he "saw" no different if there was a no-student additional fees

26/2/82
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Star Public

As the National Manpower Commission prepared to begin its probe into farm conditions last week, about 25 worker representatives were holding a union meeting in Vereeniging.

There were no songs or slogans, just a discussion on workplace problems and tactics. But the workers — and their union — are attempting something which has not been tried in the Transvaal for at least two decades.

They work at the nearby Soetvelde Farms owned by the Anglo American Corporation. And they have joined the Orange Vaal General Workers' Union.

Some farm workers in the West Cape have joined the Food and Canning Workers' Union. There has also been some union activity in the Natal sugar industry.

But in both cases, the workers have been involved more in processing or packing produce than in purely farming work. And in the Transvaal, unions have regarded the farms as too tough a nut to crack at this stage.

Farm workers have no legal bargaining machinery, protection against sackings or other rights. Most labour is unskilled, with scant bargaining power.

But the OVGWU began organising Soetvelde workers last August, according to organiser Mr Philip Masia.

He says the union now has about 140 members out of 230 at a few farms and depots — a majority there, although a tiny fraction of the farm labour force.

The meeting is much taken up with the pending NMC enquiry.

"We must make sure the worker's voice is heard in this inquiry," Mr Masia tells workers. "We are interested parties and they must consult us."

He adds that farm workers must ensure that the inquiry "doesn't give employers new ways of exploiting us with Government protection."

Some workers are not so sure. The enquiry, they say, "will be done by people who own the farms, the Nationalists — how can they help the workers?"

But they are more than happy to

THE Government has announced a probe into farm workers' conditions of service. But some farm workers near Johannesburg have decided that joining a union provides a greater hope of change and have become the first Transvaal farm workers to join a union for decades. Labour Reporter STEVEN FRIEDMAN reports...

Down on the farm, a new union grows...

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discuss conditions on the farms in the hope that their employer — and, perhaps, the NMC — will listen.

If the NMC is in earnest, it will have to listen to views like these.

Particularly as Soetvelde believes its conditions are better than at other farms. "We pay far more than other farms," says Soetvelde's general manager, Mr A A Penberthy, who denied most worker claims about his farms.

Top of the list of complaints is housing. Workers who are fired or retire lose their farm houses — and, in terms of Government influx control regulations, there is nowhere to go.

And the workers are not protected by any labour laws — not even those who work at Soetvelde's depots selling produce.

One worker recounts a problem. Says Mr Masia "We raised this with management who pointed out that he was not covered by the law."

He delves into a tome on labour law to underline the point. Workers who work for a farming employer — even if they are doing shop or factory work — are classed as farm workers and have no legal protection.

"I tell you this so that you know what your position really is. Our only strength lies in our organisation," Mr Masia tells the workers.

Another key grievance is wages

The minimum (at Soetvelde's feed lot) is R40 a month, workers claim. Those working on crops and at the depot start at R60 and those doing building work start at R51, they say.

"The company says the wages are low because we get free rations and housing. But it is still not enough to live on," says a worker.

Some say they have to build farm houses, but still get labourers' pay. "They got a firm in to build houses but they stopped because we were cheaper," they claim.

Workers also claim that casual labourers — from age 14 upwards — get R1,50 to R2,15 a day, but no rations. "Some are adults with families, but the company says they are on probation."

Says Mr Masia "On one farm there are prize bulls. The man who feeds them says it pains him because they get good food but he only gets R51 a month."

What about the free rations? One man shakes his head. The others laugh.

They say they get 80kg of mealie meal a month — "coarse meal, not the Iwisa type", a sack of coal a month, but two in winter, and "mine bread".

They also get 1,5 kg of meat a week and vegetables. But they claim the meat is "bad — it has fungus on it by the time we get it home" — and

that the vegetables are "rejects — not good enough to send to the mines".

Some get fresh, others powdered, milk.

Workers work a 12-to-10-hour day (according to the season), less an hour and a half for lunch and breakfast.

Workers claim a new manager lengthened them by two hours a day without raising pay. Union efforts to sort the issue out were unsuccessful, they say.

But on one occasion, "they increased Saturday work by an hour — but we ignored it so they went back to the old times".

And one worker complains that transport is laid on for white children who go to school, but not for blacks. The farm school does not go beyond Standard 5 and children have to move to the townships to study, he claims.

And the farm workers have one thing in common with those in industry — they're unhappy about pensions. Money is deducted, but they don't know where it goes, they say. "We will have to tackle this issue soon," says Mr Masia.

Have they had any problems about joining the union? No one has been fired — or threatened with sacking — for joining, they say. But there

lowed to house elderly people on their farms without Government permission.

It noted that these people had nowhere to go and that it would be unfair to send them back in their old age to a strange area.

But the Government held this issue over for further investigation, saying it wanted to ensure that any change did not lead to "squatting" on farms.

But even this recommendation would leave workers at the mercy of the farmer and would not allow them to look for alternative housing in the cities.

Lose your work — and you lose your place to live

If a farm worker loses a job or retires, he or she also loses a place to live.

And, in terms of influx control regulations, they are not allowed to look for another home nearby — they become "displaced persons" with nowhere to go, except a homeland they may never have seen.

Many workers are born on farms and work their whole life there. If they worked in the cities, they would have the right to live there permanently.

But, because many farms are outside "prescribed areas" — in which workers do qualify for residence

rights — they don't qualify.

If they lose a job, their only hope is to find one on another farm — many workers are allowed by the authorities to work on farms only.

If they are pensioned off, they must go to a homeland — or move from farm to farm. At Soetvelde, workers see this is one of their major problems.

"They usually find a place in the township. But they have no legal right to be there and are always subject to arrest," says unionist Mr Philip Masia.

When these workers approach the local Administration Board, they are

told to "go to another farm," they claim.

Says Soetvelde general manager Mr A A Penberthy "Any employee who leaves the company must lose their house." He concedes they have nowhere to go, but adds: "That is a problem for Dr. Koornhof — it is not of our making."

Certainly, the workers are victims of legislation. There are several clamps on the number of blacks farmers can house and no farmer may allow a non-worker to stay on his farm without official permission.

In 1979, the Riekert Commission recommended that farmers be al-

have been a few "provoking remarks" from farm managers.

They have not asked for formal union recognition, but management has agreed that union committees can take grievances to farm managers, then to the divisional manager and finally to Mr Penberthy.

"But the managers are rude to us and never listen. We never get to see Mr Penberthy," they claim. Not one demand has been acceded to by management, they add. "We are now going to ask for proper recognition," says Mr Masia.

But workers agree things have improved since they joined the OVGWU. Says an old man "There are fewer firings now. The union has helped better things."

Mr Penberthy has another view of the OVGWU and its organiser, Mr Masia.

"We have nothing against them joining a union, provided it goes about things in the right way. But this one seems to be political," he says.

The OVGWU has replaced elected liaison committees with their own worker committees and these are "stirring trouble," he says.

"They are telling me how to run my business. They send letters making demands about canteens and lunch hours and they question our right to deduct traffic fines from drivers' pay."

Mr Penberthy adds "The individual communication we used to have with our workers is gone since the union arrived. This is worrying."

He also rejects worker descriptions of conditions.

Minimum pay, he says, is R60 and some farm drivers earn up to R225, some at the depot R350. Soetvelde has graded jobs non-racially and there is no pay discrimination. Workers get a thirteenth cheque at year's end.

Mr Penberthy adds that the value of rations is over R50 a month. Meat and vegetables are fresh and workers also get tea, sugar and fresh milk.

"They couldn't get this quality for this price at any shop," he says.

And workers also get three-bedroomed houses free of charge, he adds.

Schooling is provided up to Standard 5 and transport is provided in some cases for those who continue. Where this is not possible, children are subsidised according to their results.

The pension fund is non-racial and workers have been told how it works, he says.

The gulf between Soetvelde management views and those of organised workers is large. But workers have found a vehicle in the union and, in time, negotiations may change that.

But hundreds of thousands of farm workers have no union, no legal rights. In most cases, their conditions are probably worse than those at Soetvelde.

For them, their only short-term hope is that the NMC probe will produce concrete change.



Three things - what over Saas' bailiwick policies

TWO Government departments are on a collision course over labour.

The Department of Manpower Utilisation is reportedly concerned that harsh action by the Department of Police is negating their hands off stance on trade unionism.

This week Professor Blackie Swart, chairman of the industrial relations committee of the Government's National Manpower Commission, said the death in detention of Dr Neil Aggett "need never have happened" and had cast a "further shadow over the credibility of Government labour reforms".

Employers and academics have said the department, under Minister Mr Fame Botha, was slowly gaining international approval for South Africa and a more sympathetic approach from labour organisations, including the International Labour Organisation, for what were seen as genuine efforts on the part of South Africa to reform its labour policy.

A prominent employer said recent action against trade unionists, culminating in the death in detention of Dr Aggett and the admission to hospital of two prominent trade unionists, Mr Thozamile Gqweta and Mr Sam Kikine of Sasawu (who had

THE death in detention of Dr Neil Aggett has provoked what promises to be serious confrontations between the State and independent unions and between two Government departments. Employers say they are the harm in an ideological sandwich of which black nationalists and the Government are the bread. CHAELINE BELTRAMO reports and traces the history of independent unions and what they will mean to South African labour and the country's foreign image.

both been in detention for some months) had brought years of hard work by the department "back to zero".

Prof Swart said that although action by other Government departments, such as police involvement in strikes and the detention without trial of trade unionists, "could be sound in principle", they complicated "the delicate balance that existed between labour and management".

Dr Jan van Zyl, executive director of the Federated Chamber of Industries, in common with a high proportion of the employers interviewed, criticised the "difficulties arising with the Department of Police, which is not concerned with labour, but which interferes in labour by detaining unionists and not bringing them to trial".

"The policy of the Department of Manpower Utilisation is very clearly non-intervention in the labour field, even keeping well clear of labour disputes

"We have called on the Government on a number of occasions to bring labour leaders to trial

"The Government says these people are threatening the security of the state. The only way that can be resolved is in court. If they are not brought to court it creates the impression that they are being harassed for being unionists, while that may not be the case."

Trade unionists of the largely non-racial 'independent' unions are increasingly cynical of State labour reforms and the motives of the Department of Manpower Utilisation.

Mr Jan Theron, general secretary of the African Food and Canning Workers' Union (of which Dr Neil Aggett was Transvaal regional secretary), has accused the department of actively assisting the police in repressive action against independent trade unions and their members.

While Unions (Fosatu) said "While the State has attempted to convince the public and the International Labour Organisation that there are genuine reforms on the labour front, underneath there is a current of repression against trade unions by the State."

Last year the Government barred Fosatu from funding an earlier ban. The Fund Raising Act was amended to take away the court's right to intervene and a new ban was then imposed.

One of the most notorious interventions was the distribution among employers, particularly in the eastern Cape, of a document designed to weaken Sasawu and the independent unions.

Mr Louis le Grange, the Minister of Police, admitted in Parliament last year that the document had been compiled by a senior Security Police officer based in Port Elizabeth.

Management at some of the few dozen 'progressive' businesses which have officially recognised independent trade unions have also complained that their mail has been tampered with, that their telephones have been tapped and that there have been requests for interviews from the Security Police and the National Intelligence Service.

Mr Peter Wrigton, managing director of the giant Premier Group, echoed the unease of many employers that trials had not followed actions by police against trade unionists.

"The trade unions will be radicalised if their leaders are put away," he said, dismissing any claim that unions were presently radical.

"Frustrations about lack of political representation will increasingly be taken out in the work place. Harsh government action will only radicalise the situation."

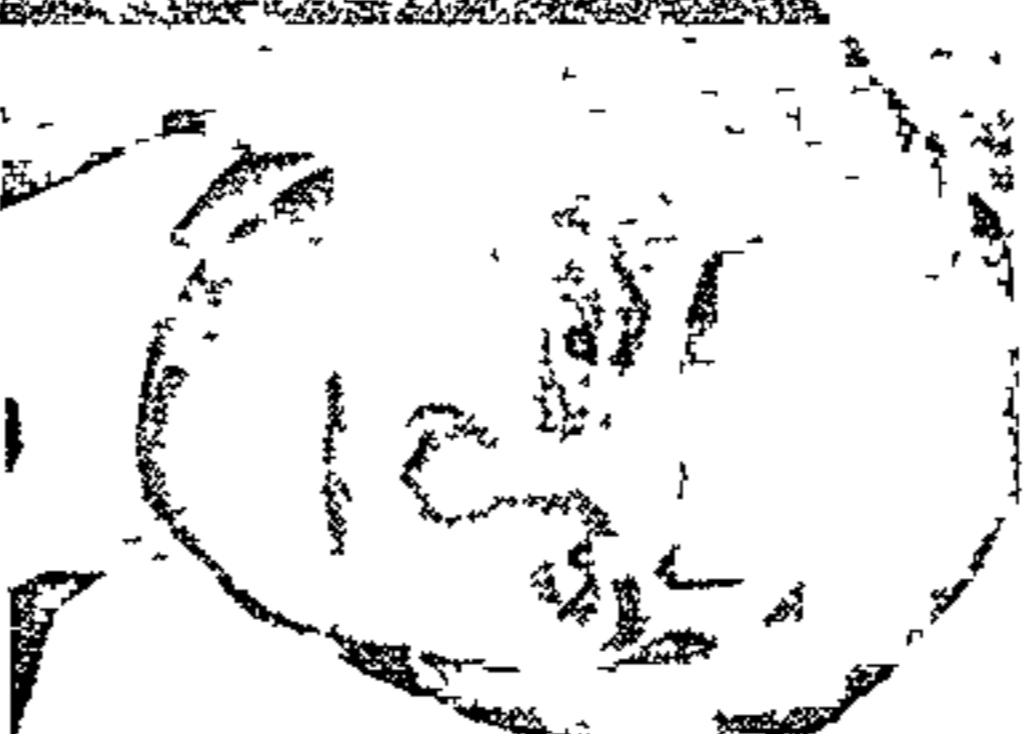
A leading labour lawyer said "Trade unions have been thrown out of town of faces in terms of the Group Areas Act, Fosatu has had its

funds cut off, union leaders are being detained for lengthy periods and meetings are prohibited in homelands. In 'independent' Bophuthatswana a trade union meeting of more than 20 people cannot legally be held without a magistrate's permission.

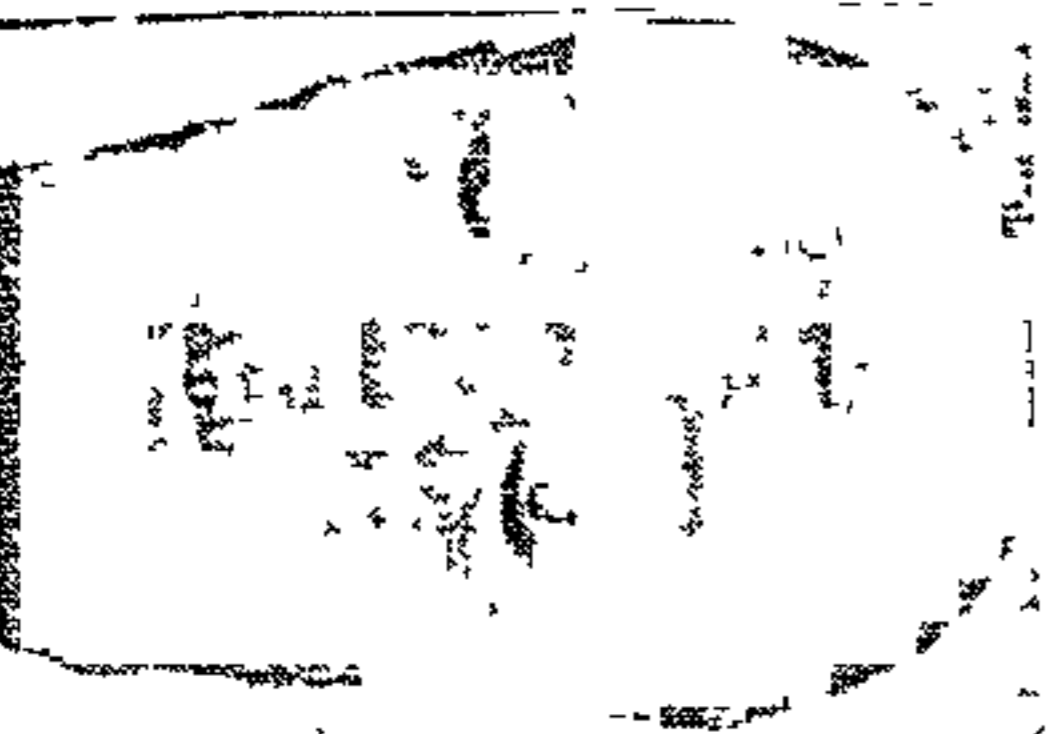
"There will be more use of the so-called security laws against trade unionists. But they will never succeed in checking this growth.

"The chances of the Government eradicating the labour movement again as they did with the South African Congress of Trade Unions (Sactu) in the early Sixties are less, as the unions have adapted to deal with that threat."

"This is an adaptation some employers have already praised. An employer group that recently reaffirmed its recognition agreement with Sasawu, which has five of its six executive members in detention, praised the excellent negotiating skills of the unionists who have taken up the reins of the 80 000 member union while their leaders are locked up."



Dr Eddie Webster of implications of detentions



Mr Jan Theron 'department assists police'

Mr Thozamile Gqweta released from detention

Contrary to their apparent aims, repressive Government action is serving only to unify and strengthen the previously fragmented trade union movement

One of the rallying cries of the burgeoning non-racial trade union movement was put to the test the week after Dr Aggett died

More than 85 000 workers in hundreds of factories throughout South Africa stood in silence next to idle machines or left the shop floor during a half-hour tribute to Dr Aggett

The stoppage, which industrial sociologists have termed a 'political strike' was the first incident in which workers took industrial action of a political nature on the shop floor and not in the form of a 'stay-away'

It was also the first political strike called by trade unions in more than two decades

Dr Eddie Webster, an industrial sociologist at the University of the Witwatersrand, said the stoppage was significant because unions had previously been reluctant to become directly involved in political action,

"but had been provoked into action against repression"

'They are now likely to widen their involvement in those issues

'Managements and the State should seriously consider the implications of detentions," he said

The independent trade union movement began emerging as a strong force after the 1973 strikes

Their presence was bolstered by the Wiehahn reports, which paved the way for legitimate black trade unions, although some did not register and most adopted a non-racial stance

Mr Phiroshaw Camay, general secretary of one of the more important trade union movements to emerge, the Council of Unions of SA (Cusa), said the Wiehahn reports and changes in legislation had lent legitimacy to black trade unions in the eyes of employers

Employer-approved liaison committees were increasingly rejected by workers and employers began to deal with and sign recognition agreements with trade unions at company level

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138
181
Jan 19/3/82
13

Disturbed year at Siemens

Labour Reporter

Last year was a period of increasing labour unrest and wildcat strikes, according to the 1980-81 report of the German multinational concern Siemens.

There were isolated confrontations between management and labour and competition for members between newly emergent and long-established unions at Siemens factories, the report stated.

Union membership had increased over 1980-81 from 24 to 29 percent of the wage-earning workforce.

The firm had a works council system and these councils met management at monthly and quarterly intervals.

There was a decline in white unionisation and there was competition for black members between the Fosatu-affiliated Metal and Allied Workers' Union and the registered, unaffiliated Electrical Workers' Union of South Africa.

Siemens continued to "maintain dialogue" with these unions, the report stated.

The report also states that from the middle of 1981 the presence of MAWU had affected the Electrical Workers' Union's membership.

However, electrical union secretary Ben Nicholson said that while MAWU had won over some members of the union at the Siemens plant in Isando, the situation was changing again.

Because the Wiehahn Report had set industry on the "irreversible course" of racial integration, industry had to cope with these new dimensions.

Employers and employees would succeed in reaching this course if they continued to co-operate in a "spirit of understanding and social partnership".

Insurance men in bid to form union

138
ROM
17/3/82

By **STEVEN FRIEDMAN**
Labour Reporter

ATTEMPTS are under way to form the first-ever black trade union in the insurance industry — and some employers have been approached by the fledgling union to gauge their attitude to the move

An employer source said yesterday that companies were taking differing stances on the union's formation. Some do not see the union as a threat, but others feel "it should be resisted", he said

But Mr Mike Jackson, assistant general manager of Liberty Life, yesterday denied a claim that "crisis meetings" had been held by his company in response to the attempts to form the union

Employers said two pamphlets — one "radical" and the other "more moderate" — have been issued

Employer sources said they believed the union intended to link up with other emerging unions. It is not clear, however, whether the fledgling union has been started by one of the existing unions

However, it appears it wants only black, coloured and Asian members and does not want to be nonracial

It is understood that some employers have told union representatives they believe the new body "cuts across" their existing staff associations, but they have been told that workers want their own union rather than an association

Police ^{17/3/72}
detain ⁽¹⁵⁸⁾
union official

ATLANTIC — Mr. Mathews
Oliphant, general secre-
tary of the National
Federation of Workers
(NFW) detained by
security police on Satur-
day. He is held under
Section 29 of the General
Law Amendment Act.

The head of security
police in Durban, Brig-
adier J. van den Hoeyen,
said Mr. Oliphant was de-
tained by Johannesburg
security police.

He declined to give
further detail saying the
family had been told and
that it was not in the
public interest to do so.

Two of the four other
trade unionists detained
on Monday had their
identity documents seized.
They are Mr. M. M. M.
Maphalala of the NFW
and Mr. Nombusi Zungu
of the Domestic Workers
Union.

Brigadier van den
Hoeyen said Mr. Zungu
and Mr. Maphalala could
collect their documents
today.

Minimum wages for domestics on the cards

E. Post 18/3/82

138
257A
294

By CHARLENE BELTRAMO

MOST employers will have to pay their domestic servants 50% more. That is the view of experts following the recent announcement of a Government-appointed inquiry into the conditions of domestic workers.

The inquiry, regarded by many as long overdue, has been heralded as a breakthrough in Government thinking.

The aim is to lay down minimum working conditions for South Africa's 2 million domestic and farm workers.

But experts in these fields have warned that it will be no easy matter to make findings.

First, there is likely to be controversy concerning figures suggested as minimum "cost-of-living" wages compared with those suggested as "living" wages.

Second, experts have stressed, other working conditions, such as hours, over-time, leave and employment contracts, should not be neglected in the inquiry.

Ms Donna Wurzel, of the Domestic Pension Fund, asked what she thought the commission would suggest, said "If you want good service, you are going to have to pay for it."

"Many employers say 'My maid is part of my family'. Of course she isn't and never will be."

"The servant is an employee. She is not there to be part of the family but to make a living, like all of us."

"And, like any commod-

ity, if you can't pay for it — you can't have it."

The Domestic Worker's Employment Project (Dwep) recommends a minimum "cost-of-living" wage of R79 a month for unskilled workers and R96 a month for skilled servants expected to cook and look after children.

The average wage presently paid to domestic workers in South African cities is R65 a month.

The Women for Peace organisation sees a minimum "living" wage as R100 for unskilled and R120 for skilled workers.

But Mrs Irma Xenopolous, president of Women for Peace, said the organisation would like to see adjustable minimum wages for domestics.

"It is important that training be set up for domestics so that, like a secretary with a diploma, a domestic is able to command a wage in line with her qualifications."

The Domestic Worker's and Salesladies' Association (Dwasa) advises a minimum monthly wage of R110 for full-time workers, R10 a day for daily workers and R5 for a half-day.

Many other experts in the field have refused to lay down minimum figures, saying the issue is far too complex to deal with yet.

Mrs Joyce Harris, president of the Black Sash, said it was important the

commission laid down rules not for a minimum wage "but for a living wage" for domestic workers.

"Domestics need protection and they ought to be eligible to receive all the other benefits available to workers in industry," she said.

Mrs Roberta Johnston was a member of the ad hoc committee on the Legal Possession of Domestic Workers, formed after a symposium on domestic workers held in Johannesburg last year.

The organisation formulated a memorandum which has been submitted to the Manpower Commission.

Mrs Johnston said "We would like to see the institution of permitted maximum hours, overtime pay, provision of working clothes, minimum standards of furnishing for live-in servants and minimum annual leave."

"It is also important that amendments be made to the Labour Relations Act, the Wage Act and the Workmen's Compensation Act to include domestic and farm workers."

The ad hoc committee's findings — supported by 24 organisations throughout South Africa — also suggest that employment contracts should be set up for domestic workers and that statutory records of service should be kept.

"The committee is

continuing efforts to have the proposals made in the memorandum accepted," Mrs Johnston said.

Independent ombudsman Mr Eugene Roelofse, who is an expert on farm labour conditions, said it was important the commission did not merely rely on agricultural unions and farmers for their findings in this field.

"Traditionally there is a great credibility gap between what the farmer's claim to be paying their labourers and what their labourers claim to be receiving," he said.

"Whatever the outcome of the inquiry into the wage structure of the farm worker, I believe it will be a waste of time if they do not look at housing conditions, the health situation on farms and particularly the incidents of brutality towards workers."

Recently, a report on an investigation by the Child Labour Programme of the Anti-Slavery Society in London, which was put before the United Nations, stated that there were 60 000 child slaves — that is, children below the legal working age of 16 — employed in South Africa.

The report said at least 90% of them worked on South African farms — a form of exploitation unavoidable at present because of the low wages paid to their farm labourer parents.

Newspaper investigations have revealed that child labourers — and their parents — are, in many cases, paid a pittance by the farmers.

In one case, a man with six children was paid R7 a month.

Mr J F van der Merwe, deputy director-general of the South African Agricultural Union, said labour relations was a field his organisation was "constantly looking into."

He said "agriculture was different from all other industries."

"Farm labourers are paid in a package deal. Wages are only part of it — the rest of the labourers' remuneration is made up with housing, transport and food."

"For that reason it would be almost impossible to establish minimum wages for farm workers," he said.

CP) ... efficient ...

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New head (138)
19/3/82
for SASJ ROM

MR DAVID Bleazard, a reporter on the Argus, Cape Town, has been elected president of the Southern African Society of Journalists

He was the only member nominated for the post.

He will assume office at the end of the society's 1982 congress, in June

A graduate of the University of the Witwatersrand, he lectured in the philosophy department of Cape Town University before becoming a journalist. — Sapa

CPA Trims 22/2/87

Award for Mwasa man

From JOHN MATISONN

WASHINGTON. —
Banned South African
journalist Mr Jo Thloloe
is the first non-American
to win the Louis M Lyons
award for conscience and
integrity in journalism

The presentation was
made at a Harvard Uni-
versity dinner for mem-
bers of the committees of
advisers and staff of the
Nieman Foundation,
which provides annual
scholarships for journal-
ists to spend an academic
year at the university

Mr Thloloe, 40, was se-
lected from 12 nominees
by 11 United States and
five foreign journalists
who are currently Nie-
man scholars at the uni-
versity

The award was accept-
ed on Mr Thloloe's behalf
by the South African Nie-
man fellow, Mr Ameen
Aklhalwaya of the Rand
Daily Mail

Symbol

He said that Mr Thlo-
loe, former president of
the Union of Black Jour-
nalists and a member of
the executive of the Me-
dia Workers' Association
of South Africa (Mwasa),
"is a symbol for coura-
geous and honest journal-
ists who have refused to
compromise their ideals
and principles in the face
of repressive government
actions in many parts of
the world"

In particular, he was a
symbol of conscience and
integrity in a country like
South Africa, where the
government had acted
ruthlessly and systemati-
cally against black media
workers

Mr Thloloe was de-
tained under Section Six
of the Terrorism Act for
20 months, most of which
was in solitary confine-
ment, but returned to
journalism and continued
actively organizing black
journalists

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Carfinder
Wednesday with
Cape Times

Our Political Correspondent reports that the Progressive Federal Party's defence group decided yesterday to recommend that the proposed changes in national service be referred to a parliamentary select committee

The chief Opposition defence spokesman Mr Harry Schwarz said this proposal would be put to the PFP parliamentary caucus today

The PFP proposal would mean that instead of being put to Parliament in its present form the measure could be considered and possibly redrafted by a committee on which members of all parties would serve

Defence Bill What it will entail, page 15

Island 'hijack' hearing opposed

Own Correspondent

MARITZBURG — A final decision is to be taken today on whether defending and prosecuting counsel in the hijack trial will travel to the Seychelles to hear evidence

The suggestion that they should was opposed by Mr Eddie Stafford SC, and Mr Mike Hannon, who are appearing for the 43 men accused of hijacking the Air India jet from the Seychelles to Durban on November 25 last year

The Acting Judge-President Mr Justice James, said he would take time to decide whether he should authorize a Seychelles judge to hear evidence and collate it for the South African court

Mr Stafford for 10 of the accused said there were no real guarantees that the advocates would not be seized by the Seychelles Government on their arrival to hear the evidence of Mr M Loustau-Lalanne, director of Civil Aviation in the Seychelles, and Air India pilots Mr U Saxena and Capt S Misra

As the 43 men accused of the hijacking could not set foot in the Seychelles, their rights would be severely prejudiced by the appointment of a Seychelles judge Mr Justice Frank Wood, to hear the case

Defence counsel would not be able to take instructions over the distances involved, and the accused would not be to dispute evidence about identification of the men by witnesses

The State had also to face the fact that the in-camera ruling barring pressmen and the public from court so sensitive evidence about alleged government involvement could be heard, would not be effective in the Seychelles

The court had also not been given a categorical assurance that the Air India pilots would be in the Seychelles for their evidence to be heard next week

In addition, the judge would not have an opportunity of watching the demeanour of witnesses and could therefore not accurately gauge their reliability, Mr Stafford said

The only reliable way to test their evidence was to have them testify in a

Two City men detained, then sent to Rand

CAPE TIMES 24/3/82 (3/1) 138

By ENRICO KEMP

TWO City men detained by the security police yesterday morning were transferred to Johannesburg late yesterday afternoon, according to the chief of the security police in Cape Town, Brigadier H W Kotze

They are Mr Armen Abrahams an advertising representative at the Cape Herald and a member of the Media Workers Association of South Africa (Mwasa), and Mr Ebrahim Patel, a final-year BA student at the University of the Western Cape

Brigadier Kotze said both men were being held under Section 50 of the Criminal Procedures Act. In terms of the section, they must appear before a magistrate within 48 hours. The court may order further detention under a specified charge, or the terms of detention could be altered to allow the security police to hold them for a longer period without trial

Mr Abrahams was detained at his Claremont flat shortly before 4am yesterday. His wife Amelia said two security policemen had searched the flat for about 20 minutes before leaving with her husband. Nothing was removed from the flat

Mrs Abrahams was allowed to deliver clothing for her husband to Caledon Square

Mr Patel, detained twice in the past, was fetched at his Grassy Park home early yesterday. Security police also searched the Belhar home of his girlfriend, Miss Gairo Daniels

Mr Patel was detained for 4 months under Section 10 of the Internal Security Act in 1980. Last year he was held for three months under Section Six of the Terrorism Act

Mr A M Omar, an attorney acting for the two men, said he was in-

formed late yesterday afternoon that they had been transferred to Johannesburg and were being held under the Criminal Procedures Act

The Western Cape regional executive of Mwasa yesterday condemned the detention of Mr Abrahams and Mr Patel and called for the unconditional release of the two men and all other detainees

Mwasa said in a statement that the detentions, coming after the countrywide Detainees Week campaign, was "proof of the authorities' total disregard for the peoples peaceful protests at detention without trial"

"Mr Abrahams has always conducted himself in a responsible manner and we have no reason to doubt the sincerity of his activities"

"We will not call for him to be 'charged or released', for we had no part in the making of the laws under which he may be brought to court"

"We therefore demand that he be immediately released," the statement said

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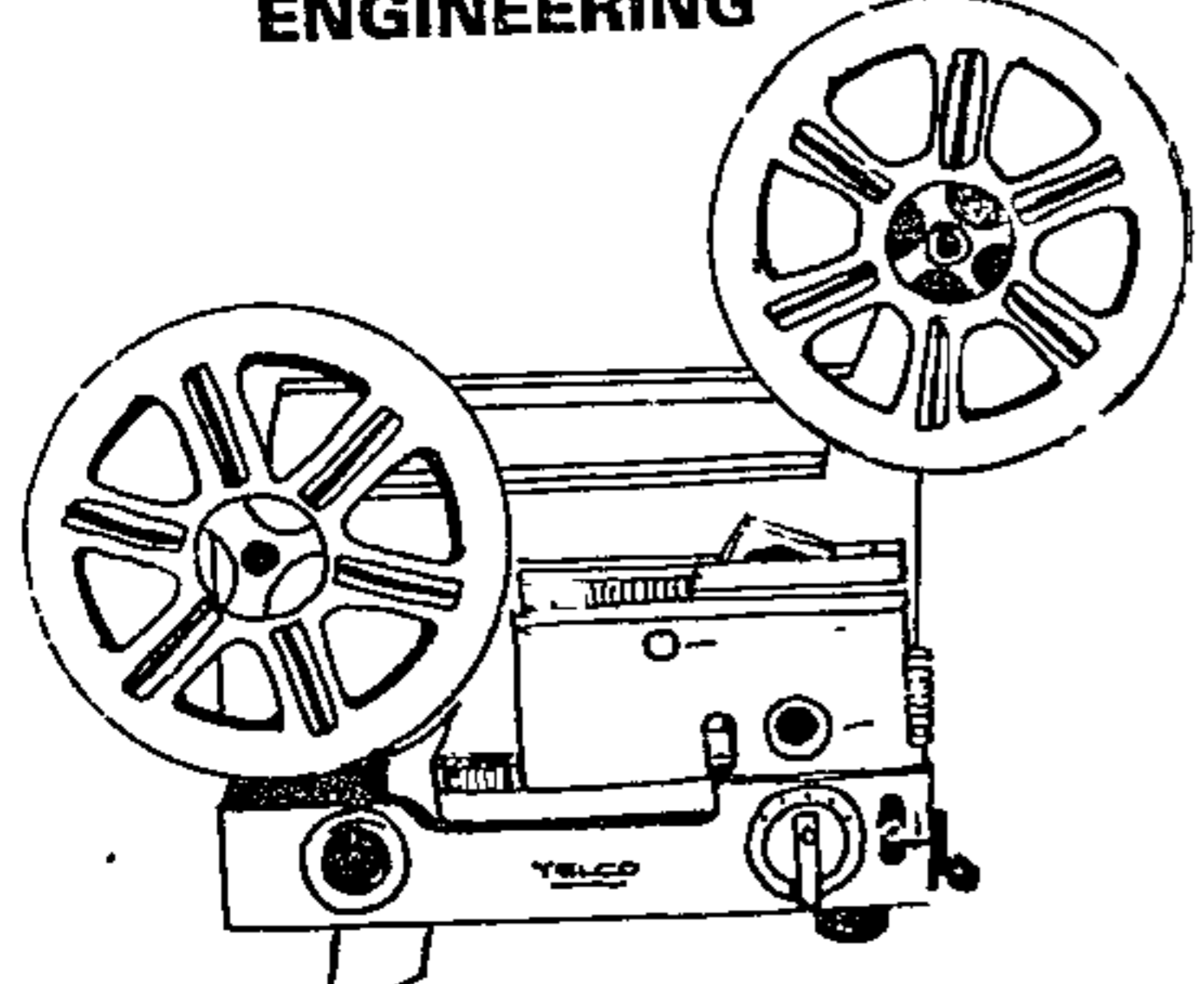
Photographers, amateur and professional, to join in a two-day seminar which will be conducted by two of America's best photographers and lecturers on Photography Prof SMANN FRPS, HENRY SHULL FRPS. The work will cater for both black and white, and the colour print workers

Saturday and Sunday, 1st and 2nd May.

Tickets for attendance obtainable at Cameraland. The two-day seminar, limited to 80 persons, is R26,00

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Budget to be broadcast live

Own Correspondent

DURBAN — Today's budget speech by the Minister of Finance, Mr Owen Horwood, would be broadcast live over English and Afrikaans radio from 2.15pm on, a spokesman for the SABC said yesterday

The spokesman added that details of the budget would be highlighted on television news bulletins and during the Midweek programme there would be a panel discussion

The panel would consist of Dr Joop de Loor, Director-General of Finance, Professor Sandra van der Merwe, professor of marketing at the University of the Witwatersrand, M Ben Temkin, finance journalist, Professor Brian Kantor, professor of economics at the University of Cape Town, and Mr Raymond Ackerman, managing director of a chair group. Mr Raymond

Too late for classification

DEATHS

HELMAN — Percy our darling passed away peacefully on Tuesday March 23 1982. It was a special privilege being your wife children and grandchildren. Thanks to all for their wonderful support. Sadly missed and forever remembered by Ethel Michele Gillian, Lawrence Dennis Jeffrey Adnan and Larry Cremation on Thursday March 25 1982 at Maitland Crematorium at 1.20pm. Prayers Thursday March 25 at 202 Rapallo Flats Beach Road Sea Point at 6.15pm

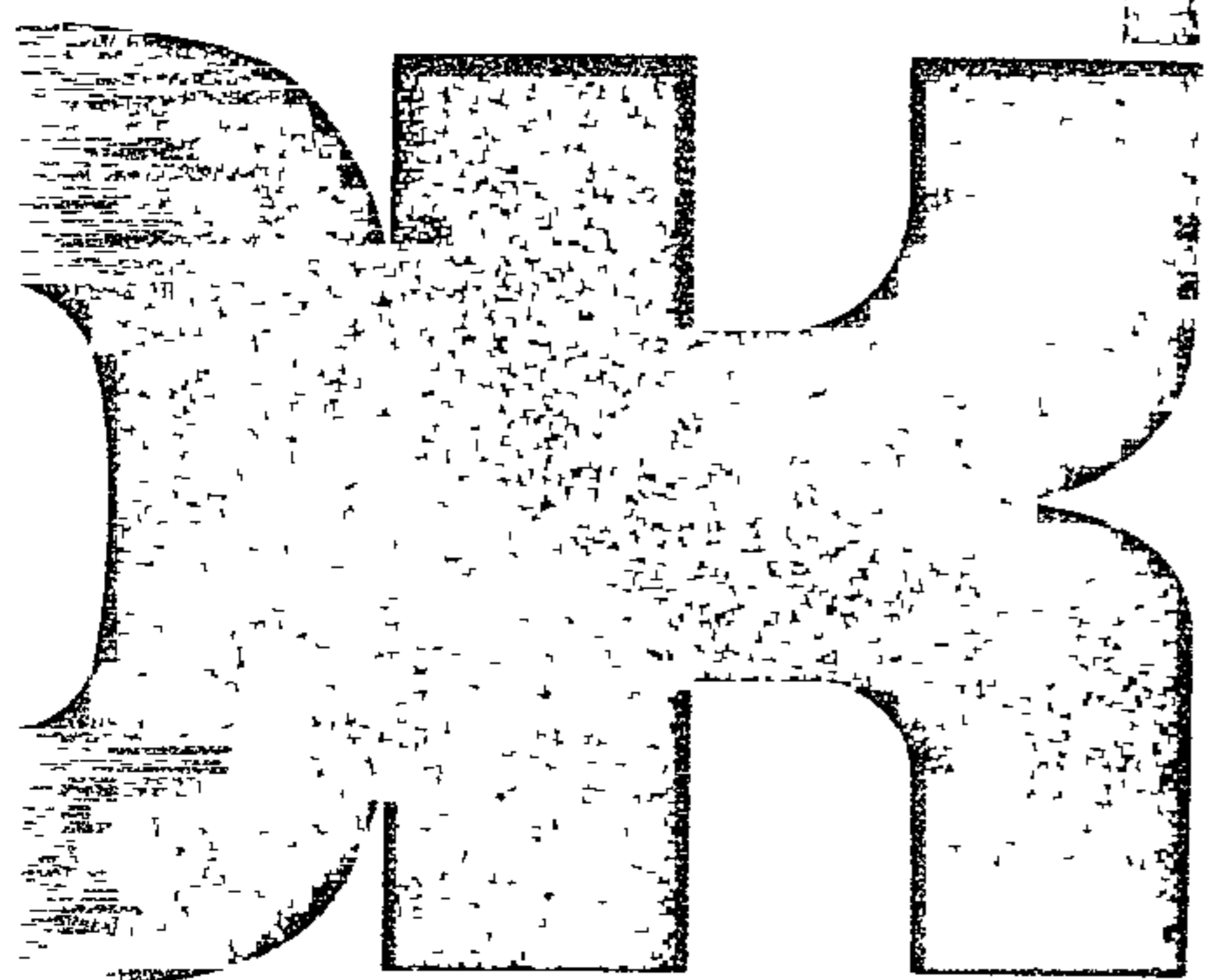
HELMAN — Percy my dearest brother passed away peacefully on Tuesday March 23. Sadly missed by his sister Nancy brother in law Ronald sister Nancy brother in law Ronald Dennis and Leslie

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GREY, MILLS, KAYE EDDIE OAL1458

Detentions condemned by Mwasa, residents

AR&US
24/3/87

138

THE detention of Mr Mr Abrahams and of Mr Armien Abrahams has Ebrahim Patel and further demands the release been condemned by the Western Cape regional executive of the Media Workers' Association of South Africa (Mwasa), of which he is a member

Mr Abrahams and a University of the Western Cape student, Mr Ebrahim Patel were both detained at their homes in Cape Town yesterday morning

'That Mr Abrahams' detention should come shortly after the country-wide Detainees' Week campaign is proof of the authorities total disregard of the people's peaceful protests against detention without trial the Mwasa statement said

'Mr Abrahams was taken from the comfort of his bed in the early hours of the morning and only the security police know why As far as his union is concerned, Mr Abrahams has always conducted himself responsibly

The union demands the immediate release of

Mr Abrahams and of Mr Ebrahim Patel and further demands the release of all detainees'

The Grassy Park/Lotus River Residents' Association issued a statement condemning the detention of Mr Patel, 'a well-known resident of Grassy Park and a member of the association

'Mr Patel has been detained twice before without being charged or any reasons given

'We believe he is being deliberately victimised and regard as sinister the need to send seven security policemen to arrest one young man and to ransack his parents home,' the statement said

'The arrest of Mr Patel and Mr Armien Abrahams adds two more names to a long list of victims of South Africa's unjust and inhumane laws

'We join the nation in calling for the release of all detainees and the abolition of all detention laws'



100 g	159	Chaos Deodorant
80 g	159	The Deodorant
200 g	189	K O Aerosol Deodorant
10's	175	Kimblies Large

News of the ground-
ings, which include a Sin-
gapore-registered
freighter and Russian
led to South African
marine radio stations
write the report on the
mises sinking of Mozambi-
can trawlers was
announced by Radio
Mozambique last night

The port authorities in
Beira could not be con-
tacted by telephone today.

The group, which will
include a representative
of the International Salv-
age Association, is due to
arrive from Durban tomor-
row

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South Africa's biggest

CM 1/15 20/3/82

Salary worries for civil servants

Staff Reporter
THE Public Servants' League of South Africa, the trade union for 20 000 coloured civil servants has found little in this week's parliamentary budget speech to dispelling its members' future salary situation. The union's problem is compounded by the fact that it is not yet officially recognized by the central government's Commission for Administration, according to a spokesman for the league.

This meant that official information from the commission was not circulated to the union and that decisions on pay increases reached the union only as accomplished facts.

'Weren't told'

The league spokesman said: "Even when it became known earlier this year there would be a 15 percent increase for civil servants in April we only became aware of this through newspaper reports."

At the time, the spokesman said, it was predicted that a collapse in some State services was probable because of the shortage of staff resulting from an unacceptable salary deal (the 15 percent increase) put together for the country's 600 000 civil servants.

"We don't even know whether we (the coloured State employees) are included in the 600 000," the spokesman said. (White civil servants belong to the Public Servants Association of South Africa.)

In Wednesday's budget speech the Minister of Finance, Mr Owen Horwood said: "A package of improvements in conditions of service costing a record R800 million has been approved for 1982-83."

"Because an early decision was reached on the remuneration package, the greater part of the provision could be allocated to the various votes leaving a balance of R200 million to be included in Vote 25 Improvement of Conditions of Service."

"The major improvements contemplated are a substantial general salary adjustment, the implementation of a further phase of the programme to narrow the wage gap among the different population groups and an extension of the practice of salary differentiation among selected professional categories," Mr Horwood said.

Solidarity summit for trade unions

26/3/82 Sowetan

IN AN attempt to restore unity within trade union movements, black and non-racial trade unions are to hold a two-day summit in Johannesburg from April 24 to 25

The summit will be the second following the one held in Cape Town last August, which was attended by leaders representing about 200 000 workers

Among the participants at the last summit were the General Workers Union Fosatu, the food and canning Workers unions, the Council of Unions of SA and the SA Allied Workers' Unions

CRUCIAL TIME

The Johannesburg summit takes place during a "crucial time" in the history of trade unionism when police action has been rigorous against many labour leaders

It follows the large-scale detention of labour members and the death in detention of a leading trade unionist, Dr Neil Aggett

Aggett's death has been cited by many leaders as an incentive among trade union members to seek a stronger bondage in the labour movement

STOPPAGES

It also takes place following a wave of work stoppages in the East and West Rand in demand of higher pay

Most work stoppages last year were in reaction to plans for the compulsory preservation of pension benefits but since then most strikes have been for higher salaries and in protest over sacked colleagues according to labour experts

According to union sources the summit will pledge solidarity to resist contrary moves by the Government and will express opposition to the official bargaining system

Some unions are competing among themselves to gain support from workers and pertinent issues involving matters of policy. In this regard it is important to note that some of the unions are registered while others are refusing to apply for registration

COMMON AGREEMENT

Union sources say the summit will discuss the possibility of unions — both the black and non-racial ones — accepting each other and coming to a common agreement to stop competing against each other

Union sources maintain that it is vital that greater co-operation and harmony be created among the unions

This type of co-operation became conspicuous recently when union leaders jointly condemned the death in detention of Dr Aggett and the continued harassment by the Security Police of union members and those related to trade union movements

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138 Stav 15/4/62

Civil servants union wants to stay all white

The South African Association of Municipal Employees would prefer to remain a "white" trade union, the president of the association, Mr Attie Niewoudt said yesterday

Addressing delegates at the association's fifth Transvaal regional conference at Boksburg, he said: "We, as whites, would like to confine ourselves to our own way of living, retain

our own rights through separate negotiations and representations, as has been the case in the past"

Mr Niewoudt believes that other race groups could form their own union to eliminate strikes and walk-outs

"In my opinion, multiracial trade unions can be the cause of labour unrest, a situation which should be avoided as far as possible"

Postal staff call for better wages

138

PRETORIA - The Post and Telegraph Association of South Africa called today for better wages for post office personnel in order to compete with the private sector

The Post Office was experiencing a particular problem in recruiting male clerks he said

"The congress has thus adopted a motion requesting the Department of Posts and Telegraphs to adjust the salary scale as soon as possible in order to make the compensation pattern more competitive with that in the private sector," Mr Jacobs said - Sapa

In a statement released in Pretoria, where the association is holding its 47th congress the association's president Mr Nic Jacobs, expressed deep concern at the "critical" staff shortage in the Post Office

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By Erik Larsen
East Rand Bureau

The president of the South African Association of Municipal Employees, Mr Attie Nieuwoudt, yesterday appealed to the Government to ensure that black trade unions did not call for "unnecessary and undesirable strikes"

Speaking at the association's fifth Transvaal Regional Conference at Boksburg, he said: "Strikes and walk-outs, as we are all aware, are the instigators of chaos and the destroyers of the economy in any country"

Mr Nieuwoudt explained that South Africa could not afford to tolerate strikes, especially if

Star
138
15/4/82
**Govt warned
on strikes**

full cognisance were taken of the downward trend in the gold price the general economic position and the weakening of the country's agricultural potential as a result of the long and severe drought in many parts of South Africa

He said the drought had resulted in farmers moving to towns to find other means of income

"We cannot toler-

ate anything that is liable to undermine our economy

"We cannot afford to sit back and watch while our country heads in the same direction as so many overseas countries where the communist influence is so strong that it is taking over the economy and causing great hardships for many people as a result of the deterioration of the economy of those countries"

18 pc pay rise for Mwasa

W/E ARGUS 17/4/82

138

145

243

255

Weekend Argus
Correspondent

JOHANNESBURG — A national salary and wage agreement was reached in Johannesburg this week between the two leading English-language newspaper groups and the Media Workers Association of South Africa

(Mwasa) a union representing black workers within the newspaper industry

The agreement guarantees 11.7% a month as at Dec 31 1981 a minimum increase of 18 percent in salary or wage from January 1 1982

The employers agreed

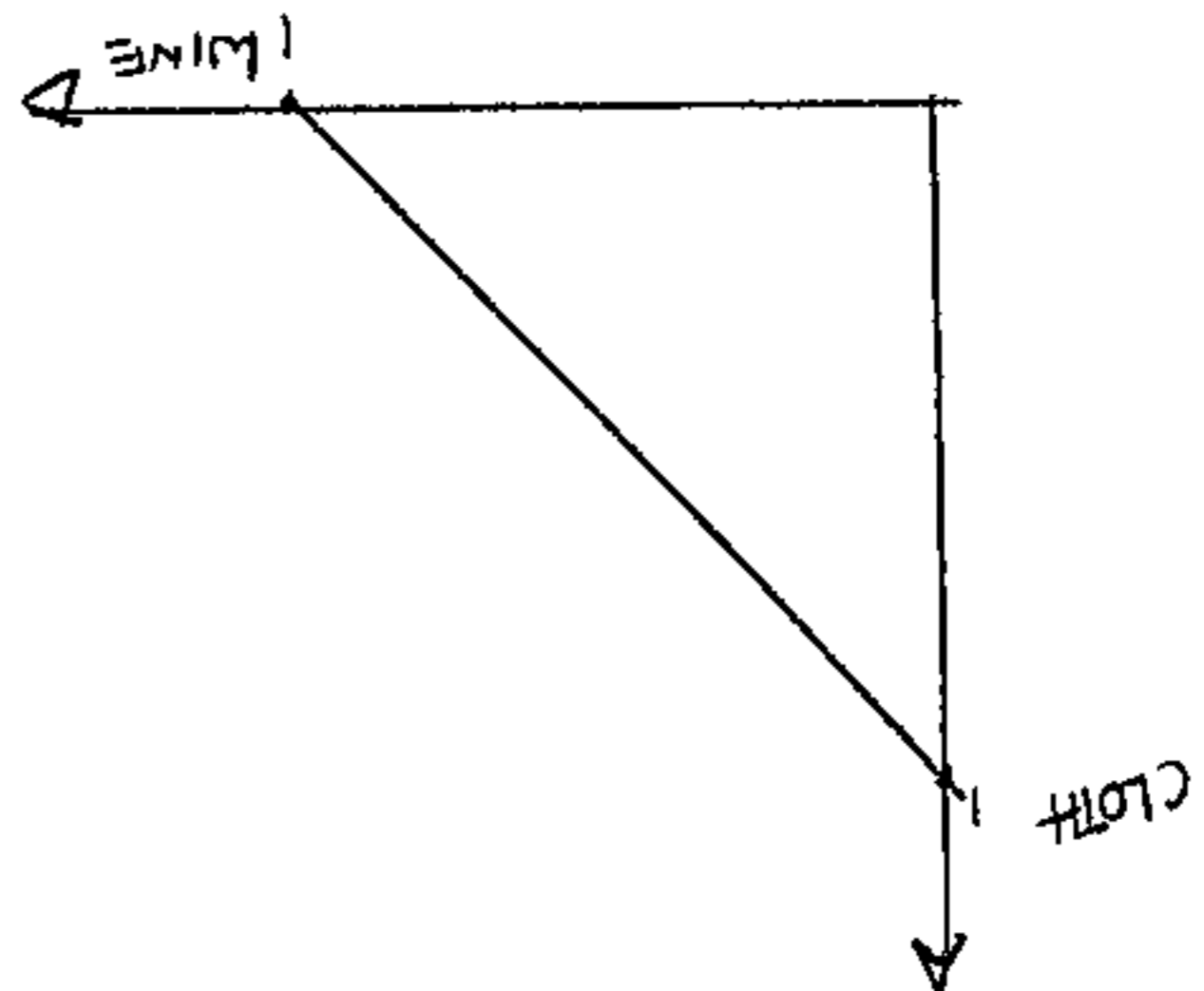
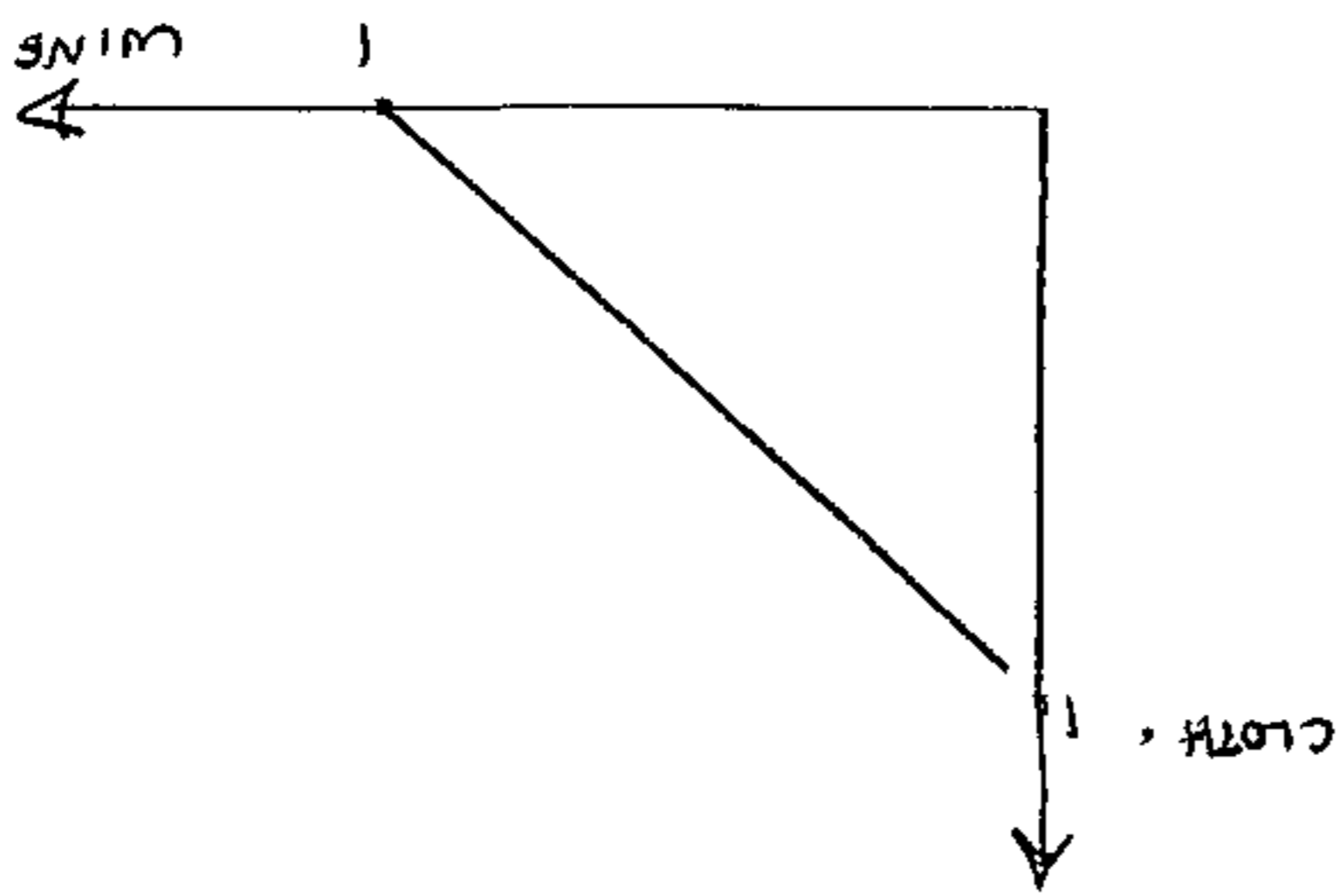
that the total salary/wage bill of the union's members in each job category would increase by 25 percent the additional seven percent being allocated at the discretion of management

The increases are based on the salaries and wage

paid as at January 1, 1981

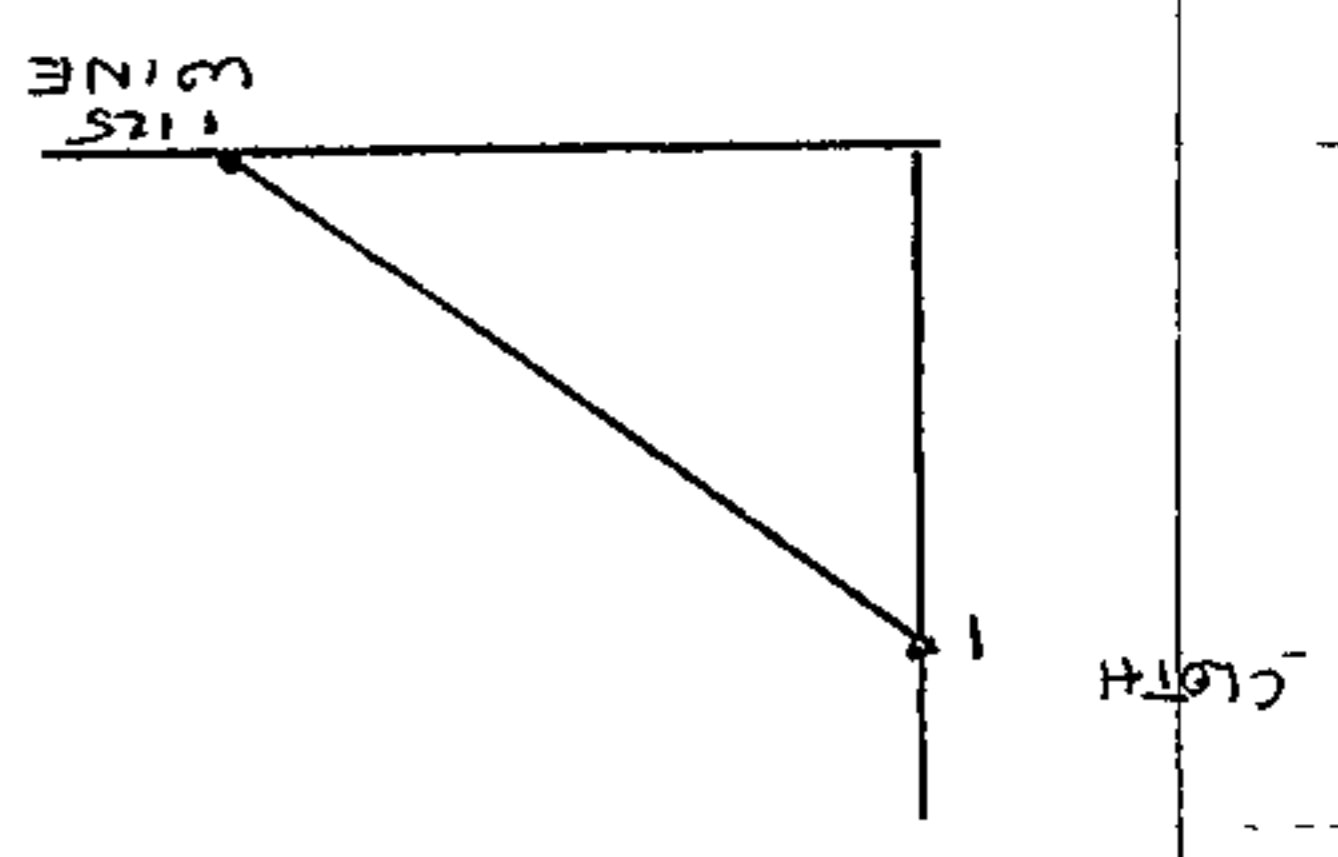
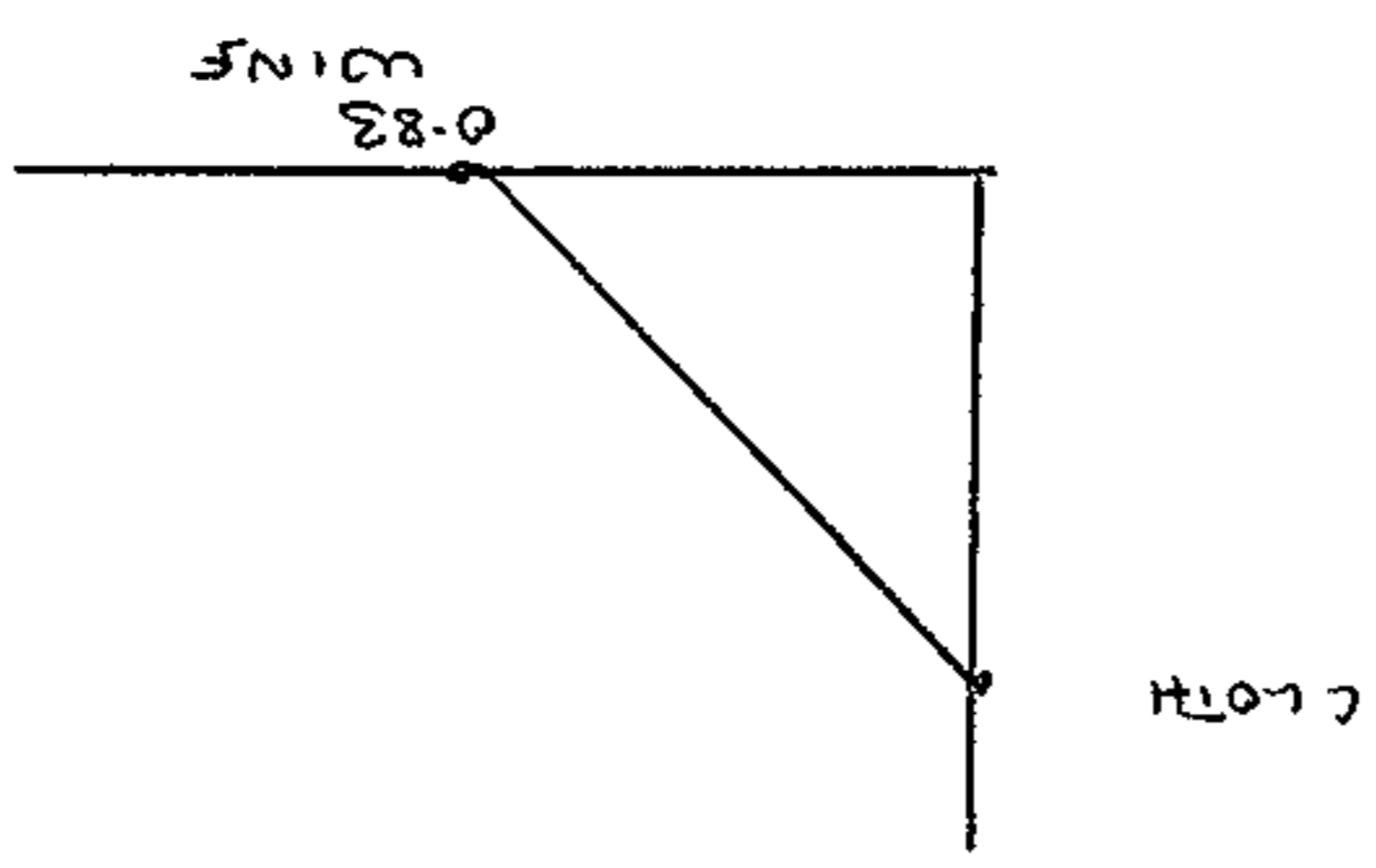
The agreement reached after protracted negotiations, will apply to newspapers belonging to the Argus Printing and Publishing Company Limited and South African Associated Newspapers Limited

The parties concerned have also formally adopted a grievance procedure and disciplinary code to be used as the basis for independent arbitration arrangements to be negotiated at the various signatory newspapers



At trading takes place then they will only stop trading when there is a 1:1 ratio and both slopes in each country are equal.

They have a different slope: they should trade e.g. U.K. should specialize in cloth and sell to Portugal



They have a different slope so they should trade e.g. Portugal should specialize in wine and sell to Portugal of the U.K.

Labour Reporter
The second summit of
emergent non-racial
trade unions takes
place in Rodepoort at
the weekend.

The two-day summit
at Wilgespruit is a
follow up to last year's
meeting in Cape Town
At a meeting of the
Transvaal Solidarity
Committee in Johan-

Rodepoort Summit for Unions

38. 22/9/82

nesburg this week
several unions announce
their intention to
attend the summit.

They were the South
African Allied
Workers' Union, the
Orange-Vaal General
Workers Union, the

African Food and Can-
ning Workers' Union,
the Food and Canning
Workers' Union and
the Black Municipality
Workers' Union.

Unions not able to
attend this week's
meeting but which
agreed in advance to
abide by whatever deci-
sion was taken were
the Transvaal branch
of the Motor Assembly
and Transport Workers' Union, the
General and Allied
Workers' Union and

the Hotel, Liquor and
Catering Trade Em-
ployees' Union.
A spokesman for the
Solidarity Committee
denied reports that the
summit would be post-
poned.

A spokesman for the
Federation of South
African Trade Unions
(Fosatu) said Fosatu
would send delegates
to the summit.
It is believed that
unions in the Council
of Unions of South
Africa will not be at-
tending.

705M (192)
23/4/62
Workers
strike at
paper (138)
publisher (125)

Labour Reporter

ABOUT 40 distribution workers at Amalgamated Press, Benoni, downed tools for most of the day on Wednesday

They demanded union recognition and raised a wide range of other grievances, a Commercial, Catering and Allied Workers Union of SA spokesman said yesterday

The stoppage has since ended, with the union claiming that all workers' demands were met

Amalgamated Press publishes the Benoni City Times and several other Transvaal weekly papers

A CCAWUSA spokesman said the workers were all members of the union and they had downed tools over pay and overtime grievances, complaints about dismissals, non-payment on Easter Friday and union recognition

Union officials had intervened and negotiated with management who had agreed to workers' demands and also agreed to pay them while they were on strike, CCAWUSA's spokesman claimed. Workers had then returned to their jobs

An Amalgamated Press source confirmed yesterday that a number of distribution workers had staged a work stoppage on Wednesday

Sugar industry row aired in Court

Mercury Reporter

THE Industrial Court yesterday began a week-long sitting in Durban to consider the distinction between farm labourers and industrial workers in order to resolve a dispute within the sugar industry which has been going on since 1950

The Sugar Manufacturers and Refining Employers' Association and the National Union of Sugar Manufacturers and Refining Employees have asked the Court to consider whether workers loading sugar cane to be transported to the mills fall within the Sugar Industry's Industrial Council rules

Excluded

The hearing is being presided over by the president of the Industrial Court, Mr B J Parsons, and the deputy president, Dr D B Ehlers

In terms of South Africa's labour legislation, farm labourers are excluded from industrial council agreements

Advocate K R McCall, appearing for the Sugar Manufacturers' and Refining Employers' Association, told the Court that in the days of private tram

lines there had been a dispute as to whether locomotive drivers and mechanics transporting cane were engaged in agriculture or industry

'A ruling had been obtained from a Government law adviser which said they were employed in farming operations and therefore were excluded from the industrial council agreement,' he said

'The engineering union

had never been happy with the ruling and in 1969 the industrial council had again taken counsel from a Durban attorney who had disagreed with the previous ruling of the Government law adviser

'The Industrial Council for the Sugar Industry has always acted on the basis that the industrial agreement commences from the time that the cane goes

over the weighbridge in the miller's yard

'Everyone within the physical boundaries of the mill yard is treated as if he were subject to the agreement'

When one went outside the boundaries of the mill yard the dispute began

Mr McCall told the Court that this specific dispute began last year over workers loading and

unloading sugar at the Chaka's mill site

'The dispute was referred to the industrial council but was not resolved there and the union made its original application to the Industrial Court'

The hearing continues today Advocate M Pillimer appeared for the National Union of Sugar Manufacturing and Refining Employees



THE Court in session in the cane . (far left) deputy president Dr D B Ehlers and (left) the president, Mr B J Parsons

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THE Court in session in the cane . (far left) deputy president Dr D B Ehlers and (left) the president, Mr B J Parsons.

Electricians meet on 'vital' new law

Staff Reporter

MATTERS described as "vital" to the livelihood of members of the Western Cape branch of the Electrical and Allied Trades Union of South Africa will be discussed at a general meeting tomorrow night

A spokesman for the executive committee said yesterday that a new law which did not restrict employers in who they might employ to do installation

work, provided it was supervised by a registered and licensed installation electrician, was tremendously important for members

He described the implications of the new law, effective since March 1, as vital to the livelihood of members of the union and called for the presence of as many members as possible

At the beginning of March,

what was known as the wireman's licence fell away and was replaced by the installation electrician's certificate

The spokesman said this meant that companies who had formerly employed a number of electricians with wiremen's licences, now had to have only one licensed and registered installation electrician, who would be responsible by law for what electricians with wire-

men's licences had previously been responsible

It was important that all union members be informed of the implications of the current situation, the spokesman said, adding that any further comment on the new law could be made only after the meeting

This would be held at 8pm in the Methodist Church Hall, Klipfontein Road, Hazendal (behind the Athlone bus terminus)

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1980				110	110
1979				109	109
1978				110	110
1977				112	112
1976				110	110
1975				105	105
1974				105	105
1973				120	120
1972			
1971			
1970			

Court looking at status of sugar workers

28/4/82 Mercury

Mercury Reporter

IT WAS important for the sugar industry that costs were maintained at a low level so that it could successfully compete in the export markets, the general manager of C G Smith's Management Services, Mr Don Macleod said yesterday.

He was giving evidence in this week's Industrial Court sitting to consider the distinction between farm labourers and industrial workers in order to resolve a 30-year-old dispute within the sugar industry.

The dispute revolves around the status of workers loading and unloading cane at 'mill sites' and 'loading zones' and who have been regarded as agricultural workers and therefore not covered by the Sugar Industrial Council agreement.

The Industrial Court, which is being presided over by the president, Mr B J Parsons and the vice-president, Dr D B Ehlers,

has been asked by the Sugar Manufacturers and Refining Employers' Association and the National Union of Sugar and Manufacturers and Refining Employees to consider whether these workers should not fall within the agreement.

Mr Macleod told the Court that if cane loading workers were brought into the Industrial Council agreement each miller/planter — a miller who also farms sugar — would have to pay a higher transport rate and therefore would be prejudiced in comparison with the farmer.

Under cross-examination by Mr M Pillimer, representing the National Union of Sugar Manufacturers and Refining Employees Union, Mr Macleod conceded that the present sugar transport system was in the interest of the miller.

'It is absolutely essential for the miller to make

sure the cane is delivered properly in order for the mill to operate,' he said.

Mr Pillimer said it was therefore in the interest of the miller to continue the present transport operation even if he had to pay higher wages to the cane loader workers.

Earlier, Mr K R McCall, representing the Sugar Employers' Association, outlined the numerous types of 'mill sites' and 'loading zones' where cane was loaded before being transported to the mill.

The Court heard how a substantial number of workers — more than 543 — employed at these sites to load and unload cane were paid agricultural wage rates, but no contributions to an unemployment insurance fund were paid. Workers covered by the agreement had the benefit of an unemployment insurance fund.

The hearing continues today.

SATS will not negotiate with new unions

Q. lost 29/4/82

210 *138*

By BRIAN POTTINGER
Political Correspondent

THE Minister for Transport Affairs, Mr Hendrik Schoeman, has again emphasised the South African Transport Services' (SATS) refusal to negotiate with unregistered emergent unions

Opening the 51st congress of the Artisans Staff Association in Port Elizabeth today, Mr Schoeman said the unregistered unions were making continuous efforts to win over members of the existing black personnel association of the SATS

"Since the establishment of the black personnel association in April last year, unregistered unions outside our organisation have made full-scale attempts to bring our black employees over to their side

"One of the unions is involved in black workers dealing with loading and unloading cargo in four of our biggest harbours

The SATS had refused to recognise any outside union or to allow them to make representations on behalf of SATS employees

Mr Schoeman, praised the various transport services staff associations for their co-operation in implementing the terms of the Wiehahn Commission recommendations

He said the association had approached the question of greater employment of blacks in the transport services with realism

With the recognition of black trade unions and the unfolding of the Wiehahn Commission's recommendations the transport services had earlier began negotiating with representative black leaders

The result was the establishment of a personnel association for black workers which now had a membership of over 50 000

The two coloured personnel associations and the Indian personnel association had already associated with the Federal Advisory Council of Personnel Associations of the transport services

There were now indications that the black personnel association would also in the foreseeable future affiliate with the Federal Council

"This will mean that I and the management will be able to negotiate over broad policy matters on a joint basis with the Federal Council on behalf of 270 000 workers of all races"

Three of the personnel associations, including the Artisan Staff Association, had already registered as non-racial unions and many Indians, coloureds and

blacks had subscribed

Mr Schoeman said it was heartening that the existing personnel associations had such a good attitude towards the newly established association for black workers

As a result of the growing economy and advances on industrial and other areas everybody now accepted there were not enough whites to provide for all the labour needs

"There must therefore on a greater scale, but in a planned way, be made greater use of the potential labour sources from other race groups"

Mr Schoeman warned that the country was heading for a time of strict economic discipline and it was essential that everybody adapted to a smaller real income than was the case in the past few years

Although recruitment for the year of artisans exceeded expectations there were specific trades, especially in the building trades at which there were not sufficient whites to fill the posts

This year the first coloured, Indian and black apprentices were appointed in such trades as communications, radio-trician, bricklayer, carpenter and vehicle builder

total	
146	+
146	×
500	×
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000	\$
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oemfontein

and Northern Areas

- 10) Building and Monumental Masonry Industries (Transvaal)
Building and Monumental Masonry Industries Transvaal
(Non artisans agreement)

- 11) Building Industry Western Province a) Agreement for Boland
b) Agreement for Cape Peninsula

1972 - Coloured Malay and Asiatic Building Workers Union is absorbed by the Union
(See p. 59)

1979/80 - Part of the Amalgamated Society of Woodworkers merge with the Union.
(See p. 127)

Mixed feelings on industrial councils

TRADE unionists have expressed mixed feelings about the future of the Industrial Council system — the official mechanism for collective bargaining at an industry level.

Union sources maintain the system will not be able to cope with pressures from the emerging black unions, which place great emphasis on plant-level negotiation on wages and working conditions.

However a spirited defence has also been made by those unionists who believe that the industrial council system should be maintained, to show if the new labour dispensation by the Government has been given enough time to prove its responsiveness to the needs of the parties in labour.

The industrial council is made up of unions and employers — from the whole industry — who sit together in the coun-

Joshua Raboroko on the labour beat



cial they meet to negotiate wages and working conditions, for the whole industry.

These are then published by the Government as law, and any employer can be prosecuted for ignoring them.

In effect, the council is half-union. It would

not exist if either the union or employer organisation withdrew from it. Through the council, the unions can with employers, decide to establish various benefits.

Such benefits may differ from industry to industry because it of course all depends on what the union tries to

achieve. An industrial council secretary and staff are employed to administer these benefits and funds and to ensure that the agreements on wages and working conditions are observed in each and every factory.

Recently in two sets of negotiations — in the mining and metal industries — trade unions have declared disputes, refusing to accept terms offered by employers.

The disputes are as a result of wide gaps in the employers' offers and union expectations. The dispute was declared after a meeting of the council at which unions rejected a new

Steel Engineering Industry Federation of South Africa (Seifsa) offer.

Seifsa's director, Mr. Sam van Coller has said that Seifsa had offered unions a 25c across-the-board increase for all workers at the council discussions.

It had also offered a new minimum rate of R1.38 an hour — an increase of 25c — and a new minimum rate for artisans of R4.15 as compared to the present rate of R3.62. It has also offered to investigate overtime and to finance basic courses in arithmetic and literacy.

MAKING DEMANDS: Can industrial councils help?



and Building Unions Mr Ben Nicholson was also reported to have said the offer would give skilled workers a 5 to 6 percent increase because these workers would not benefit from an increase in the minimum rates.

The unions were unhappy about granting higher paid workers the increase as this would mean much less to skilled workers in percentage terms.

He said the offer was unacceptable to blacks who demanded a major effort to boost unskilled wages and to close the gap.

Other employers who serve on the councils have declared that this government-created labour dispensation should be given a chance to prove its effectiveness.

"There is a place for both centralised and decentralised bargaining. We have to look for a compromise," one said.

The employer warned that if no compromise was reached between employer and unions on the councils labour can be permanently scarred. Bargaining on plant-level can only be for short-term advantages for a limited group of

Year	African	
1970		
1971		
1972		
1973		
1974	150	
1975	150	
1976	273	
1977	500	
1978	451	
1979	542	
1980	765	

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Johannesbu
2000

Officials: Secretary:

Area of Operation:

Founded: 1973

Registration: No

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The deadlock in these discussions meant that the workers could legally go on strike and already some 1 700 workers in the Reef have gone on strike seeking higher pay. About 380 have been sacked at a Wadeville steel industry

Many discussions between employers and unions have ended in a deadlock — does this mean that the industrial councils have any future?

Yes, says the president of the Garment Workers Union of SA Dr Anna Scheepers whose union recently concluded an agreement for over 250 000 workers in the clothing industry.

She has urged workers to fully realise how important the Industrial Council was in winning improved and working conditions for all

Dr Scheepers says it was vital that union representatives and employers should "get round the table" to negotiate the new agreement in the industrial council

It is the job of the council to see that all employers in the clothing industry should carry out the new wage agreement and other benefits

"This will prove to workers the necessity of an industrial council to see that the agreement made by union and employers is carried out and to administer the benefits in terms of the agreement," she said

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"There is a place for both centralised and decentralised bargaining. We have to look for a compromise," one said

The employer warned that if no compromise was reached between employer and unions on the councils labour can be permanently scarred. Bargaining on plant-level can only be for short-term advantages for a limited group of people

But Mr Jan Theron, general secretary of the African Food and Canning Workers' Union, said this "system of bargaining" should be rejected and his union has refused to serve on them

Most unions treat the councils with suspicion and do not trust them. Basically the employers are at an advantage in the council because they organise while unionists and workers lack organisation

Most blacks are unskilled and therefore bargaining for them is often difficult. It is therefore vital that plant-level agreement be reached, he said.

The recent inter-union summit in Wilgespruit strongly recommended that unions leave the industrial councils and requested that participating unions refer this back to their respective unions for endorsement

Most unions agreed to support each other in the event of any union resisting participation in the council

Fosatu also debated this issue at its recent congress and said the industrial councils in their present form were unacceptable

Unions were not to enter them on terms which were to their disadvantage and they should begin industry-wide bargaining with the framework of Fosatu's principles

'Press needs all-race staffs'

ARGUS
30/4/82
138

THE only way to ensure the commercial Press reflects the realities of South Africa is to have all sectors of the community on editorial staff, a panel of senior journalists agreed yesterday

The discussion formed part of 'English Week' at the University of the Western Cape.

The panel was chaired by columnist John Scott, of the Cape Times.

Mr David Bleazard, president-elect of the Southern African Society of Journalists, said the community should be properly represented because true objectivity could not be found in the mass media

QUESTION

The panel had been asked if objectivity could be taken as a criterion of media integrity.

Mr Bleazard said: "Because a reporter's view of a news event must necessarily be influenced by his circumstances, objectivity cannot be said to be a good criterion for judging the integrity of the Press"

His views were supported by the other members of the panel

Mr Rashid Seria, vice-president of the Media Workers' Association of South Africa, said newspapers themselves should dispel the "myth of objectivity" and should not have their integrity judged by this rule

DIFFERENCE

Mr John Allen, president of the SASJ, said objectivity as a concept should be distinguished from accuracy and the right of reply.

"Accuracy simply means that people have a right to be quoted correctly, and the right of reply means that any person has the right to reply to any allegations made against him and the right to expect that his reply shall be carried with equal prominence

"A fundamental tenet of journalism should be to stand for the little man, to be a voice for the voiceless

"In South Africa, this means the 80 to 90 per cent black majority of the population"

FALKLANDS

In reply to a question, the panel agreed that Press coverage of the Falklands issue had been largely pro British, and attributed this to the strong emotional links with Britain of journalists of the English language Press

Mr Scott, an assistant editor of the Cape Times, said a factor was that news was much more readily available from British agencies than from Buenos Aires

The panel unanimously agreed it was impossible for students to enter journalism without compromising their idealism

STUDENTS

All, however, urged students to enter the profession so that a balanced cross-section of the community could be represented on newspapers.

Mr Seria said: "It is very important for blacks to come into journalism, because possibilities do exist to render service to your community"

The Federation of Branches of B

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Recognition:

Registration: N

Founded: 1980

Area of Operation

Officials: Mr. M. Oliphant

Address:

NATIONAL FEDERATION OF WOM

Refuse workers unite over wages

WHITE workers at Pinetown Municipality, also dissatisfied with the 10 percent pay rise offered by the council, are solidly behind their black colleagues' pay demands which led to a strike of about 120 refuse workers on Monday.

At the same time the heads of all Pinetown Municipal Departments have asked the council's finance committee for an almost 16 percent increase

Yesterday all the strikers were back at work, awaiting the result of a finance committee meeting when their demands for an immediate pay rise would be discussed

However both black and white staff said they held out very little hope for an immediate increase.

General discontent with the council's across-the-board 10 percent offer, which staff say will not even cover the cost of living, will probably lead to arbitration, the local chairman of the South African Association of Municipal Employees, Mr Clive Turner, said yesterday

He said the council

Sowetan Correspondent

had already rejected Same's request for an across-the-board pay rise of 15 percent from May 1 or 18 percent from August 1, with adjustments every six months

Mr Turner said unfortunately the only recognised labour union which could negotiate with council was white, but the pay demands would be submitted on behalf of everyone.

Same, he said, could not support the concept of a strike but it would submit pay demands on behalf of black and Indian staff

By
INGRID STEWART
Labour Reporter

MARY HARRIS has worked for the same firm for 12 years

She spends most of her working day on her feet — packing shelves, marking the goods, serving customers and even acting as supervisor and manager of the department when they take tea and lunch break

Apart from herself, five people are dependent on her income

At the end of this month when the new wage determination for sales assistants comes into effect, Mrs Harris will be paid R280 which is only R9 above the legal limit

'I don't know how I'm going to come out on this,' she told the Sunday Tribune. 'Somehow I'll have to manage'

Mary Harris is not her real name — she's afraid she'll lose her job by talking to the Press about her appalling low salary and long and hard working conditions. She knows there is a queue of women behind her, also willing to accept these conditions rather than remain unemployed

Her salary is average for sales assistants in the Durban area. And there is little doubt in her mind that the company which employs her can afford to pay her more — in the last financial year its profits lifted by 19 percent to R32.3 million

Expenses

Already Mrs Harris has trimmed her expenses to a minimum. She shares one bedroom with her four children — aged between 10 and 17 — and her mother who suffers from a kidney ailment. Her sister, also a sales assistant, shares the other bedroom with her four children. The rest of the house consists of a dining-room, kitchen and bathroom

She has been self-supporting since she and her husband separated 15 years ago.

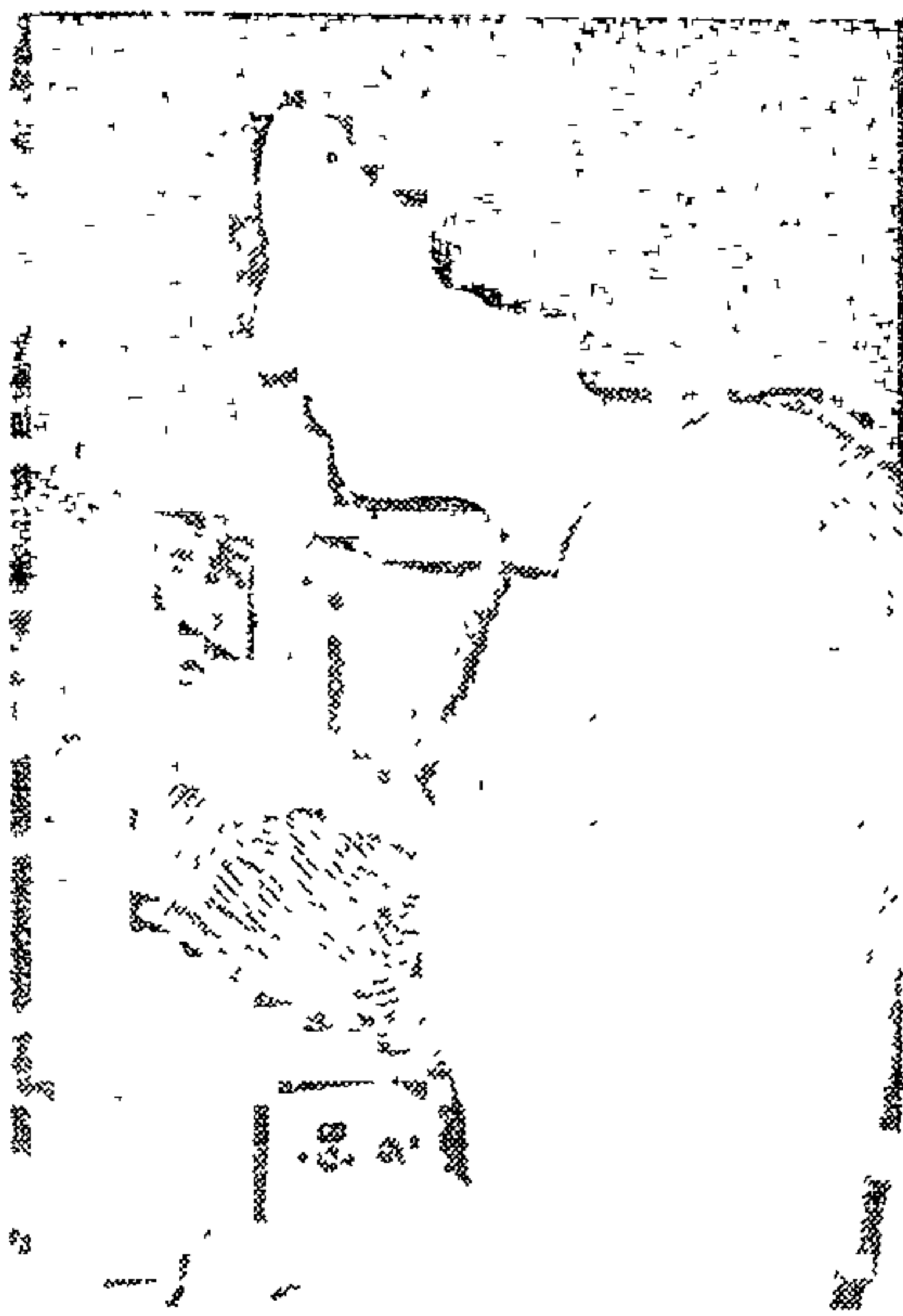
She wakes up at 4am to prepare her children's school clothes. She can only afford one set for each of them so she has to clean and press them every morning. She says she's just too tired at night to do it then

Apart from a half-hour crowded bus ride to work she doesn't sit down until the mid-morning tea break. The staff she says are discouraged from standing in front of the public. They're not allowed to smoke and to their colleagues or chew anything in front of customers either

There are two other breaks during the day — an hour for lunch and an afternoon tea break and work finishes after the last customer leaves the store — usually at about 5.30pm

Mrs Harris is exhausted when she gets home just after 6

Why Mary Harris won't come out on her rise



Mary Harris . . . too frightened to give her real name

In winter it's already dark and she tells how she runs through a field between her home and the bus stop for fear of being mugged. Last year a woman was murdered there

Everything looks so bleak Mrs Harris says

I would like to have my own home and have time to spend with my children. But how can I ever hope to be able to save in this kind of salary. It's all so hopeless

Despair

Her despair is shared by the thousands of shopworkers in the country and their union the Association of Distributive and Allied Workers' Unions (ADAWU) which comprises three shopworkers' unions

Wages for shopworkers are set by

who deal directly with the public will get a minimum of R338 (men) and R271 (women) a month

In a lengthy memo to the Wage Board, the ADAWU makes its case for increasing these minimums to R300 a month for all unskilled workers, R400 for a shop assistant and R600 a month for all sales assistants. They point out that these increases are necessary merely to keep up with the rising cost of living

The justification for this claim is detailed

They show that last year's determination was already out of date at the time it was published. A qualified sales assistant, for example, will get 48.3 percent less in real wages than in 1973 and 7.2 percent less in real earnings than in May 1981

Increases

They also point to dramatic increases in the cost of housing, transport and food

Rents in the African townships surrounding Durban, for example, have increased greatly since the last Wage Board investigation two years ago — in KwaMashu rent for a four-roomed house increased by 80 percent from R6.33 in 1979 to R11.40 in 1982

The shortage of housing for all races, has also inflated rents. Rents for a one-bedroomed house in a coloured area leaped from R112 a month in November 1980 to R157 a month in 1982. In a white working class area of Durban the average rent for a bachelor flat was R69 in 1979. Today the same flat costs an average of R175

South African Railways figures show four fare hikes since the beginning of 1980 — in April 1980 there was a 10 percent increase, a 15 percent increase in April 1981, another 10 percent increase in October 1981 and the recently implemented 15 percent increase in April 1982. Return fares on Durban trains were also abolished in 1981. A monthly ticket for a commuter between KwaMashu and Durban has increased from R4.21 in March 1978 to R7.50 from April 1 this year

Bus fares for all races have increased dramatically as well. A single journey between Umhlanga and Durban cost 39 cents in 1979. Now the same journey costs 47 cents

For whites the single journey has increased from 65 cents to 86 cents in the same time

Empty

The recent fare increase of 21.5 percent on cash fares and 17.6 percent on weekly tickets for Putco bus users led one KwaMashu resident to remark 'They tell us to reach deeper into our pockets — but my pocket is empty before I even put my hand into it'

These factors and the continuing increase

in the cost of basic foodstuffs make it impossible for shopworkers to live on the wages they are getting, says the ADAWU

One of the biggest problems in the determination of wages by a Wage Board they say, is the long delay between the Wage Board hearing and the implementation of the new wage scales. This means that by the time the new wage scales come into effect they are already lagging behind the cost of living. For example, the new determination which comes into effect at the end of this month is based on a Wage Board investigation done in 1979

Said one worker: 'When the Government increases the price of petrol they do it in 24 hours but they take six months or more to increase our wages'

The union also believes the Wage Board sets the minimum wage low enough so that even the smallest shopkeepers can afford to pay them, as part of the Government thrust to promote small businesses

But the distributive trade, says the union, is dominated by wealthy monopolies who show healthy profits at the end of every financial year, and they then hide behind the minimum wage. The big monopolies are then at liberty to tell their workers they are not obliged to pay more when the workers ask for an increase

Flaw

Another flaw in the Wage Board wage determination system is that some areas are excluded from their jurisdiction. In these mainly black rural areas employers can pay what they like and it's usually well below the minimum set by the Wage Board

In addition the Board sets higher wages for the bigger towns because they claim it is cheaper to live in a smaller town. But surveys conducted by the union show that food is more expensive in the country because of high transport costs, there is a greater shortage of housing and so rents are inflated and transport is also more expensive on average because of private companies operating buses in these areas

In addition to making representations to the Wage Board the union is also doing all out to persuade its members to have a right to ask for a better deal from their employers and that they should become more involved in the union

But they realise the particular difficulties as far as shopworkers are concerned.

Said one union organizer 'We're dealing with a highly mobile unskilled work force who know that there are plenty of others to take their place. We've got to show that we employ them and that their wages are low so that

May 1982

Miners accuse chamber of breaking word

May 1982

By Drew Forrest

The 15 000-strong Mine Surface Officials' Association has accused mining employers of violating an agreement governing the movement of blacks into officials' jobs on the mines.

The agreement between the largely white MSOA and the Chamber of Mines provides for consultation before black workers take over jobs held by white surface officials.

Miners' pay talks go on

The conciliation board appointed to settle the dispute over white miners' wages will continue its deliberations at a later date, according to a joint statement of the Council of Mining Unions and the Chamber of Mines.

It is understood the chamber improved its earlier offer of a 5 percent increase for the 25 000 workers affected, but this could not be confirmed. The unions originally demanded 15 percent.

The metal industrial council meeting on the Flekser dispute will continue next Wednesday.

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South African Allied Workers Union (SAAWU)

S.A. Chemical Workers Union

National Union of Motor Assembly & Rubber Workers of South Africa

National Union of Engineering, Industrial & Allied Workers

Metal and Allied Workers Union

General Workers Union

Industrial Salaried Staff Association

Federated Mining, Explosives and Chemical Employees Union

Engineering Industrial Workers Union of S.A.

Engineering and Allied Workers Union

Durban Rubber Industrial Union

Chemical Workers Union

Chemical Workers Industrial Union

Chemical and Allied Workers Union

Cape Explosives Industrial Workers Union

Black Allied Workers Union

Chemical & Chemical Products, Coal, Rubber & Plastic Products

WORKERS BACK, BUT UNHAPPY

C. Herald 5/6/82 138

THE 23 workers who returned to work on Wednesday morning after going on strike on Friday at Metro Wholesale Distributors in Worcester are unhappy with negotiations with their management thus far.

The workers met with management on Tuesday at 2 pm. The meeting lasted five-and-a-half hours and ended after dark.

The negotiations were a precondition of the workers returning to work while yet others received none. This sparked off the strike. The demands, and management's replies are as follows.



● **BELOW:** The workers at the Metro wholesale distributors in Worcester have ended their strike and our picture shows some of them preparing to pass through the company gates on Tuesday afternoon to start marathon negotiations on the workers' demands

REVIEW

- **A 65 percent wage increase:** Management at Metro Worcester could not agree to this and would have to forward the demand to the board of directors of the company when they meet in September to review wages
- **Recognition of a workers' (Nuccaw) committee.** As it was Metro's policy to recognise only liaison committees the demand would have to be put to the Metro board of directors. A reply would be forthcoming within a month
- **Rudeness on the part of middle management:** The workers have received an apology and an assurance that there would not be a recurrence
- **Strike pay.** Management agreed to pay the workers for the time they were on strike. There will be no dismissals or victimisation of strikers
- **Medical costs.** Management agreed to pay all medical and transport costs to a worker who had broken an arm while on duty

REPLY

The workers were particularly upset at the reply to their wage demand. "We see no reason why we should wait till September," one of the workers said

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ARGUS 9/6/82 138 137
Trade unions pay tribute to Mavi

Labour Reporter
TRADE unions today paid tribute to Joe Mavi, president of the Black Municipality Workers' Union, killed in a car accident in the Free State yesterday

The unions are the African Food and Canning Workers' Union the Food and Canning Workers' Union the General Workers' Union, the Cape Town Municipal Workers' Association, the Media Workers Association of South Africa (Western Cape region) and the Federation of

South African Trade Unions
All are members of the local Solidarity Committee, set up after the summit conference of independent unions in Langa last year

In a joint statement they said they were shocked to hear of Mr Mavi's death. They described him as a "talented and committed trade unionist"

INSPIRED

His death is a loss not only to the municipal workers in Johannesburg,

but to the working class movement as a whole

"He was a leader who rose from the ranks of some of the most oppressed workers in South Africa — the municipal workers,

"He inspired his fellow workers with vision and dedication and rose to lead them in the heroic struggle of 1980 which was put down with such brutality by the Johannesburg City Council and the police

"The State has dealt him many heavy blows,

but he was never deflected from his aim of building up a confidence and strength of workers in their organisations. He will long be remembered for his outstanding courage," they said

The unions urged members of the Black Municipality Workers' Union to "take heart in spite of their great loss and look to the future"

"We assure them of our support. Their struggle is our struggle," the statement said

Nats preparing for more defections?

Political Staff

THE Government appears to be preparing for possible defections from the National Party in the Provincial executive committees.

A Bill amending the Constitution Act, which was withdrawn last week, has been re-introduced with an added section giving Provincial Council's the power to remove any member of a Provincial executive committee, apart from the Administrator, by resolution of the council

The Bill also specifically prohibits any debate on such a resolution

The clause is understood to follow speculation that Dr Servaas Lat-

sky, MEC in charge of hospital services for the Transvaal, had been considering his position in the National Party.

Dr Latsky, however, quashed the speculation when he remained firmly in the party when the joint caucus meeting of the National Party was held in Cape Town on Saturday

In terms of the existing law, once elected, a member of a Provincial executive committee could not be thrown out by the councils until the next election

The Provincial Council system operates differently from the central Government in selecting its executive

The elected leader of the caucus of the majority party in Parliament is automatically appointed Prime Minister by the State President

In turn, the Prime Minister chooses his executive.

The Prime Minister can change his Cabinet at any time he wishes

The Provincial executives are elected by the full Provincial Councils after a general election and hold office until the next general election

SA link hits art show

Argus Bureau

LONDON — The North London district of Camden council plans to ban a major exhibition on British mining in art because it is partly sponsored by Barclays Bank.

The council objects to

the bank's interest in South Africa

An Arts Council official said "It is rather unfortunate as it is a very important exhibition. At this stage it will be a great problem to find an alternative venue in London"

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WASHING MACHINE

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FAVOURITE.**



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By Tony Davis
Labour Reporter

Two unions resign affiliation to Tucsa

Star 9/6/82
138

Two commercial trade unions are to resign their affiliation to the Trade Union Council of South Africa

They are the National Union of Distributive Workers and the National Union of Commercial Catering and Allied Workers

The two unions have a combined membership of about 12 000 workers

and both have been affiliated to Tucsa for more than 15 years

The joint general secretary for the unions Miss Dulcie Hartwell confirmed today their decision to disaffiliate from the end of this month

The unions made their decision over disagreement with some of Tucsa's policy decisions

These included

● Tucsa's "distanting" itself from protests over the death

of trade unionist Dr Neil Aggett in police custody

● Tucsa's "semantic quibbling" in opposition to solitary confinement and detention without charge or trial

● Tucsa's "contemptuous attitude" towards

academics who assisted trade unions

● The two unions regret that Tucsa's policy and attitude on issues such as these have left them no choice but to sever a long connection with that body" a joint statement said

● Two other Tucsa unions, the Natal Baking Industry Employees' Union and the Textile Workers' Union recently resigned their affiliations

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The Star Bureau
NEW YORK — The years George Archibald spent dancing in front of a 1,5 metre female whooping crane who loves him have finally paid off.

The International Crane Foundation announced this week that its rare female whooping crane named Ted gave birth on Tuesday to her first chick after six steady weeks of performing a ritual mating dance with Dr Archibald, her human "spouse."

Ted had been so named by handlers who had been in doubt about her sex

The whooping crane is one of the most endangered species in the United States.

Continual socialising with human beings led Ted to confuse her human caretakers with normal crane parents

Dr Archibald, the head of the Crane Foundation in Ba-



raboo, Wisconsin, went to great lengths to get the artificially inseminated bird to lay and then hatch a fertile egg for the first time

Each year in the breeding season he, or others, would spend as much as six hours a day in her enclosure and would frequently dance with her

But Ted clearly preferred Dr Archibald and her infatuation sometimes drove her to attack anyone else who got close to him.

In 1977 and succeeding years Ted laid eggs, but these were either infertile or did not hatch

"I decided this year I'd make an all-out effort," the crane expert said

Year's top traffic officer to be chosen

The Johannesburg Traffic Department will honour its top officers at a parade at Milner Park Showground on Saturday June 26

The Traffic Officer of the Year Parade will include a display of equipment, a motorcycle precision riding team, drum majorettes and a guard of honour led by a band

The guard will be inspected by Johannesburg's Mayor, Mr Danie van Zyl who will present trophies to the officer of the year, the runner-up, the most improved officer and the shottist of the year

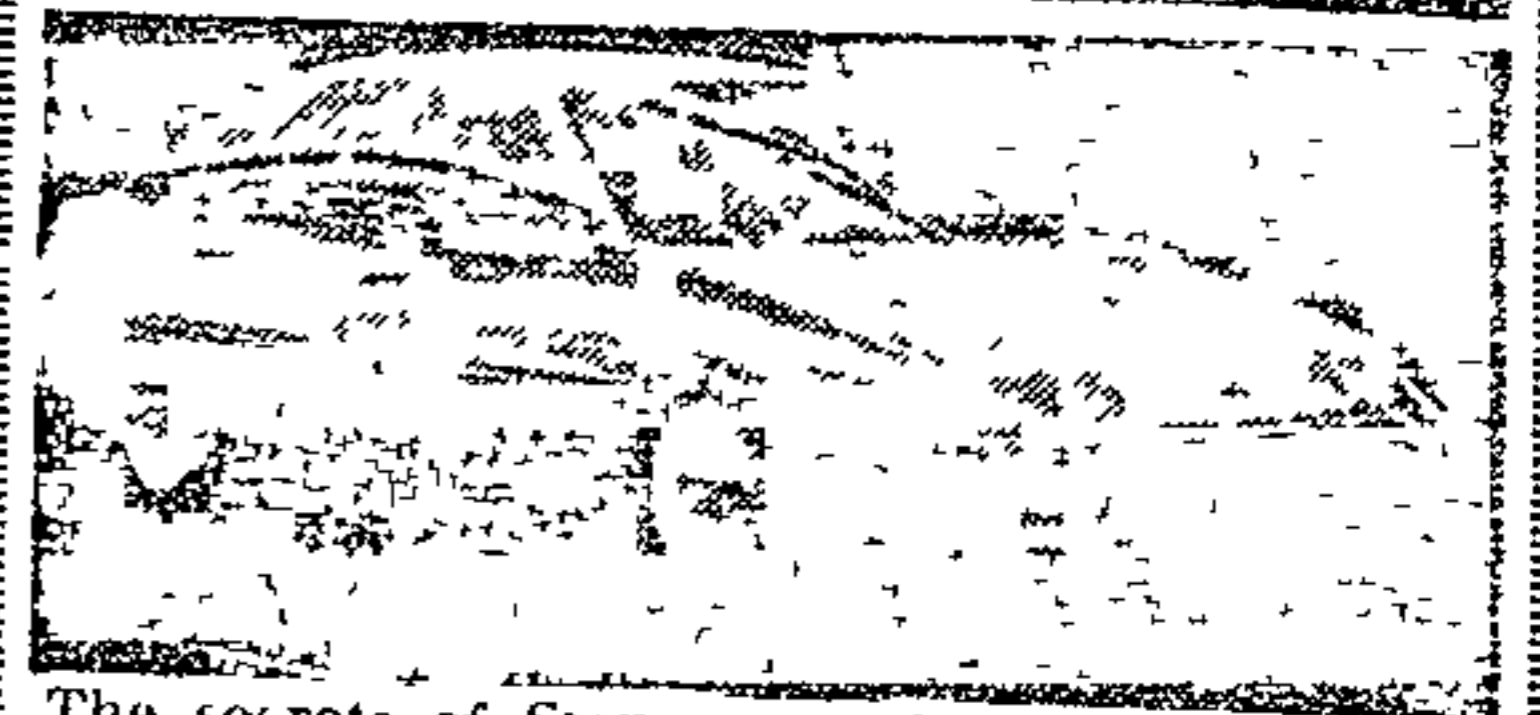
To end the events a pursuit rescue will be staged. The organisers say this will provide "exciting entertainment for the young at heart."

Senior members of the department will choose the top officers.

The parade starts at 2 pm, and is open to the public



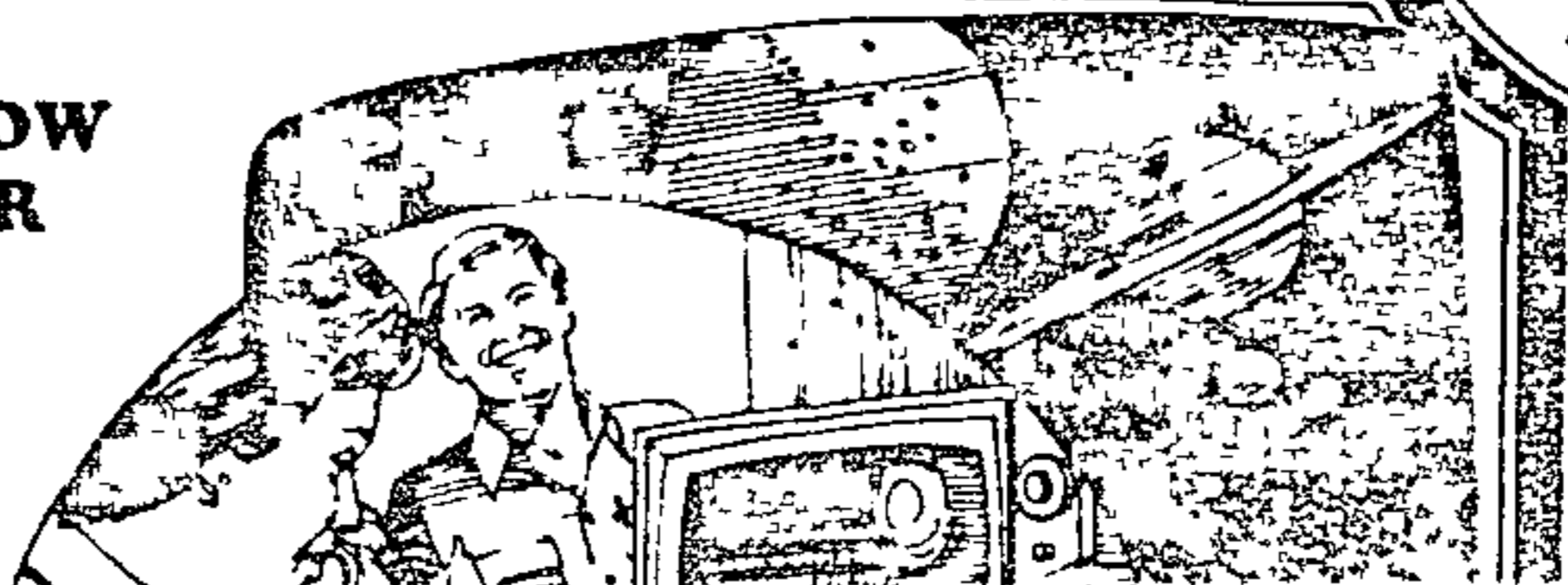
Tomorrow in The Star



The secrets of Sierra the successor to the Ford Cortina is unveiled with secret photographs taken during testing in the Arctic circle, Kork Ballington's column and the new Peugeot 305 ST on test — all in Star Motoring

THE FUTURE IS NOW
WITH COMPUTER
TECHNOLOGY
AND

MIION



Final divorce orders

The following divorces were finalised recently

Detentions cause Tucson splinter

138

Stew

9/6/82

By Tony Davis,
Labour Reporter

The resignation of two unions this month from the Trade Union Council of South Africa throws into stark relief the bitter differences between some member unions and the federation over the issue of detention without trial

Two Tucson unions — the National Union of Distributive Workers and the National Union of Commercial, Catering and Allied Workers — announced their decision to disaffiliate in a joint statement this week

The unions, with a membership of about 12,000 workers between them partially reflect

worker protest and anger over Tucson's stance towards the detention of trade unionists.

In response to growing union protest late last year against security law detentions, Tucson stated that although it objected to continued detention without trial, it "distanced itself" from protest against these measures

After unionist Dr Neil Aggett died in police custody, Tucson appeared unwilling — even when pressed — to associate itself with the resulting wave of protest

Some unionists claimed Tucson was moving further to the

right and that the recent affiliation of the Artisan Staff Association and the SA Footplate Staff Association to Tucson bore this out

The influx of new unions with largely white memberships to the right in the would produce a swing federation's national executive committee, certain unionists feared

CRITICISE

In their joint statement the two unions criticise Tucson's "semantic quibbling" on the issue of detention and solitary confinement

Tucson also had unnecessarily distanced it-

self from protest over Dr Aggett's death, the unions claimed

Their statement also pointed out that one of their own organisers, Mr Alan Fine, was detained last year as was an associate unionist Mrs Emma Mashinini. The federation had failed to protest

Tucson unionists and husband of Mrs Mashinini, Mr Tom Mashinini, resigned from his federation duties in protest at their coordinating body's stance. He remained an active member of a Tucson affiliate of the National Union of Clothing Workers

Two other Tucson unions recently disaffiliated from the federa-

tion, although for different reasons.

Mrs Evelyn Seloro's Textile Workers Union in the Transvaal disaffiliated over what the union described as "poaching" of their members by other Tucson affiliates. The Natal Bakery Employees' Union left the federation but did not disclose its reasons

With more than 60 affiliates and 360,000 members, Tucson remains a substantial force in the labour field despite recent defections

But the two commercial trade unions that disaffiliated were longstanding members. Each had participated

in the federation for more than 15 years and the unions' joint general secretary, Miss Dulcie Hartwell, is a longstanding colleague of Tucson president Dr Anna Scheepers

Commenting on the unions' resignation, Dr Scheepers said "We regret this very much because they were among our older affiliates. We hope that they will reconsider the move at a later stage"

A Tucson spokesman said the national executive committee would probably meet to discuss the two unions' allegations and their disaffiliation

DOM 9/6/82
**5 SA unions
'in the dock'
in Rome**

(100) (138) (186)
Small Correspondent

THE International Metalworkers Federation meets in Rome tomorrow to consider moves to expel five established South African trade unions

The expulsion moves follow charges brought against the five unions by two Fosatu affiliates, the Metal and Allied Workers Union (Mawu) and the National Automobile and Allied Workers Union (Naawu) that the unions had not co-operated with Fosatu unions

They alleged some unions had also tried to hamper their operation by organising rival 'parallel' unions

The general secretaries of the two unions have flown to Rome to present their charges

Mr Ben Nicholson, general secretary of one of the unions threatened, has rejected the charges and said "all hopes of co-operation" between established and emerging metal unions would end if the unions were expelled

The frailty of firemen

'None reached retirement because of health hazards'

Municipal Reporter

138

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IN THE past 25 years not a single Durban fireman had reached retirement age — because of the job's health hazards

This shock disclosure was made yesterday by city Fire Chief Steve Smith, who said. 'Since I joined the service 25 years ago, not a single operative fireman has reached retirement age.

'They have all retired early because of ill health or been medically boarded out

'I have been concerned about this for some time and with the support of the Durban Municipal Employees' Society we are pressing the Corporation to use specialist physicians to monitor the firemen's health'

The biggest problem seemed to be the heart and lungs. When a man applied for a fireman's post he first should be thoroughly checked by a specialist. If accepted he should then be checked every three years by a specialist and a careful study made of his reasons for being off sick during that time.

'We must establish the cause and eliminate it,' Mr Smith said

'In Britain they are busy conducting a survey on the occupational stress suffered by firemen, but it is only two years' old so there are no findings to date.

Adrenalin

'Firemen are subject to a tremendous amount of stress. When that alarm bell rings at night you don't know what you are heading for, a fire or a bad accident.

'The adrenalin starts pumping straight away. My pulse beat still shoots up every time I hear the alarm, even though I am not directly involved'



STEVE SMITH ... 'the adrenalin starts pumping'

Firemen worked in shifts of two days on, two nights on and two days off. The day shift was from 9 a.m. to 6 p.m. and night duty from 6 p.m. to 9 a.m. — a 15-hour stretch.

'We do take them off routine work between 11 p.m. and 5.30 a.m. and allow them to rest, but there is no way they can really sleep'

On fitness Mr Smith said 'Quite often a man thinks he is fit but finds he isn't fit enough when he has to rescue someone from a third or fourth floor, carry them down, have a short rest and then do it all over again.

'They often push themselves well beyond their fitness level and I am hoping to motivate the City Council into buying some equipment that is used in several gyms'

Mr Smith said 'It is vitally important that we improve conditions for firemen, they will be needed more and more in these socially sick times. The Minister of Justice sees us as the third line of defence in the country'

Today Manco is scheduled to consider the health monitoring of firemen and a report by the Medical Officer of Health, Dr Colin Mackenzie, who has suggested regular physical checks by specialists.

Two SA unions expelled

Argus Correspondent
ROME — Two South African trade unions have been expelled from the International Metalworkers Federation (IMF) in spite of a dramatic fight to stave off the move which will have world-wide repercussions.

The expelled unions, both with either white or coloured membership, are the Amalgamated Engineering Union and the South African Electrical Workers' Association (SAEWA)

The unions which made

the expulsion request are the Metal and Allied Workers' Union and the National Automobile and Allied Workers' Union, both largely black movements affiliated to the Federation of South African Trade Unions (Fosatu).

Another two, the Radio, Television and Allied Workers' Union and the Engineering Industrial Workers' Union, were "admonished" — and given a year to comply to what one neutral delegate, an Italian, called

"the rules". Both have predominantly coloured membership.

Mr Gigi Pannozzo, a high-ranking executive of the Italian Metalworkers' Union, told me "In other words, the two South African unions which have been let off for the time being must take speedy action to get rid of apartheid inside their organisations"

He described the discussion during the closed door meeting of the IMF's central committee as "extremely acrimonious"

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Inquest told of Aggett's views on unions

CAIK Tm L
11/6/82

Own Correspondent

JOHANNESBURG — Dr Neil Aggett emphasized his commitment to open, legal and democratic trade unions in a statement to his interrogators, the inquest court here heard yesterday

He had said "a basic contradiction arose" when the SA Congress of Trade Unions (Sactu) dissolved and went underground, because there could be no democratic control over the policies of an underground union movement

"A trade union must be open, legal and run democratically," he wrote "It is for this reason that I believe that Sactu (which is aligned to the ANC) is taking a wrong path, although it has a good history"

The statement was read at yesterday's inquest on Dr Aggett, 29, a medical doctor and trade unionist, who was found hanged in his cell at John Vorster Square on February 5

Books seized

Detective Warrant Officer Lawrence Prins of the security police told the court that books and documents seized from Dr Aggett's home and office at the African Food and Canning Workers' Union had been handed to him

He had made an inventory of 119 publications which, he believed, related to Dr Aggett's alleged activities

The list included books and papers by Lenin, Trotsky, the Housewives' League and the Wiehahn Commission

Also included was "Trade Unions and the Struggle for the Liberation of South Africa"

Warrant Officer Prins said he had read sections of the publication and was satisfied the contents

were relevant to Dr Aggett's activities

Dr Aggett's statement was read out by Mr Dennis Kuny, representing the Aggett family, after the detective had admitted he did not know the publication was strongly critical of Sactu

Dr Aggett's statement said "I have read about Sactu, and, as a non-racial, independent federation of trade unions, I think its history is commendable Our union was itself a leading member of Sactu, and I think it was the correct decision of the membership to affiliate at that time

"Politics always cuts across trade union matters, particularly in South Africa, where influx control and contract labour directly affect the lives of the union membership

"For this reason, the alliance of Sactu and the ANC was a valid one in the past It was also important that the workers had their own organization within the alliance to make sure that their aspirations were catered for

ANC documents

"However, when Sactu dissolved and went underground, a basic contradiction arose It is impossible to have an underground trade union, because there can be no possible democratic (word missing) over the policies of that union"

The court heard that when the security police seize books or documents, an inventory is drawn up which the owner is asked to sign

Three ANC documents were found in a briefcase belonging to Dr Aggett They did not appear on an inventory which he had signed

The hearing continues in the Johannesburg Regional Court today

SA unions
star expelled
1/6/82
by metal
federation

Own Correspondent

ROME — Two South African trade unions have been expelled from the International Metalworkers Federation (IMF) despite a dramatic fight to stave off the move which will have world-wide repercussions.

Another two were admonished and given a year to comply to what one neutral delegate called "the rules".

EXPELLED

Two Turkish trade unions were also expelled from the organisation during its three-day meeting in Rome's posh Cavalieri Hilton hotel.

The expelled South African labour organisations, both with either white or coloured memberships, are the Amalgamated Engineering Union and the South African Electrical Workers' Association (Saewa).

The two allowed to stay in — "as long as they change their status" — are the Radio, Television and Allied Workers' Union and the Engineering Industrial Workers' Union. Both have predominantly coloured membership.

APARTHEID

A high ranking executive of the Italian Metal Workers' Union said "In other words, the two South African unions who have been let off for the time being must take speedy action to get rid of apartheid inside their organisations".

The unions who made the expulsion request for all four labour organisations are the Metal and Allied Workers' Union and the National Automobile and Allied Workers' Union.

Both largely black movements are affiliated to the Federation of South African Trade Unions.

Cape Times 12/6/82

SASJ

rejects

press bill

Own Correspondent

PORT ELIZABETH — The Southern African Society of Journalists has declared its intention not to be associated with any media council which is imposed on it

At its annual congress in Port Elizabeth yesterday, the SASJ voted unanimously to condemn the contents of the amendment of the Newspaper Registration Bill

In a statement, the congress said "Noting the contents of the Newspaper Registration Bill, congress rejects the measure in its entirety as an attempt to phase in statutory press control through an indirect system of licensing newspapers

"The congress finds the measure both undemocratic and abhorrent in its implications"

Through the requirements that the body exercising discipline in terms of the bill will have to be "recognized by regulation" the government would be able to exercise the final say in the constitution rules, procedure and code of conduct, the statement said

**SASJ. 'not
consulted'**
CAPK Times 12/16/82
(138) Own Correspondent

PORT ELIZABETH —
The SASJ expressed concern at the lack of consultation by the Newspaper Press Union and Conference of Editors with them in their negotiations with the government on issues of concern to journalists.

The statement followed discussion between the the NPU, the Conference of Editors and the government on the NPU's proposed media council.

The SASJ congress voted to make their dissatisfaction known to the NPU and the Conference of Editors.

Following a government refusal to consult the SASJ, on the grounds that they were represented by the NPU and Conference of Editors, the SASJ requested the NPU to inform the government that it was not speaking on their behalf.

● The congress expressed horror at the death in detention of fellow trade unionist Dr Neil Aggett, and called for the "immediate release of all trade unionists and others currently held in detention and solitary confinement which is recognized as a form of torture".

Journalists name Aggett 'Newsmaker'

ARGUS
14/6/82

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TRADE unionist Dr Neil Aggett was named Newsmaker of the Year by the Southern African Society of Journalists at its annual congress in Port Elizabeth at the weekend.

"The death in detention of Dr Aggett on February 5 was, sadly, the key news event in South Africa in the past year" according to the citation read by the SASJ's new president, Mr David Bleazard.

"It has focussed attention again on the indefensible system of detention without trial and solitary confinement.

NEW FUSION

"The life and work of Dr Aggett signals a significant new fusion of democratic forces across the barriers of race and class.

"As Transvaal secretary of the African Food and Canning Workers' Union, he epitomised the commitment of the democratic trade union movement to worker control over their own lives.

"In medicine and in trade unionism Dr Aggett was looking beyond the symptoms of an oppressive society to the root causes."

PRINGLE AWARD

Mr Bleazard said the judges of the annual Pringle Press Award for outstanding services to journalism had decided on a joint award to Mr John Allen, outgoing president of the SASJ, and Mr Thami Mazwai, news editor of the Sowetan and national secretary of the Media Workers' Association of South Africa.

"While they may not share a common philoso-

phy, both men have contributed to the struggle for free and independent journalism in a democratic South Africa," he said.

Mr Allen was cited for his selfless service and dedication to the cause of South African journalists.

"He developed a holistic approach, which made his efforts to improve pay and working conditions as relevant to the cause of Press freedom as were his efforts to thwart Government interference through the Steyn Commission."

Mr Mazwai was cited for the courage and persistence of his efforts to advance black journalism in a hostile environment.

"He is one of a growing number of journalists and trade unionists to have suffered harassment by the authorities in the course of their work and has been repeatedly detained.

"Mr Mazwai was sentenced earlier this year to 18 months for refusing to testify in a Terrorism Act trial on the grounds that his credibility as a journalist would be destroyed if he gave evidence."

Presentation of the award was deferred.

Mr Peter McLean, president of the Newspaper Press Union, told the congress earlier that the Press in South Africa was in for a rough ride.

He referred to the report of the Steyn Commission into the media, to the "shouting and belligerence, one might even call it the total onslaught" against the Press, and to possible legislation to be enacted which would make the working lives of South African journalists and their employers more hazardous.

Those in power feared and often abhorred the Press — unless they actually controlled it.

"It is the fear of premature revelations of some carefully worked out plan or the exposure of bureaucratic bumbling that bugs the Government," Mr McLean said.

Union challenged to prove pay support

Star 18/6/82

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By Drew Forrest

The Underground Officials' Association (UOA) has been challenged to hold a meeting, "anywhere" to see if its members accept its recent wage settlement with the Chamber of Mines

The challenge — issued by the Council of Mining Unions (CMU) chairman Mr Arrie Paulus, follows allegations of deep discontentment with the wage agreement among UOA members in the Eastern and Western Transvaal and the Free State

The UOA last week accepted a chamber offer of a 9 percent increase in minimum pay. By so doing it broke ranks with the CMU, which is in dispute with the chamber,

and other officials' associations

The general secretary of the UOA, Mr Doc Coertze, has also said he would not support the CMU unions if their dispute led to a lawful strike on the mines

Rival unions allege that the UOA executive narrowly voted to accept the offer without consulting its members

Mr Coertze could not be contacted yesterday. But he has told The Star that only a minority of older workers on the highest scheduled rates were dissatisfied

The crucial conciliation board meeting between the CMU and the chamber — deadlock in the meeting could lead to a legal strike on the mines — will be held on June 22, it was learnt yesterday.

Labour Reporter

THE detention of Mr B P Norushe, East London branch secretary of the African Food and Canning Workers' Union (AFCWU), and his two companions, Miss Z Maphela and Mr B Soci, by the Ciskei authorities under Proclamation R252 has been described as "blatant intimidation and harassment of trade unions" by the AFCWU.

Mr Norushe was returning from Port Elizabeth, where he had been on union business for the past two weeks, with Mr Soci and Miss Maphela who had accompanied him. They were detained

Workers say trade unions are harassed

ARGWS 22/6/82

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after being stopped by the Ciskei authorities at a roadblock outside Mdantsane on Friday last week.

"INTIMIDATION"

"We have no doubt whatever that the Ciskei authorities do not have the slightest pretext for detaining these people. This is blatant intimidation and harassment of trade unions," said the AFCWU in a statement.

"We call on all our members and on employers and all those concerned with labour relations to call for the immediate release of Mr Norushe and his two companions, and to bring to an end the vendetta of the Ciskei authorities against trade unions," said the statement.

The Detainees' Parents' Support Committee

(DPSC) of the Western Cape has also condemned the detentions.

The DPSC said: "Ciskeian authorities with South African Government support, are blatantly harassing the unions in their legitimate activities

"There can be no 'new dispensation' in the field of labour without the total abolition of such arbitrary practices"

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Star 24/6/82

More miners say yes to 9 pc rise

Labour Reporter

A second mining officials body, the Sa Technical Officials Association, has accepted the Chamber of Mines wage offer

They join the 15 000-member Underground Officials Association in accepting the nine percent wage offer

This move by a second officials' body tends to weaken the

support for the eight-member Council of Mining Unions which has a dispute with the chamber over wages

Only the Mine Surface Officials Association has not accepted the chamber's offer having described it 'incomplete' and the association is considering taking their employers to the industrial court

● See Pages 7 and 25.

Feuds lead to crisis in SA union relations with the IMF

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Star 23/6/82

Years of bitter feuding between South Africa's established and emerging metal unions reached a destructive climax at the recent annual conference of the giant International Metalworkers Federation in Rome

The 160-member IMF central committee, representing 14 million workers in 70 countries, voted overwhelmingly to expel two long-established local unions with white membership — the SA Electrical Workers Association and the Amalgamated Engineering Union.

Two South African metal unions with coloured members, the Engineering Industrial Workers Union and the Radio, TV, Electronic and Allied Workers Union, were admonished and given 12 months to comply with what one neutral delegate described as "the rules"

The central committee showdown followed the unanimous recommendation of the IMF executive, which had earlier heard acrimonious debate between the unions in the dock and their accusers, two largely black affiliates of the Federation of SA Trade Unions (Fosatu)

A central theme of the Fosatu indictment was that the target unions were racially organised, in defiance of the IMF constitution

It was also alleged the unions had denied Fosatu the assistance owed to them as fellow IMF affiliates — during strikes, by opposing Fosatu applications for non-racial registration and by organising rival "parallel" unions for black workers with management backing

The full details of how the unions defended themselves are not available. However, all, with the exception of the Amalgamated Engineering Union (AEU) are known to have moved in recent months towards a non-racial status, possibly in response to IMF pressure

Two South African trade unions for white workers were recently ousted from one of the world's largest union bodies, the International Metalworkers Federation. Drew Forrest reports on what local employers describe as "a decisive turning-point" in the IMF's relations with the South African labour movement.

The position of the AEU is interesting. One of South Africa's oldest artisan unions, it is not particularly militant — but according to its members it is democratically run

AEU leaders say their hands were tied on the race issue by membership decisions confirming the union's all-white status

By all accounts, there has not been much conflict between this union and Fosatu. Unlike the other established bodies, the AEU has not organised against the federation's affiliates through black "parallels"

Metal industry sources speculate that Fosatu's principal concern was the SA Electrical Workers Association, under its combative general secretary Mr Ben Nicholson, with the AEU an almost incidental casualty

Certainly there is a long history of bitter infighting between the Fosatu unions and SAEWA

Since the 1978 strike at Heinemann Electric on the East Rand — when Fosatu's Metal and Allied Workers Union accused the established bodies of blocking its access to management — the two groups have clashed repeatedly

Rival unions also fear the expulsions are the first step in a Fosatu drive for sole recognition by the IMF, an allegation the federation denies

The general secretary of Fosatu's motor affiliate, Mr Freddie Sauls, insists the issue is one of principle. "The real question is can we co-operate with unions which perpetuate the oppression of black people in this country?" he demands

Far from rejoicing in the display of labour disunity at the IMF meeting, South African metal employers are alarmed

One local multinational in fact appealed to metal unionists in its European home-base to oppose the expulsions

"At industry and local levels, we want to deal with representatives of black and white workers round the same table," said one executive. "The IMF move can only bedevil relations"

Another stresses that the established unions have backed employers — some reluctantly — in their efforts to draw Fosatu into the official bargaining arena. "Will we still get their support?" he asks

For some employers, the expulsions are a watershed in the IMF's relations with South African labour, aligning it more closely with the Western world's largest union body, the International Confederation of Free Trade Unions (ICFTU)

"In the past, the IMF has sought to reconcile black and white unions — it was for this that the local IMF coordinating council was formed" said one employer. "It now seems to have gone the ICFTU route by taking sides in an inter-union row"

Mr Sauls believes "now that the air has been cleared", South Africa's remaining IMF affiliates have a firmer basis for co-operation. He says a planning meeting will soon be held to see if the local coordinating council — which broke up in 1980 — can be revived

Without the white unions, it would be a less than representative body. But it is by no means clear that unions for white skilled workers and those for their black unskilled and semi-skilled counterparts can be reconciled.

The deep divergence of interests was highlighted in this year's wage talks in the metal industries, when the industrial council's only independent black union demanded the virtual doubling of unskilled wages and only three percent for artisans.

Political differences were thrown into sharp relief by the Neil Aggett protest work-stoppage

One local IMF affiliate which is trying to confront the vexed issue of black-white worker relations is the SA Boilermakers Society, which has so far escaped Fosatu censure

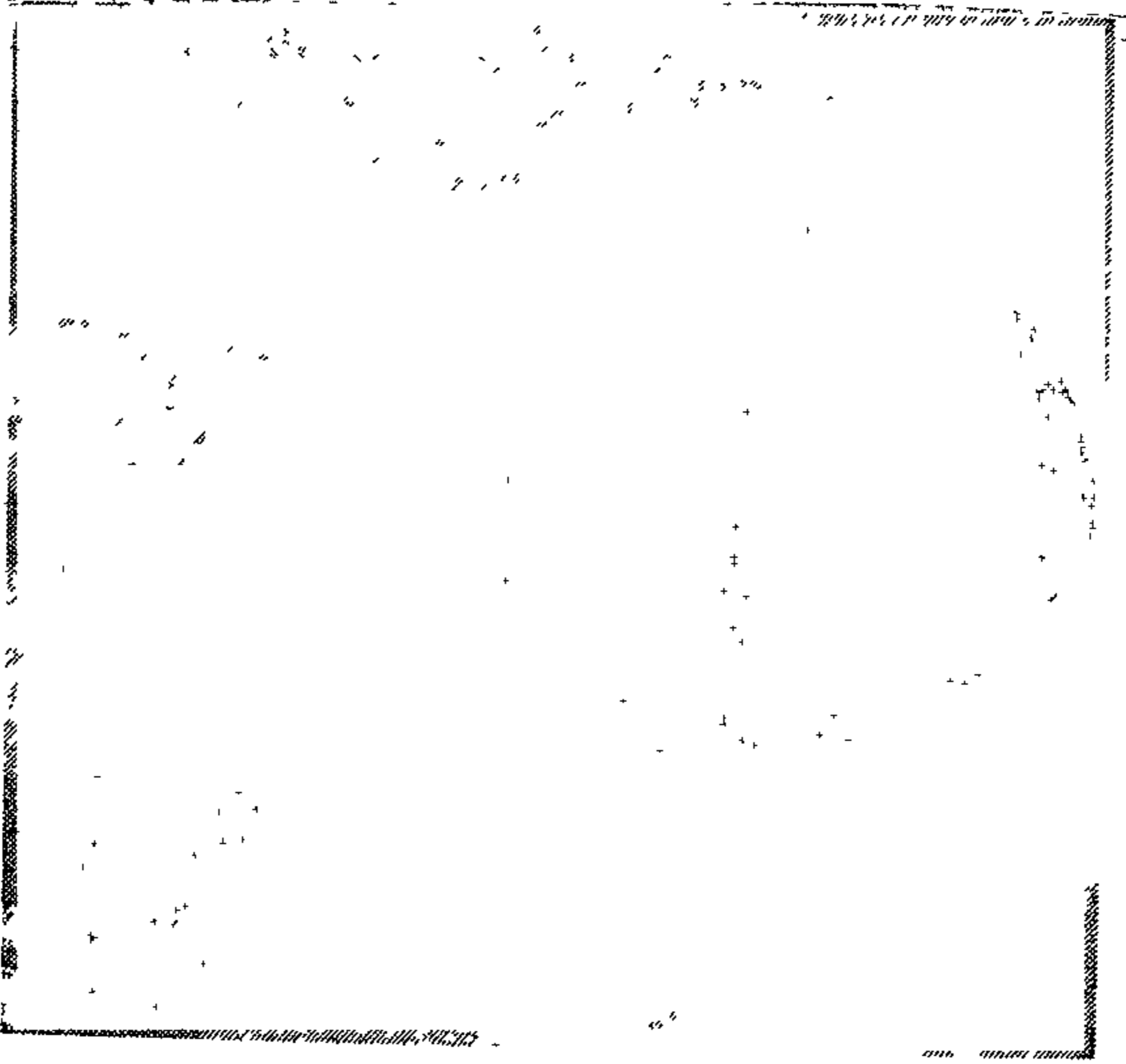
A formerly white and coloured union which now has a significant black membership, the 50,000-strong boiler-makers union, has tried to mediate between the black and white worker bodies.

Its position is a delicate one. Although committed to full multi-racialism in the long term, it has found it necessary to maintain segregated branches.

Increasingly uneasy in its relations with the established labour movement — particularly TUCSA, of which it is a member — the boiler-makers are held at arm's length by the emergent black unions.

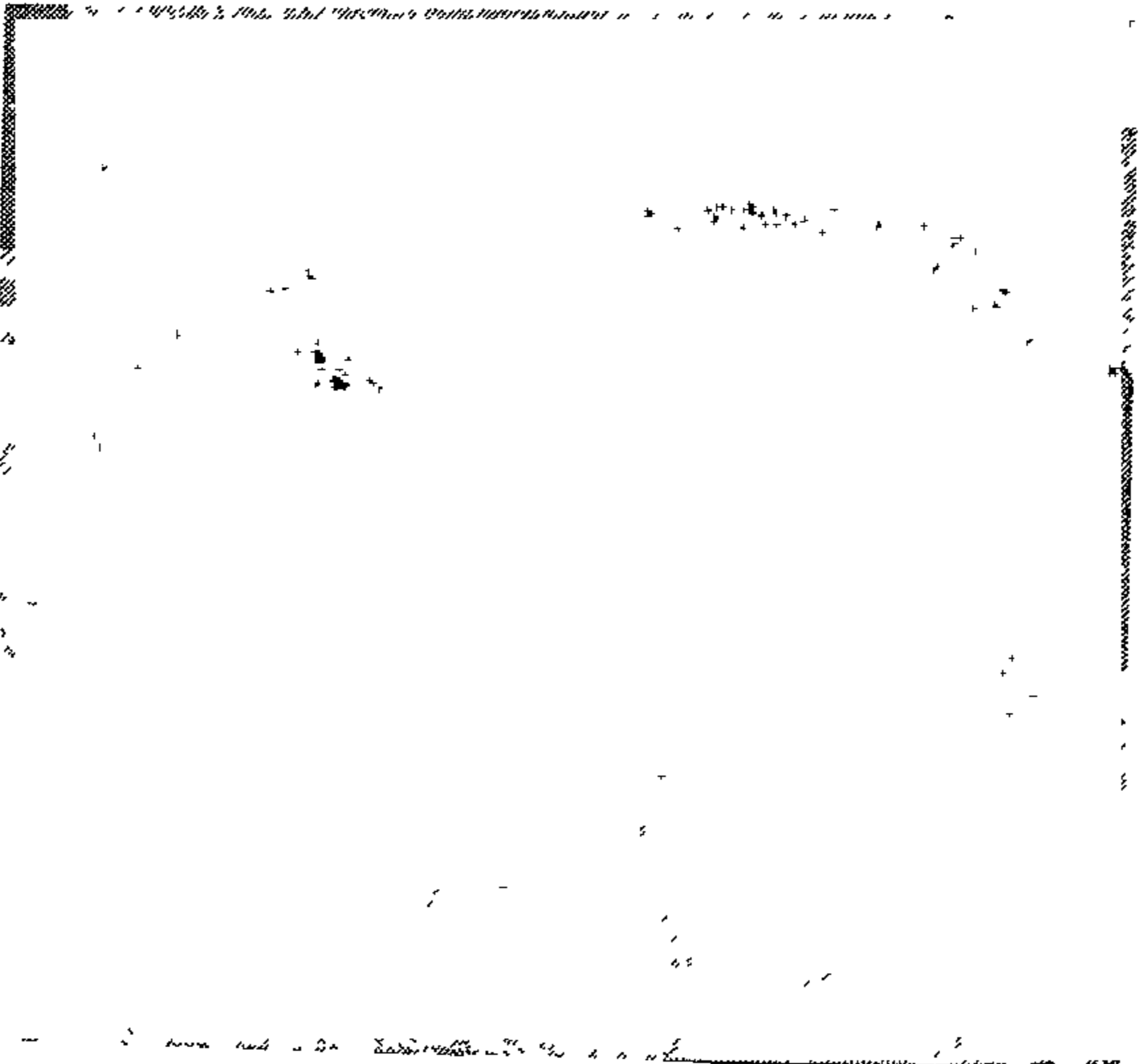
Metal bosses feel they are in a similar predicament. Unlike the IMF, they say, they cannot choose sides

"White workers are vital, both as a factor of production and a political interest," said one executive. "We have to go on dealing with their representatives, regardless of what happened in Rome"



The men in the middle

Left: general secretary of the SA Electrical Workers' Association, Mr Ben Nicholson . . . and (right) a key adversary in Rome, the general secretary of Fosatu's National Automobile and Allied Workers' Union, Mr Freddie Sauls.



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Police confirm detention of two

Mail Reporter

POLICE have confirmed the detention of two people under security legislation, but the names of the four journalists detained still may not be published

A spokesman for the Police Division of Public Relations in Pretoria, yesterday said a former journalist and a woman trade unionist had been detained on Wednesday

They are Mr Mathatha Tsedu, who worked for Post newspaper, and Miss Joyce Mokhezi, acting general secretary of the Commercial Catering and Allied Workers Union of South Africa (CCAWUSA)

They are being held in terms of Section 22 of the General Law Amendment Act of 1966, the spokesman said

Miss Mokhezi took over the position of general secretary of CCAWUSA last year when Mrs Emma Mashinini was detained. Miss Mokhezi was also detained for seven days in April last year

Mr Tsedu was a journalist and an executive member of the Media Workers' Association of South Africa (Mwasa) until he was served with a three-year banning order last year

Police have prevented further publication of the names of the four journalists detained by invoking Section 27(c) of the Police Act

The names had already been published by a number of newspapers and radio stations

● 'Terror tactics'

— Page 3

ab' Moscow

as cucumber and restaurants had simply did not food advertised men's committee outings to the opera, and ballet delegates also visi-

ted Leningrad, Russia's cultural capital, and many hospitals Professor Brink said the medical service was broad but basic The general level of their medical service was not high "Their equipment, facilities and training are not

as good as ours," he said Their training of doctors differs from training in South Africa Professor Brink, said besides doctors with six years' training, there were "felshars" who had three years' training at a "secondary medical institute" after only eight years at a school These "felshars" provide basic medical services and are allowed to practice

No union accord on federation

ARGUS 6/7/82 (138) ~~138~~ ~~138~~ ~~138~~

Labour Reporter

INDEPENDENT trade unions have decided that there is "no basis" for the formation of a federation representing all of them "at this stage".

A meeting was held in Port Elizabeth at the weekend at which 14 trade unions and union groupings debated the question of a federation The matter had arisen at a meeting held in Johannesburg in April Mr Jan Theron, the chairman of the meeting, said in a statement it had been decided there was no basis for the formation of a federation "at this stage" No further meeting was planned

COUNCIL

The unions represented at the meeting were the Federation of South African Trade Unions the General Workers' Union, the Council of Unions of South Africa the Food and Canning Workers' Union the African Food and Canning Workers' Union the Cape Town Municipal Workers' Association, the Orange Vaal General Workers' Union, the Motor Assembly Components Workers' Union of South Africa, the General Workers' Union of South Africa, the South African Allied Workers' Union, the Black Municipal Workers' Union, the South African Transport and Allied Workers' Union, the General and Allied Workers' Union and the Media Workers' Association of South Africa

Ghana's judges 'go on strike'

ACCRA — Ghanaian judges decided today to withdraw their services in protest at the 'callous and coldblooded' murder of three colleagues the Ghana News Agency said A statement issued after an emergency meeting chaired by Chief Justice Fred Apaloo said the judges had failed to find any discoverable motive for the murders and that the victims had performed their duties in accordance with their judicial oaths and in the manner expected by right-thinking Ghanaians.

"IMPOSSIBLE"

The statement added that Ghana's Head of State, Flight Lieutenant Jerry Rawlings, who has ordered a special inquiry into the murders, had advised the judges to continue to discharge their duties undaunted

Last Saturday the bullet-riddled and partly burnt bodies of three High Court judges were found on the Accra Plains, along with that of the personnel director of the Ghana Industrial Holding Corporation — Sapa-Reuter

Immunisation

Argus Africa News Service

NAIROBI — Kenya has launched a large-scale immunisation campaign against polio The target is to immunise 100 000 children against the crippling disease



Cynthia Balinyanga and three young children of the more 200 squatters who spent last night outside the grounds of Holy Cross Church with hardly any shelter. Their eviction from the churchyard where they have been staying for the past few months, comes as a direct result of the delay by the Department of Co-operation and Development in deciding whether to grant them legal status in the Western Cape. (Report Page 1).

Editor quits new paper

Argus Bureau
The editor of the Mail on Sunday — its first new Sunday paper — has resigned after 10 weeks. The departure of Mr Shrimpsley has speculation that could be a chain

reaction of executive changes in Fleet Street The Mail on Sunday, launched with a R6-million publicity campaign, has failed to reach its target circulation of 1.2-million copies It is believed to be selling about 850 000 The chairman of Associated Newspapers, Lord Rothermere, has

announced that the editor of the Daily Mail, Sir David English, will now also edit the Mail on Sunday Sir David spent most of yesterday afternoon in a meeting with Associated Newspapers executives, fuelling speculation that there may be a sting of executive changes instead.

8/7/82 VDM

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Union's expulsion from world group will not affect SA deal'

By STEVEN FRIEDMAN
Labour Correspondent

MR BEN Nicholson, the leader of a key metal union, yesterday rejected suggestions that his union's recent expulsion from the International Metalworkers Federation would frustrate attempts to hammer out a new bargaining deal for all races in the metal industries

But he warned that his union, the SA Electrical Workers Association would only support changes to the industries bargaining system "if we are convinced that they are warranted and not just pandering to needless militancy"

The SAEWA was one of two unions expelled from the IMF at a meeting in Rome last month after two Fosatu-affiliated unions had accused them of "racism" and of refusing to co-operate with mainly black unions

The expulsions came as the Steel and Engineering Industries Federation is holding talks with unions on the metal industrial council, as well as those who have criticised the council, such as Fosatu's Metal and Allied Workers Union

The talks are aimed at hammering out a mutually agreed bargaining system and employers feared that established union leaders such as Mr Nicholson would block any

changes proposed by MAWU in the wake of the Rome expulsions

In his first interview since he returned from Europe, however, Mr Nicholson said he did not expect the expulsions to affect his union's attitude

"We value international links, but losing them is not the end of the world Our chief concern is what is best for workers in South Africa If MAWU has something to contribute we will listen to it," he said

Mr Nicholson also attacked the decision to expel his union

"The IMF seemed to have made its mind up before it discussed the charges against us We answered them all but were still expelled," he said

His union and the Amalgamated Engineering Union had been expelled because their membership was open to whites only, he said But two other unions with racial membership had escaped expulsion

"One union was reprieved because it indicated it was going nonracial The IMF knew we had also applied for open membership, but this was ignored

"The general assumption was that all-black unions are all right but all-white ones are racist," he said

Terms change for 8 being held

Own Correspondent

JOHANNESBURG —
Four journalists and
four other people de-
tained by security
police two weeks ago,
are now being held in
terms of Section 29 of
Act 74 of 1982

This was confirmed in a
telex yesterday by Ma-
jor W J du Plessis of the
public relations divi-
sion of the SAP in Pre-
toria

The journalists in deten-
tion are Mr Joe Thloloe,
of Pimville, Soweto, Mr
Vas Soni, Mr Quraish
Patel, both of Durban,
and Mr Mathata Tsedu
of Seshego, Pietersburg
All are senior journal-
ists and members of the
Media Workers' Asso-
ciation of South Africa
(Mwasa)

Others

Others are Miss Joyce
Mokhesi, of Sharpeville,
Vereeniging, who is act-
ing general-secretary of
the Commercial and Ca-
tering Workers' Union
of South Africa, Miss
Victoria Makhetha, of
Meadowlands, Mr Tru-
man Mnguni, of Orlando
East and Mr Ali
Mphaki, of Dube, who is
a student at the Uni-
versity of the North,
Pietersburg

The detainees were taken
from their homes, work
places or school on
June 24 and initially
held in terms of Section
22 of the General Laws
Amendment Act, which
allows for 14 days' de-
tention without trial

Three weeks ago

- Trade unionist Mr
Bonisile Norushe, and
Miss Zodwa Mapela and
Mr Boy Soci, were yes-
terday released without
charge from detention
in Ciskei

Mr Norushe, the East
London branch secre-
tary and acting national
organiser of the African
Food and Canning
Workers' Union, and his
two companions, were
detained nearly three
weeks ago

Major-General Charles
Sebe, director-general
of state security in Cis-
kei, said at the time that
they would be charged
under the Riotous As-
semblies Act.



300 ¹³⁸ ⁷¹
go on strike
 Sometime 9/7/82

APE TOWN ANSWER BOOK

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

All answer books

Number of
Number of

Surname

First Name(s)

Date

Degree/Diploma you are registered for

Subject (to be copied)

Paper No (to be copied)

BUSINESS at the Pick 'n Pay Hypermarket in Norwood, Johannesburg, was nearly brought to a standstill yesterday when about 300 workers downed tools over dissatisfaction with their half-yearly wage increases.

The workers, most of them members of the Commercial, Catering and Allied Workers' Union of SA (Ccawusa), are demanding a R20 across-the-board increase in rejection of the R1 and R5 raise they were given last week.

After a meeting between management and Ccawusa's officials ended in a deadlock yesterday afternoon, the workers resolved that they would not return to work until their demands were met.

Mr R de Wet, Hypermarket's personnel director, told **The SOWETAN** that staff members in the food section of the store had been the first to express dissatisfaction with the increases they had been given and that yesterday morning all black workers had decided to down tools.

"They want to be given a blanket increase, whereas we gave an increase to people who deserved it. We have been speaking to staff representatives and union representatives for most of the day and we will continue talking again today."

B. COM

Examination Paper)

Examination Paper)

	Internal	External
(1)	(2)	(3)
26	15	15
36	10 1/2	11
16	4 1/2	4 1/2
Examiners' Initials		

65 + 35 = 100

50%

P/III

NOTE CARD

- 1 Enter a number of the question
- 2 Blue ink answers are acceptable. Underline which pencil may also be used.
- 3 Names must be printed on each separate sheet (e.g. graph paper) where sheets additional examination book(s) are used.
- 4 Do not write in the left hand margin.

"None of them is going to lose pay for not having worked yesterday and all of them are still in our employ. All we need to do now is to ensure that they start working while we carry on with negotiations," said Mr De Wet.

White customers had to push their own shopping trolleys to their cars and staff from other branches of Hypermarket had been summoned to offer a hand in the running of day-to-day business.

At a meeting held after the deadlock was

es, pieces of paper or other materials are so instructed

not to communicate with other with any person except the invi-

reached with management, the workers took certain resolutions about close to 10 workers who were still working while every other black worker was on strike

out the com- saving the

Any dishonesty will render the candidate liable to disqualification and to possible exclusion from the University

EAST LONDON — Five trade unionists four of whom were arrested at a road block near Fort Jackson on June 18 and detained in Mdantsane, were released yesterday

They are Mr Bonisile Norushe, branch secretary of the African Food and Canning Workers' Union, Miss Zodwa Mapela, Mr Boyce Socu and Mr Sam Ngqondela and

Unionists free after 20 days

9/7/82 D. Dispatch
7A 138 105

Mr Lumkile Rekula they were arrested and detained

Mr Norushe said they were on their way to Mdantsane after working in their union offices in Port Elizabeth when

He said no charges had been preferred against them

But he was concerned

about union documents confiscated on their arrest

"These have not been returned to us and we were not issued with an inventory of what the police took from us," he said yesterday

Documents taken were trade union constitutions and agreements made with some industrial concerns he said —
DDR

Union
Cape Times 10/7/82
secretary
detained
in Ciskei

Staff Reporter

MR DAVID Thandani, East London branch secretary of the General Workers' Union, had been detained by Ciskei security police yesterday, a union spokesman said.

Mr David Lewis, general secretary of the GWU, said "It is time Ciskei learnt they are not going to stop the trade union movement by this type of action."

"These endless detentions of trade unionists are making the workers angry."

Arrested

The union spokesman said Mr Thandani was arrested on Thursday evening, released and detained again at 5 30am yesterday.

Mr Thandani's detention comes a day after the release without charge of Mr Bonisile Norushe, the East London branch secretary of the African Food and Canning Workers' Union, Miss Zodwa Mapela and Mr Boy Soci, who were arrested at a roadblock outside Mdan-tsane and detained in the Ciskei for three weeks.

Sapa reports from East London that Mr Thandani's detention was confirmed by the Director-General of State Security in Ciskei, Major-General Charles Sebe, who said Mr Thandani was being held under Proclamation R252, one of the Ciskei's security laws. General Sebe said last night that Mr Thandani had not been detained as a trade unionist but because he was in possession of documents of banned organizations.

General Sebe could not say when Mr Thandani would appear in court, as investigations were continuing.

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by SA 230

Palace intruder s Queen's bed drip blood, says news

Post Reporter
THE Southern African Society of Journalists (SASJ) today condemned the withdrawal of exemption from visa requirements of the president of the Media Workers' Association of South Africa (Mwasa), Mr Charles Ngakula, and a student, Mr Malusi Mpumlwana

SASJ president Mr Dave Bleazard said this had obviously been done with the aim of confining the two men to Ciskei

Both were served with an order from the South African Department of Internal Affairs, effectively preventing them from entering South Africa

They were informed by letter that they would not be allowed to enter South Africa without visas

They were also told their exemption from visa requirements had been withdrawn, and they would have to apply through the normal channels for visas

The letter added their exemption from the requirements for possession for a temporary residence permit in terms of the Aliens Act had also been withdrawn

Mr Ngakula, a former journalist, is a programme officer for the Zingisa educational project in Zwelitsha. His wife lives in Stutterheim and the order means he will no longer be able to visit his family

Mr Mpumlwana, a theology student at the University of Natal, will be unable to continue his studies

Mr Bleazard said the SASJ was opposed to all Government policies and actions which limited freedom of movement "and other democratic rights"

"This latest use of an apartheid technicality as a means of control or intimidation should be cancelled immediately and the exemption restored," he said

LONDON — A man who broke into Queen Elizabeth's Buckingham Palace bedroom sat on her bed dripping blood and clutching a broken glass ashtray in his hand a British newspaper said today

The Queen was unharmed in last week's incident and the man was detained, but the case of the palace prowler who clambered up a drain pipe into the royal bedchamber has caused a security row and protection at the Queen's official residence has been increased

The Daily Express, which first broke the news of the break-in yesterday, said today the Queen woke to see a man in dirty tee-shirt and jeans sitting on her bed with blood dripping from his hand and holding the jagged ash tray

She lay perfectly still and spoke to him calmly for 10 minutes until, under the

pretext of getting him a cigarette, she summoned a footman who detained him

Another British newspaper, the Sun, said the intruder had made at least 12 previous illegal night-time visits to the palace. The newspaper said it had interviewed the intruder's family and was told by his father he was a "royal fanatic" who would not have harmed the Queen

The newspaper did not name the man or his family but a junior Government Minister has said the man alleged to have broken into the palace on Friday was the same man who was charged on Saturday with another break-in there a month ago

The man charged for the earlier offence was Mr Michael Fagan, a 30-year-old unemployed man. He is accused of stealing half a bottle of wine in the palace

The Daily Mail said the

bedchamber
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Five soccer rebels a

JOHANNESBURG — Five overseas soccer stars have already arrived in South Africa for their rebel tour which has sparked a parliamentary row in Britain

They are former England striker Brian Greenhof, who plays for Leeds United, former Tottenham Hotspur goalkeeper Milja Aleksic, Barry Powell and Jimmy Gordon of Derby County and an unnamed black star

Dutch captain and goalkeeper Hans van Breukelen is due to arrive tomorrow with the main party, and latest reports say four Southampton players — Alan Ball, Ivan Golac, Mike Channon and England defender Dave Watson — have joined the tour party in spite of pressure from their club

Left-wing MPs of Britain's opposition Labour Party have given notice

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'Immoral' to accept

By RUTH GOLEMBO

IT would be immoral to accept citizenship in a country where "those who are deprived of such citizenship are dying of malnutrition in rich South Africa", a theology student told students today

Mr Roderick Davids, a masters student at the University of Durban Westville, was addressing the annual congress of the Afrikaanse Studentebond in Port Elizabeth

Mr Davids said the outlook for black South Africans was "bleak"

It would be immoral for him to accept South African citizenship while "some people are being uprooted from

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JAZZ

Star 15/7/82

Music union includes blacks

Anne Sherman, chair-lady of SAMA (South African Musicians' Association) Transvaal, has just received permission from the Department of Manpower Utilisation allowing black musicians to join SAMA following legislation passed in November, 1981.

She said all this had come about because of a meeting she attended last year with 39

By DON ALBERT

other union leaders and the Minister, Mr Fanie Botha.

Mr Ken Varner, national chairman and administrative controller of SAMA, said his Natal committee had dis-

cussed the matter of black musicians and singers and had deferred the matter until such time as the Government had made a clear ruling.

I mentioned that this was now the case and he replied that it would have to be a national decision and

that a special meeting of SAMA would have to be called before a statement could be made.

However, he said there was a clause allowing black musicians to join the union in the original constitution.

Once black musi-

cians are able to join SAMA their exploitation would cease as they would have access to SAMA's legal representative to check through contracts and to advise on copyright and so on.

SAMA (Transvaal) have a musical scheme, instrument

insurance and a pension scheme. Ms Sherman is now looking into reasonably priced housing facilities for members.

As far as black musicians or entertainers working in white licenced premises is concerned,

she has been advised that permission can be obtained direct from Fedhasa.

Holiday Inns have been granted permission and at the moment have three black or coloured acts booked on their circuit.

Big band era here?

By DON ALBERT

Over the past few weeks I have had the opportunity of listening to two, although it seemed like three, of our big bands.

The reason for my saying this is that I heard the one band twice, on an off-day and on a good day and the difference was so defined it sounded like two entirely different bands.

I heard the George Hayden big band at the Sandton Jazz Club a few weeks ago and it was nothing short of a disaster.

The ensembles were rough, solos mediocre, one of tenor players sounded as though he never once modulated the entire night. His wrong notes stood out and in general the band was sloppy and unswinging.

Recently at the Johannesburg Jazz Club this band was as different as Guy Lombardo and Count Basie. From the first note the band was roaring. Lead trumpeter Alan Wright (who had flu at the SJC gig) had his chops in great shape and Ken Gibson, a drummer who has never impressed me, made me eat my words with his kicking and driving playing.

Between these two and strawboss Johnny Volkswinkel on lead alto, the band shone and swung.

I get the idea that somewhere along the way George Hayden exerted some discipline.

Besides the musicians already mentioned I find that Jasper Cook on trombone improves at every hearing and Radie Meyer played some impressive big band piano.

I don't think Hayden will allow the band to slip into that lethargic state again because hot on his heels is the Dennis Mortimer big band.

This is made up of amateur and semi-pro musicians who are playing more for the fun of it and to



George Hayden . . . blowing us into a big band era?

keep their chops in shape, more or less along the lines of the rehearsal bands overseas.

They show tremendous potential, are well rehearsed and they swing nicely. Probably the biggest weakness in this band lies in the trumpet soloists who are a little rooty-toot for some of the fine Sammy Nistico (Count Basie) arrangements.

I would leave all the trombone solos to Jake Pressly as the other trombonist falls into the same class as the trumpeters.

Pam Mortimer, alto, is the strongest solo voice and it might be a good idea to have an arrangement which features her on flugel horn just to perk up the brass solos.

Overall, though, this is a kicks band and they enjoy what they're playing. They are getting more and more exposure and have already garnered a host of fans including myself.

Could this be the start of a Big Band Era in Johannesburg? I hope so.

Recession tests black unions

CAPE TOWN TIMES 11/1/84
BY PHILLIP VAN NIEKERK Labour Correspondent

THE new mainly black trade unions face a major trial of strength as an ailing economy leads to reduced wage packets, retrenchments, increased unemployment and privation for thousands of black South Africans.

Strike action by thousands of motor workers in the East Cape this week and Reef gold miners last week are a vivid reminder of where the recession is being felt. Employers are finding it increasingly difficult to pass the buck of falling sales and profits on to their staff.

For the black unions which grew rapidly in the more prosperous days before a sinking gold price and the effects of a world-wide recession knocked the economy, the fall in the demand for labour has made their task more difficult. They are being hard pressed to defend their gains and to protect their members' wages and jobs.

Reports of redundancies and staff cutbacks are becoming more and more common

in the Western Cape. Apart from a few large scale retrenchments such as at Reckitt and Colman, several engineering companies have cut back on staff and textile manufacturers, too, report a general drop in orders with some companies reverting to short time or staff reductions. Mr Jack Roos, director of the Cape Chamber of Industries, says the talking is over — the wolf is already at the door.

The question is at whose door?

University of Cape Town economist Mr Brian Kahn says: "When sales fall, companies try to retain profits by reducing costs, one of which is the wage bill. This can be done either by cutting down on the amount of employees or reducing the wage rate."

And Miss Di Cooper, assistant branch secretary of the General Workers Union (GWU), says: "It is not the workers' fault that work is short, so why

should they be made to feel the brunt? In lean times, employers should not protect their profits by throwing people on to the street."

Workers who do not belong to unions depend largely on their employers for security of jobs during a recession. But this time around, many more black workers belong to unions than during the last downturn, and this poses a huge challenge both to the new unions as well as to employers faced for the first time with an organized workforce.

For this reason, the sight of virtually the entire Port Elizabeth-Uitenhage motor industry at a standstill yesterday over workers' wage demands is likely to be repeated in other industries. Earlier in the year, East Rand metal workers downed tools in plant after plant, reflecting a new worker militancy towards what management has to offer

them.

The National Automobile and Allied Workers Union (NAAWU), which represents the majority of workers on strike in the Eastern Cape, has also had to deal with large-scale retrenchments at several plants such as Car Distributors Assembly (CDA) in East London and Volkswagen in Uitenhage. At Volkswagen, failure to reach agreement over the redundancies led to a spate of strikes and unrest at the plant for several weeks. Mr Les Kettleidas, East Cape secretary of NAAWU, says that when the possibility of retrenchment arises, employers and employees should get together and look at the alternatives.

The GWU, like most of the new unions, negotiates retrenchment procedures as a matter of policy when it is recognized by a company. Alternatives which are looked at include



voluntary unpaid leave for a limited period, short time, the cutting of overtime and the transfer of workers to other departments.

"We ask the company to give us notice when a retrenchment is planned," says Miss Cooper. "The blow should be softened by adequate severance pay because the state offers such poor unemployment benefits. We also ask employers to help find workers jobs elsewhere and to give them first option if their jobs become available again." The GWU believes "last in first out" — where workers who have been with the firm the longest are the last to be retrenched — is usually the most acceptable criterion.

But in one significant deviation from this principle, GWU members at the engineering firm Trident Marine decided that only workers with Section 10 rights (permanent residence) — and not contract workers — would be among the 13 employees the company intended retrenching.

This decision involved considerable sacrifice for those Section 10 workers who would not otherwise have lost their jobs and showed a remarkable degree of solidarity with their fellow workers for whom unemployment would have meant a return to an impoverished homeland with little prospect of getting another job. It has also been interpreted as a warning to the state that attempts to divide blacks into more privileged and less privileged categories are unacceptable to the people affected.

Loss of income

One result of homelands "independence" is that there is no unemployment insurance for Transkei contract workers, who make up the bulk of Cape Town's migrant workforce. Being fired, which can happen at one shift's notice, means an immediate loss of all income unless there is severance pay provided by the company. Furthermore, the unemployment insurance benefits of Transkei contract workers expire in 1984, also as a consequence of last year's "independence."

A stark feature of the recession in South Africa is the absence of dole queues. Jobless workers are merely shipped out of view to the homelands to place a further burden on the already overpopulated and starving rural ghettos. And it is here that the real crunch of the recession is being felt.

QUEENSTOWN — Production at the Kaffrarian Steam Milling Company (KSM) here came to a virtual standstill yesterday

Workers went on strike to demand a pay increase of more than 70 per cent

The company's managing director, Mr Gordon Minkley, confirmed last night that there had been a work stoppage,

but declined to comment further other than to report that negotiations would resume today

Most of the striking workers are members of the African Food and Canning Workers' Union (AFCWU)

Workers interviewed by our Queenstown cor-

respondent said they were earning R35 a week, some after having worked at the company for a lengthy period

They were adamant they would not return to work until management had met their wage demands

They said about 200

employees, including drivers, clerks, packing and bagging staff and dispatch workers had joined the strike

No incidents were reported but security police kept a close watch on the situation

Two senior officials of the AFCWU from East

London, organising secretary Mr Bonisile Norushe, and Miss N Nel, were reported to have been picked up by security police in Cathcart Road yesterday morning

Col A P van der Merwe, head of the security police on the Border, confirmed that two persons had been held for questioning and later released — DDR

Mill workers strike

138
20/7/82

D. Asfatch

Durban union goes nonracial

(138)

ADM 2/17/82

Mail Correspondent

DURBAN — After 64 years of being a white union, the Durban Municipal Employees' Society (DMES), with a membership of 4 000 employees, has opened its doors to all race groups.

And its counterpart, the Durban Indian Municipal Employees' Society (DIMES) is considering following suit.

The DMES' general secretary, Mr J J Maree, said that at the society's 63rd annual meeting a "comfortable" two-thirds of its members approved this move.

He said the constitutional amendments had still to be sent to the Registrar of the Department of Manpower for his approval, but he foresaw no difficulties.

Mr Maree said the DMES, which restricts its membership to "graded staff", had had applications from black people doing the same jobs as DMES members.

He said the society would not have opened its doors had it not had these applications, but as these people now earned the same salaries and were "on a par" with DMES members, it was decided to amend the constitution to include them.

The general secretary of the 4 530-member DIMES, Mr S M Govender, said they had applied to the Minister of Manpower four years ago when they had wanted to become "integrated" but "at that time the Minister wouldn't allow it".

But, he said, the society, which is open to all Indian municipal employees "irrespective of their jobs", was again looking at amending its constitution to allow other race groups to join.

(126) (52) (38)
**Strike at
KSM is over**
D. Dispatch
21/7/82

QUEENSTOWN — The 160 workers who went on strike at KSM here on Monday returned to work yesterday following a meeting between management and officials of the African Food and Canning Workers' Union (AFCW)

The managing director of KSM, Mr G A Minkley, who returned to East London from Queenstown yesterday, said they had a meeting with AFCW officials yesterday morning and had learnt the union had a big representation among the workers

"We are now looking into the matter of their representation and are going to discuss issues with them," he said

He added that wage negotiations would start if they established the union had majority representation among the workers. The workers demanded a 70 per cent increase in wages

Efforts to contact the secretary of the AFCW, Mr Bonisile Norushe, were unsuccessful yesterday

Union officials in East London said he was still in Queenstown and would only be back tomorrow or Friday —
DDR

22/7/82
Union move welcomed

138 264 Municipal Reporter *Mercury*

DURBAN'S Mayor, Mrs Sybil Hotz, has welcomed the announcement that the Durban Municipal Employees Society is opening its doors to all race groups

The union, with a membership of 4 000, has been a whites-only movement for 64 years

Yesterday Mrs Hotz said 'I must congratulate them. This is what the council's policy of equal opportunity and pay is all about.'

27/7/82 (138) D. Dispatch
Strikers back at work

QUEENSTOWN — Most of the workers at the Frontier Meat Factory here, who went on strike last Thursday for higher wages, were back at work yesterday

They had all been fired on Friday after wage negotiations with management for a minimum weekly wage of R60 had reached deadlock, but were re-employed yesterday on the same terms as pertained when they were dismissed

Those responsible for starting the strike were not re-instated

In a statement released yesterday, the chief executive of the

group of companies, Mr Winston Sahd, said management, not the workers, would decide when wage increases should come into effect

He also said the group would not be dictated to by, or become a member of, a trade union movement

"This strong stand is vital to all business houses in Queenstown, otherwise we're looking at a turmoil situation," Mr Sahd said

Workers at the factory, most of whom are not members of the unregistered African Food and Canning Workers' Union

(AFCWU) went on strike in demand of higher wages irrespective of the job being done and better working conditions

Mr Sahd said there had been no loss of production due largely to the dismissed workers returning to work on Saturday to make up lost time

Workers at the factory are eligible for membership of the AFCWU, which recently established a branch in Queenstown, but most interviewed yesterday said they did not belong to the union — DDR

Food workers

win big pay increases

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28/7/87

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Labour Reporter

MORE than 7 000 workers in the food manufacturing industry have recently negotiated wage increases of between 19 and 22 per cent for themselves

The workers, who are employed in the milling, fishing and fruit and vegetable packaging industries, are all members of the Food and Canning Workers' Union.

A spokesman for the FCWU said a round of intensive wage negotiations had been completed last month and certain increases had been won, in spite of the current recession, which had posed a "problem" for the union.

SLUMP

"However, eventually the employers accepted that the workers could not be expected to pay for the slump when many are not earning a living wage", said the union spokesman

Workers in the lowest grade at SA Milling, Epol and Epic Oil — all of which are owned by Premier Milling — will now be earning a minimum wage of R62 a week plus a R2,30 allowance. Many workers have been

moved up into grade 3, however, and will be earning R67 a week with a further increase of R5 at the end of the year. Previous minimum wages were between R52 and R55 a week.

The union has also negotiated wage increases at SASKO Milling of R11 across the board to R60 a week. Two extra public holidays have also been agreed on.

WORKERS

The agreements in the milling industries affect more than 2 000 workers in the Western Cape, Johannesburg and East London.

In the fishing industry, the union has negotiated a minimum wage of R50,14 a week in 18 factories in the Cape, including Sea Harvest, Irvin and Johnson and the In-Shore Fisheries, for both men and women. This represents an approximate 19 per cent increase on the previous wage and affects about 5 000 workers.

A 21 per cent increase has been negotiated in two fruit and vegetable packaging co-operatives in the Western Cape. Women workers will now earn a minimum wage of R38,41 a week.

Union for coloureds *Star*

138

Labour Reporter

A registered trade union is seeking recognition from the Chamber of Mines to represent coloured workers on the mines

The union's first talks with the chamber were held this week and plans were made for further talks

The Federated Mining, Explosives and Chemical Workers' Union is closely tied to the SA Boilermakers' Society and shares the same secretary

30/7/82 (278) (138) (151) (335) RDM

Railwaymen will stick to pay demands

Pretoria Bureau

RAILWAY union leaders will not water down pay demands in the wake of the drastic cost-cutting campaign launched by the South African Transport Services on Wednesday

The union men are due to meet the Minister of Transport Affairs, Mr Hendrik Schoeman, in the near future for a series of meetings on

next year's pay increases

The one black, one Indian, two Coloured and seven white unions are expected to press for increases which will match the inflation rate

Nor will the cost-cutting campaign, designed to avoid disastrous financial losses at the end of the current financial year, mean wholesale sackings, according to the union leaders

The "no redundancies" assurance was given the country's 280 000 black and white railway workers by the chairman of the Federal Council of SATS Staff Associations, Mr Jimmy Zurich

He said leaders of railway unions were serving on an economy committee in the general manager's office to initiate and monitor economy measures, which had

been discussed with them

The squeeze on costs, Mr Zurich said, had been forced on the Railways by the worsening recession

"We are in the red for the first three months of the financial year to the extent of R85 000 000. If losses were to continue at this rate for the rest of the financial year, the country's transport system would end up in a state of deep crisis"



- lieve the union has the resources or the ex-
1 pertise to become an effective force in the
t short term They are taking two other
- unions which are emerging in the industry
much more seriously

These are the National Union of Mineworkers (NUM), an affiliate of the Council of Unions of SA (Cusa), and the Federated Mining, Explosives and Chemical Workers' Union (FMECWU)

The NUM, according to Cusa general secretary Phiroshaw Camay, already has a draft constitution and discussions have been held with the chamber and some employers It is expected to be formally established by the end of next month The significance of the NUM lies in the fact that it is the first mining union to be established by a major emerging union grouping

The FMECWU represents coloured workers and has already been recognised in the diamond industry A recognition agreement which will allow it to officially represent coloured workers on mines affiliated to the chamber is expected by some chamber sources to be signed within the next week

With a minimum of fanfare, the FMECWU this month applied for extension of scope to represent black workers in the mining industry as well One of the reasons why some employers are taking this union very seriously is because its general secretary is veteran unionist Ike van der Watt,

BLACK MINeworkERS

'Exciting phase'

Fm 27/8/82 (138)
Efforts to unionise black mineworkers are gathering momentum The process will profoundly change the way in which labour relations have traditionally been conducted in the mining industry

Although mining officials' associations are opening their ranks to admit black, Asian and coloured workers, they do not reflect the main thrust for the unionisation of black mineworkers At this stage this is coming from three unions whose activities are being observed with great interest by mining employers

Earlier this year, the Black Mineworkers' Union (BMWU) became the first black union to be granted access to mines affiliated to the Chamber of Mines BMWU general secretary Chillian Motha is making ambitious predictions about the union's growth However, few observers be-

general secretary of the SA Boilermakers' Society He has a reputation as an experienced and effective organiser Barring any objections to its application, the union will be granted extension of scope within the next few months

Employers are also fascinated by the fact that the union has given notice of its intention to become a member of the all-white Council of Mining Unions (CMU) Van der Watt (who represents the Boilermakers' Society on the CMU) believes the time has come for the CMU to explore the possibility of admitting the FMECWU, or to consider forming a new body to represent all unions within the

industry

He raised this issue at a recent CMU meeting There had been predictions that certain CMU members would angrily oppose admitting the union But some sources say that even the most conservative members of the council indicated a willingness to at least discuss the matter once the union has been formally recognised by the chamber

The admission of the union to the CMU and the growth of other black unions will affect the way in which white unions have traditionally allied themselves for collective bargaining A few unions are displaying increasing interest in the possibil-

ity of creating an industrial council for the industry

It is still too soon to predict what will happen However, it seems that a great deal of hard bargaining will be needed to accommodate the sharply differing needs and interests of some established white unions and the emerging black unions

All the parties in the industry, which for so long has lagged behind others in implementing labour reforms, realise that they are heading into a period of change Says Johan Liebenberg, the chamber's industrial relations adviser "We are entering a very exciting phase and we no longer have the static industrial relations we once had"

Unions slam sats

THE 20 000 strong Food and Canning Workers' Union and African Food and Canning Workers' Union have said they are "appalled" at the action of the South African Transport Services in first refusing to meet with the union representing Sats employees in the Port Elizabeth harbour and later by dismissing hundreds of workers.

It was obvious that

Sats was not prepared to grant workers elementary trade union rights and had resolved on a course of confrontation in the Port Elizabeth docks, said a spokesman for the FCWU.

The spokesman said the Sats/General Workers' Union dispute had exposed the shortcomings of the Government's labour relations policy.

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Unions open ranks to black mineworkers

138
Sowetan
9/9/82

ATTEMPTS TO unionise thousands of black miners in the country seem to be gaining momentum with mining officials opening their ranks to admit blacks.

Three unions the Black Mineworkers' Union (BMWU), the National Union of Mineworkers (NUM), and the Federated Mining, Explosives and Chemical Workers' Union (FMECWU), are making moves in this regard.

Although this move by the unions is likely to change the way labour relations have been conducted in the mining industry, thousands of black miners are still dissatisfied with their earnings.

This they showed recently when they went on strike, burning buildings in protest over pay demands. Some of them were repatriated while 60 are to face charges of public violence in the Westonia Magistrate's Court today.

The BMWU, under the chairmanship of Mr

By JOSHUA RABOROKO

Chillian Motha was the first union to be granted access to mines affiliated to the Chamber of Mines.

Mr Motha said that he was expecting that, with the progress of time the union would make "wonderful strides" in unionising black mine workers in the country.

The union had moved a long way since been given this access in fighting for the rights of miners, and was also negotiating with mining industrialists to recognise "our rights," Mr Motha said recently.

Although the BMWU is making strides towards unionising black miners, few observers contend that the union has the necessary re-

sources or the expertise to become an effective force in the short term.

Observers see two other unions which are emerging in the mining industry as a much more significant development. These are the NUM, an affiliate of Council of SA (Cusa), and the FMECWU.

At its recent congress Cusa said the formation of NUM came about as the result of persistent requests by workers in this industry.

According to reliable sources the FMECWU, representing coloured workers, is to be granted a recognition agreement by the Chamber of Mines in the near future.

One way or another, the admission of the unions and the growth of other emerging unions in the mining industry will affect the way in which white unions have monopolised the show in the past.

Politics not motive of unions — experts

138
11/9/92

S-Post

LAST week saw the sacking of several hundred dockworkers in Port Elizabeth after a go-slow aimed at forcing the South African Transport Services to hold talks with the General Workers' Union.

For almost a year, the union has attempted to meet the SATS management. But the Transport Services are adamant that they cannot deal with any body representing workers other than their staff associations.

Employer representatives, trade unionists — nationally and internationally — and Opposition spokesmen are united in their criticism of SATS' refusal to concede an internationally-recognised right — that of workers to be represented by a union of their choice.

The SATS has never refuted the GWU's claim that most of the dockers — about 900 out of a workforce of 1100 — belong to the union.

Against this background, the belief is still widely held that the South African trade union movement is being used as a political platform and that this is the root of labour unrest.

Weekend Post asked trade unionists, major employer representatives, a sociology lecturer and an industrial relations expert how they viewed statements that action by workers or trade unions was largely politically motivated.

The Executive Director of the Federated Chamber of Industries, Dr J van Zyl, felt such generalised statements were often aimed at undermining the status of all trade unions.

"If the intention of such allegations about political motivation is to cast doubt on the whole black labour movement, they should be rejected. They are not true, and possibly dangerous," he said.

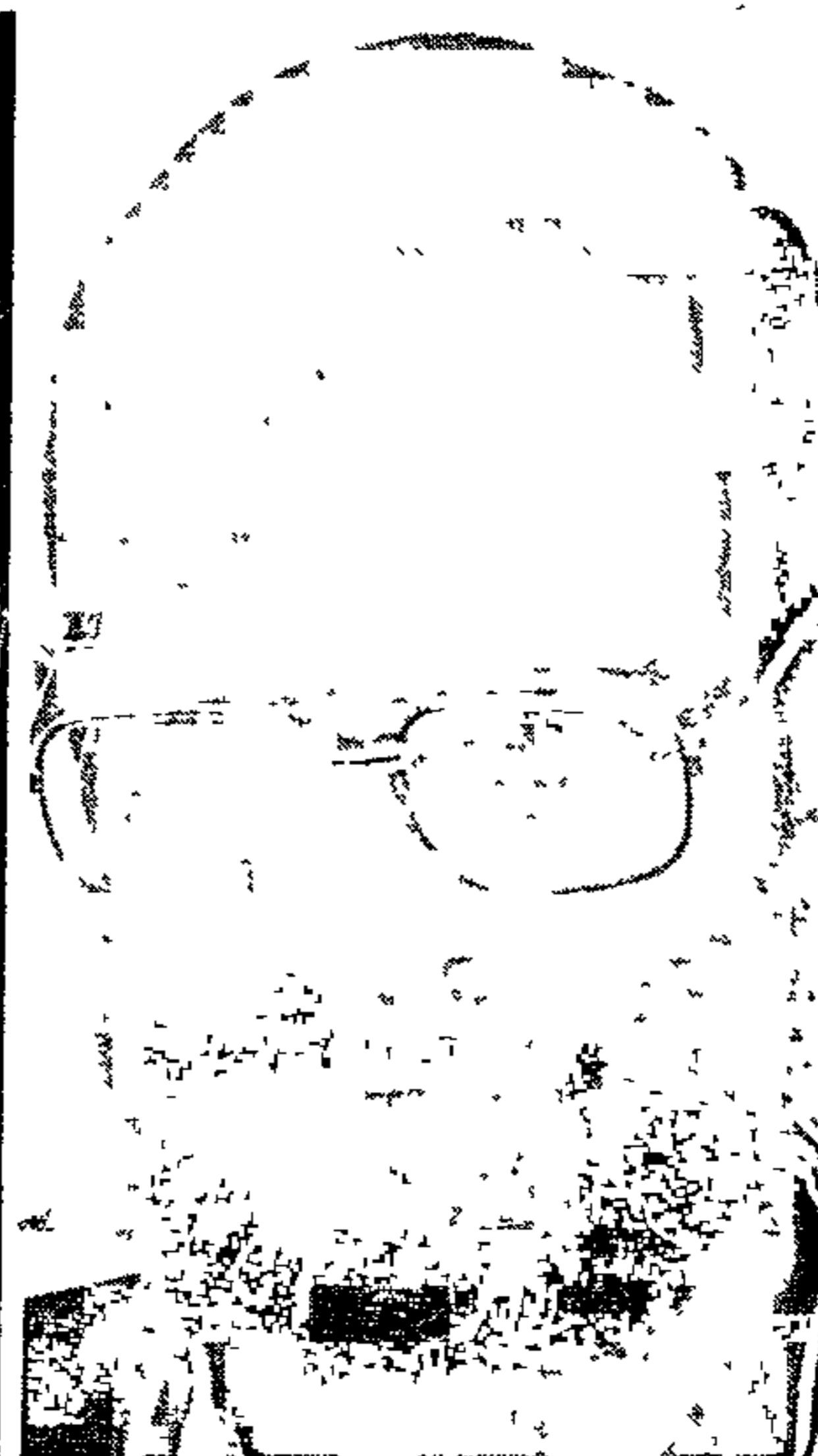
On the other hand, how-

By SANDRA SMITH

RECENT increases in trade union activity and worker militancy in South Africa have led to speculation that the labour movement is being used largely as a channel through which blacks can achieve political expression. There have also been claims that overseas union groupings are manipulating the South African labour situation for political aims. Weekend Post spoke to authorities in the field to canvass their opinions.



Manpower Minister Mr FANIE BOTHA called for dialogue.



Naawu's Mr FREDDY SAULS says labour demands reflect need.

ever, it was probable that political influences motivated by considerations other than the welfare of workers were at work, he said.

The executive director of the Midland Chamber of Industries, Mr Brian Matthew, pointed out that trade unions had never raised political issues or demands in strikes or labour action in the Eastern Cape.

The Director of the Institute of Industrial Relations, Mr Henk Botha, said all trade unions had political views but this was not necessarily sinister.

The fact that South African blacks did not have political rights meant the trade union movement would be used to express political views. This was not necessarily a bad thing as long as it did not effect the employer-employee relationship.

"A worker's existence is

not merely in the workplace — and that is why trade unions will always be used to express political views — in black as well as white trade unions," Mr Botha said.

However, workers' real concerns were with wages, and the long-term political situation was a secondary concern.

A political interest expressed through a trade union did not invalidate wage demands, Mr Botha felt.

Mr Jan Theron, general secretary of the Food and Canning Workers' Union, felt the Port Elizabeth dock dispute made nonsense of statements that the trade union movement was being used as a political platform.

"I do not believe workers choose strikes as a way of resolving disputes: it is a last resort when it appears to them that no other

course of action is available," he said.

Those acting on the supposition that strikes were orchestrated by union leaders or outside forces had no conception of the working class, particularly in the face of high unemployment.

"People who are well-paid and have a say in determining their working conditions are not going to place everything at risk at the urging of some outside agent. Neither do workers expect employers to change the political status quo," Mr Theron said.

Far from attempting to "cause chaos" to focus international attention on South Africa, unionists were trying to build organisations for the benefit of workers.

While there were political implications in people belonging to trade unions, it was not possible for them to be content with having a

say in the running of factories without having any say in the running of the country, he said.

Referring to the dispute between SATS and the GWU in the Port Elizabeth harbour, a Rhodes University sociology lecturer, Mr Paul Stewart, said the Government's present stand on labour relations was "riddled with contradictions".

These contradictions forced trade unions into the political arena, to the detriment of attempts in the private sector to establish sound labour relations.

On the one hand, the Government was attempting to provide a framework for collective bargaining, while on the other it employed "its traditional strong-arm tactics to squash worker organisation".

The contradictions between, for example, the call by the Minister of Manpower, Mr Fanie Botha, on the private sector to keep open the channels for dialogue with unions, and the SATS refusal to talk with the GWU, served to politicise the labour situation.

The general secretary of the National Automobile and Allied Workers' Union (Naawu), Mr Freddy Sauls, said people who believed the trade union movement was primarily political in nature "show a clear lack of understanding of what is really taking place in the South African labour situation".

He cited the example of the wage demands in the Eastern Province automobile industry which were "based purely on the socio-economic needs of the workers and have nothing to do with political aspirations".

The reason for the widespread view that trade unions were politically motivated was that often those confronted with workers' demands needed to avoid the issues with which they were confronted — to invalidate them.

"Workers are not going to listen to someone else dictating to them what they should do," Mr Sauls said.

Connections between South African and foreign trade unions were based on co-operation on matters of mutual interest.

Union leader fired claim

138
11/9/82
C. Times

Labour Reporter

A TRADE union leader who was investigating nuclear safety for workers at the Koeberg power plant has been fired, his union claims

Mr Brian Williams, Western Cape branch chairman of the Electrical and Allied Trade Union of SA, was dismissed last week after almost a year's service as an electrical inspector with the Nuclear Electrical Contractor (NEC) at Koeberg.

But the NEC site manager, Mr F Rivoire, said Mr Williams was not dismissed but had been retrenched along with a number of other workers. He promised to issue an official statement on Monday.

A union spokesman said yesterday workers at the plant were unhappy with the dismissal because Mr Williams was a "consistent, conscientious and resourceful worker".

He was a dedicated trade unionist and had been involved in investigating safety conditions at the plant on behalf of the workers.

The workers rejected outright the "ridiculous reasons" put forward by management for the dismissal — that he was unproductive and inefficient.

Koeberg training questioned

19/9/82. (138) (260) (138)

C. Times

Labour Reporter

THE local branch of the Electrical and Allied Trade Union of SA has questioned the safety training of unskilled workers at the Koeberg power station

The statement follows the alleged sacking of the union's local chairman, Mr Brian Williams, by the French Nuclear Energy Contractor (NEC) Mr Williams was one of several workers investigating the hazards of nuclear exposure for workers at the plant.

The union queried whether the thousands of women doing cleaning work were properly trained in safety procedures in the event of a fault occurring in reactor number one, which would become operational while they were still on the site

A spokesman for the Electricity Supply Commission (Escom) said all Escom staff working at the Koeberg power station went through "appropriate safety courses"

However, the radiation course was restricted to workers who worked in or near nuclear radiation. The spokesman said he could not speak on behalf of contractors at the plant, "but I would imagine that when Escom signs contracts they insist that the contractor complies with certain safety standards"

The spokesman emphasized Escom's concern for industrial safety and said

figures showed their safety record was "far better" than the national average

The NEC site manager, Mr F Rivoire, has declined to comment and workers at the plant say that since Mr Williams's dismissal, notices have been sent around warning them not to divulge any information to "outside or third parties".

The union statement argues that the cost of properly training the thousands of unskilled workers and the fact that it might hold up the programme could count against their being trained

"We are merely asking what training they are getting, whether it is adequate and, if not, why not?"

'Secrecy'

Professor Arnold Abromowitz, acting-chairman of Koeberg Alert, said that if Mr Williams had been dismissed because of attempts to find out more about worker safety at Koeberg, it was another instance of the obsessional need for secrecy found in the nuclear industry

"As long as the reactor is operational, and particularly when fuel is brought in, there is a hazard for all on the site. The simple question Mr Williams was asking is whether the workers are receiving correct instruction in how to deal with such a situation"

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Warning

as City

Council

(138) Murray
votes on
2/19/82
foremen

Municipal Reporter
DURBAN City Council voted yesterday to down-grade seven Electricity Department foremen — in the face of warnings that this could lead to bitter resentment among the men, who all have long service records with the corporation.

The council — which also decided that the men would be paid overtime at a lower rate than they have enjoyed since May — introduced special grades for electricity foremen two years ago, after a job evaluation had shown that their working hours and conditions were more arduous than those of other corporation foremen.

Unless the matter is solved by arbitration, the seven men will not get another increase for the next two or three years.

The down-grading follows pressure from the Durban Municipal Employees Union for all foremen to be equally graded and those in other departments promoted to the higher grade.

Pressure

There was also pressure from the Municipal Services Commission, which has opposed the special grades since their inception and says they should be withdrawn.

Yesterday Mr Lew Phillips told the council that outside consultants appointed to investigate the Electricity Department were recommending improved management.

The foremen were essential to good management and even if the grades were cancelled for future foremen, they should be allowed to retain the grades as personal to themselves.

'If we have made a mistake in creating the grades, we must pay,' he said.

Mistake

Mr Peter Corbett said the proposal not to reduce the down-graded men's salaries immediately, but rather to hold back on future increases until their salaries were in line with other foremen, was 'a cheap device to get out of an obligation'.

Mr Peter Mansfield said this was not so. The decision was being made with the welfare of the city in mind.

The situation had been forced on the council by the union's insistence that all foremen be equal.

Mr Gys Muller said the foremen had 'worked damn hard' and it would be a terrible mistake not to give them another increase for two or three years. This was not the way to encourage loyalty.

The recommendation to cancel the grades was carried by 18 votes to 11.

Minister in 'dream world'

Own Correspondent

DURBAN — Mrs Helen Suzman PFP opposition spokesman on Community Development said the Deputy Minister of Information, Mr Barend du Plessis, had to be living in a 'dream world' if he thought it was possible to single out workers that were political activists

"They are all political activists," she said

Mrs Suzman was responding to reports that at a conference at Yale University in the United States, Mr Du Plessis urged American companies operating in South Africa to get rid of political activists in black unions

'Nonsense'

"His speech made nonsense of the so-called concessions wrung out of the government as a result of the Wiehahn Commission," she said

"He should have urged employers to be more concerned with encouraging the development of workers' skills and introducing decent employment practices

"It was this which ensured industrial peace and prevented wild cat strikes," she said

"In removing so-called political activists, American companies would become collaborators with the security branch," Mrs Suzman said

APR 24 1982
138

Du Plessis

denies he shocked

Americans

Argus Bureau

WASHINGTON — The Deputy Minister of Foreign Affairs and Information, Mr Barend du Plessis, called a Press conference here yesterday to say a report of remarks he made at the Yale School of Organisation and Management was "totally distorted"

Mr du Plessis reiterated his view that foreign employers should be aware that unions were being misused for political purposes

He said again that employers should "isolate the responsible elements" by making it clear that such activities were disapproved of. But this did not imply that employers should become policemen

"We are talking about attitudes. If a trade union which allows itself to be misused for political purposes should feel cold winds coming from the company, then the Government can say it has an ally in furthering the proper goals of trade unionism"

He said he had encountered no "negative" reaction at the closed meeting

However, participants maintained today that his remarks had caused amazement and shock

Teargas can be used by more employers now

Post Correspondent

JOHANNESBURG — Anti-insurgency measures have been strengthened by a new regulation gazetted last week, which allows more employers to use teargas

A spokesman for the Department of Justice said the regulation, which revises an earlier one issued two years ago, is intended to give authority to those in charge of certain key points to possess and use teargas if they wish

The new law extends permission to use teargas to people who undertake the supply of water and who house more than 100 workers in compounds

Since 1981 local authorities, mines, electricity suppliers and companies which house more than 100 migrant workers in compounds have been authorised to use teargas

Mr A A Lood, assistant legal manager of Escom, said the organisation had applied for permission to use teargas

"We've never had to use it, but you never know when we may have to," he said

The Chamber of Mines refused to comment saying it was up to individual mining companies to decide on their own security measures

A spokesman for Gold Fields security division refused to comment

A spokesman for LTA public relations division said "Teargas doesn't fall under public relations — it falls under industrial relations"

The LTA industrial relations officer was not available for comment

A spokesman for the Food and Canning Workers Union said "We're absolutely appalled at the use of teargas in compounds"

"It has never been used in our industry, but the mere fact that such a method of controlling workers has official approval shows that managements would rather use force than negotiate"

138
E. Post 27/9/82

ARGUS 27/9/82 (138) (139)
Call for new union federation

Labour Reporter

A MOVE towards trade union unity was made at the annual conference of the Food and Canning Workers' Union (FCWU) when delegates called for the establishment of a new federation open to all unions that are representative of workers

The conference, held in Paarl at the weekend, was attended by more than 200 delegates from 30 branches of the FCWU and African FCWU

It decided to discuss the need for trade union

unity "as widely as possible with workers of other unions and the community at large"

"We believe the establishment of a new federation, capable of uniting the trade union movement in South Africa and leading the working class, is necessary. It should be open to all unions representative of workers, irrespective of membership and policies" the resolution read

PRICE HIKES

Delegates discussed the effects of the recession and recent price

hikes on workers

They resolved to press employers to negotiate retrenchments and promised to "join the struggle against the bread price increase"

Conference expressed solidarity with the General Workers Union, currently locked in a dispute with the South African Transport Services in the Port Elizabeth harbour

DETENTIONS

Other resolutions dealt with the President's Council, the independent

homelands and detention without trial

The conference called on the Government to put an end to attacks on trade unions under the cover of security legislation. It called for an end to detention without trial

On the President's Council, delegates said it was an attempt to divide the people of South Africa. The voting arrangements not only divided people racially, but drove divisions between people of different classes in the black community

Unions back unity movement

Cape Times 28/9/82

138

Labour Reporter

MOVES towards greater unity in the trade union movement were backed at the annual conference of the African Food and Canning Workers' Union (AFCWU) and the Food and Canning Workers' Union (FCWU) in Paarl at the weekend.

The conference was attended by 30 branches of the unregistered AFCWU and the registered FCWU, which have substantial support among workers in

the food industry and are regarded as a key force in a future alignment of emerging unions.

The conference, which expressed itself strongly in favour of a new federation of unions, decided that "all unions representative of workers" should be allowed to attend unity talks and that there should be no pre-conditions on policy or membership of unions.

"Policies of any new federation will be decid-

ed democratically by the unions that form it," the conference resolved.

It was decided to meet with other unions and the community at large to inform them of the need for unity.

Attempts at unity among emerging, mainly black trade unions broke down earlier this year over policy differences on issues such as registration and serving on industrial councils.

The conference also pledged support for the General Workers' Union in their dispute with the SA Transport Services (Sats) and rejected Sats' failure to negotiate as a "contradiction of official government policy".

It was noted that the union's national organizer, Mr Oscar Mpetha, was still on trial, but "most of the other detainees have been released without even the pretence of a trial".

Mr Jan Theron, re-elected general secretary of both unions, said the "finest tribute" to Dr Neil Aggett, the former Transvaal secretary of the unions, who died in detention, was that the organization in the Transvaal had continued to grow — in spite of his death — through the work of the members themselves.

12671 29/9/62
Canning
workers
seek new
grouping

Mail Correspondent

DURBAN — The Food and Canning Workers Union (FCWU) and its sister union, the African Food and Canning Workers Union (AFCWU) have come out strongly in favour of forming a new federation of workers — a move which could put unity moves among emerging unions back on the rails.

Unity moves among emerging trade unions which had been on the go for more than a year broke down in July after a meeting of representatives of these groupings in Port Elizabeth.

Worker delegates from 30 branches of the unregistered AFCWU and the registered FCWU, which have a substantial support nationally among food industry workers, decided at a weekend conference in Paarl that 'all unions representative of workers' should be allowed to attend unity talks.

It was agreed to discuss as widely as possible with workers both in and out of trade unions "the importance of trade union unity".

The conference rejected the President's Council constitutional proposals and the Orderly Movement and Settlement of Black Persons Bill.

The unions — which have a large number of the members who are contract workers and would be hard hit by the proposed influx controls — felt it was the duty of organised workers to lead opposition to the Bill.

Cape Times 7/10/82
**Court
denies
State
more
time**

Own Correspondent

EAST LONDON — An application for the trial of the president and vice-president of the South African Allied Workers' Union (Saawu) to be postponed to January 20, 1983, was refused in the Magistrate's Court here yesterday.

The application was made on behalf of the State by the prosecutor, Mr G Walden, who said the time was needed to prepare the indictment in terms of which Mr Thozamile Richard Gqweta and Mr Sisa Njikelana 27, would face charges of treason, alternatively charges under the Terrorism Act.

No evidence was led and the two men were not asked to plead.

'At a loss'

Dismissing the application, the magistrate, Mr N R Oosthuysen, said "The court is at a loss to know why the State is not in a position to provide the necessary indictment now."

He said he was not prepared to accept the State's argument, but ruled that the hearing be adjourned to November 12 by which date the State should have the indictment ready.

An application by Mr Mailer that terms of bail be eased to allow Mr Gqweta and Mr Njikelana to leave the East London magisterial area without permission from a magistrate or the security police, and to require that they report to police once every other day instead of twice a day, was granted with modifications.

Final order

The final order handed down by Mr Oosthuysen read:

"That the accused report every alternative day to Cambridge police station between 7am and 9am.

"That they may leave the magisterial district of East London only under the following circumstances:

"Notice to leave must be given timeously to the security police. The notice shall contain the full names and addresses of the persons to be visited.

"That they obtain in writing from the security police their approval of the route to be used, duration of visit, mode of travel to be used and the police stations to be reported to whilst outside the magisterial district of East London."

Bail fixed at R750 each at a previous hearing was extended.

Star 2/10/52
**Union hits
at illegal
stoppages** (58)

Labour Reporter

With no action apparently taken against workers who participated in illegal strike it was difficult for some unions to justify the need to follow legal paths said Mr Tommy Neethling, general secretary of the Amalgamated Engineering Union, in an editorial in Metalworker.

Mr Neethling noted recent disputes in the metal and mining industries over annual wage increases and accompanying strike threats.

However, he said managements were reluctant to take action against strikers and this led to unions being asked by members "Why do we bother with legal strikes?"

"Members feel strongly that if they are to continue to observe legal steps for settling differences between employer and employee, they should at least enjoy some form of protection against 'disciplinary action' while they do so," he said.

Cape Times 13/10/82 138 139 140

Domestic workers' aid urged

Own Correspondent

JOHANNESBURG — Labour laws guaranteeing minimum working conditions, unemployment pay and compensation for on-the-job accidents should be extended to domestic workers, the Government's National Manpower Commission has been told.

The NMC has also been urged to consider extending minimum wage laws to domestic workers and has been told that research claims that most domestics are not breadwinners for their families are false.

The statements are made in a memorandum to the NMC by the Domestic Workers' and Employers' Project (DWEF), which is linked to the SA Institute of Race Relations.

The commission is probing the legal position of farm and domestic workers.

The DWEF says in its memo that domestics are 'the most vulner-

able' of all the country's workers.

It attacks the claim that because domestics are part of (their employer's) family their relations with employers should not be controlled by law. It says research has shown that they are subject to 'extreme exploitation'. An analysis of 120 cases handled by DWEF's legal clinic showed that domestic average wage was R61.04 a month and that 73 percent of a sample of domestics who had come to DWEF for help were breadwinners.

The DWEF criticizes the exclusion of domestics from the protection of labour law.

But it does not urge that they be included in the Labour Relations Act, which governs trade union right, because it says this would offer no significant benefits to domestic workers.

The DWEF suggests that the Wage Act which sets a minimum pay could be extended to domestics but adds that this may

arouse considerable opposition and be difficult to enforce.

As short-term measures the DWEF recommends that domestics be included in both the Unemployment Insurance and Workmen's Compensation Acts.

It also urges the NMC to include domestics in the Conditions of Employment Bill, which is expected to be enacted in the next session of Parliament.

The bill governs minimum working conditions such as leave and working hours and the DWEF recommends specifically that it grant domestics 1 1/2 days off a week and three weeks' paid leave a year.

It suggests that they be excluded from a clause setting a maximum work week of 46 hours because this too may be difficult to implement and may attract opposition.

It suggests that it be compulsory for officials to give domestics a copy of their work contract.

DO YOU HAVE THE POTENTIAL TO BE WEALTHY?

TEST YOUR ABILITY BY COMPLETING QUESTIONNAIRE ON PAGE 2

KENYON WILES 100

JOHANNESBURG — killed in a handgrenade South African Defence Force of the -oldiers killed — all aged between 19 and 20 — came from towns in the Free State and one 19-year-old -burg. Those killed were 'can didate officer Casper de Geus, 20 of Barry de Kock Avenue Panorama Bethanem Lance Co of -Edgar Wessels, 19 of -Anderson -

shoulder in a boxing bout. The most recent operation was when I split a tendon in my foot. He won't name the operations in between, but says with a grin when I applied for my pupil pilot crew licence there was not enough space on the form for all the operations so I had to detail them in an annexure. Mr Levin has certainly won his wings for demonstrating Age

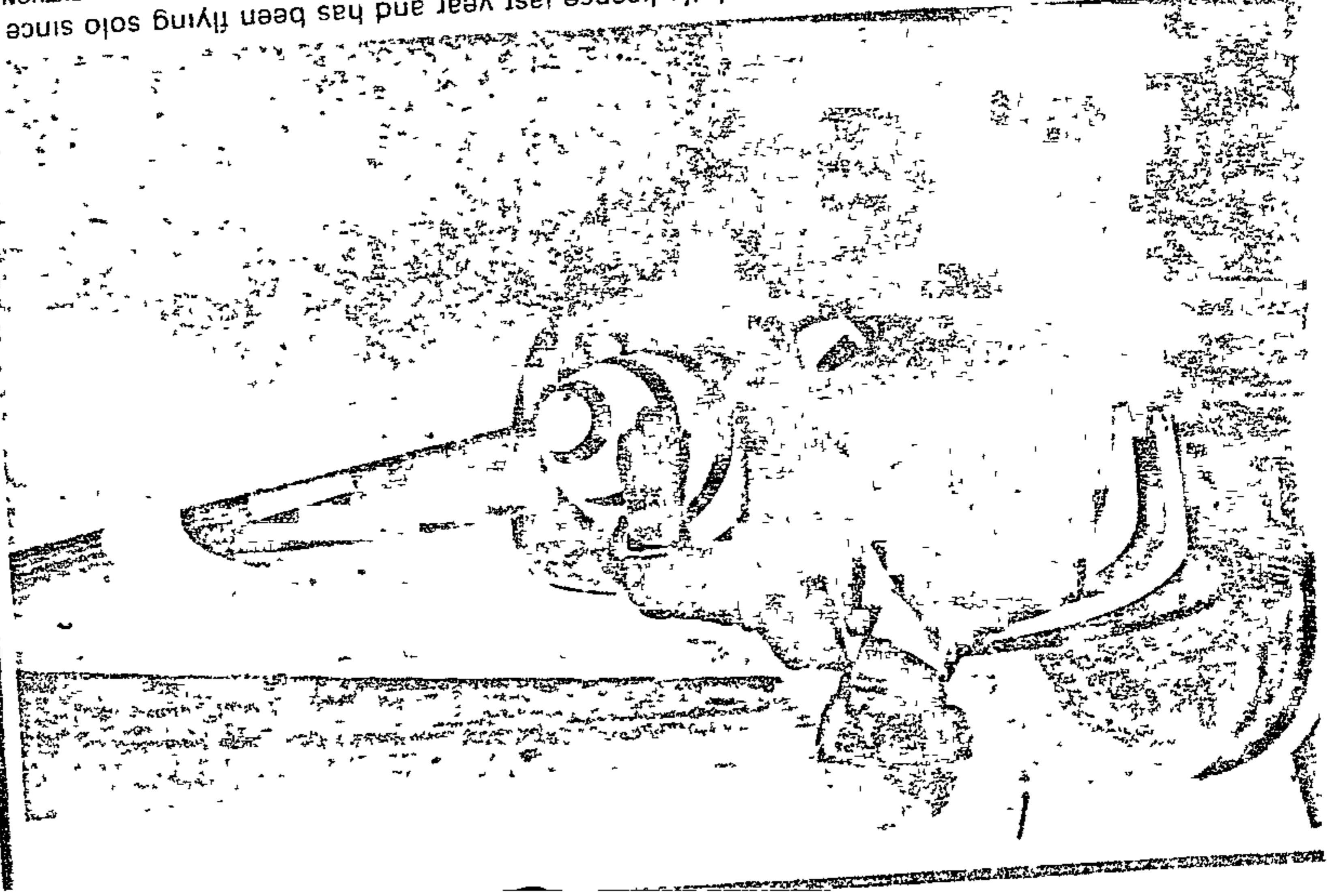
race to Rio in 1976. His other pastimes are pistol shooting and walking. He sailed in his own yacht, salmander -skipped by his son John in the third and last Born at Riebeeckskasteel near Malmesbury, Dom Steve's recipe for keeping fit is a simple one — don't over-eat, don't smoke and drink in moderation. If you need an operation,

club where he and four pilots share a light aircraft for leisure trips up the coast. When Dom Steve a practising attorney is not up in the clouds he immerses himself in his other great love — the sea. He has sailed consistently since he joined the Royal Cape Yacht Club in 1927 and was part of the eight-man crew on the yacht Elegance in the first time

ear olds embedded in Steve's wet or 1 hundred Stephen euenburg's licence

ars old — and still flying high

77, of Vredenburg, took out his private pilot's licence last year and has been flying solo since he was 70. Picture JOHN RUBYTHON



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570- 15/10/83

OK is to keep up pay talks

Labour Reporter

Talks between the OK Bazaars and the Commercial, Catering and Allied Workers Union are continuing despite the union's rejection earlier of a wage offer

Talks were held in Johannesburg yesterday and more are expected soon

The union had rejected a proposal by OK that workers accept a series of pay increases but agree to postpone wage negotiations until February 1984

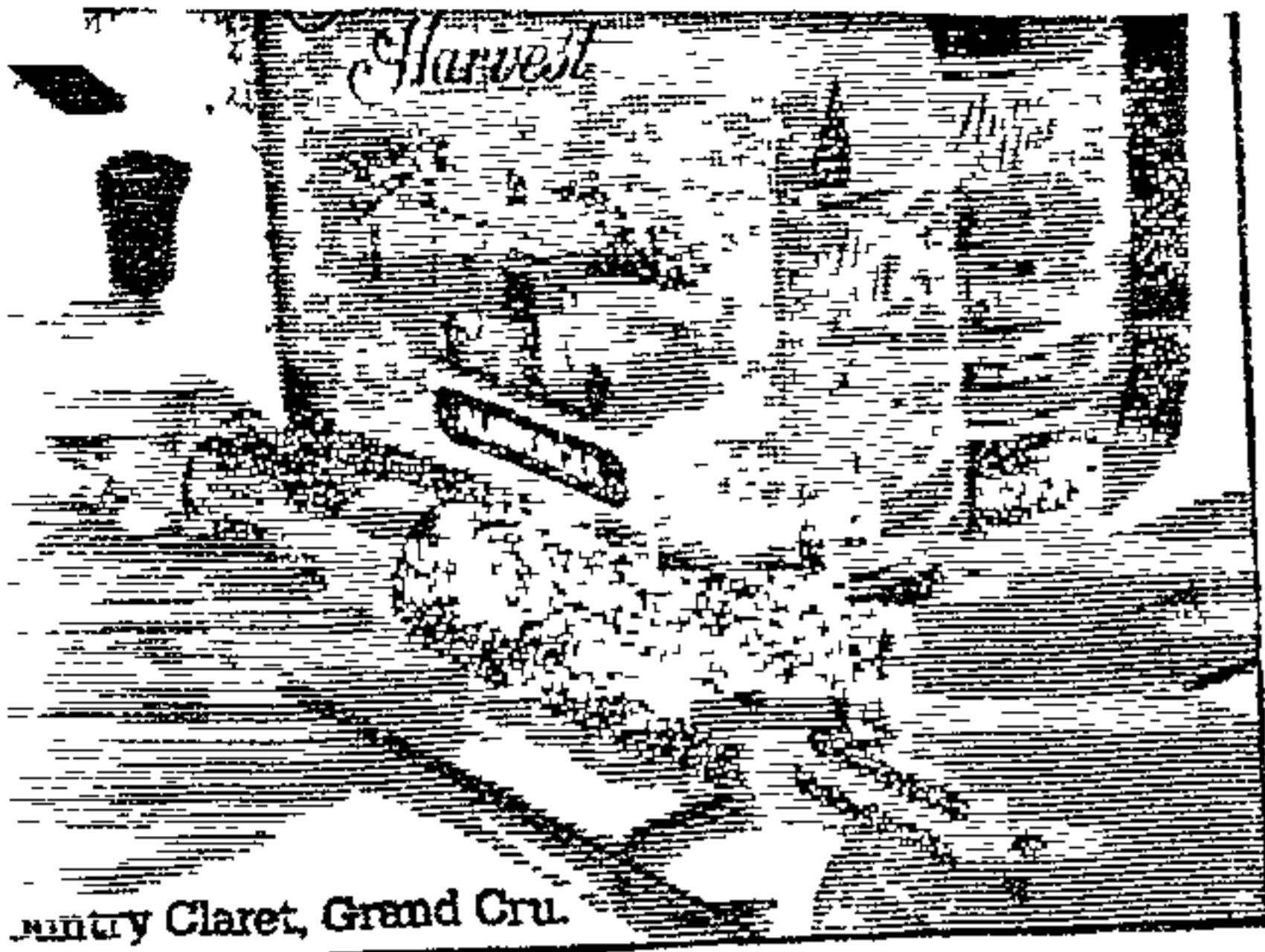
Ccaawusa spokesmen said the wage package was totally unacceptable

PACKAGE

Union organiser Mr Mongezi Radebe said they were not willing to conceal facts of the negotiations from the community

"Talks are continuing, and while we reject the package deal, there are some areas worth considering," he said

Wage terms include pay increases in stages for one group of workers in larger urban centres such as Johannesburg, Cape Town and Durban, while a second group would receive increases in the more rural areas



Country Claret, Grand Cru.

NDOWN.



LS TIME.

Unions cleared to recruit on mine

By Tony Davis
Labour Reporter

The Chamber of Mines has granted access to the newly established National Union of Mineworkers to recruit workers on mines in the chamber's group.

A chamber spokesman said access would be determined by individual mine managements.

The union affiliated to the Council of Unions of South Africa was established early in August this year. It was created to help the large number of unorganised black miners, said its secretary, Mr Cyril Ramaphosa.

The chamber also granted access to the Federated Mining Explosives and Chemical Workers Union.

The union which has close links with the SA Boilermakers Society recently amended its constitution to include black mineworkers.

Its membership was for coloureds.

The two unions now join the Black Mine Workers' Union which is also recruiting black members on the chamber's mines.

New envoy

PRETORIA—Mr David de Villiers du Buisson has been appointed South Africa's ambassador to Israel.

He succeeds Mr Derek Stuart Franklin.—Sapa

Fosatu meets to discuss retrenchment

Labour Reporter

The central committee of the Federation of South African Trade Unions (Fosatu) meets at Wilgespruit near Rondebout, this weekend.

Major topics for discussion will be the continuing dispute between the National Union of Textile Workers and the management of Veldspun in Uitenhage and the retrenchment issue which greatly concerns the Metal and Allied Workers' Union.

The recent visit of an American AFL-CIO labour delegation to South Africa and the Government's Orderly Movement and Settlement of Black Persons Bill are also likely to be reviewed.

KEEPING THE RECORD STRAIGHT

The Star reported on October 13 that Dagbreek was the first Afrikaans Sunday paper. Mr Victor D Michelson says he and former MP Mr M J van den Berg and Mr N W Ramus founded the first Sunday paper, Weekblad in mid-1945. It was later sold to interests which included the late Mr Marius Jooste.

★ ★ ★
If you have a complaint about an ascertainable error in The Star, please phone 836-1331 between 2.30 am and 5 pm.

PENSIONER'S DAY AT THE OK

Tues. 19th Oct. only.

5% discount on the total amount of your purchases* in any OK Supermarket when you present your pensioner's identification to our cashier.

Example: If your purchase is R100 you pay only R95 with

12/10/50 127138
WAGE talks between OK Bazaars and the
Commercial, Catering and Allied Workers
Union seem to have run into trouble and it is
understood the two sides are still extremely
far apart

Vertical text on the right edge of the page, appearing to be a list or index of items, possibly related to a collection or archive. The text is small and difficult to read, but seems to consist of a series of numbers and short descriptions.

~~1143~~ (132) ~~244~~
**More join
bread
boycott call**
DOM 19/10/82

By CHRIS FREIMOND
Political Reporter

THE 60 000-member Council of Unions of South Africa (Cusa) and the 20 000 strong Commercial Catering and Allied Workers' Union (CCAWU) came out yesterday in support of the white bread boycott

But a number of other unions said the issue had not yet been discussed

The boycott call in protest against the latest price increase came last week from the 360 000-member Inkatha movement

The call was endorsed at the weekend by the South African Black Alliance (SABA) which comprises Inkatha, the Inyandza national movement of KaNgwane, the coloured Labour Party, and the Indian Reform Party

In a statement yesterday Cusa asked "like-minded trade unions and community organisations to support the call"

The president of CCAWU, Mr Isaac Padi, said yesterday that while the matter had not yet been discussed by the union, CCAWU would fully support the boycott call

Capl Times 20/10/82
Mwasa conciliatory

Own Correspondent *138* *dom*

DURBAN — Reports of a more conciliatory approach by the all-black Media Workers Association (Mwasa) to other trade unions were welcomed by the acting president of the Southern African Society of Journalists, Mr Jon Beverley

He said that the two bodies could usefully combine their forces to meet those of management and their joint aim of promoting press free-

Mr Beverley was sure that Mwasa and the SASJ could work together in areas of mutual interest while agreeing to respect their different standpoints on other issues

Mwasa's acting president, Mr Charles Nquakula, was reported as having called for closer ties with Mwasa's white counterparts on the shop floor. He said that Mwasa remained a black, consciousness organization

Sanctum 21/10/82 (138)

Union demands legal protection

THERE should be some protection for legal strikers and change in the attitude of employers in negotiations, according to Mr Tom Neethling, general secretary of the Amalgamated Engineering Union of South Africa.

In an article in "Metalworkers" an official journal of the union, Mr Neethling says it is becoming increasingly difficult for his union to justify a policy of legal strikes to its members.

Members feel strongly that if they are to continue to observe

legal steps for settling differences between employer and employee, they should at least enjoy some form of protection against 'disciplinary action' while they do so.

Members have also observed the trend among members of some of the newer trade unions to resort to illegal strike action. When such actions are successful and workers' demands are met, it becomes difficult for unions such as ours to justify the need to follow legal paths," Mr Neethling said.

SAAN, Argus upset staff

DURBAN — The South African Society of Journalists' chapels of The Daily News and Sunday Tribune yesterday supported moves to take legal and other action against the Argus and SAAN newspaper groups, which have withdrawn from a 40-year industrial arrangement with the journalists

In a statement issued in Durban yesterday, the chapels accused the Argus group of effectively undermining Press freedom in South Africa by duplicating the action of South African Associated Newspapers in pulling out of the agreement

The companies employ the majority of English-speaking South African journalists

In the past week SAAN, followed by the Argus group, announced that it would no longer be party to the conciliation board agreement with the SASJ, which effectively results in journalists employed by the two groups having little legal protection concerning minimum wages, hours of work and other conditions of service

The Daily News chapel pointed out that the action of the two groups came during the celebrations of the 100th anniversary of the National Press Union in Grahamstown, in which much was being said by the two groups about Press freedom

"The action taken by Argus would have the effect of lowering standards which would give the Government the opportunity to take action against the Press," the statement said

The Sunday Tribune chapel said the move was "a giant backward step for the newspaper industry"

SAAN withdrew from the agreement over a dispute about the regionalisation of salaries and across-the-board salary increases

Argus withdrew as a result of SAAN's withdrawal — Sapa

□□□ RDM 25/10/72

Black unions grow

THE past few days have seen further signs of the rapid growth of black unionism in the major chainstores

At a time when fear of lay-offs is forcing workers on to the defensive, there have been a series of strikes at stores on the Rand and membership of the Commercial, Catering and Allied Workers Union is growing fast

The union, after humble beginnings, has an estimated membership of about 20 000 and Edgars, Woolworths and OK Bazaars have all been hit by strikes this year which ended in settlements bringing worker gains

Labour Week By STEVE FRIEDMAN

Rbn-25/10/82
132 137

Black unions flex their muscle

THIS week should see another key step towards black unionism in the economy's engine room — the mines

The National Union of Mineworkers, which belongs to the Council of Unions of SA, plans its first intensive recruiting drive this week — only days after the Chamber of Mines granted it access to mine property

Attempts to organise black miners have been stymied in the past because they live in compounds on mine property. Employers can bar unionists from hostels — which they did

Black miner membership, the first prize for the growing union movement, seemed a long way away

First evidence of a change came when the Black Mineworkers Union was granted access to mine property to recruit members earlier this year

Then the Federated Mining, Explosives and Chemical Workers Union, a coloured and black union won the first recognition agreement from the chamber for workers who are not white

And now the NUM, formed only months ago in reaction to recent mine unrest, has become the first member of a major emerging union group to win access

Perhaps another sign of the times is that the NUM recently won reinstatement for some miners fired after unrest — which has been unheard of up to now

The industrial council wants them fired and the company wants the court to rule this "unfair". If it does, it will deal a blow to Government policy, which is to allow the closed shop, but to build some safeguards into labour law against its abuse

The case comes at a time when a fight in a Tucsua union is highlighting another aspect of the closed shop — its role in enforcing union "discipline"

Leaders of the Johannesburg Combined Municipal Employees Union have expelled an executive member for criticising them

The issue will be decided at a members' meeting early next month

But if the expulsion stands, the critic will lose his job — because of a closed shop

600 workers at CNA go on strike

By STEVEN FRIEDMAN
Labour Correspondent

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WORKERS at warehouses and three stores in Johannesburg owned by Central News Agency yesterday went on strike in support of demands for pay increases and the recognition of the Commercial, Catering and Allied Workers Union (CCAWUSA)

The president of the union, Mr Isaac Padi, said yesterday that 600 CNA workers had downed tools

A company spokesman said it could not be established how many workers were on strike because management had sent many home for fear of "intimidation"

The strike follows cancellation of a meeting last week between CNA and CCAWUSA to discuss pay and recognition. The company had turned down a request that three CNA workers accom-

pany CCAWUSA officials to the meeting

It also comes in the wake of strikes at three major chain-stores this year and a dramatic growth in CCAWUSA membership, now estimated at around 20 000

Mr Padi said yesterday that management had told the union it would fire the strikers, but the company's spokesman said CNA was expecting its black workers at work this morning

According to Mr Padi, CCAWUSA has been recruiting at CNA for some time and workers had instructed it to arrange a meeting between the company and a delegation of two union officials and three CNA workers

The company initially agreed and then wrote back to say only the officials could attend. Workers met on Friday and decided to strike

He said workers had since added another demand - that three of their col-

leagues fired at CNA's Carlton Centre branch on Friday be reinstated

A spokesman for the CNA confirmed the reasons for cancelling the meeting and added that management had refused to meet the three workers because it did not know whether they were representative of its work force

He said the dismissals at the Carlton Centre branch had been carried out in terms of normal company disciplinary procedure "which is very generous"

● Meanwhile a union spokesman reported yesterday that talks between CCAWUSA and OK Bazaars over whether workers who took part in the recent OK strike should be paid are deadlocked. The union is calling a worker meeting to discuss worker reaction to the deadlock

OK management could not be contacted for comment

rdm 26/10/82

1. Information.
2. Consultation:
 - 2.1 to offer consultation services to church practitioners beginning to implement IIM who want to plan and develop their activities at the local grassroots level. Already eight members of the contact group are being assisted in this way.
 - 2.2 To offer to Industry a post-strike evaluation service.
 - 2.3 Consultation with black workers to discover their requirements and help them plan to meet these.
3. Investigation and research:
 - 3.1 In collaboration with the Governmental Research Unit a wide-ranging investigation into race relations within the Churches and what changes are required has been launched. The impact of race relations on the work situation is one of the major factors influencing approaches to Urban Industrial Mission in South Africa.
 - 3.2 The second major factor which is regular to South Africa is the wide reliance on migrant workers. An action research project to test new ways of migrating to this large group of church members will be launched in this year in collaboration with theological institutions and local parishes.
 - 3.3 At present no inter disciplinary forum exists for the study and discussion of IIM and its practice. The project hopes to gather such a group to evaluate progress, methods and directions.

in a book soon as one of the five most wonderful gardens in South Africa

Among Professor Wilson's noted works are her four volumes on the Nvakusa people of Tanzania and her two volumes of South African history, published by Oxford Press

She recently edited the autobiography of her friend and former colleague at the University of Fort Hare, ANC leader Professor 7 K Matthews, entitled "Freedom for my People"

Throughout her life Professor Wilson wrote at length about and publicly denounced "unfair and unjust South African legislation" especially the homeland policy

She also denounced migrant labour and the effect it had on the family unit

Her friend Professor Audrey Richards, head of the department of social anthropology at Cambridge University, described her as "serious rather alert, a little aloof and having a great beauty which never left her"

STW 27/10/82
Pay decision irks newsmen

The decision by two major newspaper groups to end negotiations on pay and working conditions with the Southern African Society of Journalists was unfair labour practice the SASJ national council said today

In a statement issued in Johannesburg by the president, Mr David Bleazard, the council accused the employers of withdrawing recognition of the union and trying to destroy it

It described the SASJ as a non-racial, unregistered union representing nearly 800 journalists

SA Associated Newspapers and the Argus Company announced recently that they intended to withdraw 16 newspapers from the Newspaper Press (Editorial) Conciliation Board at the end of

the year
The SASJ said: "Withdrawal will be an insult to journalists and a backward step in labour relations"

"It will end nearly 40 years of peaceful collective bargaining between journalists and their employers at the conciliation board"

"The decision violates accepted labour practice worldwide and the present trend in South Africa towards negotiation with representative trade unions"

"It is also a threat to Press freedom The freedom of the Press is inseparable from the freedom of journalists to organise as they please and to bargain collectively"

"The SASJ council believes the issue over which SAAN and Argus have chosen to withdraw from the board is a pretext"—Sapa

SOUTH AFRICA
Refugees from South Africa were forcibly abducted from Swaziland and Mozambique and a leading exile from Malawi was reported to have been kidnapped in Zambia

Harsh and dangerous prison conditions and ill-treatment of prisoners was reported from several African countries, often in the cases of prisoners held without trial

Torture was reported from Ethiopia South Africa Uganda, Zaire and other countries

Death penalties imposed by courts were carried out in at least 13 African countries last year.

"They were again especially frequent in South Africa where 96 people were hanged," Amnesty says

The organisation says it is also concerned by the imprisonment, banning or banishment of prisoners of conscience in South Africa, the use of detention without trial and allegations of torture and harsh prison conditions

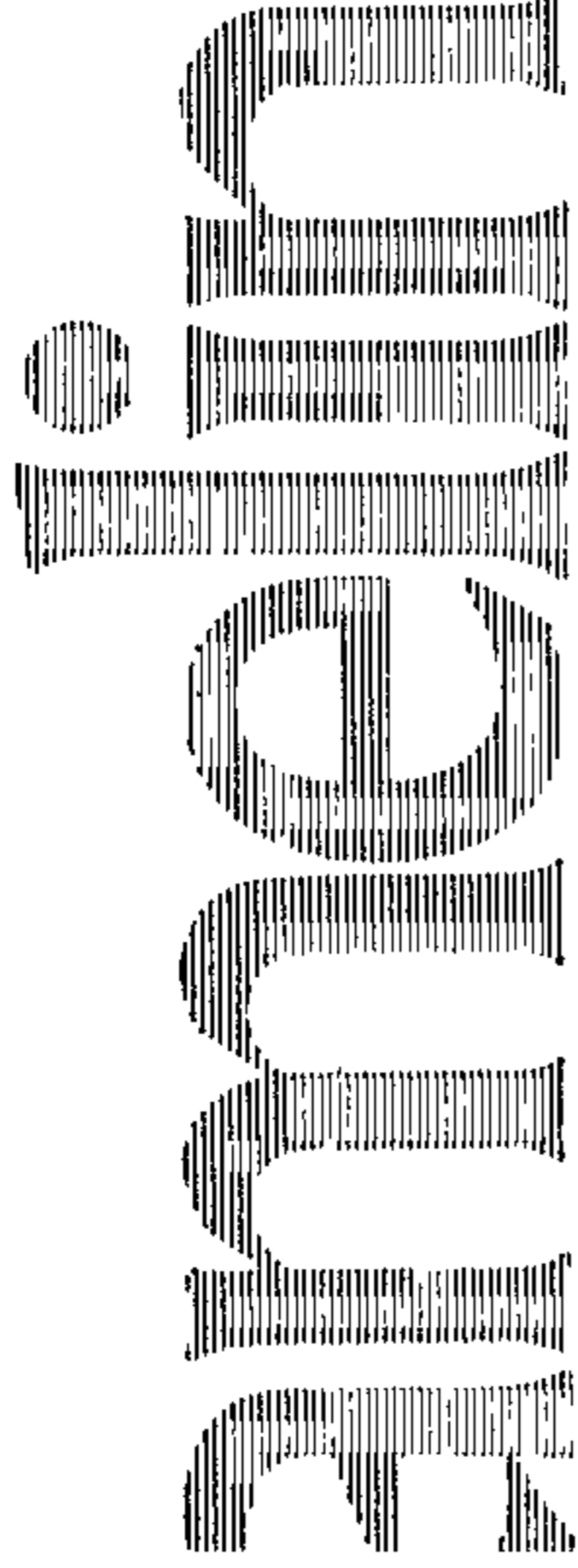
got a foretaste this ren will enjoy on
Tuan tl

By Olga Horowitz
The Teddy Bears' picnic will be small compared with the party at the Johannesburg Zoo on Sunday to celebrate the 10th birthday of Tuan, the husk orang-outang
All the zoo personnel are excited about the event Balloons will be flown from the roof of the ape enclosure to honour the occasion

Cheap
From page 1

was launched Supermarkets promised further discounts of 10c to 20c to 40c a kilo gramme
Some supermarkets have done a roaring trade in cut-price meat A survey of meat prices at one supermarket chain showed

ALASTING GIFT FOR YOUR CHILD... THE FINEST EDUCATION.



No one needs to tell you how important the formative years of school life are How important the right sort of education is when it comes to providing the equipment to cope successfully with adult life

Because no matter how bright the child he needs the proper stimulus to succeed

A Damelin education inspires students to succeed Not by spoon feeding nor by parrot-learning but by instilling a genuine desire to achieve Not just in school but also in later life

That comes from a thoroughly modern approach to education From a superb teaching staff using the most up-to-date methods A stable staff—a staff aware that every child is an individual with special needs and requirements
So give your child

Benoni litterbugs warned

East Rand Bureau
Benoni is determined to maintain its image as the "jewel of the East Rand"

Mr Alan Bantable, chairman of the management committee, told last night's monthly council meeting that litter was becoming a problem, but the council was not prepared to allow this problem to get out of hand

"Irresponsible people are being careless and undisciplined and we need to condition them to be more conscious of litter," Mr Bantable said

He said people caught littering would initially be given a warning If the problem continued the town council was considering taking legal action against offenders

"We are proud of our image as being the 'jewel of the East Rand' and we want to maintain this image," Mr Bantable said

One hundred and twenty rubbish bins are

Dingo claim insults jury — prosecutor

By Ernest Shirley, Own Correspondent

BRISBANE — Lindy Chamberlain's account of a dingo having taken her baby daughter, Azaria, was an affront to the intelligence of the murder trial jury, the Crown prosecutor at the trial of the woman and her husband said yesterday

Mr Ian Barker, QC, told the Darwin Supreme Court jury that Mrs Chamberlain's story was a lie and had changed significantly in the telling If a dingo was on trial, the case would have been laughed out of court, Mr Barker said

Delivering his final address to the jury, he said the accused couple tried to paint a picture of a dingo preying like a tiger in an Indian village

Mrs Chamberlain has even suggested that a dingo must have planned its attack on her nine-week-old daughter

Mr Barker said the defence case was that the dingo took the child from a campsite, buried it, dug it up, carried it some distance and then devoured the child leaving her jacket, relatively undamaged and booties still in the garment

"If that was the case we are dealing here with a dexterous and very tidy dingo," Barker said He said it was a preposterous story "seized upon by the accused to explain what is otherwise inexplicable of explanation"

Murder was the only alternative and the only person who could have committed the murder was Mrs Chamberlain

The Sydney barrister, expressing the view that it was premeditated for the crown to win" also referred to damage found on the collar of the baby jumpsuit which he said was clearly caused by scissors
It was done by scissors

ARGUS 29/10/82

800 fired at cannery

Argus Bureau
EAST LONDON —
About 800 workers have
been fired from the Lan-
geberg cannery here fol-
lowing work stoppages
earlier this week

The cannery manager,
Mr J R Burg, said today
that the workers were
considered to have dis-
missed themselves after
refusing to return to
work after stoppages on
Wednesday and yester-
day

The cannery closed to-
day and will reopen on
Monday when re-hiring
will begin

DEMANDS

Mr Burg said the
workers refused to re-
turn to work until certain
demands had been met

They want an 80 per-
cent wage increase and
the release of a prisoner

being held on criminal
charges," he said

The company had held
discussions with the Afri-
can Food and Canning
Workers' Union, which
represents the majority
of workers and is recog-
nised by the company,
but these had broken
down

NEGOTIATIONS

The cannery had in-
tended increasing wages
next month and had al-
ready begun negotiations
with the union

Mr Burg said he was
hoping to re-hire many of
the original staff

'We won't re-hire all
of them because we are
coming to the end of the
season and would have
begun retrenching any-
way," he said

Union officials could
not be reached for
comment

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SAAN, Argus withdrawal unfair — SASJ

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JOHANNESBURG — The decision of two major newspaper groups to end negotiations, on pay and working conditions, with the Southern African Society of Journalists constituted an unfair labour practice, the National Council of the SASJ said yesterday

In a statement issued here by the president of the SASJ, Mr David Bleazard, the council accused the employers of withdrawing recognition of the union and attempting to destroy the SASJ

It described the SASJ as a non-racial, unregistered union representing nearly 800 journalists

SA Associated Newspapers (SAAN) and the Argus Company recently announced that they intended to withdraw 16 newspapers from the SA Newspaper Press (Editorial) Conciliation Board at the end of the year

The SASJ said "Withdrawal will be an insult to journalists and a backward step in labour relations in the newspaper industry

"It will end nearly 40 years of peaceful collective bargaining be-

tween journalists and their employers at the Conciliation Board

"The decision violates accepted labour practice worldwide and the present trend in South Africa towards negotiation with representative trade unions

"It is also a threat to press freedom. The freedom of the press is inseparable from the freedom of journalists to organize as they please and to bargain collectively"

The council said it viewed the employers' decision "with disgust"

"The SASJ council believes the decision constitutes an unfair labour practice and is in breach of the spirit of the Conciliation Board's constitution

"The SASJ council believes the issue over which SAAN and Argus have chosen to withdraw from the board is a pretext

"Neither employer has given the SASJ any good reason why it should accept a regionalized salary structure which has been consistently rejected by the SASJ membership over the years" — Sapa

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

	Internal	External
(1)	(2)	(3)
5 (a)	11	
5 (b)		
8	6	
9 (a)	11	
Examiners' Initials		

NOTE CAREFULLY

- 1 Enter at the top of each page and in column (1) of the block on this cover the number of the question you are answering
- 2 Blue or black ink must be used for written answers. The use of a ball point pen is acceptable. Red or green ink may be used only for underlining, emphasis or for diagrams, for which pencil may also be used
- 3 Names must be printed on each separate sheet (e.g. graph paper) where sheets additional to examination book(s) are used
- 4 Do not write in the left hand margin

WARNING

- 1 No books, notes, pieces of paper or other material may be brought into the examination room unless candidates are so instructed
- 2 Candidates are not to communicate with other candidates or with any person except the invigilator
- 3 No part of an answer book is to be torn out
- 4 All answer books must be handed to the commissioner or to an invigilator before leaving the examination

Any dishonesty will render the candidate liable to disqualification and to possible exclusion from the University

Strike at EL co-op: agreement reached

Wkd Post 30/10/82

By KEITH ROSS

EAST LONDON — Agreement was apparently reached in East London today between striking workers and the management of the Langeberg Co-operative

The 860 workers at Langeberg have been on strike since Thursday, demanding an 80% wage increase

Yesterday the general manager of Langeberg, Mr J R Burg, said he considered that the workers had dismissed themselves by refusing to return to their jobs

But talks held between management and the South African Food and Canning Workers' Union yesterday and today were described

by both sides as fruitful

After today's meeting Mr Burg and the organising secretary of the union, Mr B P Norushe, issued a short joint statement

It said "We feel we have made progress with our negotiations over the past two days. They have been fruitful

"Both sides look forward to a situation where production can be resumed on Monday"

Neither party was prepared to expand on this statement, but Mr Norushe said he was very satisfied with the outcome of negotiations

He said he would return to the factory on Monday for further meetings

Mr Norushe declined to

say whether he would address the workers on Monday

He said the impasse at the factory had been sparked by a dispute over bus ticket subsidies

"Management has been subsidising the workers' bus fares by paying R1,30 of R2 tickets," he said

"When the price of the tickets was increased to R3, the workers asked for an increased subsidy

"This was refused and a management member said they were earning too much to warrant further help"

Mr Norushe said the demand for an 80% wage increase was provoked by the statement that the workers were earning too much

The door opens to black

The establishment of the Confederation of Associations and Mining Unions this week paves the way for fundamental changes to the way in which collective bargaining has traditionally been conducted in SA's mining industry.

Membership of the confederation which so far consists of all eight unions affiliated to the Council of Mining Unions (CMU) and two of the three mining officials' associations, is open to all registered unions in the industry. Emerging black coloured and Asian mining unions can therefore, apply to join.

The establishment of the confederation marks a historic turning point in the mining industry's stormy labour history, and is described by Manpower-Director General Dr Piet van der Merwe as 'a positive development'. In the past the CMU which represented the interests of white workers and the officials' associations which had begun to admit black members have conducted separate wage negotiations with employers. Because there have been no black unions in the industry black mineworkers' pay has been set by employers.

However, in recent months two potentially powerful unions seeking to recruit black, coloured and Asian mineworkers have begun to penetrate the industry. They are the National Union of Mineworkers (NUM), an affiliate of the Council of Unions of SA (Cusa), and the Federated Mining, Explosives and Chemical Employees Union (FMECEU).

They have made an appearance at a time when employers and established unions have been ordered by government to reach agreement on the phasing out of statutory and non-statutory job reservation in the industry. Very slow progress has been made so far in talks held between the unions and the Chamber of Mines.

The general secretary of the FMECEU is Ike van der Watt, who is also general secretary of the SA Boilermakers' Society, which was a member of the CMU. It appears that the decision to form the confederation was accelerated by Van der Watt's recent application for the FMECEU to join the CMU.

There had been predictions that the ultra-conservative Mineworkers' Union (MWU) might strongly resist the formation of a multiracial co-ordinating body for unions in the mining industry. However MWU general secretary Arrie Paulus has been elected the confederation's chairman.

He told the *FM* he was pleased with its formation. "It is the first time in the mining industry that all unions, except one, have joined forces to look after the interests of



MWU's Paulus now heading a multiracial body

employees in the industry,' he said.

'Doc' Coertse, general secretary of the Underground Officials' Association says he has reservations about joining because 'although my association is colour-blind at the workplace, some of the members of the confederation are not'. He expresses the fear that his association might find itself being unwillingly bound by some decisions taken by the confederation. He says his association has also not had enough time to reach a decision about joining.

The *FM* understands from reliable sources in the confederation that a two-thirds majority is needed for decisions made by the new body, including ones on the admittance of new members. These sources predict however, that this will probably not be a significant barrier in the way of the NUM or the FMECEU joining the new body.

The creation of the confederation will now add impetus to efforts to establish an industrial council for the mining industry — something recommended by the Wiehahn Commission. Such a council would provide for the effective monitoring and

UIC

enforcing of agreements, and could go a long way towards convincing white workers that their jobs will be safeguarded.



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Star 6/11/82
**Paulus may
head mixed
labour body**



Labour Reporter

Mine Workers' Union secretary Mr Arrie Paulus may be chairman of a new mining union confederation which could include black members.

The Confederation of Associations and Mine Unions replaces the eight-member Council of Mining Unions and includes three mine officials associations

The confederation allows for membership of black and coloured miners in its constitution, which is a significant departure for some of the member unions

The open ranks of the confederation allow two distinct possibilities that black or coloured-member mine unions will seek to join it or present member unions will start organising black and coloured miners

The Federated Mining Chemical and Explosives Workers Union has applied for membership of the confederation. It is basically a coloured union but it recently received the go-ahead from the Chamber of Mines to recruit black miners

Mr Paulus has not changed his views about keeping the ranks of the Mine Workers Union white

Asked if the MWU may start recruiting black and coloured miners, his response was a direct, "no."

It will be up to the confederation's executive committee to decide on admitting black and coloured mine unions

The MWU has caused a row in Bophuthatswana, where the union is allpowerful and will allow only white members on the platinum mines despite their situation in a black state

20 231

Domestic body rejects pension plan

ARGUS 8/11/82

138
284
300

Labour Reporter

THE Domestic Workers' Association (DWA) has dissociated itself from a retirement plan for domestic workers devised by the Natal Building Society

In a Press statement released today the NBS said the retirement plan had been approved by both the Domestic Workers Employment Project (DWEP) and DWA

However when approached for comment, Miss Maggie Oewies, the chairwoman of DWA, said the NBS had not consulted DWA about the scheme

CONFUSION

Mr Kingsley Loney, NBS Cape regional manager explained that the confusion had arisen over the fact that DWEP's "operating arm" was called the South African Domestic Workers Association (SADWA)

The names of the two organisations are similar and this created the confusion said Mr Loney

The NBS plan depends on contributions from workers alone and not on joint contributions involving employers

In the statement Mr Loney said research among urban domestics had shown they were acutely aware of the importance of providing for their retirement years

"SCEPTICAL"

At the same time, they are often sceptical about available pension plans as they depend on the goodwill and participation of their employers. Others report that employers are simply not interested in assisting them with a pension contribution said Mr Loney

The NBS plan was a more flexible one, allowing domestics to invest their own money without necessarily relying on the employers to make contributions, he added

According to the Press statement, one of the "highlights" of the plan is

that workers can choose the amount to be invested each month, with the minimum amount being R5

A monthly payment of R20 over a 30-year period will provide a lump sum of R92 088, made up of R7 200 in savings and R84 888 in interest

AGE

The youngest age of entry into the plan is 16 and the oldest 55

Should a domestic be unemployed the plan can be suspended without monthly payments for up to six months

Commenting on the plan Miss Oewies said the "whole point" about a pension scheme was that employers should contribute

Which domestic can afford to pay R20 a month into a pension scheme when they are already living on the "breadline" she said

A spokeswoman for DWEP in Johannesburg said the research among domestic workers had been done in Johannesburg and Durban

The NBS had had several meetings with DWEP who had approved the scheme, she said

CAPETOWN TIMES 10/11/82 (137) (138) (139) (140)

Tears as Fine is freed

Own Correspondent

JOHANNESBURG — A packed public gallery burst into applause, and some spectators shed tears yesterday after trade unionist Mr Allan Fine was acquitted in the Johannesburg Regional Court of charge under the Terrorism and Internal Security Acts.

Mr W Rosch acquitted Mr Fine, a 30-year-old official of a registered liquor and catering workers' union, after finding that the State had failed to prove he had attended to assist the banned African National Congress (ANC) by secretly sending information to an official of the exiled SA Congress of Trade Unions.

One of Mr Rosch's findings was that Mr Fine's participation in consumer boycotts did not mean he was working for the ANC and that he may have sent information to SACTU secretly because he feared banning or detention without trial.

The verdict ends more

than a year's imprisonment for Mr Fine, who was detained last September under security legislation. Since then, he has either been detained without trial or held as an awaiting-trial prisoner.

Friends, relatives and trade union colleagues cheered and hugged each other after Mr Rosch completed his verdict and Mr Fine was led away from the dock by police before being released.

In his judgment, Mr Rosch noted it was common cause that Mr Fine had sent information on labour developments to a Botswana-based SACTU official, Mrs Jeanette Schoon, by means of "dead-letter boxes".

Although it was agreed that SACTU was not an illegal body, it was alleged that there was a conspiracy between SACTU and the ANC to overthrow the State by violent means and Mr Fine was therefore guilty of terrorism.

A second charge, under the Internal Security Act,

alleged that by sending information to Mrs Schoon, Mr Fine had furthered the ANC's aims.

Mr Rosch found there was indeed a conspiracy between SACTU and the ANC to overthrow the State and added that SACTU engaged in both legal and illegal activities.

But there was no *prima facie* evidence before the court that Mr Fine's actions were in themselves "terroristic" and it had thus been up to the State to prove "beyond reasonable doubt" that Mr Fine was furthering the aims of the ANC.

Most of the information sent to SACTU had been publicly available.

There was no evidence that it had been sent with "ulterior motives" and because of a lack of knowledge of SACTU activities inside the country, it was not known to what use the information had been put.

On the use of a code to communicate with Mrs Schoon, Mr Rosch found

this was either because he was "under her discipline" or because he feared police action. It was the court's duty to accept the "more favourable possibility" and acquit Mr Fine, he said.

The court had been "hampered" in determining the use to which the information sent by Mr Fine had been put by a lack of information inside the country about SACTU activities.

Mr Rosch found there was no evidence that Mr Fine had taken part in consumer boycotts and other union activities at the request of SACTU.

Mr Fine had sometimes contradicted himself in his evidence and had also been "childishly naive" about SACTU's aims but he had been "frank and honest" about his political beliefs and other aspects, Mr Rosch said.

He had been impressed by the evidence of State witnesses, including that of a security policeman, Major Craig Williamson.

Newsman Star 10/11/62 employers in talks

Labour Reporter

The South African Society of Journalists held day long talks yesterday with newspaper publishing employers in a bid to preserve the industry's conciliation board

Both the Argus Printing and Publishing Company and South African Associated Newspapers (SAAN) informed the SASJ recently they were withdrawing from the board at the end of the agreement this year

The SASJ attacked the move saying it would bring to an end some 40 years of peaceful collective bargaining between employers and journalist representatives at the board level

Argus and SAAN are understood to want regionally based negotiations with journalists on wages and working conditions as opposed to national talks through the conciliation board

Yesterday's talks brought no immediate end to the dispute and the SASJ is looking at legal recourse through the country's industrial legislation

SASJ alleges unfair labour practice

JOHANNESBURG — The Southern African Society of Journalists is to institute legal action against newspaper employers who have threatened to withdraw from the SA Newspaper Press (Editorial) Conciliation Board from the end of the year

The SASJ said the withdrawal constituted an unfair labour practice in terms of the Labour Relations Act

This follows a meeting of the board on Tuesday

at which representatives of SA Associated Newspapers, the Argus company and Sapa refused to unconditionally retract their letters of withdrawal from the board.

The SASJ council regretted it had been "forced to have recourse to the law in order to maintain a system of collective bargaining which has operated successfully for nearly 40 years" — Sapa

CAPE TIMES

11/11/82

138 249 137 232

Millions unclaimed in funds for workers

Labour Reporter

MILLIONS of rands have accumulated in provident funds round the country because of members' failure to collect their money, and fund officials say they don't know what to do about it.

Provident funds were formed by industrial councils in a number of industries to provide assistance for workers when they reached pensionable age.

Unlike pension funds, they require small subscriptions — about 50 c a week, — and pay out a lump sum when an employee leaves the industry.

But thousands of workers every year fail to collect their money which, after a short period, is forfeited either to the fund or to the industrial council.

Mr J H Thomas, the general secretary of the Industrial Council for the Clothing Industry (Transvaal), said each year about R60 000 was not collected from the provident fund 'largely by people who have worked in the industry for a couple of weeks and then thrown it up'.

Large amounts

'The individual amount not claimed by a worker is usually very small but occasionally we come across amounts of R600 to R700,' he said.

All the provident funds contacted by the Mercury sent off notices to the members' last addresses, placed adverts in the local papers, sent lists to the various factories and, in one case, on printed reminders to members on every pay envelope. But the lists of unclaimed money grew every year.

Mr Thomas said the fund often had problems tracing a member because employers did not register a worker when he had worked for a short time in the firm 'and in their records he is down as "John" with no address'.

Left

Mr Mark Ansell, secretary of the provident fund for Natal's clothing industry, said about 2 000 people a year left the industry without collecting their money.

He said the problem was much more noticeable in the clothing industry because it had a 'fluid' workforce with about 9 000 workers 'coming and going every year'.

According to the general secretary of the Textile Workers' Industrial Union, Mr Norman Daniels, the problem could be located in the waiting period prescribed by most provident funds.

The funds usually laid down that members could not withdraw their moneys until a year had passed from the time they have left the industry.

Mr Daniels said black workers tended to leave the industry and go back to their farms and it was thus difficult for them to come back to collect their money.

11/11/82

Journalists take legal action

Mail Reporter
THE Southern African Society of Journalists (SASJ) is to take legal action against the country's three major newspaper employers

The employers, South African Associated Newspapers, the Argus Company and the SA Press Association (Sapa), are to withdraw from the SA Newspaper Press (Editorial) Conciliation Board from the end of the year

In a statement in Johannesburg yesterday the SASJ

said such a withdrawal constituted an unfair labour practice in terms of the Labour Relations Act

The legal proceedings follow a meeting of the conciliation board on Tuesday at which representatives of the employers refused to unconditionally retract their letters of withdrawal from the board

"The SASJ Council regrets that the society has been forced to have recourse to the law in order to maintain a

system of collective bargaining which has operated successfully for nearly 40 years," the statement said

Mr J Nuttall of the Argus Company said last night the three managements had decided at Tuesday's talks to take legal advice about their continued participation in the conciliation board

The manager of Sapa was not available for comment

Mr Olive Kinsley, managing director of SAAN, had no comment to make

GENERAL NEWS

Iscor lays off 1500 men

By Tony Davis, Labour Reporter

About 1500 largely unskilled workers are being retrenched at Iscor operations in Newcastle and Sishen, and the steel giant has warned that unless economic conditions improve there will be more layoffs in the coming months.

To date this year Iscor has whittled its worker complement down from 70 000 to 65 000.

Because of the downturn in the industry,

resulting from the recession, Iscor has for many months not replaced workers who leave or embarked on new projects.

Iscor's cutbacks recently affected 2 000 workers in American coal who have been laid off as the corporation had to cancel existing contracts.

Iscor's managing director Mr F P Kotzee, said last night a more rapid reduction in employees could not be put off any longer

Iscor had already cut its annual production from 7.4 to 5.7 million tons of liquid steel this year, he said. To match the reduced production goals, recruitment was stopped, overtime cut and vacancies filled by internal transfers.

About 1500 workers, of them unskilled, are being given notice next month that their services were being terminated.

These workers come from the Newcastle, Natal and the Sishen north-western Cape

operations.

If economic conditions continued to deteriorate, further retrenchment would be inevitable Mr Kotzee said.

An official for the Black Allied Workers Union, which has members at Iscor, said that when the Union learned of the layoffs it immediately contacted the corporation.

"We wanted to ensure that members would receive severance pay and a guarantee of re-

engagement when vacancies occur," Mr B E Khumalo said.

"Bawu al..." the Union Insurance Fund to help provide for these workers.

White employees from Iscor have not been exempt from the layoffs although the vast majority of unskilled personnel are black.

Iscor has also renewed the annual contracts of some black workers.

Business flabbies set to fight the fat

By Stephen McQuillan

Johannesburg's top business executives are being asked to go to war next week — in the Battle of the Bulge.

The city's flabbies are being asked to unite in pre-office work-outs.

With arms stretched out and legs kicking high the desk-bound dandies would feel more at ease with the burdens of business.

That is the opinion of Mr Theard van Heerde, executive director of Johannesburg Publicity Association, who is organising the two keep fit sessions.

If the workouts are successful a regular fitness programme might be introduced — bringing more efficiency in the top echelons of

business, despite three-Martini lunches, he says.

Mr van Heerde, who promises to take part himself, said fitness could improve working capacity by 20 percent.

"I think we ought to make every effort to keep our community fit" he said. "Desks and swivel chairs are serious occupational hazards for executives."

Mr van Heerde also called on companies to take a greater interest in the fitness of their executives.

"Companies should pay for or contribute to gym classes for their employees" he said. "It is better to keep the staff you have fit than have to replace them."

"Many of these people are workaholics

— in the office from seven in the morning to seven or eight at night — and they have to be fit. Unfit people are costing companies a lot of money.

"In Russia it is compulsory for people to take fitness classes. In Taiwan and Japan it is optional."

The two half-hour sessions of free standing exercises will start at 6.45 am next Tuesday and Thursday at the YMCA on the corner of Rissik and Smit streets.

The trainer will be ex air force PT instructor Mr Shane Smith (30), who has offered to continue the classes free, twice a week, if

next week's sessions are a success.

Mr van Heerde expects at least 200 men and women to take part.

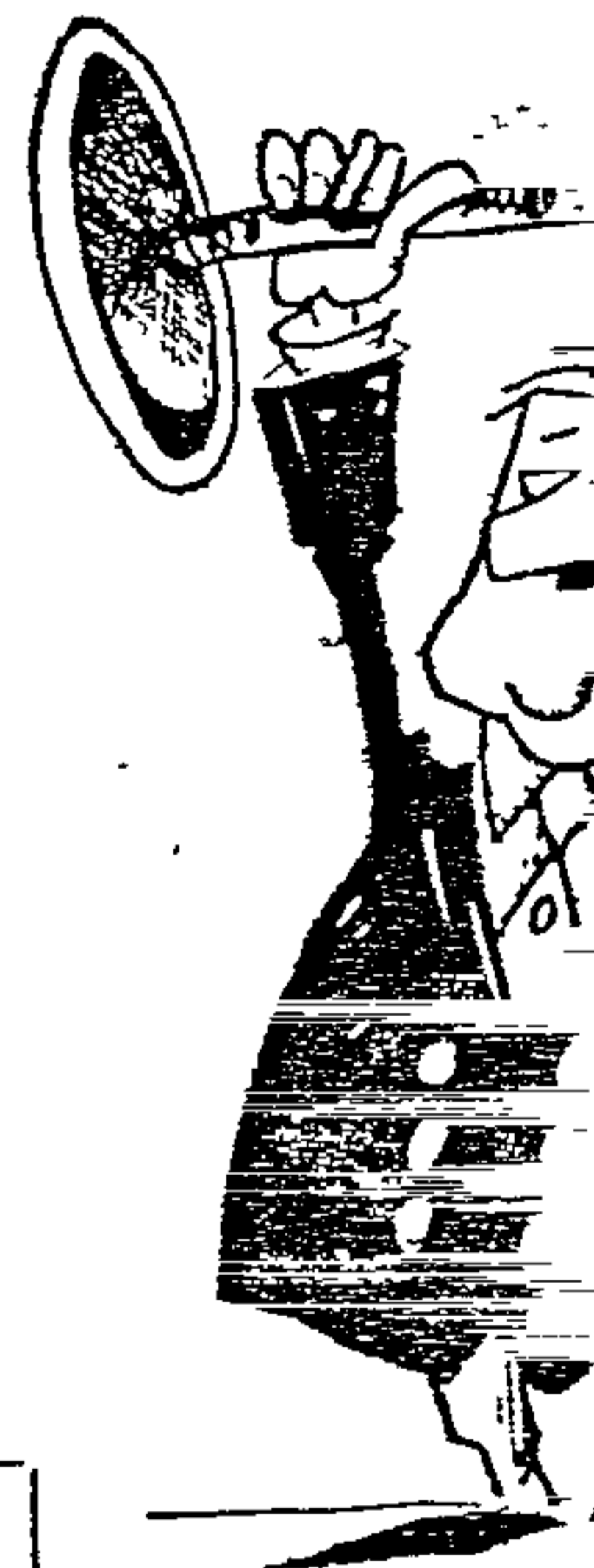
"We hope this will be a way of nudging executives in the right direction."

"We think it will be convenient, catching them just before they go to work," he said.

If the sessions were successful he would ask the city council to hold regular keep-fit classes throughout the area.

Fifteen minutes before next week's classes equipment will be available on which executives will be able to check their heart rates.

"But the exercises will not be strenuous," said Mr van Heerde.



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The Star

PRAYERS
Joy Anderson

Open your heart to the most personal activity.

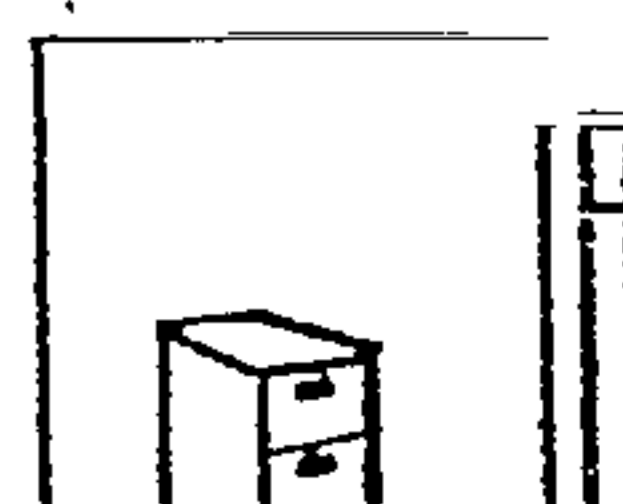
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Nuclear power not chosen

Escom yesterday chose in the Eastern Cape chosen for South African station.

French industry government to approach contract with South Africa.

"As far as nuclear concerned, we are not a





Disabled skydiver first in Africa

HARARE — A Harare man Mr Neville Schwartz 29 became Africa's first paraplegic skydiver on Saturday when he plunged 1 000m into a lake. "I've never felt better," he said after he was hauled aboard a rescue boat and handed a bottle of bubbly soon after completing his jump into Lake McIlwaine near Harare.

Mr Schwartz lost the use of both legs through polio. He was treated at St Giles Rehabilitation Centre in Harare until he left for England nearly 20 years ago. He returned to Zimbabwe last year and while watching parachutists floating down recently, he decided he wanted to try the sport. So far his jump has raised several thousand rand for St Giles and several of the centre's patients were present to watch the big jump.

Mr Schwartz, who completed his jump after only two days' training, said he hoped to do it again soon. The chairman of the Mashonaland Skydiving Club, Mr Paul Hogan, said as far as he knew Mr Schwartz was the second paraplegic ever to have skydived. The first was in the United States last year.

'e' Stalin

mass purges carried out by out of a new edition of the viet Union just published in

ern historians believe up to 1 and millions more died in 1956 by a Communist Party "ality"

in point of criticism, Stalin Now the authoritative one- at Union — prepared last — has finally deleted all s of socialist legality and the 1930s — Sapa-Reuter

Labour Week By STEVE FRIEDMAN

Crucial day for miners

Unions face up

TODAY could prove crucial to future labour relations on the mines.

The new Confederation of Mine Associations and Unions is to decide whether to admit the Federated Mining Explosives and Chemical Workers Union (FMECWU) which represents coloured and black workers.

The new body was formed recently and brought together mine unions and two of three officials' associations.

Up to now, the worker body bargaining with the Chamber of Mines has been the all-white Council of Mining Unions.

Pay for the country's 500 000 black miners has been set by the mines without any bargaining.

The two officials' unions which joined are multiracial, and it was assumed that, because the move brought them into the same group as unions such as the all-white Mine Workers Union it had opened the way to multi-race mine bargaining.

So a vista opened up in which unions with black members would join the new body negotiate with the chamber, and blacks would have a say in their conditions in the industry for the first time.

But now snags have emerged.

Unions must be admitted to the new body by a two-thirds majority, union voting strength is based on membership — and the MWU is the biggest union.

But Rightwing unions would still need support from outside their ranks to keep a new union out.

Imagine, then the alarm of some mine unionists when they were to learn that the Rightwing was an unlikely voting ally in Tuccsa's multiracial Mine Surface Officials Association, which also wants to recruit blacks.

The MSOA executive wants to vote against the FMECWU and, if the MWU and its ally also do, it will not gain two-thirds support.

The reason is that the MSOA sees the FMECWU as a rival for black support.

If it and the two Rightwing unions do keep the FMECWU out, they may scupper the new confederation as a multiracial bargaining forum.

They would also drive the Boilermakers out and force the chamber to accept a separate channel to deal with black unions.

If the FMECWU is admitted, the next test will be whether the chamber deals with the new body. It favours multi-race bargaining.

but may have qualms about dealing with miners and officials in one body.

If these hurdles are cleared the question will be whether new black unions will join the new body.

Row looms over union's rejection

Star 23/1/82

The new mining union confederation headed by Mine Workers' Union secretary Mr Arrie Paulus rejected a coloured trade union's application for membership at its executive meeting yesterday.

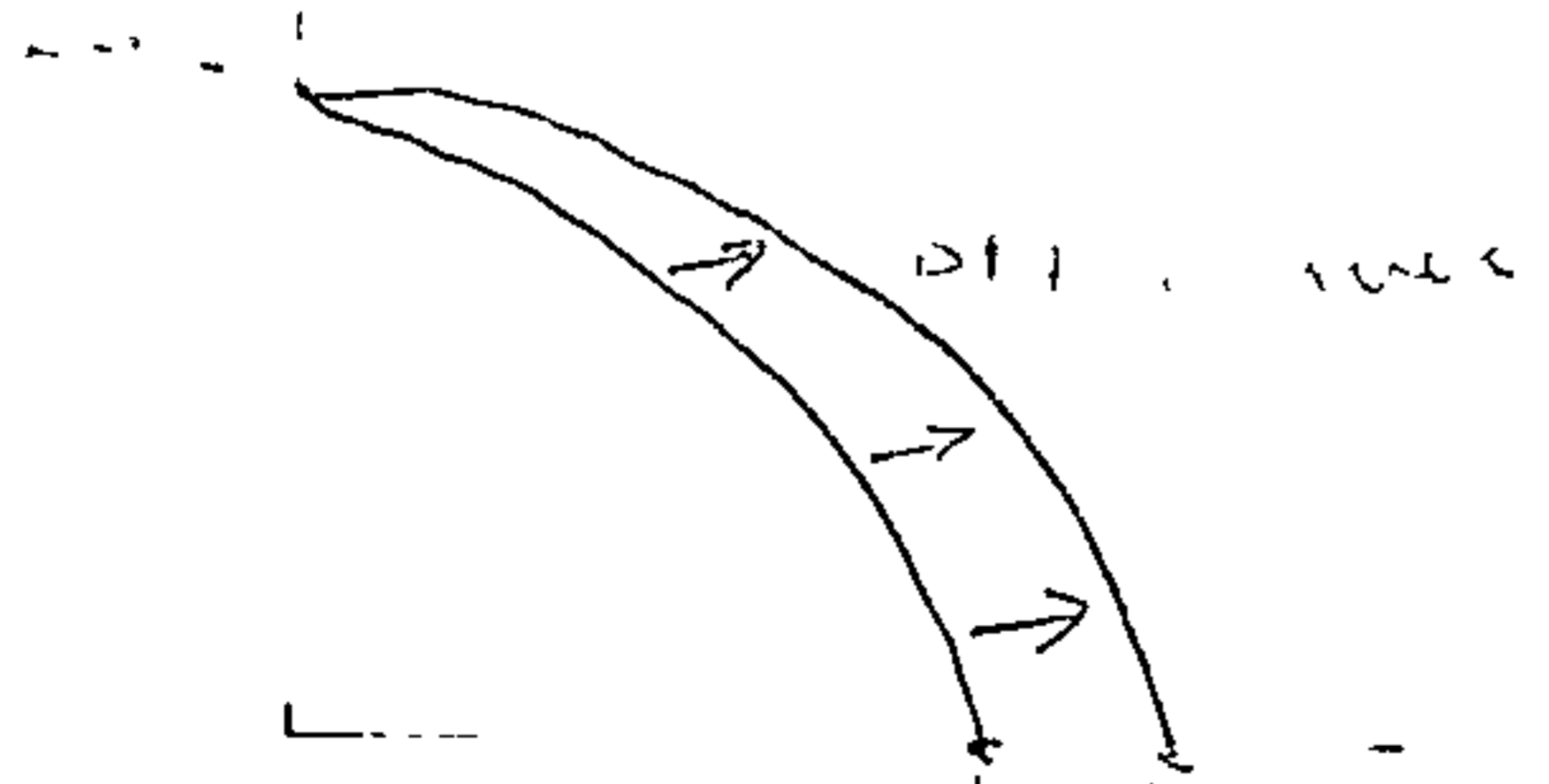
The confederation of Mine Associations and Unions which recently replaced the eight member Council of Mining Unions and three mine officials associations, failed to get a two-thirds majority needed to admit the Federated Mining Explosives and Chemical Workers' Union. The coloured union received only 12 of the 14 votes it needed. The Mine Workers' Union and the Mine Surface Officials' Association were among the unions which did not support its application.

The rejection of the application of the union which recently received the go-ahead from the Chamber of Mines to recruit black miners, drew a sharp reaction from the SA Boilermakers' Society.

Its general secretary Mr Ike van der Watt said it gave notice to the confederation that it would reconsider its position in the confederation because of its rejection of the coloured union's application.

The Boilermakers' Society which has close links with the coloured union, is one of the major affiliates of the 432 000-member Trade Union Council of South Africa (Tucsa).

Mr Paulus, the confederation's chairman could not be contacted for comment yesterday.



Rbm 23/11/82
November 23, 1982

Blow for all-race plan for mines

By STEVEN FRIEDMAN
Labour Correspondent

PROSPECTS for multiracial bargaining on the mines were dealt a serious blow yesterday and labour relations in the industry were thrown into turmoil as a new confederation of white-led mine unions refused to admit a union for black and coloured mine workers.

The Federated Mining, Chemical and Explosives Workers Union (FMECWU), was refused entry by an alliance between Rightwing unions, led by the Mine Workers Union, and Tucca's multiracial Mine Surface Officials Association (MSOA).

Although most unions voted for the FMECWU, it did not receive the required two-thirds vote needed to gain membership of the body.

The SA Boilermakers Society which set up the FMECWU, is now likely to leave the new body and unionists believe the confederation, which had been seen as a crucial step on the way to multiracial bargaining, may now collapse.

The vote is a major setback to a year-long search to find an agreed labour relations structure on the mines.

And the split among mine unions may leave workers without a recognised bargaining forum in the industry.

The confederation was set up recently as a replacement for the all-white Council of Mining Unions and seeks to become the official worker bargaining body on the mines.

It was believed black unions would be able to join it and bargain with the Chamber of Mines, thus giving black miners a say over working conditions for the first time.

But yesterday the FMECWU's application received 12 votes for and eight against.

No new black union is now likely to be allowed into the new body.

Mr Ike van der Watt, general secretary of both the FMECWU and the Boilermakers Society, said yesterday the Boilermakers would reconsider their membership of the confederation.

He said a new worker body would have to be found if black workers were to have mine bargaining rights.

Mine unionist Mr Ben Nicholson said he feared the vote could spell the "doom" of the new confederation.

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Mine unions in row over confederation

Rbm 24/11/82

By STEVEN FRIEDMAN
Labour Correspondent

A ROW has broken out between the mining unions over an application by a black and coloured union — Federated Mining Chemical and Explosives Workers Union (FMECWU) — to join a new mine union confederation

And yesterday the multi-racial Mine Surface Officials' Association denied it had withheld support from the FMECWU because the MSOA had allied itself with the Rightwing Mine Workers' Union

The MSOA general-secretary, Mr Robert Botha said his union had withheld support because it "was too early" for the new confederation to admit new members

The FMECWU failed to gain the two-thirds majority needed to gain admission

Mine unionists believe this may herald the collapse of the new body and set back attempts to develop multi-racial bargaining on the mines

FMECWU failed to obtain the votes of the MWU, a small Rightwing union, and Tucsa's multi-racial MSOA, which has been sharply criticised by other mine unionists for not supporting the application

It has been accused of "setting back unionism" and of thwarting the application because the MSOA sees FMECWU as a rival for black worker support

Mr Botha yesterday rejected these charges saying that the MSOA remained "fully committed to unionism for black and coloured workers" and did not fear competition from other unions for their support

It had not supported the application because "the confederation's constitution has not been finally approved. Until we have a constitution we do not even officially exist so how can we admit new members"

On this basis Mr Botha said he had suggested that this application be postponed but this had been defeated

Mr Botha also denied he voted against FMECWU. He said he was told by his executive to abstain from voting but had not been given the chance to do so

"The chairman of the meeting simply asked who was in favour of the application and, when only 12 hands were raised, the application failed. But we were never asked whether we were against or were abstaining"

Mr Botha said he hoped the new confederation would continue despite yesterday's move and said it was "irresponsible" to predict its collapse

Meanwhile, the Chamber of Mines is still to decide whether to deal with the new confederation and it is understood that the decision to bar FMECWU may have a bearing on its decision

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imported again. Hopefully the awards will stimulate the commercialisation of local ideas. If so we can export the finished product as well as the idea."

DIAMOND CUTTING ¹³⁸

New facets

FM 26/11/82

The recent decision by an arbitration court could lead to lower labour costs in the hard-pressed diamond cutting industry.

In a dispute over the use of unskilled labour this month the court ruled that it could not give judgment unless it heard evidence from all parties involved. In this case the parties not present at the hearing were unskilled operators which are not represented by a union.

"For the first time unskilled operators will get the opportunity to be heard in court," says Eddy Myerson of the Master Diamond Cutters Association (MDCA).

Diamond cutting firms are naturally eager to make more use of operators, mainly coloureds, who have not passed their trade tests. They are expecting that the court will overturn the ruling that only qualified operators be allowed to work on stones of more than 1.19 carats when it sits again next month.

And they have long complained that the SA Diamond Workers Union (SADWU) has used the arbitration courts to avoid serious negotiations on the matter. The accusation is strongly denied by SADWU general sec-

retary Robin Rich, who accuses the MDCA of refusing to attend industrial council meetings.

The SADWU argues that it is necessary to protect the remaining skilled artisans in the industry. But the MDCA contends that it does value its skilled workers and has taken steps to protect them. It adds, however, that the ruling needlessly increases costs and restricts the employer control over their businesses.

The situation was brought to a head earlier this year when the industry was badly hit by the world recession and the speculator-led collapse in the price of D-flawless diamonds. A court finding in favour of the MDCA will be most welcome as prices of high-grade diamonds, the industry's mainstay, are still very low.

Inventories

"Inventories have been run down but this is limited to the cheaper gems," says Myerson. "Our peak period is usually September and October when people are buying for Christmas, but we are now in the middle of November and business has not picked up."

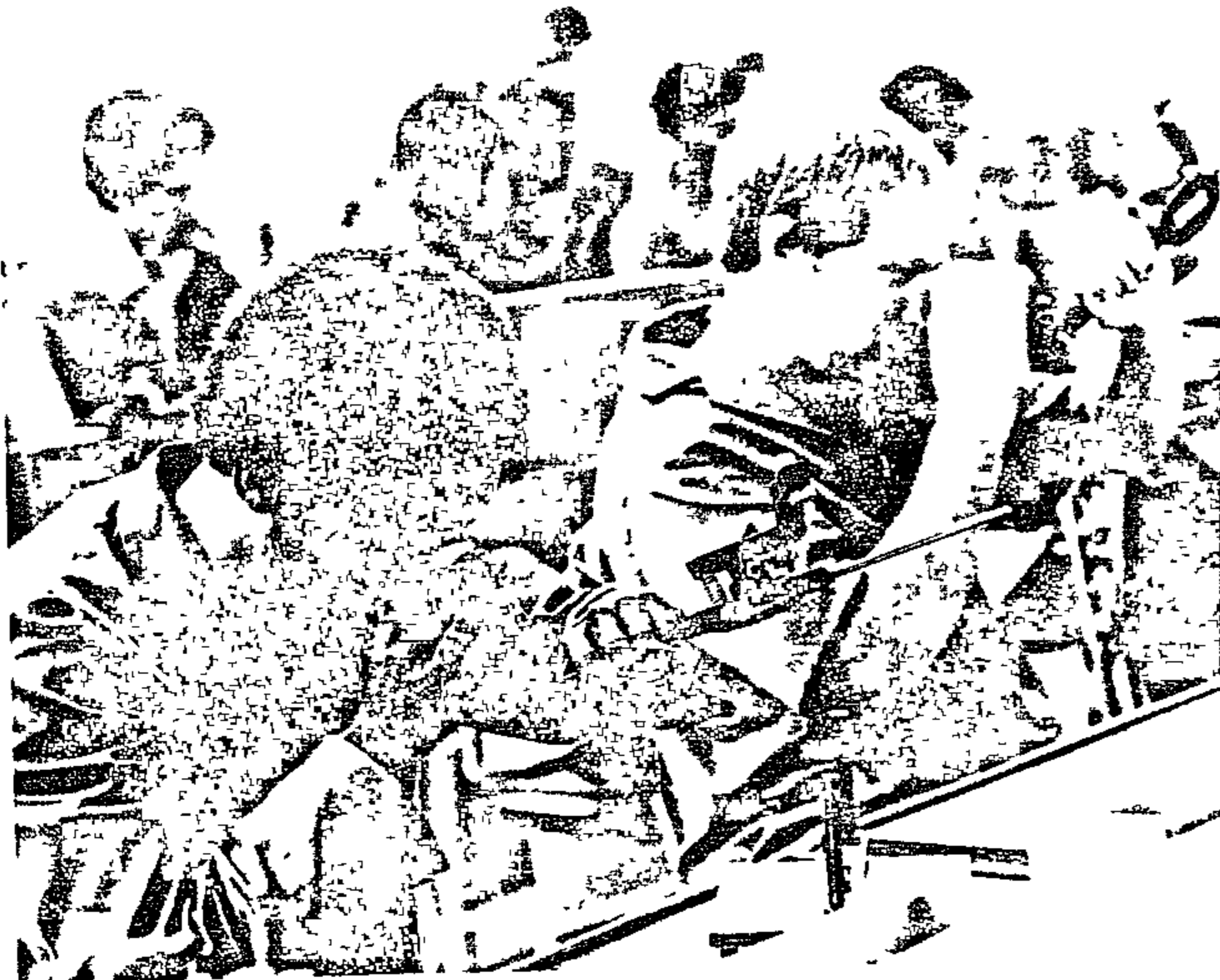
He adds, however, that the panic which hit the industry earlier in the year has largely subsided and diamond firms are holding on to their gems rather than selling at any price.

The MDCA hopes the situation will improve by the end of the first quarter of 1983 — if there is an upturn in the US economy. Local diamond dealers are also badly

hurt by the 30% luxury tax on diamond sales which applies in addition to the 6% sales tax.

"The 30% luxury tax is being imposed on items that are mined and finished in SA not imported," says Myerson. "In a way the government is penalising us for following its beneficiation policy."

The Jewellery Council of which Myerson is a member is meeting the deputy minister of Finance later this month in an attempt to have the excise duty removed.



Diamond cutters ... lower pay for some?

sociations and Unions (CMAU). This week however, the CMAU failed to live up to hopes and refused to admit the Federated Mining, Chemical and Explosives Workers Union (FMCEWU), a multiracial union — dashing hopes of the establishment of non-racial bargaining on the mines.

According to Ike van der Watt, secretary of the SA Boilermakers Association and of the FMCEWU, "Opposition to FMCEWU's admission is not unexpected. I predicted the voting pattern a month ago. The unions opposing FMCEWU's entry are not prepared to accept that all unions in the mining industry should act as a single body. It's easier to talk than to act."

FMCEWU's admission to the CMAU was opposed by three white CMAU unions — the Mine Surface Officials Association, the Mine Workers Union (MWU), and the Winding Engine Drivers Association.

However, secretary of the MWU, Arrie Paulus, is adamant that "any union can apply for membership of the confederation. But two-thirds of the full executive must vote in favour of the motion. In this case 12 voted for and eight against."

On merit

He adds "The rejection of this application does not mean that other unions with a coloured or black membership will be automatically rejected in the future. If a black union is recognised by the Chamber of Mines (CM) and they apply for CMAU membership, we might admit them. Each application will be treated on merit."

Paulus declined to comment further on the FMCEWU rejections. To date, black mineworkers' pay has been non-negotiable, set by employers. No black unions operated on the mines. The CMAU constitution, which allows for integrated membership, means that the official body which bargains with the CM is, for the first time, theoretically open to all races.

But, according to Paulus, "If a union is not admitted to the confederation, it's up to them to negotiate wages and conditions with the Chamber. The Industrial Conciliation Act is clear that individual unions can negotiate with employers."

It seems that the FMCEWU's relationship with the CM will not be jeopardised by the CMAU rejection. According to Johann Liebenberg, CM industrial relations adviser, "Obviously, we're disappointed that the FMCEWU was not accepted as a member. However, this does not affect our relationship with the union which we recognise to represent workers, employed on specific mines in specific occupations, in the collective bargaining process. Our relationship with the union is not affected and we will bargain with them."

But, according to Van der Watt, "It is very likely that a separate channel for black unions will be set up. However, I think this should be avoided because it would mean the position would be polarised into a black and white situation, which is

one of the greatest dangers."

Van der Watt is adopting a wait-and-see attitude, "but there is a strong possibility that the Boilermakers Society will pull out of the new confederation. The decision is being referred to our executive committee which will meet on December 8 to reconsider our involvement with the CMAU."

Paulus appears unconcerned. "My union has 16 000 members in the industry and the Boilermakers only about 5 000. I feel confident they will remain members of the confederation but if they do pull out we will carry on just as before," he says.

MINE LABOUR FM 26/11/82
Hurdle no 1

Labour relations on SA's mines have historically been volatile, though in recent months serious efforts have been made to create better lines of communication. Part of this process entailed disbanding the all-white Council of Mining Unions (CMU), and the creation of a Confederation of Mine As-

1029

Apprentices strike after torture claim

Sowetan, 26/11/82 (138)

THIRTY-FOUR mechanic apprentices at the Chamdor Training Centre in Krugersdorp yesterday went on strike after some of them were allegedly assaulted by trainee security men on the campus.

By CHARLES MOGALE

The "last straw" was the alleged assault and handcuffing of an apprentice who was kept semi-naked in an office for about three hours yesterday morning.

A monitor at the centre, Mr David Mokhine, said he and his colleagues lived in constant fear of the security guards and several other nasty incidents in the past had laid a foundation for the strike.

Mokhine related the events which led to the strike. "The apprentice was on his way to his room last night. When he switched the foyer light on, a security man sleeping in the foyer swore at him and ordered him to switch it off. The next thing the security man called some of his colleagues and they broke into the apprentice's room. They assaulted and handcuffed him and frogmarched him out of the room.

"When he asked to be allowed to put on his trousers, they refused. He was handcuffed to a chair in an office and kept there until 8 am, still dressed in his shorts only," Mr Mokhine said.

Previous alleged incidents include the breaking of an apprentice's

watch, the flooding of one's room with a water hose and assaults on others.

Mr Mokhine said the relationship between his colleagues and the trainee security guards had been strained.

"We are kept like

little kids and even forced to behave likewise. Until things get better, we will not go to classes," Mr Mokhine added.

The head of the centre, Mr Joos Lemmer, denied there was a strike at the centre.

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GOINGS-ON in the Press rarely make hot news — the public is far less fascinated by them than the Press itself

But the industrial court action by the SA Society of Journalists against SA Associated Newspapers, Sapa and the Argus Company is one Press dispute with major implications

The SASJ wants the court to use its new powers to grant temporary "status quo" orders — referred to previously in this column — to order the companies to resume bargaining with it

And it wants the court to rule that it is an "unfair labour practice" for an employer to refuse to bargain with a majority union

In the United States and other countries, the law compels employers to bargain SA law spells out no such duty and disputes in which employers refuse to deal with unions who claim majority support are common

Even registered unions don't have an automatic right to bargain

But SA law does now allow the court to act against "unfair labour practices" and the SASJ argues that refusal to bargain is such a practice

If the court agrees, many unions which have been refused recognition may ask for orders compelling an employer to bargain — including those whom employers refuse to deal with outside an industrial council

In any event, the judgment may well spell out the rights both sides have in a dispute over bargaining

This goes to the heart of present-day South African labour relations

As in several other cases, the court has also been asked to spell out the conditions under which it will grant "status quo" orders — which has a vital bearing on the rights of fired workers

□□□

THE new Intimidation Act is again under fire from unionists

Since it was introduced following the Rabie Commission report, several workers have been arrested — fulfilling predictions that it would be used against unionists — but only one convicted

Last week, charges under the Act against two Brits members of the Metal and Allied Workers' Union were dropped after they had been arrested during a strike and MAWU called for the Act's scrapping, charging it was damaging labour relations

The Act sets heavy penalties for "intimidation", which is defined very widely

Lawyers say labour laws barring strikes are hard to enforce in the courts and that the Act enables police to prosecute strikers without having to prove an illegal

And MAWU claims that, because police have such wide powers under the Act, they use it against strikers more freely than the labour law provisions

All this comes amidst talk

that labour laws making it a crime to strike may be scrapped Unionists say there will be little point in taking this step amidst much fanfare when there is a security law giving the police power to intervene in strikes at will

Nor, they add, is labour reform helped by a 1962 decree giving Department of Co-Operation and Development Commissioners arbitrary powers to ban union meetings in black townships

The Lydenburg Commissioner has used these powers to ban meetings of MAWU members at Tubatse Ferrochrome, which recognises it

Appeals to him by the company to drop the ban were apparently rebuffed

□□□

EMERGING union attacks on industrial council agreements are common — but it is unusual to see employers joining the fray

It seems some chemical firms are up in arms about their new agreement, which follows the decision by the Council of Unions of SA-affiliated SA Chemical Workers' Union to join the council

SACWU demanded to renegotiate pay and won large increases

The employers claim these are too high and much of their ire is directed at the employer body, the Transvaal Chemical Manufacturers' Association

This comes as the TCMA is trying to extend its scope throughout the Transvaal as a prelude to enlarging the council, which now only covers a section of the industry

Both it and SACWU say their dealings show employers and black unions can bargain effectively on councils and that the industry would benefit if the council covers all Transvaal plants

But the resistance to the increase could be a blow to their plans

□□□

RAM Dec, 1982

MANY employers are irritated by emerging unions who insist union leaders are "servants of the members" who can take no decision without their consent

They will be cheered by the views of leaders of a large Tucsa union, the Garment Workers' Union of the Western Province

Its paper "Clothesline" recently broke its traditional silence on labour issues to attack a member who charged she couldn't live on the wage the union negotiated, had backache because it did nothing about safety and that "going to the union is just like going to the boss"

The union urges her to cease "grousing" and says that, if she doesn't like her factory, she can always move to another

It also suggests she visit the union office where the leaders will try to "put a bit of backbone into her in place of that backache"

If she really wants a better deal, she can always join the employer association

rcb 9/12/82

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Union to make key statement today

Labour Correspondent

THE SA Boilermakers' Society is expected to announce today whether it will quit a new Confederation of Associations and Mining Unions (CAMU) — a move which could herald the new body's collapse

Boilermakers' general secretary Mr Ike van der Watt threatened to quit CAMU after it refused admission to the black and coloured Federated Mining, Explosives and Chemical Workers Union (FMECWU), which was established by the Boilermakers

Yesterday, the union's executive met to discuss whether to quit CAMU, but no statement was issued after the meeting

It is understood that an announcement was delayed un-

til today when FMECWU's executive meet in Kimberley to discuss the move

Mr Van der Watt flew to Kimberley last night and it is believed he will inform FMECWU's executive of the Boilermakers' decision in the hope of arriving at a joint stance

Informed sources say Mr Van der Watt has been at work "behind the scenes" since the confederation refused to admit CAMU in an attempt to "patch up" the dispute and revive prospects of all mine unions co-operating in one body, regardless of race

Meanwhile, the Chamber of Mines also met yesterday to discuss its attitude to recent labour relations developments on the mines. It will reveal its views today

Black unions on the march in the mines

By Tony Davis,
Labour Reporter

Blacks in the mining industry are rapidly being organised by trade unions.

Until recently, black mineworkers as well as farm labourers and domestic workers were largely unorganised and unrepresented. But while trade union rights for the latter groups are still non-existent, black-member trade unions are now filling the gap in the mining industry.

● This year the Chamber of Mines granted access to three new unions to recruit members at the group's mines.

● The National Union of Mineworkers, at its inaugural conference in Klerksdorp last weekend, claimed a 14 000 membership and growing ranks in Free State and Transvaal mines.

● The coloured-member Federated Mining, Explosives and Chemical Workers Union opened its ranks to black mineworkers recently.

The organising of black mineworkers has been sought for many years but became possible only in 1979 with new labour legislation allowing for legal black trade unionism.

HOSTELS

In the mining industry, the rightwing, white-member Mine Workers Union which represents all but artisans and officials in the mines, totally rejects black membership.

The task ahead for the black-member trade unions in organising black mineworkers is lengthy, as there are about 450 000 men working in mines across the country.

These unions face additional problems in organising black mineworkers. Many workers are semi-literate or illiterate and have to be taught the basics of trade unionism from scratch.

Organising members hinges on gaining access to the mine hostels. The Chamber of

Mines has granted access to three new unions to date, and has shown no unwillingness in granting it to more.

Recognition for the unions is another problem as it usually entails registration by the union — which several of them reject.

The Cusa-affiliated National Union of Mineworkers announced at its weekend conference that as long as the Government had a hand in the administration of registration, it would not apply.

It is still unclear at what level the black trade unions could represent their membership.

"RACIST"

The newly formed Confederation of Associations and Mining Unions (replacing the Council of Mining Unions) last month rejected the membership of the FMTCU, in what the NUM described as a "racist" action.

Whether or not the black mine unions would form their own alignment for negotiations with the Chamber of Mines is still to be seen, but at this stage is unlikely.

The need for organised black mineworkers was evident when wage unrest hit some mines in the Gencor and Gold Fields mining houses earlier this year.

ARRESTS

More than 1 000 miners were dismissed and hundreds arrested, and several died during the unrest. Mine managements and the police spoke of the difficulty of trying to hold talks with hundreds of miners at once.

The Chamber of Mines had in the past looked at establishing a representative framework for the black miners but eventually left it up to trade unions to take up the task.

The chamber's industrial relations adviser, Mr Johan Liebenberg, said it had no objection to black miners being recruited by unions.

By Tonis Davis,
Labour Reporter

The Chamber of Mines announcement yesterday that registration is no longer required for union recognition is an about-face for the organisation in its relations with trade unions

The retraction on the recognition criteria is viewed at two levels

The chamber's view is that recent proposed amendments to the Labour Relations Act which provide unregistered trade unions with direct access to official dispute machinery have made the registration stipulation redundant

On the other hand, industry sources see the move as a sop to emergent black-member unregistered unions which show every indication of sooner or later gaining large followings, but refuse to register

RECOGNITION

The Chamber of Mines has laid emphasis on "significant representation" as the major factor in future recognition agreements in place of registration

The criteria for recognition of unions are.

- The chamber's acceptance of a union's constitution
- Proof of a union's representivity
- The union must sign an agreement with the chamber detailing which job categories at which mines the union

Mines let up on talks with unions

will represent

● There will be joint negotiation by unions with the chamber in the event that more than one union comes to represent the same job category of workers

● A union will lose its recognition if it is no longer sufficiently representative

The chamber views the new criteria as a simplification. There are only two types of union — representative and unrepresentative

Representivity is pegged on a floating scale which could be as low as 30 percent of workers in a certain job category at a certain mine

The chamber sees future negotiations in terms of the new criteria as both centralised and decentralised

Decentralised to the extent that negotiations will take place at an individual mine and centralised in that mining houses, chamber will management any negotiations

REJECTED

Mr Johan Liebenberg the chamber's industrial relations adviser, however, foresees some difficulties in adjusting the traditional negotiating structure with white member and multiracial unions

Of the five black-member unions involved in organising black mineworkers, only one is registered

Cusa's National Union of Mineworkers at its conference in Klerksdorp last weekend rejected registration

The Black Mine Workers' Union, Black Allied Workers' Union and the Black Allied Mining and Construction Workers' Union are also not registered

Although these unions represent among them fewer

than 20 000 miners out of a possible 480 000 blacks, they have been in the field for only a few months

Three of the unions, the NUM, Federated Mining, Explosives and Chemical Workers' Union and the BMWU have been granted access by the chamber to recruit mineworkers in the various mines

Another criterion scrapped in the chamber's new recognition guidelines is check-off facilities

The union dues were a benefit of registered trade unions but now can be obtained by an unregistered union which gains recognition from the chamber

VARIANCE

Final approval would still have to come from the Minister, although no problem is expected in this regard according to the chamber

The individual mine level bargaining could lead to differences in salaries and working conditions for workers in the same job categories but represented by different unions

This week's announcement of the criteria represents the fourth series of recognition criteria brought out by the chamber since 1980 — a follow up to the Wiehahn labour reforms

Earlier criteria included registration applications for extending scope of registration and other principles which all directly involved the Industrial Registrar

At a Press conference yesterday Mr Liebenberg described the earlier criteria as being a conservative approach which adopted rather stringent guidelines.

Accord on newspaper pay scales

CAPL TIMES 11/12/82

JOHANNESBURG — A new national salary and wage agreement in the printing industry has been reached between the Argus Company and South African Associated Newspapers and the Media Workers' Association of South Africa, a joint statement by Argus and Saan said yesterday

In terms of this agreement, all weekly-paid members of Mwasa on Argus Group newspapers will receive an increase of 14 percent or R10, whichever is the greater, on their current wages from the first pay week in January 1983, and a further four percent increase on current wages from July 1, 1983, subject to review nearer the time.

Eight percent

Also from January, 1983, monthly-paid Mwasa members employed by the Argus Company, excluding editorial staff in their first four years of service, will receive an across-the-board increase of eight percent on their salaries as at January 1, 1982. Further merit increases will be paid to such Mwasa members at the discretion of the company.

The total salary bill of those monthly-paid Mwasa members who were in the employ of Argus Company newspapers on January 1, 1982 will increase by 12,5 percent by January 1, 1983.

Any increases granted during the course of 1982 will be included in the

12,5 percent calculation

Mwasa editorial staff in their first four years of service will be paid according to the following grades: 1st year, R400 a month, 2nd year, R500, 3rd year, R600, 4th year, R700, completion of 4th year, R800.

Agreement

In terms of the agreement reached with Saan, weekly-paid Mwasa members will receive a flat increase of R9,50 a week, which will increase the current Mwasa weekly payroll by 12,8 percent.

In addition, Saan has guaranteed the continued existence of its current internal appraisal scheme and further guarantees that any consequent merit increase of less than 3,75 percent will be reviewed jointly by management and Mwasa at chapel level.

Discretion

The Saan agreement on monthly salaries provides for an across-the-board increase of seven percent based on January, 1982 levels.

Additionally, it provides for discretionary merit increases totalling a further 5,5 percent of the January, 1982 Mwasa salary payroll costs.

Mwasa's monthly-paid editorial staff will receive graded salaries during the first four years of their service — the grades being the same as those applicable in the Argus Group — Sapa.

Overtime

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ruling

Mercury
'outrages'

11/2/82
women

Labour Reporter

TODAY for the first time women shop workers can be forced to work overtime if their stores decide to stay open late. This is because of the removal of a discriminatory clause in the Wage Board determination covering the distributive trade.

In the past, women workers had the right to refuse to do more than one hour's overtime except in the case of stocktaking, but the Wage Board in making its recent determination dropped this clause on the grounds that it was sexually discriminatory.

The Durban spokesman for the Distributive and Allied Workers' Union and the National Union of Distributive Workers yesterday said their members, most of whom were women, were 'outraged' but there was nothing they could do about it.

Transport

Going home to the townships after 5 pm on a Saturday posed a real problem for women workers because it was very dangerous, she said.

'Employers promise to provide transport but they rarely do,' she added.

The general manager of the Durban Chamber of Commerce, Mr Ken Hobson, said most of the larger stores would be open until 5 pm today and next Saturday as well.

Most of the smaller stores would probably follow suit, he said.

Labour Week

IF THERE is ever a world land speed record for labour reform, expect an entry from the Chamber of Mines

A few months ago, the mines lagged well behind other industries. Last week, they broke with decades of tradition and announced new union recognition guidelines ahead of many others.

Up to now, a union's registration has been central to whether the mines would recognise it. Not long ago, a union could not be recognised on a single mine unless it had support throughout the industry. Even the terms under which unions could recruit on mines, were tough.

Now, registration is not an issue — the main one is whether a union is representative. Unlike some industries which see themselves as reform pioneers, the mines will not insist unions bargain at an industry-wide forum.

Any union which represents a "significant" number of workers — not necessarily 50% — in any job on a mine will be able to negotiate pay and conditions for its members with that mine.

The Chamber will be the body granting recognition and one of its men will take part in negotiations, but bargaining will concern that mine only.

To gain this right, unions will have to have a democratic constitution and agree to negotiate jointly with any other union with "significant" members in the job concerned.

The Chamber, which has been discussing the change

Chamber of

Mines surges

ahead with

new policy

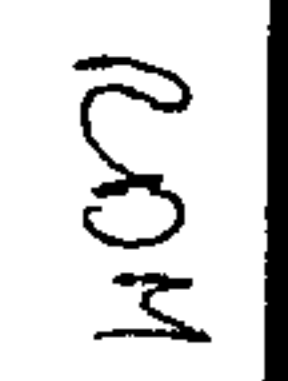
on unions

For a while, says the "moderate" in the country — including planned changes to labour laws — has softened towards unregistered unions. It also accepts that black unions may not want to bargain at industry level until they feel strong enough.

This change goes further than the Chamber's recent decision to grant access to three black unions. Then it still seemed the mines might not bargain with unions who rejected their terms.

Now any union which makes headway on a mine will be able to bargain — whatever its view on registration and councils. The first beneficiary may be the fast-growing National Union of Mineworkers, which last week rejected both.

There may well be snags ahead. The NUM has criticised aspects of the guidelines and also charges that



BY STEVE FRIEDMAN

ROM 13/12/82

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pany will have the right to bargain directly with it — which other employers who support councils oppose. It will also be able to consult its members on each stage of negotiations.

Industry-wide pay talks may even take place outside the council, which will merely ratify the result.

Changes already include scrapping the "closed shop" and writing into the agreement majority union rights in individual plants.

The NUTW's willingness to join the council comes after knitting employers adopted a flexible stance and dealt with it outside the council.

They recognised the NUTW's right to bargain directly with firms and reached a unique industry-wide pay deal with it outside the council.

So the first employer association in three years to persuade a Fosatu union to join a council is one which did not try to force it to do so.

In their agreement with the NUTW, knitting employers also agreed to work towards paying Fosatu's goal of a "living wage".

Fosatu regards R3 an hour as a "living wage" and minimum knitting pay is not much more than a third of that, so this may seem less of a victory than unionists would have us believe.

But Fosatu unionists argue that employers agreed to a major change in the standards for pay bargaining.

Most bargaining now centres on what percentage rise

on their present pay workers will receive. Fosatu men say this accepts that present wage standards are valid.

Instead, they want a pay goal to be set — the figure both sides see as a "decent wage" — and bargaining to concern how quickly employers can afford to get there.

Many employers will resist this, not only because it seeks to push up wages, but also because they believe a "living wage" is in the eye of

the beholder. But they may well increasingly be faced with this demand.

NOT for the first time, the industrial court has refused to hear, on technical grounds, a key "test case" — this time on the "closed shop".

Whether the court is interpreting its powers too narrowly or the law governing it

is too hemmed in with red tape, it is not playing the central role the Wiehahn Commission expected.

Its inability to act speedily in settling issues is clearly damaging its credibility.

At any rate, yet another test case will be heard by it today. Brought by the SA Society of Journalists against Press groups SAAN and Aragus, it tests key union recognition issues with ramifications for all industries.

Journalists face employers in key test case

By STEVEN FRIEDMAN
Labour Correspondent

IN A major test case yesterday, the industrial court was asked to rule that any employer who failed to negotiate "appropriately" with a representative trade union was guilty of an "unfair labour practice".

It was also asked to find that an employer could not refuse to bargain if a union failed to meet preconditions set by the employer before negotiating.

And it was asked to temporarily order an employer who allegedly refuses to negotiate with such a union to resume bargaining.

If the court upholds these points, its decision will have far-reaching implications for the rights of unions throughout industry.

The case has been brought by the president of the SA Society of Journalists, Mr David Bleazard, and other SASJ members against publisher SA Associated Newspapers, two SAAN papers, and the SA Press Association.

The action concerns the withdrawal of SAAN, Sapa, and Argus Printing and Publishing Ltd from the unofficial conciliation board on which they bargain pay with the SASJ. Argus is not opposing the action.

And, in what is believed to be an unprecedented move, a full bench of the court is hearing the case in Johannesburg. Its president, Mr B J Parsons, is presiding and both the other members are hearing the case.

The newspaper companies withdrew from the board after asking the SASJ to agree to a resolution accepting regional pay differences and that editors would have maximum discretion in awarding pay increases.

In papers before the court, they say they were forced to withdraw from the board because the SASJ refused to accept this.

They deny they refuse to bargain, saying they are prepared to negotiate with SASJ branches. They also say they are entitled to leave the board.

The SASJ members charge that the two issues were raised by SAAN "to forestall further bargaining of a type which it sees as

unpleasant" and to end a negotiating forum which has preserved "harmony" for more than 40 years.

Counsel for the SASJ, Mr M Brassey, yesterday cited letters between top SAAN and Argus executives in which they discussed leaving the board — partly because of "militancy" by journalists — several months before formally raising the issues which led to their withdrawal.

The SASJ is asking the court to use powers recently granted it to restore the status quo in "unfair labour practices" disputes by temporarily ordering SAAN and Sapa to rejoin the board until the dispute is resolved.

Mr Brassey argued yesterday that the court did not have to be fully satisfied of the merits of the SASJ case in order to do this.

Unlike civil court actions, he argued, the onus was on the party against whom the order was brought to satisfy the court it should not grant one.

Mr Brassey quoted extensively from American cases holding that it was an unfair labour practice to refuse to bargain. He argued that the right to bargain was also "implied" by the Labour Relations Act.

"If the court finds there is no duty to negotiate, we on this side can pack up our bags and go home," he said.

He said SAAN's willingness to negotiate at individual newspapers did not mean it was willing to bargain. It could not seek out a new bargaining forum which covered less workers than were represented by a recognised union.

He also charged that SAAN, while setting preconditions for negotiations with the SASJ, had set none for the black media workers' union, Mwasa, and was thus "discriminating" against the SASJ.

Mr W Lane, for SAAN and Sapa, will reply today. But yesterday he raised two technical points against the application.

A status quo order can only be obtained after an official conciliation board has been applied for, and Mr Lane said the SASJ members' application for a board was "defective". He also argued that white-collar workers were not "labour" and could not be victims of an "unfair labour practice".

SASJ plea to court: Judgment reserved

CAPE Times 15/12/82
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Own Correspondent

JOHANNESBURG — The Industrial Court would "risk making a fool of itself" if it ordered an employer to bargain "in good faith" with a union, the court was told yesterday.

It was also told there was nothing in labour law which made it an "unfair labour practice" to refuse to negotiate with a representative trade union.

Mr W Lane, appearing for South African Associated Newspapers and the South African Press Association in a test case brought by the Southern African Society of Journalists, told the court the term "unfair labour practices" did not deal with relations between unions and employers, but only between workers and employers.

A key issue in the case is whether refusal to bargain with a majority union can be ruled "unfair".

Mr Lane also argued that "unfair labour practices" did not apply to white-collar workers such as journalists, but "the working class" who, the legislators feared, "might burn down buildings or cause public disorder".

A full bench of the court yesterday reserved judgment in the case, which stems from the withdrawal of SAAN, Sapa and the Argus company from the conciliation board on which they negotiate pay and conditions with the SASJ.

The firms say they withdrew because the SASJ refused to bargain on regional pay differences and the principle of across-the-board in-

creases.

The SASJ charges this was a "contrived" reason and that the firms withdrew from a body which had "ensured harmony" for more than 40 years because they wanted to avoid a type of bargaining they found unpleasant.

It has asked the court to award it a temporary order forcing the companies to resume bargaining with it. Argus is not opposing the application.

In reply to arguments by Mr M Brassey, for the SASJ, Mr Lane said the court could not order SAAN and Sapa to perform a specific act such as bargaining "in good faith", as it could not enforce such an order.

It was impossible to judge what "good faith" entailed and the companies would not know how to comply with the order. There was no way to prove whether they were complying and the court would risk "making a fool of itself".

Mr Lane also charged that the SASJ was unwilling to bargain in "good faith".

He said the companies were forced to withdraw from the board because the SASJ adopted an "unyielding attitude" and refused to compromise.

He said the SASJ's use in the case of confidential letters between SAAN and Argus executives without saying where it obtained the letters was "positive evidence of a lack of good faith". He said the letters did not show the companies "contrived" to leave the board.

He disputed Mr Brassey's contention that the

court should grant an order restoring the bargaining status quo unless the companies could satisfy it that such an order should not be granted.

An order would "interfere with the running of the business" of SAAN and Sapa and could only be granted if the SASJ proved it had a right to one.

"Unfair labour practices", Mr Lane argued, applied only to blue-collar workers and the case showed the "dangers" of extending the term to other workers because even newspapermen such as deputy editors who were in positions of authority would be covered by any order granted.

He described the SASJ's case as "ill-conceived and profitless" and urged the court to dismiss it.

In a reply, Mr Brassey reiterated aspects of the SASJ case and said there was United States precedent for defining "good faith". He also disputed that producing confidential documents in court constituted "bad faith".

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'Journalists do not burn factories'

JOHANNESBURG — "Journalists are gentlemen and do not burn down factories and could therefore not be involved in labour unrest," the legal representative of the South African Associated Newspaper group (Saan) told an Industrial Court

Mr Willie Lane, who is appearing for Saan and the South African Press Association (Sapa) in their dispute with the South African Society of Journalists (SASJ), said this in reply to the SASJ's claim that Saan's action in withdrawing from the extra-statutory Conciliation Board was an "unfair labour practice" which could lead to labour unrest

Mr Lane contended that the term "unfair labour

practice" as it appeared in the Labour Relations Act referred specifically to "labourers" and not to white collar employees

He said the Industrial Court would "risk making a fool of itself" if it ordered an employer to bargain "in good faith"

It was impossible to judge what "good faith" entailed and the companies would not know how to comply with the order. There was no way to prove whether they were complying

Mr M Brassey, for the SASJ, claimed it was clear that as far as the Act was concerned, the term labour referred to white and blue-collar workers

"Where would one draw

the line between employees and workers — does one choose between the classes, the 'gentlemen' versus the 'workers' or does one decide on race?" he asked

Referring to an Appeal Court decision, he said the Appellate had ruled that a managing director could be termed a "worker" in terms of the Workmen's Compensation Act

A full bench of the court reserved judgment in the case, which stems from the withdrawal of Saan, Sapa and the Argus company from the Conciliation Board on which they negotiate pay and conditions with the SASJ

A key issue in the case is whether refusal to bargain with a majority union can be ruled "unfair" — Sapa

Judgment is reserved in SASJ dispute

Labour Reporter

Judgment was reserved yesterday in a dispute between the South African Society of Journalists and SA Associated Newspapers and the SA Press Association

In a sitting before a Full Bench of three industrial court judges, the court heard the SASJ's demands that newspaper industry employers return to negotiations at the conciliation board level

The SASJ asked the court to restore the status quo and order Saan and Sapa back to the conciliation board until their current dispute was resolved

The hearing, which lasted two days, is seen as a test case by labour experts in that it seeks to bring employers to bargain in good faith with a representative trade union, and to restore the status of a long-standing conciliation board

The case was brought against Saan and Sapa as well as the Argus Company by the president of the SASJ, Mr Dave Bleazard, and other union members in the publishing groups

Argus adopted a watching brief, agreeing to accept any decision the court came to

The SASJ argued that the employers had refused to negotiate bona fide, and their withdrawal from the conciliation board at the end of this month could result in an end to the many years of

labour peace in the industry

Counsel acting jointly for Saan and Sapa, Mr W Lane, argued that it was the SASJ that had come to the negotiating table with pre-conditioned and had refused to consider a request for regionalised negotiations

While the SASJ sought to prove that the employers' withdrawal from the board amounted to an unfair labour practice, all the employers wanted was a change in the framework for determining labour practices. This in itself did not amount to unfair labour practice

Employers had seen 1983 negotiations leading to another deadlock and arbitration as the SASJ was not acting in good faith — and the employers then withdrew from the board, Mr Lane told the court

OBLIGATION

Because newspaper-based journalist chapels gave the SASJ its mandate to negotiate, employers felt that direct regional negotiations were preferable to further deadlocks through centralised bargaining

Mr M Brassey, counsel for the SASJ, told the court that the employers had an obligation to negotiate through the conciliation board. Saan showed a desire to forestall further collective bargaining of a type which the group saw as "unpleasant and demanding," Mr Brassey said

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Court risks appearing a fool, Press hearing told

By STEVEN FRIEDMAN
Labour Correspondent

THE industrial court would "risk making a fool of itself" if it ordered an employer to bargain "in good faith" with a union, the court was told yesterday

Mr W Lane, who was appearing for SA Associated Newspapers and the SA Press Association in an important test case brought by the Southern African Society of Journalists, also told the court there was nothing in labour law which made it an "unfair labour practice" to refuse to negotiate with a representative trade union

Mr Lane said the term "unfair labour practices" did not deal with relations between unions and employers, only with those between workers and employers

A key issue in the case is

whether refusal to bargain with a majority union can be ruled "unfair"

Mr Lane also argued that the term "unfair labour practices" was not meant to apply to white-collar workers such as journalists but to "the working class who might burn down buildings or cause public disorder"

A full bench of the court yesterday reserved judgment in the case, which stems from the withdrawal of SAAN, Sapa and the Argus company from the conciliation board on which they negotiate pay and conditions with the SASJ

The firms say they withdrew because the SASJ refused to bargain on regional pay differences and the principle of across-the-board pay increases

It has asked the court to award it a temporary order forcing the companies to re-

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It was impossible to judge what "good faith" entailed and the companies would not know how to comply with the order There was no way to prove whether they were complying and the court would risk "making a fool of itself"

He said the companies were forced to withdraw from the board because the SASJ adopted an "unyielding attitude"

He also charged that the SASJ's use in the case of confidential letters between SAAN and Argus executives without saying where it obtained the letters was "posi-

tive evidence of a lack of good faith"

But Mr Lane said the letters did not show the companies "contrived" to leave the board, but that they were concerned about specific bargaining issues

He also disputed Mr Brassey's contention that the country's labour law "implied" that employers were obliged to negotiate with majority unions

He described the SASJ's case as "ill-conceived and profitless"

In a reply, Mr Brassey said there was American precedent for defining "good faith" He also disputed that producing confidential documents in court constituted "bad faith"

He charged SAAN had fought the case "unreasonably" as an "academic exercise" and asked the court to award costs against it

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BLACK ARTS

A boost for Fuba

Sponsorship of sporting events in SA often takes precedence over sponsorship of cultural events. So BMW's recent decision to sponsor a countrywide tour of works by 90 international artists, in conjunction with the Federated Union of Black Artists (Fuba), is to be commended.

The 120-piece collection, comprising paintings, sculpture and other works of art, has been donated to Fuba by well-known artists such as Henry Moore, Frank Stella, Kenneth Noland and Anthony Caro.

Fuba director Siphos Sepamla says "The collection was the brainchild of Caro, who came to SA to judge an art competition. He realised that black artists are underprivileged in this country and decided to help them through Fuba, working through the London-based African Arts Trust.

"At present the collection consists of American and European art. We intend starting an African art collection as well

The collection will then form the core of a collection for Soweto's first art gallery which will be founded sometime in the future.

"The present collection will not be housed in one place as it is too large. However, Caro wanted the collection to function as a teaching aid to help young artists, so part of the collection will be housed at Fuba's Johannesburg centre, where we've started a small gallery."

BMW MD Eberhard von Koerber explains the company's involvement "A company dedicated to free market principles has a particular responsibility to demonstrate how a successful free economy contributes to progress and welfare in all spheres of society. Fuba's project combines the enjoyment of art with the training of artists and with the cultural education of people. This makes it an imaginative project with which BMW is proud to be associated," he says.

Fuba was founded five years ago with a grant from the Urban Foundation. Its aim was to stimulate black art and assist black artists.

"Today Fuba's principle role is to encourage artists to find their feet as many people are unaware of the extent of their talents," says Sepamla.

"We've had to employ a full-time organiser, as the exhibition will be on show in Johannesburg, Port Elizabeth, Durban, Umtata, the universities of Fort Hare and Zululand and at the National Gallery in Cape Town next year. We will use this art collection to stimulate our students and to raise funds for further development of Fuba's Johannesburg centre."

caused the split in the union movement were the redirection of the "workers struggle" from a struggle against government to one against capital, as well as a proposal by the Federation of SA Trade Unions (Fosatu) in favour of "disciplined unity" of unions in a close federation.

The UFR says a significant step in the direction of a federation was taken by the decision of the General Workers' Union (GWU) to stop recruiting workers in certain industries, and to have talks with Fosatu's Metal and Allied Workers' Union to discuss demarcation in the engineering industry.

Although at the emerging union summit meeting in May the decision was made that no basis existed for the formation of a federation of all unions at that stage, the UFR says some observers believe Fosatu, the GWU and the Food and Canning Workers' Union will continue their unity efforts.

The UFR points out that the same congress also saw the beginning of attempts by a number of unregistered unions, led by the Motor and Components Workers' Union of SA (Macwusa), to form their own alliance.

Defined structures

Fosatu and the GWU perceive the trade union movement as a strong workers' movement, based on well-organised, defined structures, operating in a conflict between workers and employers within the working situation. Macwusa and its comrades' main point of departure is the resistance to a widely defined system. Support for Macwusa came from its sister-union, the General Workers' Union of South Africa (Gawusa), the Black Municipality Workers' Union, the Orange Vaal General Workers' Union, the General and Allied Workers' Union and sections of the SA Allied Workers' Union.

The UFR believes this has some important implications.

□ Should an alliance between Fosatu, the General Workers' Union and the Food and Canning Workers' Union be achieved, they will have established an extremely powerful body and employers could greatly benefit from the more stable, disciplined and cohesive procedures that would most likely result from such an alliance.

□ These unions which continue to consolidate their power base by strong shop-floor and industrial organisation will become the unions to be bargained and reckoned with in the industrial relations sphere.

□ The "opposing faction" which is likely to increasingly play a political role will run the risk of a complete takeover by political protagonists. The result could be their eventual demise as real trade unions.

□ Ironically, unions which, at present, refrain from involvement in factional politics will, by their strengthening of the worker movements through industrial issues, eventually build up an extremely effective political powerbase. They may in future wield far greater political power than their anti-system counterparts.



Artists at work ... a spin-off from sponsorship

An emerging split

There are signs that the present, just noticeable rift in the emerging trade union movement will widen. This warning is contained in an information sheet prepared by Professor Willie Bendix of the Industrial Relations Research Unit at the University of Stellenbosch business school, and issued to associates of the university's Unit for Future Research (UFR).

According to the UFR information sheet this will lead to two factions:

- Some unions will continue to consolidate their power base by strong shop-floor and industrial organisation, and
- The "opposing faction" will, unless they modify their policy and strategy, increasingly play a "political" role.

Although during the past year nearly all emerging unions were united in their objection to government's detention of union leaders, as well as issues concerning registration and the industrial council system, the UFR says this year's "unity congresses" saw the emergence of new issues.

The UFR says the dominant issues which

Ciskei;

CAPR TIMES 18/1/80

Union leaders raided

Own Correspondent

EAST LONDON — Ciskei security police raided the homes of a number of trade union leaders and arrested at least one union member, unionists here said yesterday

Mr Yure Mdyogolo, branch secretary of the South African Allied Workers' Union (Saawu), said his 24-year-old brother, Mr Sebenzile Mdyogolo, had been arrested in a dawn raid on his home

Mr Bonsile Norushe, branch secretary of the African Food and Canning Workers' Union, said his home was also raided

The homes of the branch secretary of the General Workers' Union (GWU), Mr David Thandani, the president of Saawu, Mr Thozamile Gqweta, and a former branch chairman of Saawu, Mr Eric Ntonga, were also raided

The commander-in-chief of Ciskei state security, Lieutenant-General Charles Sebe, said on Thursday that the Ciskei Central Intelligence Service (CCIS) together with the Sword of the Nation squad had searched the homes of several "activists" in Mdantsane since the beginning of the week

Star (138) 105-229
20/12/82

Ciskei hits at unionists

Labour Reporter

Armed members of the Ciskei police, army and intelligence service raided the homes of trade unionists in Mdantsane township last Thursday

Trade unions have condemned the raids as provocative and said they were intended to intimidate unionists living in Ciskei

Ciskei's intelligence service head, Lieutenant-General Charles Sebe, confirmed that raids were carried out on Thursday

He said only homes belonging to members of the South African Allied Workers' Union (Saawu) were raided "We will raid more Saawu people because Saawu is not a union, it is the ANC," Lieutenant-General Sebe said.

However, unionists said Ciskei forces also raided the homes of union officials of the African Food and Canning Workers' Union and the General Workers' Union

The general secretary of the AFCWU, Mr Jan Theron, said heavily armed police had seized documents from one home

"We view this action by the Ciskei authorities as terrorism," Mr Theron said

talks for

sacked bakers

21 DEC 1938 Labour Reporter

OFFICIALS of the Bakery Employees Industrial Union were negotiating the re-employment of 28 contract workers who were dismissed from Good Hope Bakery last week after going on strike. Mr Joe Daniels, general secretary of the union said yesterday

The workers were paid off on Friday after downing tools in protest against the dismissal of a fellow worker

Mr Daniels said the trouble started when one worker asked to be transferred to another department. The foreman refused to transfer him and threatened to dismiss him

WARNING

After warning him the factory manager dismissed him according to Mr Daniels. All the other African workers stopped work in sympathy

Mr Daniels said the union wanted to do everything possible to save the jobs of the contract workers

He denied an earlier statement by another union official who said the union sent other workers to take the place of those dismissed

We would not send people to take the places of our members. We did not send labour out there and we will not while we are negotiating. Mr Daniels said

THE FIRST

It was the first strike in the union since it was established in 1910

An agreement was being negotiated with the management whereby the dismissed workers could reapply for their jobs, he said

Mr E Kalligianis, manager of Good Hope Bakery said he had no comment to make at this stage

CIRG
LAW
STRIKE

Dismissed workers to be re-employed

CITY MAIL 27-12-1932

Labour Reporter

MOST of the 28 Good Hope Bakery workers who were dismissed recently will be re-employed according to Mr Joe Daniels, general secretary of the Bakery Employees' Industrial Union

The workers were paid off after downing tools in protest against the dismissal of two fellow workers

Mr Daniels said he had had a "long meeting" with management last week, who had agreed to re-employ all except three

"The union is not happy with this and we are still negotiating," he said

Mr F Kalligiannis, the manager of Good Hope Bakery, was not available for comment. A spokesman at the bakery said he was away on holiday for about three weeks

The spokesman said he knew "nothing" about the negotiations

A milling worker with whom one of the dismissed workers has been staying said many had left Cape Town to see their families

15
138
18/6

Star
Strikes 138
threaten 270
28/12/82
major
airlines

By Richard Paris
Air-**Correspondent**

At least two major airlines may be grounded by strikes in 1983, and others may be faced soon with industrial disputes as flight engineers take action against airlines that want to replace them with computers.

The president of the South African Airways Flight Engineers Association, Mr Ronnie Smuts, said on return from the Flight Engineers International Association (FEIA) annual meeting in New Orleans this month the organisation was committed to taking a militant stand.

The future of the 'third man in the cockpit' has become insecure since the major aircraft manufacturers, Boeing and Airbus Industrie, decided that the new technology, based on cathode ray tubes and lasers, was so advanced that its new range of jets — the Boeing 757 and 767 and the Airbus A310 — could be operated without a flight engineer.

Most two-engine airliners are flown without flight engineers. Plans are to convert the Boeing 747 jumbo jet from a three-man to a two-man crew in a few years.

Airlines are being persuaded that they can save money and have a more efficient operation with two-man crews, but flight engineers claim that in the long run the new technology will prove more costly, reduce efficiency and threaten the safety of flying.

"The manufacturers are competing in such a fierce battle for sales that they do not believe they can afford not to offer what their rival can," said Mr Smuts.

TESTS

He said Boeing's latest jets which have just entered commercial service, were test-flown with flight engineers because they were designed originally for a three-man cockpit, but when rival Airbus Industrie announced a two-man operation they quickly re-designed the cockpit along similar lines.

"The development of these new machines has taken place on the ground, where it has been found they are very sensitive to static and other atmospheric conditions. We question whether enough is known about their ability to function consistently in the air," said Mr Smuts.

Test equipment required for the computers on the ground to go with those on the aircraft were nearly as expensive as some of the new aircraft themselves.

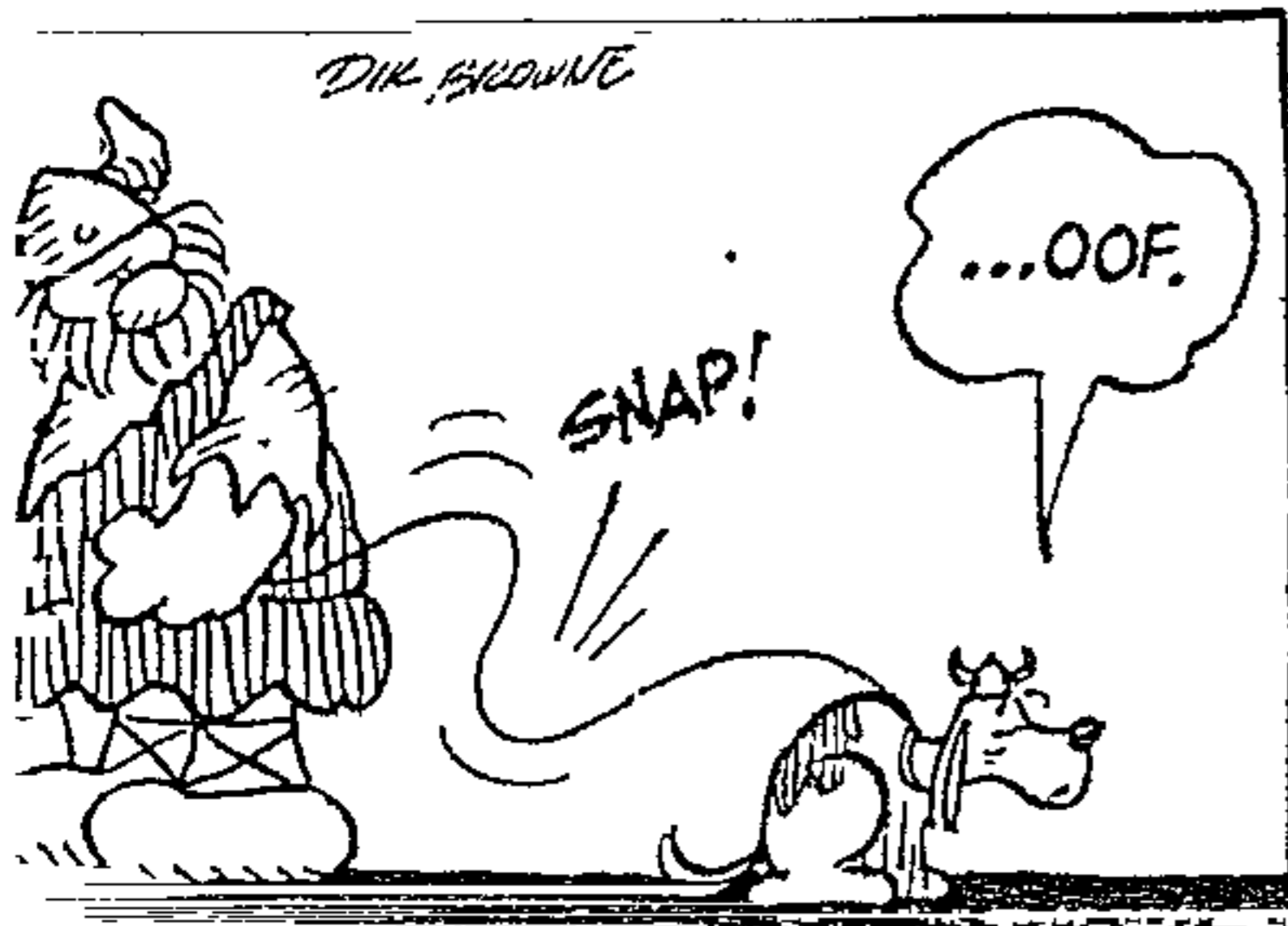
A flight engineer, he said, was a third set of eyes in skies often crowded with unidentified light aircraft, and a third voice which commanded weight when a captain's decision needed to be challenged, which the etiquette of flying precluded his co-pilot from doing.

CREDIT

American aviation authorities have acknowledged formally that a flight engineer would have been able to prevent the Boeing 737 Air Florida crash into the Potomac River in Washington D.C., during a blizzard in January, had one been on board. They were given credit for helping to save hundreds of lives when two Boeing 747s lost power when they flew into an undetected cloud of volcanic dust over Indonesia in May and were falling to earth rapidly as their engines were restarted.

Members of the SAA Flight Engineers Association told The Star that a clash between them and management was not likely as long as the carrier did not try to phase them out.

By Dik Browne



Journalists' union wins Industrial Court action

CAPE TOWN—The Industrial Court yesterday ordered Argus Printing and Publishing Company, South African Associated Newspapers and the SA Press Association to remain members of the SA Newspaper (Press) Editorial Conciliation Board and to negotiate with the Southern African Society of Journalists, reports Sapa

Welcoming the court's decision the SASJ stat-

ed "It is a vindication of our view that the employers' intended withdrawal from the board, without good reason constituted an unfair labour practice

"Withdrawal would have collapsed the collective bargaining machinery between journalists and their employers which has served the newspaper industry well for nearly 40 years

"The SASJ hopes the court's decision will encourage a more constructive attitude towards negotiations on the part of the employers"

Labour lawyers regard the judgment as embodying the principle that employers are bound to bargain in good faith with employees where there has been a long-standing negotiating relationship, reports Tony Davis

The order to resume negotiations, made by a full bench of three Industrial Court judges on the basis of two days' evidence and argument, comes a few

days before the expiry of the current agreement between the SASJ and employers

Counsel for Saan and Sapa argued that they had withdrawn from the board because they had foreseen forthcoming wage talks heading for deadlock. They contended the SASJ was not negotiating in good faith

The Argus did not contest the case, indicating in advance of the hearing it would accept the court's decision

Reasons for the judgment have still to be given. The SASJ's application for costs was dismissed

The managing director of Saan, Mr Clive Kinsley today declined to comment on the court's decision

The order merely reopens negotiations. Points of issue between the SASJ and employers on wages and working conditions have still to be resolved — Sapa

rights — Sash

this or do not know how to have their rights endorsed in their reference books

There are no section 10 rights for people living within a homeland or on a white-owned farm outside the prescribed urban areas

Section 10 (1) (a) qualifications are given to those who have

lived in one town since birth.

A person is entitled to section 10 (1) (b) rights if he has worked in registered employment for the same employer in the same town for 10 years or has lived lawfully and continuously in the same town for 15 years

Section 10 (1) (c)

rights are granted to the wife and unmarried daughter or son living with a person who has 10 (1) (a) or (b) qualifications.

All contract workers in the country are deemed urban rights even if they have worked in their present jobs for more than 10 years or lived legally in hostels for more than 15 years

They are required to return to the rural area each year to renew their contracts



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SPECIALS ON VIDEO RECORDERS

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By Sue Leeman,
Pretoria Bureau

It has been another year of deliberation and discontent for South Africa's public service, long the Cinderella of the labour market

Salaries eroded by inflation, the most acute staff shortage in 35 years and the limited bargaining power afforded to the country's more than 70 000 public servants were the major issues in a year which saw little change in the status of the profession

However, it was also the year of the launching of a new deal — an occupation differentiation programme in which specific occupation groups will be singled out for additional salary adjustments

Public servants are adopting a wait-and-see attitude. Experts predict it will take six months to a year before the effect of the scheme is felt

Staff vacancies dropped slightly towards the end of the year as the economic downturn increased the number of people looking for jobs

Proposals that the Public Servants' Association apply for full trade union and bargaining rights in accordance with the recommendations of the Wiehahn Commission were shelved for the time being

January opened with

'Cinderella' expecting a pumpkin

a 19 percent shortage in public service ranks leaving some sections, including the State Tender Board, more than six months behind schedule

There was a debate on the pro and cons of hiring coloured people or national servicemen but some of the backlog was eventually cleared by part-time personnel, some of them working from home

BACKLOG

But the backlog continued. Personnel expert Professor Dick Sutton estimated the Government may have lost more than R800 million in GST since 1978 because of the critical shortage of tax inspectors

It was against this gloomy background that the PSA decided in February to call an extraordinary executive meeting at which it made an official de-

mand for 25 percent across - the - board increases effective from April 1 this year

The Government countered with an offer of a 15 percent wage increase but undertook to improve salaries and service benefits on a long-term basis

The association, in conjunction with the Commission for Administration set about drawing up a programme for the proposed restructuring of the service on a job differentiation basis

ASSURANCE

The idea was accepted in principle by the Acting Minister of State Administration, Dr Gerrit Viloen, who gave his assurance that the new pay deal would include clerks and technicians who could not be categorised as professional groups

When Mr F W de

Klerk assumed office as Minister of Internal Affairs after the midyear Cabinet reshuffle he called for a fullscale investigation into the public service

At the end of September he announced details of the new pay and grading structure

The scheme, he said would affect about 40 000 public servants in 12 different professions, including artisans, paramedical staff, town and regional planners, industrial technicians and architects

Increases would be based on merit

Public servants enter 1983 with unanswered questions.

They also know that next year will probably mean a further tightening of belts

WARNING

At the PSA's congress in September, Treasury Secretary Mr Peter Wronsley warned that public servants must be prepared to have their hopes of substantial pay increases dashed as the recession continues to bite into the Government's budget

He said there would be little money for increased spending on a generous service benefits package. He pointed out that in any case this was only a small segment of much broader State objectives

260
Stav
2/12/82
138

BCC man detained in security raid

MDANTSANE — Ciskei security policemen and members of the armed forces raided several homes here early yesterday morning

In the raid a field worker of the Border Council of Churches, Mr Mzwandile Msoki, was detained, the Commander-in-Chief of State Security in Ciskei, Lieutenant-General Sebe, confirmed

The branch secretary of the African Food and Canning Workers Union

(AFCWU), Mr Bonisile Norushe, said two policemen and soldiers "armed to the teeth" searched his home and that of Miss Zodwa Mapela, local chairman of the United Women's Organisation at 1 am

He said the men first went to Miss Mapela's Zone 13 home and confiscated a copy of Gold and Workers, a publication that traces the movement of blacks from the land to the mines

Mr Norushe said the men asked him when he was going to stop his "congress" activities

"They also woke my mother and asked her to which organisations she belonged because her son was engaged in 'congress activities'," Mr Norushe said

This was the second raid on Mr Norushe's home this month

General Sebe said his men were not concentrating on trade unions in the fields

He added Mr Msoki and two former Fort Hare students, Mr Sowabo Archibald Sobukwe and Mr Cunningham Neukana, were the only people in detention in Ciskei yesterday

Three unionists — Mr Godfrey Shiba, Miss Veronica Ntozini and Mr Sebenzile Mdyogolo — were released yesterday, General Sebe said

Mr Shiba and Miss Ntozini were detained at a funeral in Mdantsane on October 10 and Mr Mdyogolo was detained early this month — DDR

(138) D. P. P. Hatch
3/12/82

Handwritten notes:
The information is
correct
G... ..
Mad... ..
11.

IND. RELATIONS - WORKERS' ORGANISATION

UNAFFILIATED UNIONS

1983

JANUARY - DEC.

lucky people must have got at least R120 a day. I am not please understand, complaining about how much the actors were paid but to spend all this money on a production which is plainly 'switch-off' material is unforgivable.

Also the spice people in this country first approached the corporation with the idea for the programme and even offered to finance it. But the SABC insisted on picking up the tab themselves.

It's jailing

Human Rights Commission The spokesman said Cusa did not believe unionists could be detained and then asked to testify against fellow detainees.

Mr Dlamini 31, who broke away from the Black Municipal Workers' Union to form Sabnawu, has been in detention without trial since May

54 Herero nomads arrested

WINDHOEK — Police in South West Africa have arrested 54 Herero nomads near Tsumkwe for illegal immigration from Botswana on December 26.

They were part of a group of 57, who are descendants of Hereros who fled to Botswana at the turn of the century.

A police spokesman in Windhoek said yesterday the group had been given until Thursday to leave.

This ultimatum followed discussions with a member of the Ministers' Council, Mr Kuama Ruruaku, and the commissioner of the SWA Police, Major General Dolf Gouws.

The group was reported to be dissatisfied with conditions in Botswana — Sapa

Pretoria Bureau

The costs of abattoirs and their capital costs over the next 10 years would contribute to pricing red meat off the market, the chairman of the Transvaal Agricultural Union's beef committee, Mr Basie Snyman, warned in Pretoria yesterday.

Addressing a beef marketing conference, he said the red meat industry could not afford "these abattoirs".

"There is little doubt abattoirs must be seen as being in

Mountbatten memorial

Mail Correspondent

CAPE TOWN — Both daughters of the late Earl Mountbatten of Burma and ex-serVICEMEN will attend a memorial service on March 6 to bless the recently installed stained glass Mountbatten Memorial Window in St George's Cathedral, Cape Town.

Abattoirs could price meat off market

the national interest but the State must drastically intervene to bring relief.

Mr Snyman said on a falling producers' market it was not always possible for a trade, because of rising distribution costs, to pass on fully to consumers the lower prices.

This resulted in dissatisfaction from housewives as

well as and producers, who could not understand the gap between their price and the price paid by the housewife.

Mr Snyman said if the producer price fell by 15% it was not possible for the trade to reduce the consumer price by 15% as other costs increases were at an inflation rate of 15%.

He said that in times of meat shortages and to ensure that prices did not rise to unacceptable levels, red meat would have to be imported.

It was known that farmers were opposed to importing meat, he said.

The chairman of the TAU pig committee, Mr S Saffer, said under the present production and marketing system "surpluses could burst

on us without prior warning".

"You can point to the recession, the lack of economic growth and depressed buying power as contributing to the surplus, but even had we been in a period of economic growth the evil day would merely have been delayed."

A surplus of unwanted meat would be inevitable at one time or another.

R10 000 bond win

THIS week's R10 000 tax-free Bonus Bond Bonanza prize has been won by the holder of certificate number 0706044501, bought at the Lindley Post Office in the Free State, the Treasury announced in Pretoria yesterday — Sapa

Pay or else, State told

By GERALD REILLY
Pretoria Bureau

A CLASH between the Government and the country's one-million public servants is certain if no substantial salary increases are provided for in the March budget, according to Pretoria sources.

The Minister of Finance, Mr Owen Horwood, and his senior officials have hinted strongly that funds would not be available for increases except in exceptional circumstances. This was because of the run-down state of the economy and Government revenue.

At the Public Servants Association (PSA) conference in Pretoria last year, the secretary for the Treasury, Mr H P Wronsky, said it would cost the State more than R1 000-million to give central and provincial workers increases to compensate for the inflation rate.

He indicated that the Government did not have this kind of money.

The president of the PSA, Dr Colin Cameron, said yesterday no comment had come so far from the Commission for Administration on the question of salary increases. Dr Cameron said whatever the decision it

was vital that the "salary occupational differentiation program" be continued in the new financial year and speeded up.

It was just as vital that reasonable increases be given to the lower ranks in the service, where real hardships were being suffered and resignations were at a crippling high.

A Commission for Administration source said the Cabinet had so far not indicated what increases, if any, would be given in the new financial year.

However, according to one senior public servant, it was clear from the belt-tightening talk of the Minister of Finance that efforts were being made to condition public servants to an acceptance of no or very limited salary adjustments.

It is understood no special consideration will be given to increases for teachers and nurses.

Meanwhile, the railway trade unions are to fight for increases, though they have been told by the Minister of Transport Affairs Mr Hendrik Schoeman that funds are not available for the usual annual salary adjustment. The 12 unions are to meet the Minister separately next month on the salary issue.

Biggest inland regatta

Mail Reporter

SAILING in the Transvaal comes of age when Lake Deney's Yacht Club hosts the 21st "Round the Island" race today and tomorrow on the Vaal Dam.

With a record entry of over 700 craft of all shapes and sizes likely to be at the starting line tomorrow morning for the race proper, this annual event cements its reputation as the largest inland regatta in the Southern Hemisphere and probably the world.

Craft entered for this year's race range from 15m keelboats to 3m dinghies. Run over a standard Olympic course, today's luncheon race, although not a prerequisite for entry to the main

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(138) FM 7/1/83

REASONS AWAITED

Publishers of SA's major English-language newspapers have been ordered by the Industrial Court to resume negotiations with the Southern African Society of Journalists (SASJ)

The court ruled that the Argus Printing and Publishing Company, SA Associated Newspapers and the SA Press Association should remain members of the conciliation board at which wages and working conditions have traditionally been negotiated with the SASJ

The court refused the SASJ's application for costs

When the reasons for the judgment are given later this month it will be possible to assess its wider implications for labour relations in SA. However some labour lawyers already regard the judgment as highly significant. They believe it embodies the principle that employers are bound to bargain in good faith with employee organisations where a long-standing relationship between them exists.

The judgment follows a hearing last month at which the SASJ asked the court to rule that the employers' intention to withdraw from the conciliation board was an unfair labour practice.

The Argus company did not contest the case, and indicated that it would accept the court's decision. The other employers said they had been forced to withdraw from the board because the SASJ refused to accept regional pay differences. They expressed a willingness to negotiate with SASJ branches.

Civil servants heading for clash with Govt over pay

By **PETER MANN**
Political Correspondent

Right wing civil servants are headed for another clash with the Government over pay

And the row, expected when Finance Minister Owen Horwood delivers his budget in Parliament in April, could have far-reaching political implications

Many civil servants are notably conservative Dr Andries Treurnicht's new Conservative Party claims to have supporters at every level of the bureaucracy — including some of the private secretaries to Cabinet Ministers — and a row over money could bring them doves more

CP SET TO CLASH WITH GOVT OVER PAY

The Public Servants' Association (PSA), which represents 41,000 civil servants, called for a 15 per cent, inflation-matching increase at its annual conference last year. But now there are rumours that civil servants will not be getting any general salary increases. The PSA's official mouthpiece, *The Public Servant* is already car-

rying the battle to the Government. An editorial in the latest issue said it was "unthinkable that civil servants should go without an increase when they were already suffering a year long backlog. It is unacceptable that the salaries of civil servants be used as monetary instruments to doctor the economy" the editorial said. It added

that it was "socialistic of the Government to unilaterally decide on salaries. The PSA had been warning the country for 10 years of the consequences of an inadequate pay policy. Now the public service had fallen so far behind that senior posts could no longer be filled. The editorial said it

was futile of the Government to ask the private sector to keep its wages down. Dr Colin Cameron, president of the PSA, said in an interview this week that civil servants would only know the Government's response when the budget was presented. "We are very satisfied with the concept of a

career differentiation which seems to be the way of solving our manpower problems in the future. But it needs to be expedited. It is our belief that remuneration should keep above the inflation rate. This is especially important for people in the lower grades who would not benefit from the principle of career differentiation. We believe the Government must do better. A well planned salary structure is a prerequisite for an important part of our progress. An increase in wages will correct our situation. There has to be a built-in mechanism to reduce the backlog of career

But not an economy but I don't think there is any point in the Government trying to cut government spending by not giving increases to civil servants. He would not speculate what would happen if civil servants were not given increases. We will just have to wait and see," he said.

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PL	100 per box	
PL	x 12 rolls	
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19/11/83
SASJ
 wage talks
 Star
 deadlock

The South African Society of Journalists and major newspaper employers yesterday failed to reach agreement on salaries and working conditions for 1983 at a meeting in Johannesburg, the SASJ council said in a statement

The statement, released by the president, Mr David Bleazard, said "The meeting followed an Industrial Court order compelling the Argus group, South African Associated Newspapers and the South African Press Association to negotiate with the SASJ

"The meeting closed with the SASJ demand at a 15 percent increase in the junior grades structure and 15 percent across the board for seniors, plus 4 percent for seniors awarded at the discretion of editors"

The meeting was adjourned until February 3 - Sapa

CAPE TOWN ANSWER BOOK

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

Ind. Soc. 138

All answer to

Number of
Number of

Surname

First Name(s)

Date

Degree/Diplom.

you are registered (e.g. B.A., B.Sc) **B BUS Sc**

Subject **ECONOMICS 1a**
 (to be copied from the heading on the Examination Paper)

Paper No **SECTION 1**
 (to be copied from the heading on the Examination Paper)

80-16-96
 4090

	Internal	External
(1)	(2)	(3)
1(a)	8	
2(a)	15	
3(b)	14	
Examiners' Initials	M.F.I	

2202

NOTE CAREFULLY

- 1 The answers only on the right hand pages will be marked The left hand pages may be used for rough work, but no credit will be given for such work
- 2 Enter at the top of each page and in column (1) of the block on this cover the number of the question you are answering
3. Blue or black ink must be used for written answers The use of a ball point pen is acceptable Red or green ink may be used only for underlining, emphasis or for diagrams, for which pencil may also be used
4. Names must be printed on each separate sheet (e.g. graph paper) where sheets additional to examination book(s) are used.

WARNING

- 1 No books, notes, pieces of paper or other material may be brought into the examination room unless candidates are so instructed
- 2 Candidates are not to communicate with other candidates or with any person except the invigilator
- 3 No part of an answer book is to be torn out
- 4 All answer books must be handed to the commissioner or to an invigilator before leaving the examination

Any dishonesty will render the candidate liable to disqualification and to possible exclusion from the University



A union clinic

FM 21/1/83

The African Food and Canning Workers Union, and the Food and Canning Workers Union have established their own medical clinic. It is believed to be the first in Africa started by trade unions.

According to the clinic's medical officer, Dr Dennis Rubel "In the Seventies it became clear to us that large amounts of money were passing out of the medical benefit fund to private doctors. The idea was mooted to employ a salaried doctor rather than continue with *pro rata* payments."

The clinic was established two years ago in Paarl under the auspices of the unions' medical fund — the Fruit and Vegetable Canning Workers Medical Benefit Fund. It

treats workers employed by the Langeberg Ko-op canning factories, Dal Josephat and Langeberg Zuider Paarl.

The clinic staff is responsible to a central committee on which both management and worker representatives sit. Although run on a shoestring, it has a fully stocked dispensary and provides a total non-surgical service, including treatment for chronic diseases such as asthma, heart disease and leg ulcers.

Medicines are bought in bulk and dispensed free to workers. The fund is maintained through weekly deductions from workers' salaries and contributions by management. These contributions entitle workers to attend the clinic as often as required.

Rubel says "In other parts of the country the fund is paying between R5-R10 per worker for medicines. In Paarl the cost to the fund is R1,40. So cost savings have been beneficial to fund-members, not only in Paarl, but nationally."

A comparison of medical fund payouts prior to the establishment of the clinic has indicated that as a result of inflation the fund's medical costs increased by 10% since the clinic opened. In Paarl they decreased by 21% despite medicine consumption by members increasing by 20% over the last year.

There are also benefits for management. Rubel says that "if workers come to the

clinic or are attended at the factory management loses little production time compared to the amount of time wasted waiting at hospitals or for private doctors."

Langeberg's Paarl personnel manager Dame Lombard agrees "Most of our workers use the clinic and we are very pleased with it. It offers a good service and is working very well."

Row between LP and unions

CAPT Times 1/2/83 138

Labour Reporter

A MAJOR row is brewing between the Labour Party and independent trade unions, which are taking an increasingly high-profile stand against the government's constitutional proposals

Members of the Food and Canning Workers' Union (FCWU) walked out of an LP report-back meeting in Vredenburg on Saturday afternoon after expressing opposition to the LP's stand on the constitutional proposals

Last Wednesday night members of three unions — the SA Allied Workers' Union (Saawu), the African Food and Canning Workers' Union and the General Workers' Union — clashed with LP supporters in East London

A statement released yesterday by the FCWU said the LP had sought to exclude about 75 to 100 Saldanha workers, who had arrived in three buses, from the meeting

The statement said the FCWU, which has a membership of more than 10 000 coloured workers in the Western Cape, had "resolved to resist any attempt to mislead people into accepting the government's constitutional proposals"

"We can't fight for the unity of all workers on the factory floor and at the same time allow a constitutional dispensation which discriminates against people of different races and excludes the majority"

Mr David Curry, national chairman of the LP, said the FCWU members had "shocked the crowd with their behaviour" and had left the meeting of their own free will after they had failed to disrupt it

He said the 300 people left behind had voted overwhelmingly in favour of the LP

At a meeting at the weekend, the executive of the non-racial Federation

of SA Trade Unions (Fosatu), which also has substantial coloured membership, criticized the Labour Party for "opportunism" and rejected the "racially-divisive" constitutional proposals

A statement said delegates from all regions reported strong membership opposition to the proposals, and anger at the LP decision Fosatu rejected the proposals because "democratic rights cannot live side by side with racism"

A 'platform'

Mr Curry said his party did not accept the government's proposals, but was prepared to use them as a platform

He challenged blacks to "end their separate development" and asked why they had allowed four homelands to become independent

"The black trade unions must show their mettle by dealing with the homelands issue"

LABOUR

~~138~~ 138
Appeal for unity

FM 4/2/83

A strong appeal for trade union unity has been made by Tom Neethling, general secretary of the Amalgamated Engineering Union (AEU). This appeal is significant because it comes from a leader of one of the country's major established unions at a time when relations between many established unions and emerging unions are still very strained.

In an editorial in the latest edition of the AEU's official journal, Neethling calls for bridges to be built between the two groups of unions. He says there is a need for them to re-examine their thinking and try to agree on a common approach.

"There will inevitably be areas where we differ, but we need to seek out the points of co-operation," he says. He adds that open discussion around the conference table can eliminate the distrust that exists between

the unions

Neethling points out that greater unity will enable unions to present a united front to employers. As more new unions are recognised, more employers will insist that they be included in negotiations. He says his union has no objection to this if it benefits all the parties concerned.

"The fact is that recognition of black trade unions has resulted in a revolution in labour relations in this country comparable to the industrial revolution in England."

Neethling expresses support for government plans to streamline official dispute-settling procedures. "For many years, while we objected to employers abusing the system and taking advantage of the delays it permitted, we supported it, believing that its provisions were responsible for maintaining labour peace.

"And so they were. But having observed the manner in which employers have backed down quickly in the face of strike action by emergent unions, we have come to realise that the system was, in fact, weakening our bargaining power."

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Union pushes for anti-inflation day

7/28/83

178

Labour Reporter

Staw

The 32 000-member Amalgamated Engineering Union has called on South Africans to hold a national day of protest against inflation

The unaffiliated union said an "Anti-Inflation Day" (AID) was essential as recent Government attempts to curb inflation had not reached the man-on-the-street

The union wants consumers to stay away from shops and not to consume goods on the proposed day

The function of the AID was threefold

- To demonstrate to the Government the public's desire for urgent measures to curb inflation which would show positive results
- To demonstrate to the manufacturing sector the public's serious objection to continual price increases
- To demonstrate the public's unqualified abhorrence over the exploitation of the present shortage of accommodation by landlords' frequent sharp rent increases

The union also wants other trade unions to support the concept of an anti-inflation day

TUESDAY, 8 FEBRUARY 1983

~~Western Cape. Black labour~~
~~Handson Q. 61. 34~~
18 Dr A L BORAINÉ asked the Minister of Manpower

† Indicates translated version

For written reply
~~Handson~~
Registration of trade unions
138 8/2/83

16 Dr A L BORAINÉ asked the Minister of Manpower

How many trade unions applied between 1 January and 31 December 1982 for registration in respect of (a) Black employees only, (b) White employees only, (c) Coloured employees only and (d) employees of more than one population group?

The MINISTER OF MANPOWER

- (a) None
- (b) None
- (c) None
- (d) Four

(1) How many applications for employment of Black labour in the Western Cape were refused in 1982,

(2) how many potential Black workers were affected by these refusals?

The MINISTER OF MANPOWER

- (1) 509
- (2) 2 232

~~Unemployed persons~~
~~Handson Q. 61. 33-34~~
19 Dr A L BORAINÉ asked the Minister of Manpower

(a) How many Whites, Coloureds and Asians, respectively, were registered as unemployed in each inspectorate area as at the latest date for which figures are available and (b) in respect of what date are the figures given?

The MINISTER OF MANPOWER

(a)	Inspectorate	Whites	Coloureds	Asians	Total
	Johannesburg	3 600	2 687	370	6 657
	Cape Town	1 352	3 557	10	4 919
	Durban	2 082	1 796	5 274	9 152
	Pretoria	708	54	22	784
	Port Elizabeth	851	3 506	36	4 393
	Bloemfontein	915	491	—	1 406
	East London	319	174	5	498
	Kimberley	170	735	4	909
	George	112	189	—	301
	Total	10 109	13 189	5 721	29 019

(b) 31 December 1982

~~Unemployment Insurance Fund~~
~~Handson Q. 61. 33-36~~
22 Dr A L BORAINÉ asked the Minister of Manpower

(1) Whether an amount was set aside from the Unemployment Insurance Fund to establish a fund to assist motor industry workers who refused to join strikes but are unable to work because their places of work are

(138)
RDM 16/2/83

Judgment in Press case a 'vital step for unions'

By STEVEN FRIEDMAN
Labour Correspondent

IN A judgment with implications for bargaining throughout industry, the Industrial Court has ruled that in some circumstances, employers can be ordered to bargain in "good faith" with a union.

But it has stopped short of ruling that labour law automatically compels an employer to negotiate with a representative trade union.

These points are contained in the court's full judgment on the case in which it ordered newspaper employers to temporarily return to an unofficial conciliation board on which they negotiate with the Southern African Society of Journalists.

The SASJ had applied for the order after the employers — SA Associated Newspapers, Argus Printing and Publishing and the SA Press Association — withdrew from the board. Although the order was granted in late December, the court's reasons were only released this week.

The judgment was handed down by the court's deputy president, Dr D B Ehlers. Its

president, Mr B J Parsons, and Mr D R van Schalkwyk concurred.

Labour lawyers said yesterday the judgment was a key first step for unions seeking to have their right to bargain enforced by the court even though it did not rule that employers had an automatic duty to bargain.

It could open the way to other orders compelling employers to bargain.

In another important step, the court also ruled that it may grant workers temporary orders restoring the 'status quo' in a dispute, even if there is doubt about whether they have established a prima facie case in law that the employer has been guilty of an "unfair labour practice".

In the SASJ case, it granted the union its order even though it says there is "some doubt" about whether it had established a prima facie right to it.

It did so partly because it found the damage to the SASJ, if the order was not granted, would be greater

than the damage to employers if it was.

On the key question of the duty to bargain, the SASJ had asked the court to find that there was such a duty implied by the country's labour law and it had also quoted American case law in support of this.

The court ruled that "one should be cautious" in relying on foreign sources, although they could be of assistance.

In the SASJ case, the "crucial point" seemed to be that a practice which had been in force for some 40 years had been changed and this was likely to have "at least some inequitable consequences".

But the court also rejected the argument that it could not order employers to negotiate in "good faith" as it would be difficult to enforce this order.

"The refusal of an order which is aimed at bona fide negotiation simply because it would be obviously difficult to ensure compliance would tend to frustrate the very purpose for which the court was approached," it ruled.

AT

Employers obliged ~~to~~ to bargain ¹³⁸ court

Star 16/2/83
By Tony Davis
Labour Reporter

Employers are obliged to bargain in good faith with representative trade unions where there has been a long history of such a relationship

This significant fact arises from the Industrial Court judgment released at the weekend into last year's case between the South African Society of Journalists and the South African Associated Newspaper group, the SA Press Association and the Argus Printing and Publishing Company

At the end of December the court ruled in favour of the SASJ and ordered the employers back to the industry's conciliation board

In the judgment the three presiding court members found that in certain circumstances it was the duty of employers to negotiate with a representative union

The SASJ had held negotiations with employers for close to 40 years and the intention of the publishing groups was to change this practice, the court found

The judgment states that unlike American labour laws, there is no local equivalent for compelling parties to negotiate in good faith

However, if any parties refused to comply with an order laid down by the court, this would constitute an offence

The judgment also makes an important ruling by observing that white collar workers such as the SASJ applicants were also classified as "labour" under South African labour laws

Therefore such categories of workers were also entitled to initiate cases of unfair labour practices against employers

MINES COUNCIL MOOTED

FM 18/2/63

The possibility of creating an industrial council for the mining industry was raised at a meeting this week between the Chamber of Mines and the Confederation of Associations and Mining Unions (Camu)

Camu represents white-led unions in the industry including the rightwing Mineworkers Union (MWU). According to informed sources Camu told the chamber it was willing to include registered black unions on a committee to investigate the establishment of an industrial council.

This means the confederation wishes to exclude black unions such as the unregistered but rapidly growing National Union of Mineworkers which is heading towards gaining full recognition agreements in the industry.

However it is extremely significant that the MWU has shown a willingness to include registered black unions in discussions about industrial relations.

Such discussions have taken place in the past but only white unionists have participated. Camu's proposal would allow one union with black members the Federated Mining Explosives and Chemical Employees Union to take part.

Some unionists are emphasising the need for an industrial council for the industry to be formed as soon as possible. Such a council could provide effective monitoring and enforcing of agreements — something which is lacking at present.

The chamber is expected to respond to Camu's proposal later this month.

CARL TIMES
24/2/83

PFP: Defuse SATS dispute

HOUSE OF ASSEMBLY
— The dispute between the General Workers Union (GWU) and the SA Transport Services (SATS) over labour representation could escalate into a national crisis if not defused, Dr Alex Boraine (PFP Pinelands) said yesterday

He was speaking in support of an amendment moved by the PFP that the Conditions of Employ-

wants to get its fingers into the SA Transport Services?"

The bill resulted from negotiation between management and SATS workers

"Where does the PFP come barging in from the side? The GWU uses the same language in its dispute with the SATS as the PFP used in the House"

Dr Boraine replied that the PFP held a brief for

Workers in SATS warned on unions

By Colleen Ryan

Stew 2/3/83
Independent trade unions which tried to recruit members in the South African Transport Services (SATS) could endanger harmonious labour relations

This was the warning given last night by the chairman of the Federal Council of SATS Staff Associations, Mr J Zurich, at the annual meeting

He warned workers to be wary of "trade union opportunists" who could leave employees in the lurch when they were needed most

"These trade unionists are gifted with silver tongues and have the ability to whip up emotions," said Mr Zurich. "They will stir up trouble, but will be conspicuous by their absence in the firing line"

But he added that he did not want to create the impression that all "outside" trade unionists were irresponsible

He said a chaotic situation could develop if the SATS management had to negotiate with outside unions "The SATS management already negotiates with 12 recognised unions. It will only create problems if organisers from outside unions are granted free access to SATS premises

"SATS employees are free to join any union, but they should remember that outside unions will not be able to negotiate with the Minister of Labour."

Unions attack Tswana ban bid

By STEVEN FRIEDMAN
Labour Correspondent

AN IMPENDING law to prevent all South African trade unions from operating in Bophuthatswana has serious consequences for at least two emerging unions, unionists said yesterday.

And one unionist said this could bring workers in Bophuthatswana into conflict with the authorities.

One union the Food and Canning Workers' Union, already has majority membership at a Bophuthatswana

factory. The other, Fosatu's National Automobile and Allied Workers' Union, has been organising workers in Rosslyn, near Bophuthatswana.

A NAAWU spokesman said yesterday that one motor company, BMW, had a plant in Bophuthatswana and added that there were signs that other Rosslyn employers were contemplating opening plants across the border.

The Bophuthatswana move had "serious policy implications" for NAAWU, he

said. Mr Rowan Cronje, Minister of Manpower in Bophuthatswana, said in an interview reported yesterday that he planned an Industrial Conciliation Act which would grant workers in Bophuthatswana limited union rights.

But, according to Mr Cronje, the law would bar South African-based unions from Bophuthatswana. He added, however, that workers living in the territory and working in South Africa would be allowed to join South African unions.

This affects Pretoria workers, many of whom live in the Ga-Rankuwa township, which is in Bophuthatswana. Both NAAWU and the Metal and Allied Workers' Union have members in Bophuthatswana. A representative of the Food and Canning Workers' Union confirmed yesterday the union had recruited a worker majority at a bakery in Bophuthatswana.

It was owned by a major food company which, she said, appeared to be delaying a union recognition decision. "Any move to bar us would be a problem. But workers there were organised by their fellow-workers, not union officials, and it is difficult to see how the authorities are going to stop this without creating conflict," she added.

A NAAWU spokesman said that, while the planned law seemed not to affect union members who worked in Pretoria, it posed a threat to future organising plans. "We would obviously want to organise the BMW plant in Bophuthatswana as well as those employers who are planning to move there from Rosslyn," he said.

Cape Herald 5/3/83 138

Unionist slams Kirsten

A TRADE unionist, Mr Brian Williams, withdrew from a meeting of Koeberg Alert last week because Springbok cricket captain Peter Kirsten was billed as one of the speakers

Mr Williams, an organiser for the Electrical and Allied Trade Union of South Africa, was asked to address the meeting in St George's Cathedral on Thursday night on a

worker's perspective of the dangers of the Koeberg Nuclear power station

He had accepted the invitation in principle until he knew who he would address, what he would speak on and who the other speakers would be.

KIRSTEN

He was not aware who the other speakers would be until he saw in a morning paper

that they would include Peter Kirsten. Kirsten eventually did not make it to the meeting

The trade unionist said he withdrew from the meeting because "Peter Kirsten is an enemy of Sacos (South African Council on Sport), the oppressed sportspersons and genuine nonracial sport

"He is an active agent of

the racist Government's bid for international sporting status. There can be no COL. promise with those who undermine the efforts of a genuine drive for nonracial sport

ISSUE

"The issue at stake does not have to be a sporting issue for one to take a principled stand," he said.

Mr Williams said he had

informed the organisers of the meeting of his reasons for withdrawing and asked them to announce them at the meeting.

"They did not do that, so the impression people will get is that I still addressed the meeting. It is important to clear the air," he said

The meeting of about 300 unanimously passed a resolution calling for the scrapping of the nuclear power plant

By STEVE FRIEDMAN

Bophuthatswana gets off to dicey start

"INDEPENDENT" home lands are not famous for well coming trade unions

In addition to the threat to the power of their leaders which unions present, massive unemployment makes these "states" desperate to attract industry and they may see hostility to unions as a selling point to industrialists

So the news that Bophuthatswana will introduce a law on unions similar to South Africa's means it will be the only homeland to sanction unionism

And unions who have organised Pretoria workers who live in Bophuthatswana will be relieved to hear that these workers will not be affected by the new law

Unionsists have twice been arrested in Bophuthatswana for holding meetings of these workers

But the law will bar South African unions from operating in Bophuthatswana

At the moment, the practical effect of this will be limited. Only one factory in the territory — a Premier Group

bakery at which the Food and Canning Workers' Union has a majority — is organised

But future implications could be serious. There are signs that some employers in the "border area" of Rosslyn may move to Bophuthatswana and that unions which are organising in Rosslyn would want to recruit workers there

This means emerging unions will have to make some major policy compromises if they want to operate in the territory

The law could cause conflict in these factories. It seems for example, that Premier would recognise FCWU at the bakery, but fears Bophuthatswana reaction

And a Food and Canning unionist says its bakery was organised not by union officials but by workers themselves. There is little the authorities can do to stop this without actually causing conflict

The law also seems set to repeat many features of local labour law opposed by black unions and even lays behind official South African think-

ing in, for one, its opposition to bargaining at individual factories

And it is not clear if the new law will force unions to register

It also poses a threat to the Rightwing Mine Workers' Union, which operates at platinum mines in the territory and would either have to abandon its members there or enrol them in a multiracial union

As in South Africa, these attempts to control unionism may well create more conflict than they eliminate.

QUEENSTOWN — The entire factory workforce of the Eastern Cape Agricultural Co-op creamery here has stopped work because the management refuses to recognise its union, the African Food and Canning Workers' Union

Co-op workers dismissed after strike

D. Dispatch

12/3/83

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The company's management said yesterday the workers were dismissed and the company would be re-employing workers on Monday

The workers have been members of the union since July, 1982, when they first asked the company to recognise the union and a committee elected by the union

A representative of the union, Miss Athalie Crawford, said yesterday the workers sent their committee to meet the company's management on Wednesday. "The management told the committee it would have nothing to do, with any union and the workers

should elect a liaison committee, but the workers reject representation through a liaison committee," she said

Miss Crawford said the basic wage of the workers was R29,10 a week and the higher paid workers with long service earned up to R35 a week

Mr C A Botha, general manager of the Eastern Cape Agricultural Co-op, said yesterday the number of strikers was 70. Some strikers had already returned, and work had been uninterrupted as new workers had been employed

"We are a private firm

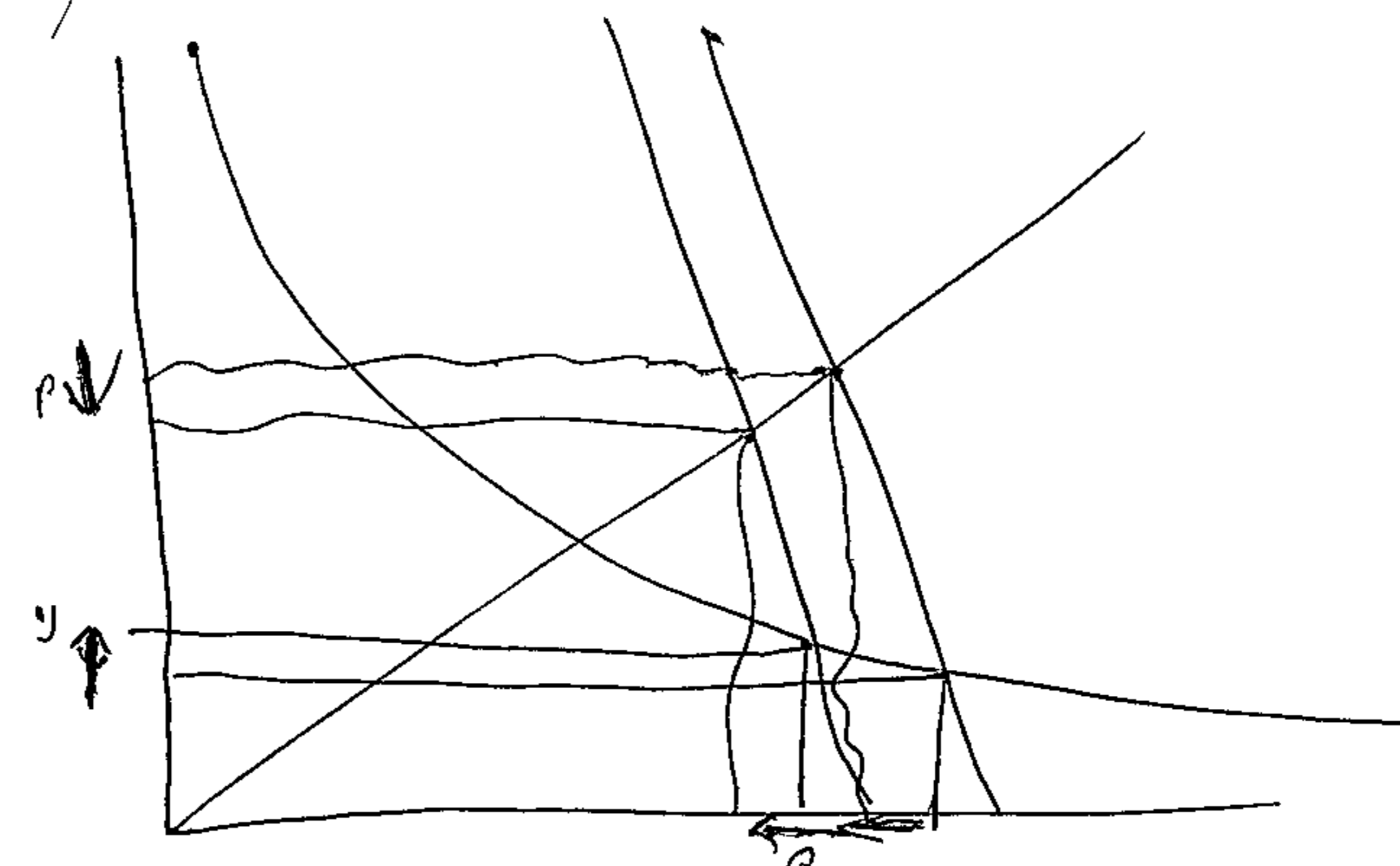
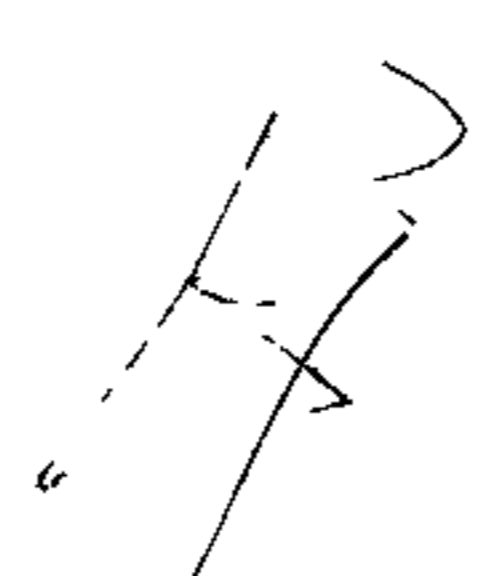
and we need no unions," he said

"If they don't want to work they must leave the premises and we have paid them off. On Monday if their attitude has changed and they are prepared to work in peace they can return," he said

He said many of the workers were paid R60 a week with a bonus and overtime pay. He could not confirm the basic weekly wage given by the union spokesman

"I only hope their union looks after them now as well as we have done in the past," he said —
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Star 18/3/83

133

Unions for local govt: probe urged

CAPE TOWN — Attention had to be paid to the position of the large number of local authority workers who were still unorganised and had little trade union experience of industrial and conciliation councils, the Minister of Manpower, Mr Fanie Botha, said yesterday.

Speaking at the annual meeting of the United Municipal Executive of South Africa, he called on it to look into the matter thoroughly and quickly and submit concrete proposals.

Mr Botha said developments in the field of labour relations would place exceptional demands on local authorities in the future.

"Most whites employed by local authorities are at present members of one well-organised trade union, the South African Association of Municipal Employees (SAAME)."

It negotiated on salaries and working conditions and the system had worked well so far.

"We dare not allow this situation to be disturbed," said Mr Botha. "That is why we must take notice of the position of the large number of workers who have so far remained mostly unorganised."

Mr Botha said these workers would turn increasingly to the union movement, and it was important to establish efficient structures acceptable to all.

The Department of Manpower was looking into the manpower situation in local authorities as a matter of urgency. High-level talks had already been held and there would be more, Mr Botha said. — Sapa

~~22~~ 138 ~~138~~

Managers told to accept black mining unions

By BRENDAN RYAN
JOHANNESBURG — Mine managers should accept the circumstances of unionization of black mineworkers in good grace rather than cause antagonism by resisting change

That is the opinion of Mr R P G Steyn, outgoing president of the Association of Mine Managers of South Africa

Addressing the associations general meeting in Johannesburg, he said five unions are presently recruiting black, coloured and Asian employees on

the mines. If South Africa follows international trends there is a great deal of unionization ahead much of which will happen in the mining industry

New moves

"It would be a naive observer who expected only good to flow from the new moves which allow black mineworkers to organize — and a confirmed pessimist who expected it to be all bad

"There will certainly be problems to start with and invariably a certain amount of shows of

power

"Would it not be better to acknowledge the circumstances and accept them in good grace, than to cause antagonism by resisting the change?"

In South Africa 24 per cent of white workers are unionized compared with a level of 12 per cent for black workers. Black workers in the mining industry were 11 per cent unionized compared with 58 per cent in the motor industry and 30 per cent in the metal, pulp and paper industries

Unregistered unions

He said the decision by the Chamber of Mines to consider the recognition of unregistered unions demonstrated the mining industry's desire to keep the game alive and practical in the industrial relations sphere

"We are going to have to move and make changes, to keep abreast of changing circumstances"

Turning to the question of skilled manpower Mr Steyn said the expansion of the South African economy had resulted in a high turnover of staff. On the mines for 1981/82 there was an average turnover of 45.2 per cent for union men and 37.4 per cent for officials

"It is obvious with this level of turnover it is virtually impossible to build up an experienced team"

"The mining industry places great emphasis on training and considerable expenditure is incurred annually to train black and white employees in the various disciplines

"However, it is doubtful whether we are getting an adequate return on this investment while various parasitic organizations with no training commitment spring up, utilizing expertise poached from the mines to provide and attempt to sell these services back."

Final analysis

"In the final analysis, the skills shortage can be traced back to a simple case of supply and demand — the continued failure of the South African training system to provide sufficient skills at the right level to meet the needs of the economy"

In spite of a non-racial training policy and enabling legislation in the form of the manpower

training act, the shortage of skilled artisans remains acute

Figures released by the Department of Manpower show a shortage of 27 562 people which is an increase of 151 per cent since 1979. In the professional, semi-professional and technical occupations there is a shortage of 37 509 people, an increase of 73.4 per cent since 1979

Mr W W Malan, president of the Chamber of Mines, said to resist changes in the industrial relations scene would be futile and not in the best long-term interests of the mining industry or its employees

"The white population is no longer able to produce the country's growing requirements of skilled manpower. It is, therefore, inevitable that increasing numbers of blacks will have to be drawn into the skilled, supervisory and managerial ranks

"The Bureau for Economic Research at the University of Stellenbosch has estimated that by the year 2 000 one-million jobs, traditionally done by whites, will have to be done by blacks

"In all our deliberations on ways and means of overcoming our skilled manpower shortages we will obviously not lose sight of the needs of our white labour force, such as the need to feel secure in the working environment and also the need to progress in that hierarchy of jobs on our mines," he said

Detentions are aimed at leaving movements headless

Ciskei moves to crush unions

By Tony Davis,
Labour Reporter

The detention of six trade unionists by the Ciskeian authorities last week marks the latest move by that territory's government to crush the independent union movement

Both Ciskei President Lennox Sebe and his mercurial brother, Lieutenant-General Charles Sebe, have been unashamedly ruthless in their opposition to independent trade unions since they came to power

Three unions have been hardest hit by this stance the South African Allied Workers' Union, the African Food and Canning Workers' Union and the General Workers' Union

Last week's detentions saw Saawu president, Mr Thozamile Gqweta, vice-president, Mr Sisa Njikelana, and others being detained by Ciskei Mr Gqweta has been detained on at least eight occasions by either Ciskeian or South African police and Mr Njikelana has been detained six times

Lieutenant-General Sebe said the men would appear in court in the Ciskei this week for what he described as "ANC activities"

The first notable action by the Ciskei authorities against the members of newly emergent unions took place early in 1981 after labour unrest at the Wilson-Rowntree sweet factory in East London

Twenty-one members of Saawu were arrested They

The appearance in a Zwelitsha court this week of officials of independent trade unions who were detained a week ago by members of the Ciskei security forces highlights the continuing crisis between the union and the territory's authorities.

were held under the territory's infamous Proclamation R252, which provides for detention without trial

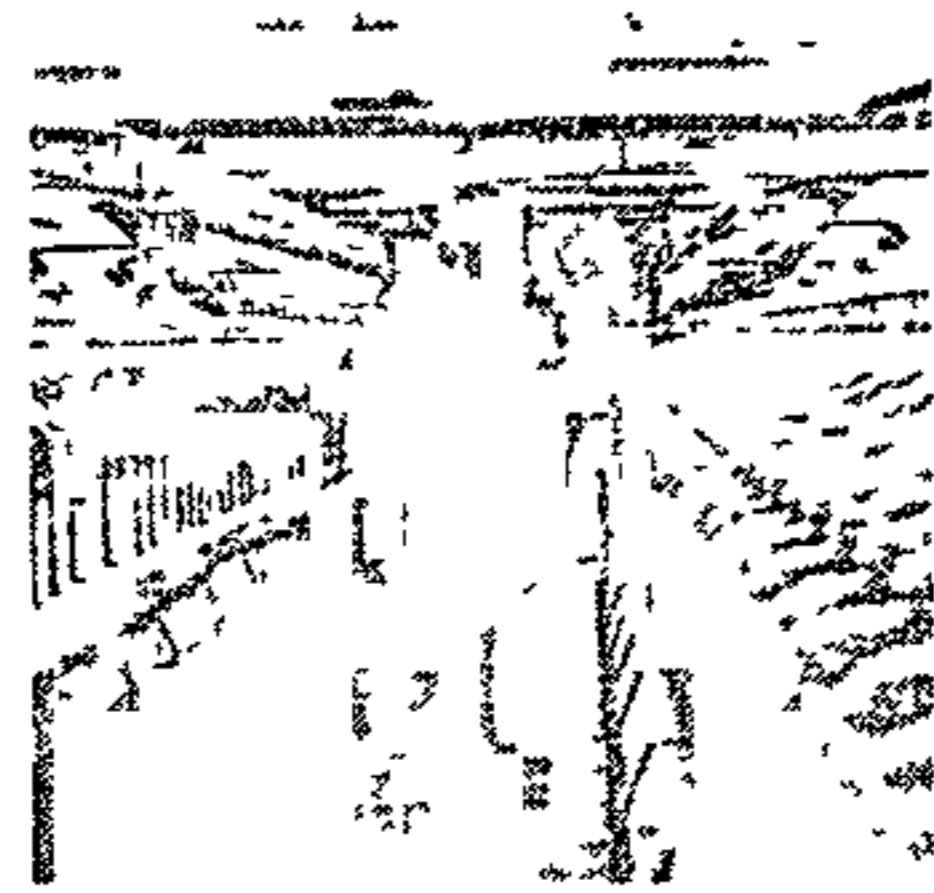
The anti-Republic Day campaign during 1981 was the occasion for further action against Saawu as members were arrested for distributing pamphlets Many of the union detainees were released without being charged

In East London Saawu found itself in the position of being evicted from its offices several times and being raided by the South African Security Police

The union faced the difficulty of conducting its union business in South Africa while its membership lived in Ciskei and complained of alleged harassment by members of Security Police on both sides of the border

In September 1981 matters came to a head with the detention of 205 unionists under Proclamation R252

The unionists, members of



Workers in a Ciskei textile factory trade unionism can attract trouble

Saawu, the GWU and AFCWU, were arrested as they were returning to Mdantsane in Ciskei from a meeting in East London

They were accused of having sung freedom songs and condemned Ciskeian independence

The arrests sparked critical reaction as far afield as Australia

There were reports on several occasions that unionists had conducted hunger protest strikes while in jail

In November 1981 Ciskeian security services also involved themselves in a recruitment scheme for an East London factory Workers responded to a call by Ciskei's agricultural department for job-seekers only to find the security services were interested in screening the people first Various trade unions condemned this action

The funeral of Mr Gqweta's mother that month sparked

further unrest Ciskei police fired on mourners after they had reportedly refused to disperse

Saawu, GWU and AFCWU issued a statement saying "If the South African authorities do not intercede and discipline the Ciskei authorities, the consequences will be disastrous"

Early in 1982 President Sebe spoke out publicly against the independent trade unions, apparently in response to an anti-Ciskei publicity campaign by some unions

President Sebe indicated that independent trade unions would not be tolerated and any organisations that made "revolutionary stuff" would not be allowed to operate in Ciskei

Lieutenant-General Sebe had also stated that he felt Saawu was not a trade union "It is not for the Ciskei Government to bow to Saawu — they must obey law and order"

During 1982 the homes of senior trade unionists in Mdantsane were raided by Ciskei security forces on several occasions and documents and pamphlets were seized

Reports of detentions of several trade unionists earlier this month could not be confirmed with the Ciskei authorities Last week's detentions added to union fears that Ciskei was once again "getting tough" on trade unions

Labour experts feel Ciskei is only one step from banning outright some trade unions and has shown it has hoped to crush the unions through repeated police action and detentions

Autobank. Around the clock around the country too.

D. Dispatch 24/3/83
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Unionist leaves home to live outside Ciskei

JOHANNESBURG — An East London trade union leader has left his home in Mdantsane temporarily and has taken refuge outside Ciskei, saying his home had been raided four times in four days by Ciskei Security Police

Mr Bonisile Norushe East London branch secretary of the African Food and Canning Workers Union, said yesterday the raids had occurred while he was in Queenstown on union business

He said he was "taking precautionary measures" and had decided not to return home for the time being

Mr Norushe has been raided by Ciskeian Security Police several times before and the latest raids come in the wake of the detention of six unionists by Ciskeian authorities

Yesterday his union charged in a statement that there was "a con-

certed attempt to crush unions in the homelands and so create a reservoir of cheap labour there"

It said these actions were forcing unions to take a political stance and to "actively campaign against homeland governments"

It deplored action against unionists in Ciskei and said that no explanation had been furnished to justify these actions

Mr Norushe said he had been away on union business in Queenstown when Ciskei police had arrived at his home for the first raid on Friday afternoon

They had returned on Saturday night, at 5 o'clock and again at 5 o'clock on Monday morning

Mr Norushe said they had broken a bathroom window and damaged burglar bars while searching for him

"According to the peo-

ple in the house at the time, they kept asking for me and searched all the rooms for me. But they did not try to enter my room, which was locked" Mr Norushe said

The head of the Ciskeian Security Forces Lieutenant General Charles Sebe could not be reached for comment yesterday — DDC

**'Joe' Daniels,
unionist, dies**

Staff Reporter 138

MR Joseph "Joe" Daniels, a prominent trade unionist and former executive member of the multiracial Liberal Party, died at his home in Acre Road, Kensington, on Wednesday night. He was 59.

He was a member of the party until it was dissolved in the 1960s, and was secretary of the Municipal Workers Union for 11 years.

He was also general secretary of the Bakers Employees' Union and chairman of the local branch of the Co-ordinating Council of the International Union of Food and Allied Workers.

He is survived by his wife, Thelma, and three children.



Mr Joe Daniels
AGUS 25/3/83

Death of trade union leader

Labour Reporter

CAPE TOWN trade unionist Mr Joe Daniels has died at his Kensington home after a short illness. He was 58.

Mr Daniels has been general secretary of the Bakery Employees Industrial Union since 1975. The union has about 2 000 members.

He was a founding member and chairman of the SA branch of the International Union of Food and Allied Workers, which is based in Geneva.

DYNAMIC

He was also a prominent Rotarian and leading Methodist churchman.

A Methodist minister and lecturer in the Department of Religious Studies at UCT, Dr Charles Villa-Vicencio, said the church had lost one of its most dynamic and fearless leaders.

"In Joe Daniels the Cape Town community has lost a fearless and prominent leader in the struggle for human rights and dignity."

FAIR PERSON

The chairman of the Bakery Employees Industrial Union, Mr Ralph Isaacs, said Mr Daniels had been a "very good and fair person to have as a general secretary".

Mr Daniels leaves his wife, Thelma, and three children, Bernie, Clive and Zadey.

UNIONS TO meet for historic unity talks

SUPER UNION ON THE CARDS

27/3/83

City Press

CAPE TOWN - South Africa's major independent unions will take a break from bargaining with the bosses in the second weekend of April and get down to some hard bargaining among themselves

What could emerge is the largest non-racial body of organised labour in recent history

The Cape - based General Workers' Union has invited all the major independent union groupings to Cape Town to discuss the formation of a new union body.

At this stage, union leaders are tight-lipped about their attitudes to the meeting and its chances of success

CITY PRESS Correspondent

They fear a repeat of last year's breakdown in unity talks at Wilgespruit and Port Elizabeth

Off the record, unionists believe a new federation will emerge, even if it contains only some of the invited unions

Most likely at this stage is an alliance between the largest union grouping, the Federation of South African Trade Unions (Fosatu), the smaller GWU the Food and Canning Workers' Union (FCWU) and the African Food and Canning Workers' Union (AFCWU)

Signs of new ties between these unions have been seen lately

This week shop stewards of the GWU and the Metal and Allied Workers' Union (Mawu), an affiliate of Fosatu, employed by the Dorbyl Group met to discuss retrenchment procedures at Dorbyl factories

Formerly bitter rivals, Mawu and the GWU decided on a joint strategy in their severance-pay dispute with Dorbyl

And the FCWU has co-operated with Fosatu's National Union of Textile Workers (NUTW) to organise Cape workers.

Labour observers are watching with interest whether the Council of Unions of South Africa (Cusa), the South African Allied Workers' Union (Saawu), the Commercial Catering and Allied Workers' Union

(Macwusa) and the Orange Vaal General Workers' Union will also become party to the new alliance

The Port Elizabeth-based Motor Assembly and Component Workers' Union (Macwusa) which led the walk-outs at the two previous unity meetings, will be sending a delegation, even though its annual conference

is being held on the same day

Macwusa walked out because it objected to the fact that some of the unions present were registered or served on industrial councils

This time individual union policy will not be at issue - the criterion for participation will be democratic control of unions by their members

(a) How many persons were in detention in each detention centre of the South African Defence Force as at the latest specified date for which figures are available and (b) for what offence were each of them detained at that date?

The MINISTER OF DEFENCE

(a) On 22 March 1983 the position was as follows

Voorrekkerhoogte	473
Wynberg	58
Grootfontein	26
Bloemfontein	21
Simon's Town	4
King's Rest	5

(b) Description of Offence

Number of Members detained

Offences in connection with conduct in action	14
Absent without leave	185
Assaulting a superior officer	8
Disobeying lawful commands or orders	4
Theft of government property or property belonging to a comrade, mess etc	10
Negligent loss of kit, weapons, etc	2
Using or taking an article issued to or under control of another person	4
Drunkness	2
Conduct to the prejudice of military discipline	1
Refusal to undergo military training in the Citizen Force or commando	355
Common assault	2

Defence Force: persons died/seriously injured

600 Mr P A MYBURGH asked the Minister of Defence

(1) How many South African Defence

Force personnel members died as a result of accidents in 1982.

(2) how many such members (a) died of (b) were seriously injured as a result of other causes, excluding enemy action in that year?

The MINISTER OF DEFENCE

(1) 259

(2) (a) 149

(b) 72

Kruger Rand coins

631 Mr T ARONSON asked the Minister of Finance

(a) What was the total number of Kruger Rand coins sold in 1982 and (b) what was the amount obtained from the sale of such coins?

The MINISTER OF FINANCE

(a) (i) Kruger Rand (1 oz)	2 179 120
(ii) 1/2 Kruger Rand	222 044
(iii) 1/4 Kruger Rand	695 755
(iv) 1/10 Kruger Rand	1 017 192

R

(b) (i) Kruger Rand

(i) 1 oz	865 203 588,52
(ii) 1/2 Kruger Rand	46 246 228,73
(iii) 1/4 Kruger Rand	64 188 634,94
(iv) 1/10 Kruger Rand	44 909 270,46

R1 020 547 722,65

633 Mr A F FOUCHÉ asked the Minister of Community Development +

How many areas (a) have been proclaimed in terms of section 19 of the Group Areas Act, No 36 of 1966 and (b) are still under consideration?

The MINISTER OF COMMUNITY DEVELOPMENT

(a) 27

(b) 11

Group Areas Act

644 Mr G B D MCINTOSH asked the Minister of Community Development

Whether any open areas have been proclaimed in municipal areas in terms of section 19 of the Group Areas Act since February 1982 if so (a) in which municipal areas and (b) when?

The MINISTER OF COMMUNITY DEVELOPMENT

Yes

(a) Potchefstroom, Cape Town, Springs

(b) 19 May 1982, 1 October 1982, 29 October 1982

660 Dr M S BARNARD asked the Minister of Defence

(1) How many posts for social workers in his Department (a) were vacant and (b) had been filled as at 1 November 1979, 1980, 1981 and 1982, respectively

(1) 1979	8	42
1980	39	39
1981	41	61
1982	46	79

The MINISTER OF DEFENCE

(a) Vacant (b) Filled

+Indicates translated version

For written reply 138/158/83

Trade union movements' detainees 392 Dr A L BORRAINE asked the Minister of Justice

Whether any (a) Blacks, (b) Whites, (c) Coloureds and (d) Indians involved in trade union movements and detained since 1 January 1982 have been tried for any offence if so, (i) how many in each category, (ii) for what offence in each case and (iii) how many of them were convicted of the offence charged?

The MINISTER OF JUSTICE

As the hon member knows, people are not prosecuted in the Republic of South Africa on account of bona fide trade union activities. The required particulars of the activities of persons detained since 1 January 1982 in connection with activities pertaining to the safety of the State and who are or were otherwise involved in trade union movements but for which trade union activities no prosecution was instituted are as follows

(a) (c) and (d) No

(b) Yes

(i) 2

(ii) and (iii) 1 person was prosecuted in terms of section 2(1)(a) of the Terrorism Act 1967 (Act 83 of 1967) and was acquitted. 1 person was prosecuted for high treason and was convicted on the charge

425 Mrs H SUZMAN asked the Minister of Community Development

Reference books/influx control 29/3/83

No Star jobs for Mwasa strikers

JOHANNESBURG — The 209 workers who went on strike at the Star newspaper in Johannesburg recently would not be re-employed, the manager, Mr Jolyon Nuttall, said yesterday

He said in a statement "Management of the Star today told members of the national executive of the Media Workers' Association of South Africa that none of the 209 workers, who broke their contracts recently by refusing to work, would be employed again by the newspaper. They had automatically dismissed themselves."

The employees refused to work on March 17 and 18 unless a fellow Mwasa member, who had been dismissed for threatening the life of a black supervisor, was reinstated pending an appeal against his dismissal

Management agreed to suspend the dismissal of the employee, Mr Oupa Msimang, pending the appeal, but not to permit him to resume work.

The appeal was heard last week by the manager of the Star, Mr Jolyon Nuttall. He upheld the decision to dismiss Mr Msimang. The worker had received a final warning last September for serious disciplinary offences

'Extremely painful decision'

Mr Nuttall's statement read

"The decision not to re-employ all or some of the 209 workers, dismissed recently by the Star for refusing to work

and thereby breaking their contracts of employment, has been extremely painful

"It has been taken in the knowledge that personal hardships may well result and that long service by some of those involved will remain severed

"Our decision is based on the belief that industrial peace and harmony become remote prospects, not only at the Star and in the newspaper industry, but in South Africa as a whole, if agreements are not observed and if contracts are broken.

"As the country's leading daily newspaper, the Star is an essential service in the provision of information.

'Severe disruption'

"For two days, the workers involved caused severe disruption to that service by repeatedly refusing to work. In the process, they broke the terms of the national agreement between their union — the Media Workers' Association of South Africa — and the Argus Company

"Sound labour relations must be based on faith in, and adherence to, formally concluded agreements and procedures. Wildcat stoppages and illegal strikes undermine this base

"The management of the Star believes it is necessary to stand firm at this time, if there are to be fruitful years ahead."

— Sapa

Cape Times 6/4/83

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~~127~~

Handwritten notes and scribbles in the bottom left corner.

Agreement on pay for journalists

An agreement on journalists' salaries and working conditions for 1983 was reached in Johannesburg yesterday between the Southern African Society of Journalists and major English-language newspaper employers, the parties said in a joint statement.

This followed a recent agreement between the SASJ, the Argus Company, SA Associated Newspapers and the SA Press Association that they would remain members of the SA Newspaper Press (Editorial) Conciliation Board, their negotiating body.

The parties said "The agreement incorporates an increase of 12,5 percent in the total salary bill for senior journalists granted by the employers in January and provides new increases for junior journalists.

"Junior journalists will receive an increase of R50 or 10 percent, whichever is the greater, effective six months after their most recent increase.

"Senior journalists are guaranteed a minimum increase of seven percent on their July 1982 salaries, effective from January 1, 1983, if they have not already received such an increase.

"The parties agreed to continue discussion on outstanding issues during 1983," the statement added — Sapa

France will cut only sports links with SA

PARIS — France will maintain diplomatic and commercial ties with South Africa "despite its appeal to French sporting bodies to end links with the white-ruled Republic", an External Relations Ministry spokesman said yesterday.

The spokesman was commenting on a government request to French sports federations to forbid teams from taking part in South African events.

The request, made public yesterday by Sports Minister Edwige Avice, sparked protests from sports officials, who questioned the right of the government to ban sportsmen from South Africa while France pursued an aggressive trade policy with Pretoria.

"It seems easier to send commercial representatives to South Africa than rugby men," said Mr Albert Ferrasse, French Rugby Federation president. He added that the federation would defy the request and go ahead with a planned June tour.

France, which is trying hard to redress a huge trade deficit, is South Africa's sixth largest trading partner.

The Ministry spokesman said the French Embassy would remain in South Africa and continue to use its influence "in assisting victims of apartheid".

Sports administrators described the government stance as "absolutely hypocritical" — Reuter

Just a chance of rain today

There was a slight possibility of rain over the Reef this afternoon, a Weather Bureau spokesman in Pretoria predicted today.

He said the weather would be partly cloudy and warm with a slight chance of thunderstorms later.

Transvaal rainfall in March was much lower than the annual average. At Jan Smuts Airport there was 56,2 mm against an average of 78,6 mm.

Horror find in old trunk

SOMERSWORTH, NEW HAMPSHIRE — An American couple opened a trunk left in their care by a friend 25 years ago only to find the mummified remains of five babies, police said today.

Medical examiner Dr Henry Ryan told reporters he could not make tissue tests to determine ages because the remains were "powdery and crumbling".

Police did not name the couple who opened the trunk while spring cleaning their home. Its original owner had been located and was co-operating with investigations, police added — Reuter

The tarmac outside became so hot that the fire hose were destroyed. The rear section of the engine melted. The fire spread so that efforts had to be made to prevent it from spreading to other buildings. Firemen battled on the fronts and managed to contain the blaze.



There was nothing that could be done to stop the flames once they had got a hold of the building simply burnt like a candle" said Mr R G Nicholson, president of the Witwatersrand Agricultural Society (WAS), yesterday.

Unsung heroes of the drama included Dorothy Segatto, Pat Davies and Peter Richardson who were working in the arena office when the fire started.

DOCUMENTS

Choked by dense smoke, they carried documents and files, trophies and electronic equipment into cars until forced by firemen to evacuate the building.

The damaged buildings were earmarked for use by the University of the Witwatersrand, which planned to expand the commerce faculty and an additional library into the showgrounds in 1985.

Violent death of Saul Mkhize

Dr Piet Retief says that the death of Saul Mkhize was not a coincidence.

Dr Piet Retief says that the death of Saul Mkhize was not a coincidence. He says that the death of Saul Mkhize was not a coincidence.

Four months later Dr Koornhof answers, reminding people of the dam and stating that only the terms of the move are negotiable.

November Mr Mkhize presents Legal Resources with a mandate signed by 307 landowners to act for them to oppose the move. On November 3 the "Swazi section" of Driefontein is taken in buses to the relocation site at Lochiel, kaNgwane. Armed police watch them board buses. On November 9 some of the "Zulu section" is taken to Babanango. Once again police are present. In all only 51 of an estimated 500 landowners go to view their proposed homes, but a fair number of tenants go.

December Saul Mkhize and his committee meet Bishop Desmond Tutu of the South African Council of Churches, to "persuade him to use his influence to halt the removals". Because of dissatisfaction with the community board, which now appears to accept removals, at a meeting on December 26 the Council

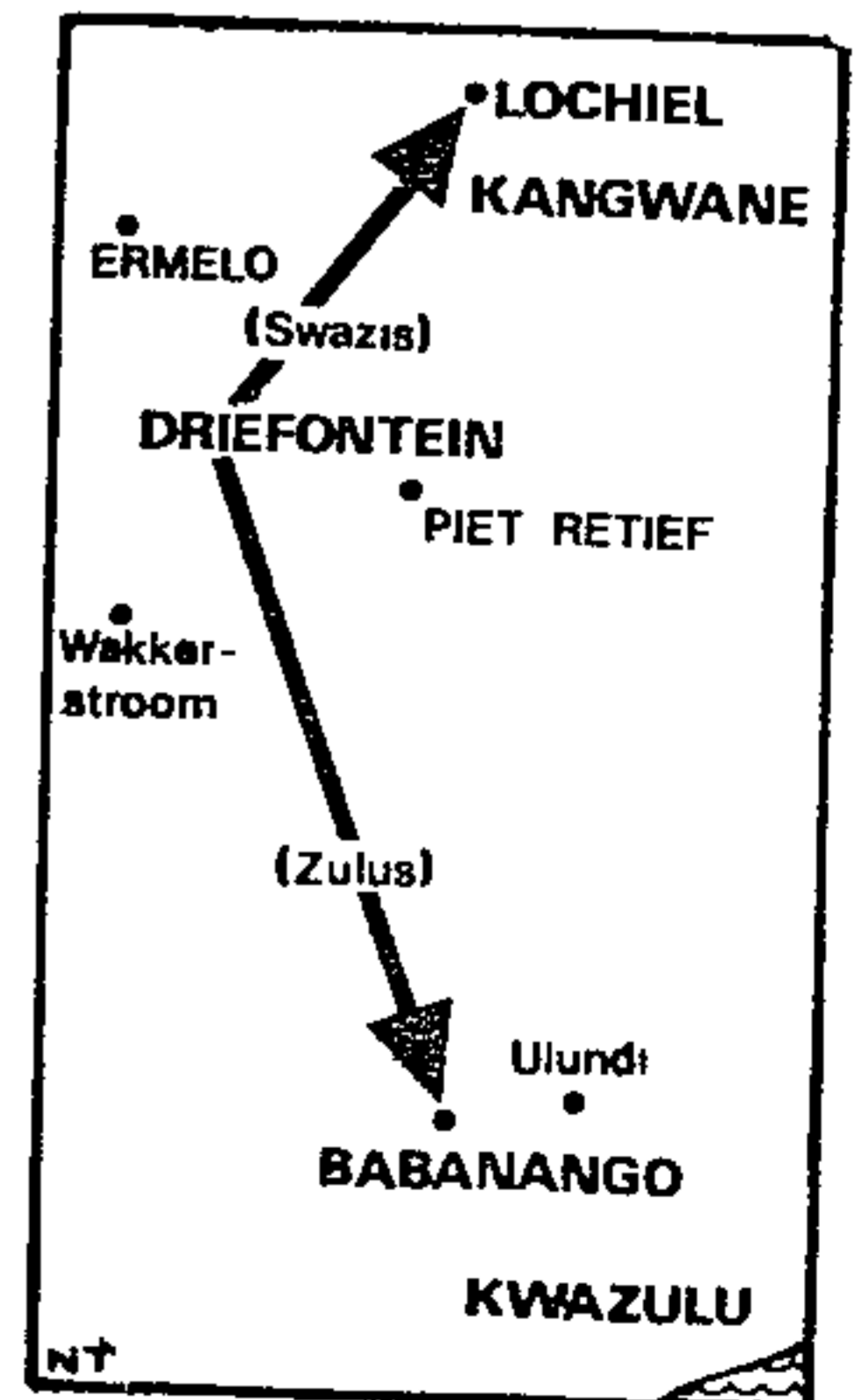
Board of Directors of Driefontein is formed. Saul Mkhize is elected chairman. Residents report increased police activity, including pass arrests and searches and fining of women for not wearing undergarments.

March 12 People report that men in camouflage uniforms have checked passes and said that when the Development Trust comes the next week people should say they wish to move.

April 2 The Council Board of Directors calls a meeting to discuss the resettlement developments. A crowd of between 300 and 500 gathers at the Cabangani Primary School between 9.30 and 10.00 am. Police arrive just before the meeting is due to commence. They tell chairman Saul Mkhize the meeting is illegal.

Reports of subsequent events vary. But within minutes of the meeting's exchange with the police, Saul Mkhize is felled by a police bullet and dies shortly thereafter.

April 16 Saul Mkhize is to be buried at Driefontein. A question mark hangs over the finality of his resting place and the future of his community.



to Dr Retief tells a crucial

138 D. Despatch 15/4/83

Two union men held in Ciskei

MDANTSANE — Two members of the African Food and Canning Workers Union (AFCWU), are believed to have been detained by the Ciskei Central Intelligence Services (CCIS) here

They are Mr Ayanda Magengelele a shop steward at a firm on the West Bank and Mr Nko siyohlanga Mkhonjwa

A spokesman for the AFCWU yesterday said

both men were members of the union They were picked up in Mdantsane by the CCIS after their homes had been searched

The head of the CCIS, Colonel L L Nonhonho, and Colonel N Kuta referred inquiries to the head of State Security Lieutenant-General Charles Sebe, who was not available for comment yesterday —
DDRR

Mwasa resolved last weekend that its members on other newspapers should formulate a strategy to aid the sacked workers. It seems at this stage that union members on other publications are anxious to resolve the dispute peacefully. Some appear to be opposed to a sympathy strike at this stage and believe that their employers should intervene in the dispute.

It is highly unlikely that the employers will agree to this, although they may play a moderating role at a meeting to be held soon. In terms of an agreement reached between newspaper employers and Mwasa, a "working committee" representing all signatories can be convened when a serious dispute occurs. The FM understands that the committee is due to meet next week.

LABOUR DISPUTES FM 15/4/83 Dismissal deadlock

The current impasse between *The Star* newspaper and the Media Workers' Association of SA (Mwasa) seems likely to be one of the most protracted labour disputes this

year

Mwasa is seeking the reinstatement of 209 black workers who were fired for having taken part in a two-day work stoppage on March 24 and 25. They had refused to work unless a fellow Mwasa member was reinstated, pending an appeal against his dismissal.

The view of *The Star's* management has been that the worker concerned had been given a final written warning in September last year as a result of disciplinary offences. He was fired last month after he was alleged to have threatened the life of a black supervisor and his dismissal was confirmed at a later appeal hearing.

Management appears to take the view that because their newspaper performs an essential service to the public, employees are especially obliged to honour contracts and agreements with the company. It therefore has taken a very strong stand against the workers who took part in the work stoppage. Mwasa maintains that such drastic action was unwarranted.

Inevitably, two other unions operating on the newspaper have been drawn into the dispute. The SA Typographical Union (Satu), which has poor relations with Mwasa, has been taking a strong interest in the dispute because of the dismissal fairly recently of one of its members, in a supervisory position, who assaulted an employee. Satu proclaims a desire for similar action to be meted out to an employee who threatens the life of a supervisor.

But members of the Southern African Society of Journalists (SASJ) have also had to take tough decisions. They, like other *Star* employees, were asked by management to help do some of the work of the strikers during the stoppage. The SASJ has in the past taken a strong stand against such a practice, but several of its members at *The Star* did agree to management's request.

Not raising hopes

Mwasa is still trying to find a negotiated solution to the dispute and *The Star's* senior assistant manager, Jimmy Mould, tells the FM that the newspaper's management received a letter from the union this week. "We are considering Mwasa's proposals," says Mould. However, he emphasises that he does not want to raise hopes unnecessarily and points out that nine journalists on *The Star*, who are Mwasa members, have been given a firm deadline to end a work stoppage they embarked on during the past week.

He says that because a large number of people are involved, *The Star* is willing to consider the matter further. But, meanwhile, the newspaper has had to hire a number of people to do the work of the dismissed employees.

Mould denies Mwasa accusations that some of the sacked workers have been told they will be re-employed provided they agree to become Satu members.

Cleveland bakers relocated

Star
Labour Reporter

About 180 workers at a Cleveland bakery were affected by the firm's recent closure

The East Rand Bakery, in turn controlled by Olympic Bakery and the Premier Milling Group, closed because of financial and other reasons

A Premier spokesman, Mr Stan Thompson, said that the group's policy was to relocate as many workers as possible in other jobs rather than retrench staff. About two in five of the Cleveland workers were relocated at other firms and contract workers would be paid out for the remainder of their contracts. Other retrenched workers would receive substantial payouts

Mr R D Gold, secretary of the Witwatersrand Baking and Confectionery Industrial Union, said that his union and shop stewards at the bakery were satisfied with their negotiations with Premier and local management. They accepted that the maximum possible number of workers would be relocated

25 APR 1983

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Detentions under fire

By MONO BADELA

TRADE union leaders yesterday strongly condemned the recent detention in Queenstown of two officials of the African Food and Canning Workers' Union (AFCWU)

Mr Dlak Vani, an official of AFCWU and co-member Mr Linda Ngodeka were taken from their homes in Mlungisi township near Queenstown on Tuesday by Security Police According to the Border

regional organiser of AFCWU, Mr Bonisile Norushe, the police first surrounded their homes

The head of the Security Police in the Border area, Colonel A P van der Merwe, confirmed that Mr Vani was detained but could not confirm the detention of Mr Ngodeka

Their detention followed the arrest of six members of the union who were fired during the Eastern Cape Agricultural Co-operative Creamery stoppage

5/11/88
SOMPTAN
138

Union men: family deny Ciskei arrest

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QUEENSTOWN — Relatives of Mr Dlaki Vani, who is being held by the Ciskei police, said yesterday that Mr Vani was arrested in Queenstown and not in Ciskei as Lieutenant-General Charles Sebe, Commander-in-Chief of the Ciskei Security Forces, had said. The District Commander for the South African Police in Queenstown, Major C Langenhoven, said yesterday he had no knowledge of Mr Vani's arrest.

Miss Zodidi Hangan, a cousin of Mr Vani, said she was present when Mr Vani was arrested while on their way to town.

Another cousin, Miss Monica Feni, confirmed that Mr Vani had not been back since he had been taken away by police on Tuesday afternoon.

Mr Elinda Mgodeka said he was arrested

with Mr Vani

He said he had last seen Mr Vani when they alighted from the police vehicles at the local police station.

Mr Mgodeka was released later on Tuesday.

Mr Vani is the local organiser for the African Food and Canning Workers Union (ACFWU) and Mr Mgodeka is a committee member of the union.

On Tuesday a local school teacher, Miss Notemba Irene Mayola, was also picked up at her home.

She said she was released at 2 am on Wednesday.

The general secretary of the ACFWU, Mr Jan Theron, said yesterday the Union was investigating Mr Vani's arrest.

No comment could be obtained from the Security Police in East London —DDC

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Argus 6/5/83 (138)

He was a shop steward at 17

SOUTH AFRICAN trade unions, representing more than a million members and still growing, are playing an increasingly important role in the political and economic development of the country.

The Argus Labour Reporter, PIPPA GREEN, introduces readers to one of the most influential figures in the trade union movement in the Western Cape, Mr John Ernstzen, general secretary of the Cape Town Municipal Workers Association, one of the oldest Cape unions

AT 17, JOHN ERNSTZEN was probably one of the youngest shop stewards ever. That was more than 25 years ago, when he was an apprentice artisan in a furniture factory, where he worked for a year until taking part in a furniture workers' strike in 1958 cost him his job.

Now Mr Ernstzen is general secretary of one of the oldest and largest trade unions in Cape Town, the Cape Town Municipal Workers' Association (CTMWA).

No-one is sure how old the CTMWA is, says Mr Ernstzen, but he has found membership cards from as far back as 1918.

SIGNIFICANT

"But in those days and right up the early 1960s, the CTMWA did not play a significant

role in the workers' struggle.

"It was controlled too much from the top and was not worker-orientated enough," Mr Ernstzen said.

When he joined the union in 1963, he was a City Council playground attendant, being paid the "princely sum" of R9,12 a week.

"There was a great deal of unhappiness among the workers then. I knew that the workers had rejected a new wage offer made to them by the City Council, but in the union minutes it said the offer had been accepted."

In 1964 Mr Ernstzen was elected to a "caretaker committee" set up outside the official union structures.

Within a year the new committee was

brought into office and recognised as official.

Today about 11 000 City Council workers belong to the CTMWA.

The members range from street sweepers to traffic officers. Wages range from about R50 a week — the basic wage of a labourer — to about R116 a week for a working foreman and higher for other categories.

FILTHY

"Some of our people work in filthy conditions. Those who have to clean out the drains with sewage extractors find terrible muck down there. Often they find decomposed bodies of animals — sometimes even corpses."

"The sanitary removal system serves areas where there is no waterborne sewage and the workers have to carry away drums in all sorts of weather conditions."

"But then some workers, like those working in the Civic Centre, have the best conditions

Mr John Ernstzen

any employer could provide — a gymnasium, canteen facilities, the lot. Conditions really range from one extreme to the other."

There are 500 different grades of workers employed by the Council in 43 branches and innumerable depots.

"It's a hell of a job to negotiate."

The CTMWA has mainly African and col-

oured members.

"The Industrial Conciliation Act prohibited African workers from joining our union because we were registered, but we had an agreement with the Council that allowed us to represent Africans."

The union applied for and was granted non-racial registration in 1980 after the new Labour Relations Act.

Year	Membership		
	African	Asian and Coloured	White
1970			
1971			
1972			
1973			
1974	590		
1975	1 500		
1976	3 000		
1977	3 500		
			3 000
			1 500
			590
			Total

Help offered to Karoo workers in dire straits

w/e ARGUS 7/5/83

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By KEVIN JACOBS
Weekend Argus Reporter

AN attorney offered his services free and almost R4 000 was pledged this week to defend a blind and workless labourer charged with trespassing because his wife took a bucket of water from an overflowing farm dam.

Mr Adam Maans, blind since childhood, was charged after the white farmer near Beaufort West objected

Late this week Cape Attorney-General Mr Neil Rossouw ordered the charge to be withdrawn

But coloured community leaders in Beaufort West — the hub of the Karoo — believe the town faces a growing problem with jobless farm labourers

They have asked the town council to set up urgently an interim camp to accommodate workless drifter families

trekking towards the town from drought-ravaged Karoo farms

At an emergency meeting early this week, the coloured management committee agreed to ask for a controlled facility, with water and sanitation provided

They want to avoid "a second Crossroads" and to prevent harassment of homeless coloured families settling on the outskirts of the town in defiance of anti-squatting legislation

The widespread publicity about the incident involving Mr Maans drew a heartwarming response, says Farm Workers' Union chairman Mr Solly Essop, who intervened on behalf of Mr Maans and threatened to fight the issue in court

Mr Essop, speaking from Beaufort West — where he is also chairman of the management committee — said that following newspaper reports of the incident, telephone calls from various parts of the

country included.

● An offer of R400 from a Port Elizabeth doctor to assist with legal costs,

● A R40 pledge from an East London woman to pay the admission of guilt fine Mr Maans faced,

● A Durban woman who said her church group wanted to contribute to legal costs;

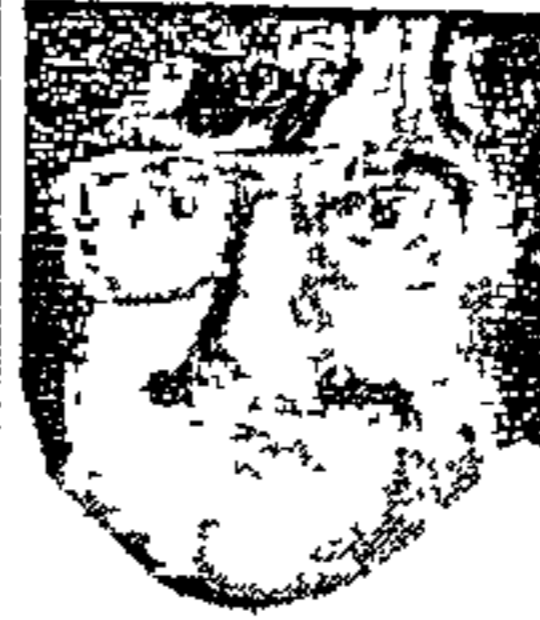
● A man who claimed to be a staunch National Party member, offering to "go to the top" to have the charge withdrawn;

● And an offer by an attorney to travel to Beaufort West to defend Mr Maans in court free of charge

Mr Essop said he intervened after being approached by Mr Maans last weekend. He asked policemen from Beaufort West to accompany him to the farm dam on a rural road outside the town and, after discussion, insisted that a prosecution would make "a laughing stock" of the case

Labour Week

By
STEVE FRIEDMAN



So talk that Cusa has thrown in its lot with the new federation is highly premature

□ □ □ □

138 ~~217/105~~

THE winds of labour reform whistling through the bigger cities seem to die down entirely in country towns witness the trials of the African Food and Canning Workers Union in Queenstown

ROM 9/5/83

Its members struck recently at a creamery in the town after making some startling allegations of "brutality" against foremen and were fired after the employer refused to negotiate with the union

Since then police have taken an inordinate interest in the union fired strikers have been questioned and six were arrested and charged with "intimidation"

Now comes the bizarre tale of a union official, Mr Dlaki Vani, who was taken from a house in Queenstown — allegedly by SA Police — and then turned up in detention in (where else?) Ciskei, where Lt-General Charles Sebe is making his usual dark claims of subversion

How Mr Vani got from Queenstown to Ciskei remains a mystery

But events in Queenstown clearly affect union perceptions of Government labour policies

(138) (135) *Hollis*
Queenstown incident at creamery
*14-- Dr A L BURAINÉ asked the
Minister of Law and Order

- (1) Whether members of the South African Police Force were called to investigate an incident at a creamery in Queenstown earlier this year, if so, (a) why, (b) what were the circumstances surrounding the incident and

11 MAY 1983

1262

- (c) what was the name of the creamery concerned,
- (2) whether the police took any action at the time, if so, what action.
- (3) whether any arrests were made, if so, (a) how many, (b) what are the names of the persons arrested and (c) for what alleged offences was each such person arrested?

†The MINISTER OF LAW AND ORDER

- (1) Yes, on 9 March 1983
- (a) To investigate a complaint
- (b) After the dismissal of a number of employees at a creamery in Queenstown, they refused to leave the premises, and as it was feared that the public order could seriously be disturbed the police were called in
- (c) East Cape Agricultural Co-operation Ltd
- (2) Yes, the dismissed workers were requested to leave the premises, which they did
- (3) No, not on this occasion, but resulting from a complaint of alleged intimidation two persons, namely T C Madikane and C Manona were arrested on 11 March 1983. They were charged with alleged contravention of section 1(1)(b) of Act 72 of 1982, but the charges were withdrawn in court on 11 April 1983 and they were released

Metalworkers 12 MAY 1983 council revived

Without much accompanying fanfare the South African Co-ordinating Council for the International Metalworkers Federation was revived in Johannesburg recently.

The council broke up more internal divisions in 1980 but was reconstituted on Monday under the leadership of Mr Ike van der Watt,

general secretary of the South African Boilermakers Society.

The significance of the local council for the IMF lies in its membership which straddles many trade union divisions in the metal industry.

There are seven unions in the council -- three are affiliates of the Trade Union Council of South Africa (Tucsa), two are affiliates of the

There has been a significant move in the South African trade union world, writes Labour Reporter Tony Davis.

Federation of South African Trade Unions (Fosatu), and two are independent unions.

The union alignment on the council points to the reconstituted body's credibility.

There had been some speculation in June last year that the local council for the IMF could be revived after two large metal unions were expelled from the international organisation meeting in Rome.

The Amalgamated Engineering Union and the S A Electrical Workers Union, representing a combined 50 000 members, were kicked out for their stance on racial membership, largely at the instigation of Fosatu.

The seven new council unions are all members of the IMF and are looking at the admission of two more metal unions -- the Steel, Engineering and Allied Workers Union and the Federated Mining Union.

Handing over of unionists to Ciskei queried

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CAPE TOWN — The Progressive Federal Party warned the government yesterday that the deep tensions which exist between black trade unions and the Ciskeian authorities would be further exacerbated if the South African Police handed over trade unionists to the Ciskei Police

Mr Errol Moorcroft (PFP Albany) issued the warning shortly after the Minister of Law and Order Mr Louis le Grange, told Parliament that a Queenstown trade unionist arrested by the SAP had been handed over to the Ciskei Police before being charged in a South African court

Mr Le Grange said Mr Dlaki Vani, the organiser of the African Food and Canning Workers' Union, had been arrested by the SAP in Queenstown on May 3 and handed over to Ciskei police on the same day

"His apprehension was necessitated in connection with an alleged offence," said Mr Le Grange adding that the offence was believed to have been committed "within Ciskei and South African jurisdiction" and was being investi-



MR MOORCROFT

gated jointly by the two police forces

Mr Vani was handed over to the Ciskei police since he was a Ciskei citizen, he said

Mr Moorcroft said in a statement Mr Le Grange's admission gave cause for grave concern Mr Vani had not been charged in either South Africa or Ciskei and was still in Ciskei detention

"It would appear as though a dangerous precedent of collusion between the South African Police and Ciskeian authorities had been created," he said — PR

Workers involved
in fried chicken walk-out replaced

Post Reporter

FIVE workers who staged a walk-out after an incident at the Kentucky Fried Chicken outlet in Queens-town on Friday have been replaced, according to Mr Gary McCleod, managing director for the franchise holders

Mr McCleod said he had no option but to take on five new workers because business had to continue

Four workers walked out in sympathy with a woman colleague who was told by management to go home and report for duty the following day

The woman concerned had been involved in an argument with somebody else

about some change

Mr McCleod said the five workers who walked out were replaced shortly afterwards because business had to go on. They would not be re-hired

A spokesman for the African Food and Canning Workers' Union, Mr J Theron, said he was expecting further details about the incident from the union's East London branch

Mr Xola Nodikana, a union official in Queens-town, is reported to have said about 15 workers walked out in sympathy with their colleague

Mr Nodikana was not available today

E. Post

16/5/83

138

D. V. V. Patel 16/5/83
**Queenstown shop
workers walk out**

EAST LONDON — Several workers — said by management to be four or five but by a unionist to be up to 15 — walked out of Kentucky Fried Chicken in Queenstown late on Friday afternoon in sympathy with a colleague who was told to leave the premises

The Daily Dispatch's Port Elizabeth correspondent reports that this followed an incident in which an employee, whose name was given as Beauty Goxo, refused to leave the premises after a fight with a colleague about some change, according to Mr Xola Nodikana, acting secretary of the African Food and Canning Work-

ers Union. He said she was told to resume duty on Saturday morning as usual, but she did not accept that she had been at fault. About 15 black workers then walked out in sympathy and approached his union for help. Mr Nodikane said The union was negotiating to have the workers reinstated

However, Mr Gary Mcleod, managing director for the franchise holders, said he had not been contacted by the union. He said the number of workers involved was four or five. The shop's service had not been affected and business went on as normal — DDR-DDC

SACC supports trade unions

By ANTON HARBER
 A SENIOR official of the South African Council of Churches denied yesterday that the council had supported a trade union in a bid to allow a strike at Fattis and Monis to continue indefinitely.

Dr Wolfram Kistner, director of the SACC's division of justice and reconciliation, also denied the council had become interested in trade unions because of the weakness of its own grassroots support.

Dr Kistner, who was being cross-examined by the chief investigating officer, Mr K von Lieres, SC, before the Eloff Commission of Inquiry in Pretoria, said the SACC had supported unions because it was the council's duty to promote negotiation and discussion.

Workers often had no means of expressing themselves and they needed a way to meet management and take part in decision making, he said.

The SACC had to see that human dignity was upheld and that peaceful negotiation was encouraged.

Dr Kistner said SACC financial support for trade unions went mostly to fam-

ilies of striking workers for humane reasons.

It was not the task of the SACC to support specific trade unions since they had to fight their own battles, but it was the SACC's duty to help them organise to give a voice to workers, he said.

The council had decided to provide meeting places for workers protest against detentions and harassment of unionists, put pressure on companies to recognise unions, assist the development of worker leadership, attempt to mediate in disputes and help the families of strikers.

Mr Von Lieres read an extract from an SACC document which described trade unions as the most powerful force for change in South Africa and said they should be supported by the SACC.

Dr Kistner said he agreed with this. The church was not always aware of the needs and experiences of workers, particularly migrant workers.

He also had no objection to a statement by the SACC general secretary Bishop Desmond Tutu that unions were the cutting edge of the liberation struggle.

The hearing continues today.

Mumba is mum about cash source

Mall Africa Bureau
 LUSAKA — A Zairean who was found in illegal possession of forged South African rands, British pounds sterling and US dollars was jailed yesterday for 18 months with hard labour.

David Mumba, 22, was one of four Zaireans arrested last month in connection with the forging of thousands of fake rands, dollars and British pounds in Zambia.

He pleaded guilty yesterday and was sentenced. The other three, who denied the charge, will be tried later.

Police in Lusaka have not found the source of the forged foreign currency.

A police public relations officer, Mr Christopher Mhango, said police did not know whether the press was in Zambia or outside the country.

Rugby's football

Na

By RUGBY'S American Botha political perspective. But it to the US politician. "In any lifting P... he says Speaking kaans U... other South as sports been well-concerned

Death after scuffle

London Bureau
 LONDON — Scotland Yard is investigating the death of a 32-year-old Ghanaian after a struggle in police cells.

Mr Nicholas Owusu was found unconscious in Rotherhithe police station in London on Sunday after a struggle

with p... Mr Owusu arrested after a scuffle, was taken to a police station but never conscious. The police would be a Mr Owusu

VISIT

FACTORY

AND BUY

D. Dispatch 12/5/87
**Walk-out workers
have been replaced** (138)
~~293~~

QUEENSTOWN — Five workers who walked out after an incident at the Kentucky Fried Chicken outlet in Queenstown on Friday have been replaced according to Mr Gary McLeod managing director of the franchise holders

Mr McLeod said he was forced into a situation where he had to employ people in the place of those who walked out

"I do not know why those people walked out" he added

Four workers walked out in sympathy with a woman colleague who was told by management to go home and report for duty the following day

The woman con-

cerned, Miss Beauty Goxo, had been involved in an argument with a colleague about some change, according to Mr Xola Nodikana acting Secretary of the African Food and Canning Workers Union (AFCWL)

Mr McLeod said the workers had not been fired but had walked

out
In a statement issued last night, the organising secretary of the AFCWL, Mr Bonisile Norushe said he was still discussing the matter with Mr McLeod and hoped the matter would be amicably settled with the reinstatement of those who had walked out

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Contract workers may be 'disciplined'

Ciskei plan barbaric say angry unions

21/5/83

(138)

YUM

~~106~~
~~105~~

Mail Correspondent

CAPE TOWN — Ciskei's Minister of Manpower, Chief Lent Maqoma, has warned that Ciskei may introduce disciplinary training "based on military lines" for migrant workers who break their contracts — a statement trade unions have labelled "barbaric"

But the Cape Chamber of Industries says there are "no doubt good grounds" for Chief Maqoma's plan and says it would be "a good thing"

Chief Maqoma told the Ciskei Parliament recently that the Ciskei Government wanted to discipline migrant workers who broke their contract without valid reasons

If implemented, the plan could lead to military-style camps for migrant workers who strike — or who simply leave their jobs because they are unhappy in them

Chief Maqoma said labour was Cis-

kei's "black gold" and was one of the main contributors to Ciskei's national income

In some instances, he said, contract workers did not fulfil their part of the bargain and either absconded after a few weeks or were "lazy"

He had had discussions with Lieutenant-General Charles Sebe, Ciskei's head of state security, and "it is very likely that a form of disciplinary training based on military lines for those contract workers who break their contracts will be implemented in future"

Mr Jack Roos, director of the Cape Chamber of Industries, said relations between management and contract workers were good and he was not aware of wholesale breaking of contracts

But he added that the breaking of a contract was "a serious thing to an employer" and that there were "no doubt good grounds for Chief Maqoma making such a statement"

Referring to the disciplinary training Mr Roos said it would be a good thing if this form of training would improve the efficiency of workers

But Mr Jan Theron, general secretary of the African Food and Canning Workers Union, said Chief Maqoma had made a "barbaric" proposal

He said the statement referring to "black gold" could have been made "by a slave trader"

He said the contract labour system was "oppressive" because it worked to benefit the employer and disadvantage the worker

The General Workers Union said in a statement that the proposal would not help solve South Africa's industrial relations problems and that such repressive measures gave the lie to all the Government's talk of reform

"It highlights the way in which the Bantustans are used by the South African Government to control the increasing strength of workers"

South African 24/3/83 (138)

Ciskei police detain unionists

IN another crack down on trade unionists, the Ciskei Security Forces have detained two top leaders, including the secretary general of the General and Allied Workers' Union, Mr Sidney Mafamandi of Johannesburg.

The other man detained in the Ciskei is the union's national organiser, Mr Monde Mditshwa, formerly of Port Elizabeth

A statement by Gawu said the two were detained in East London on Friday at 10pm. This is not the first time the two trade unionists have been detained

By MONO BADELA

Mr Sidney Mafamandi was last detained with five other trade union leaders, including the South African and Allied Workers' Union (Saawu) president Mr Thozamile Gqwetha and his deputy, Mr Sisa Njikelana in March this year. They were all later released without being brought before a court of law.

Mr Mditshwa was last detained in 1980 during a crack down on student leaders during school boycotts in 1980.

In a statement the

president of the union, Mr Samson Ndou strongly said "Gawu vehemently deplores the barbaric action." He called on progressive bodies to condemn the detentions.

The secretary general of the Council of Unions of South Africa (Cusa), Mr Phirashay Camay said he was shocked that this kind of harassment was still being perpetrated in the Ciskei. It is high time that this kind of harassment should come to an end," he said.

Earlier this month the Ciskei Security Forces

also detained another trade unionist, Mr Dlaki Vani, the Queenstown organiser of the African Food and Canning Workers' Union (AFCWU).

Mr Vani was arrested in Queenstown by the South African Security Police and was handed over to the Ciskei authorities.

Later the Minister of Law and Order, Mr Louis le Grange admitted to Parliament that Mr Vani had been handed over to Ciskei where he is now being held in terms of Ciskei's Proclamation R252.

Unions plan day of protest

EBESH and bigger efforts to stage "Anti-Inflation Day" - a day of protest, including boycotting retail outlets, garages, building societies and banks - are underway, writes Lynn Carlisle

Amalgamated Engineering Union general secretary Tommy Neethling said appeals to agricultural unions, all trade unions and the SA Housewives League will be made to bring the attention of the authorities to "blatant profiteering"

"Some positive display of disapproval at the intolerable pressures to which the man-in-the-street is being subjected is long overdue"

Neethling said that manufacturers, wholesalers and retailers had a tendency to accept price rises without question because they knew they could pass these on to the "underdogs" - employees

The housing shortage had been ruthlessly exploited and homeseekers were powerless to react

"In our opinion, the only solution is Government intervention," said Neethling

All supporters of the campaign should refuse to do business with any commercial enterprise on a date still to be set, said Neethling

Ben Nicholson, head of the Confederation of Metal and Building Unions, said he supported Neethling's reasons for a protest

"This needs visible and simultaneous demonstrations in all centres, but the implementation of such an idea presents insurmountable problems," Nicholson cautioned

SA Housewives League vice-president Jean Tatham, agreed that it was "about time" everyone woke up to unnecessary high prices



Tommy Neethling

24/5/83 includes in it
Woolle

130 138
Hansard
Postmen
Q Col. 1365 24/5/83

846 Mr S S VAN DER MERWE asked the Minister of Posts and Telecommunications

Whether, with reference to his reply to Question No 538 on 21 April 1982 an agreement has been reached with the White staff association on the use of non-White postmen in the Sea Point/Green Point area if so, what is the purport of the agreement?

The MINISTER OF POSTS AND TELECOMMUNICATIONS

No, since the availability of White candidates for appointment as postman in the Sea Point/Green Point area has improved to such an extent that the need for the employment of Coloureds has fallen away

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Music
union
mercury
disbands
31/5/83
after

32 years

Mercury Reporter

THE South African Musician's Association has been disbanded after 32 years

And the national chairman, Mr Ken Varner, has blamed the union's demise on Government indifference to the needs of 'light music' entertainers, the apathy of musicians, and on 'parasitic agents' who monopolised the music scene

There also had been internal problems

He said the Transvaal branch had failed to satisfy head office that it had a properly elected chairman and committee

There had been 'a strange reluctance' on the part of key persons in Johannesburg to accept their dismissal by head office in 1982

Registered

He said they had seriously prejudiced Sama by persisting in making unauthorised policy announcements to Government officials, the Press and musicians

He said Sama had been registered as a trade union in 1980 and had 420 Durban members. The R10 750 in hand would go into a trust fund for needy musicians

South African musicians were barred entry to other countries on political grounds but it had been impossible for Sama to stop the growing flow of foreign musicians into South Africa

'The nett result is that foreign groups occupy some 90 percent of local hotels and restaurants when local musicians of all race groups should have preference,' he said

Agents

He had made many personal calls on senior Government officials and even to the Minister of the Interior to stop the inflow of foreign musicians. But the SABC National Symphony Orchestra and the provincial symphony orchestras were still dominated by foreigners

Agents never truly earned their fees, forcing family men to sign contracts heavily loaded against the musician, he said

The original unregistered Natal Musician's Association had had wide appeal and undoubted recognition from officialdom. But in January 1978 the immigration officials refused to deal with anything but a registered union

Sama was duly formed but no advantages were gained, he said

The intrusion of pre-recorded tapes in show business had wrought a drastic fall-off in work opportunities in travelling shows

Mr Varner said he would continue to distribute the Offbeat newsletter

Changing the basics



Ben Nicholson is general secretary of the Federation of Electrical Trade Unions and director of the Confederation of Metal and Building Unions. The *FM*

spoke to him about last week's pay negotiations at the industrial council for the metal industry

FM: How do you feel about the pay increases negotiated at the industrial council?

Nicholson: No one can be happy with a 5% increase when the CPI is running at about 13%. But in this difficult economic climate that we are in, to be without an agreement is not a very good thing either. There are a number of factors in the agreement which protect employees, especially lower-paid ones, against actions such as retrenchment and arbitrary dismissal.

These are the kinds of things one must weigh up in one's mind. However, I must emphasise that while we are not happy — and we accept there are a number of firms which cannot meet an increase at this stage — we believe there are others who can pay more. We have made it clear that we reserve the right to approach them individually to grant an increase more in line with the CPI.

It seems that you will be concentrating on the larger companies.

There are about 9 000 companies in the industry, but about 80% of people in the industry are employed by less than 200 firms. We have never had problems with small companies. They go for quick contracts and don't have employees until they get the contracts. As soon as they get a contract they are willing to pay to ensure they meet their deadlines. At the moment, when contracts are not so easily available, the small firms are not able to pay more anyhow.

So it is the larger firms that one must concentrate on, because 80% of our people are employed there. We must try to get the greatest return for the greatest number of members possible, within the limits of our resources.

Do you think many employers will ignore opposition from the Steel and Engineering Industries Federation of SA (Seifsa) to such negotiations?

I know Seifsa has issued an injunction to members not to break ranks. But these are the challenges that we will

have to face. Given the cogent arguments that we have, I am pretty certain it will not be a case of breaking ranks, but of facing reality. Employers, of course, will want to maintain credibility with employees who know they can afford to pay more.

This is a new ball-game for us; let's be quite clear about that. We have now accepted that the centralised negotiations will be the forum where we will determine minimum wages — and then it will be up to the individual employer to decide whether to go beyond that.

In the past we have been undermined by employers who, at the main negotiations, have hidden behind those less able to afford to pay. They have then said to their employees "Look you guys, you don't need a union, we'll give you more. Your union can't get you that." This has happened over the last three years and has given us the resolve to say "Okay if that is how you want to play the game, we're in. We've read the rule-book too. Some union leaders are now saying that industrial council wage negotiations must be fragmented because pay increases for the entire industry are determined by what can be afforded by its least profitable sector. Do you support such fragmentation?"

I made a proposal for this 10 years ago. We believe this is necessary because the negotiations are far too large. In addition, those employers who can afford to pay are able to shield behind those who cannot.

We have eight group technical committees in the industry — each of which adjudicates on the interpretation of technical matters in a particular sector of the industry. So there are eight natural groupings of the industry into particular sectors, and we would like to have pay agreements negotiated by the people in each sector. But I must make it clear that we are not after sector agreements for everything. We want an umbrella agreement covering normal conditions of employment such as holidays, leave, overtime and those sort of things which are general throughout the industry.

What is the employer response to this proposal?

The initial employer response 10 years ago was positive, but they then changed their minds. When I raised this again 18 months ago they agreed to look at it again, but it has never got off the ground except for preliminary discussions. However, in private talks I have

had with employers I get the impression they are getting cold feet. They see this as a way in which unions could attack a sector and force it into an agreement that others could not meet.

I think we have been fairly responsible. While one would attack the sector that is in the position to pay most, one obviously has to take into account the areas which are not as well off.

One of my main concerns in this is to also bring the black union representatives into negotiations. With all the goodwill in the world it will be many years before they can meaningfully participate in the kinds of negotiations we have now. These do not meet their grassroots requirements, and certainly they feel a little lost in these negotiations. After all, it is a professional negotiation and they believe the industrial council is merely pandering to the professionals in the industry and not the people who know what the industry is all about. I can accept their position, although I must say they did very well at last week's talks. But a big meeting like that is not their scene.

Are you optimistic that a good working relationship can be created between the council's traditional union membership and a union such as the Metal and Allied Workers' Union (Mawu)?

Yes, very much so. I think they are beginning to realise that we are also trade unions.

What is your response to complaints that last week's pay talks did not result in any real closing of the wage gap?

I have never considered it a wage gap. I believe there has been a skills and opportunity gap. One must look at the skills exercised by people in the lower rated occupations and make a comparison between their wages and those of a fully trained journeyman. The skilled/unskilled pay ratio was 3,8:1 and is now 2,9:1. That in itself is a very small gap when you compare the skills and training of a journeyman with the guy at the very bottom end of the scale who is sweeping the floor.

I think we have made great strides in this area. But we have not made enough progress in providing the opportunity to get the skills. This is being corrected, but it will not be corrected overnight.

I would certainly like to see the basic minimum rate raised. But that would mean a big reorganisation of the industry insofar as job classification is concerned — and that could only happen if we were negotiating sector-wise.

138 (145) (170A) RDM
6/16/83

DEPARTMENT of Manpower figures showing that black membership of registered unions jumped by 52% last year are a little difficult to interpret

The department's figures show that there are now 394 510 black workers who belong to registered unions

The reason the figures must be treated with some caution is that they include black members of established unions who are forced to belong to them by "closed shop" agreements

Registered unions do, of course, include members of leading emerging union groups, such as Fosatu and Cusa

But Fosatu claimed only a 10% membership rise last year and, if the unregistered NUM is excluded, Cusa claimed about a 30% rise

What all the figures do agree on is that black membership of unions has not dropped as a result of the recession a trend which indicates a continuing strengthening of the black union movement

8/1/83 2004 (117) (138) (175A) (177A) RDM

Workers, churches get together

WHAT do the Durban Housing Action Committee, the SA Allied Workers' Union and the Islamic Council of SA have in common? The answer is straightforward they all oppose the Government's constitutional proposals and are members of the United Democratic Front

The dozens of groups that belong to the UDF across the country represent a wide range of workers, students, churches and community organisations. In the Transvaal alone, more than 30 organisations have joined the UDF

Workers are represented by the Council of Unions of SA, the SA Allied Workers' Union and the Food and Canning Workers' Union, amongst others

Communities are represented by the Soweto and Vryburg civic associations and the Soweto Committee of 10 Nusas, Azanian Students' Organisation, the Black Students Society and Young Christian Students represented the youth

The Church was represented by the Witwatersrand Council of Churches and the Catholic Bishops' Conference, women by the Federation of SA Women teachers by the National Educational Union of SA, the Indian community by the Transvaal Indian Congress. The Detainees Aid Movement and the Transvaal Anti-PC Committee are also taking part

The first UDF was formed in the

Eastern Cape in January, when a local co-ordinating committee was formed. Eastern Cape member organisations include the Port Elizabeth Black Civic Organisation, the EP Council of Sport, the Eastern Cape Council of Churches, the Motor Assembly and Component Workers' Union, the General Workers Union of SA and the Congress of SA Students

On May 14, a Durban branch was formed under the chairmanship of Mr Archie Gumede, of the Release Mandela Committee. It includes the Natal Indian Congress, the Democratic Lawyers' Association, the Islamic Council of SA and the Durban Housing Action Committee

'Shun shops for a day'

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02/10

ROOM
15/10/83

By GERALD REILLY
Pretoria Bureau

AN ANTI-INFLATION DAY on which consumers would boycott commercial enterprises has been suggested by the general secretary of the Amalgamated Engineering Union, Mr T S Neethling

Mr Neethling made the suggestion in his union's official journal some weeks ago and, he says, he has had a strong response from many other unions and employee organisations concerned about spiralling prices

He said the idea was that on a selected day, consumers would stay away from all supermarkets, stores and other retail outlets as a protest at the continual rise in prices, particularly food prices.

Consumers, he said, would be asked to discipline themselves to eat less on "the day" If they merely stocked up the day before, however, the whole object of the exercise would be defeated

He added that a meeting of the supporting unions and organisations would be called soon to decide on a date for the day

The chairman of the Western Transvaal council of the Artisan Staff Association, Mr Chris Schutte, said that at a recent meeting his council agreed to support Mr Neethling's call for a day of protest against ever rising prices

It is expected that the other eight railway unions will support the call, which will also be discussed at an officers meeting of the Trade Union Council of South Africa later this month

Mr Schutte said yesterday "Consumers are vulnerable as a group and unless they stand together they will continue to be exploited The day of protest will signal to business that we have reached the end of our tether"

He added that continued price hikes were eating into the living standards of wage and salary earners They were also forcing trade unions to demand ever increasing pay adjustments The national president of the Housewives League, Mrs Joy Hurwitz, said the suggestion was an interesting one and it would be discussed by her executives at its next meeting

~~152~~ ~~147A~~ ~~147A~~ (138)

WHICH unions are most active on the factory floor?

ROM 20/6/83

Part of the answer may lie in a detailed strike study by labour consultancy Andrew Levy and Associates

Its main finding — that there is an increasing strike trend which will grow after the recession ends — may be controversial

But its break-down on which unions' members are most often involved in strikes will be more generally accepted, because it is easier to verify

The study points out that its findings do not necessarily mean the unions caused the strikes

Most black worker strikes tend to be caused by grass-roots militancy, rather than union leaders, and the study finds that 80% of strikes are sparked by issues which lie directly under management's control

But the figures do give an insight into the unions' shop-floor presence

The study finds that Fosatu unions, often attacked for their lack of "militancy", were involved in 65% of strikes where there was a union presence

Members of its MAWU were involved in most strikes, followed a long way behind by its motor union, NAAWU

SAAWU is third, the National Union of Textile Workers fourth and the Food and Canning Workers Union fifth

But when statistics take account of man days lost in strikes, NAAWU comes out top by far

As the study points out, this seems to show again that unions' rhetoric is not a good guide to their "militancy"

A further key finding is that the metal industries are by far the most strike-prone, followed by food and motor

The study finds that metal has only occupied this position for the past 18 months, food having been most strike-prone for years

Metal employers would no doubt deny that this reflects the success or failure of their refusal to bargain with unions at plant level

□□□

SOME weeks, you just can't avoid talking about the metal industries

A further development this week was MAWU's decision to seek further negotiation on the 5%-7% wage rise agreed on the metal council recently

While angry statements from the union condemning the increase were inevitable, word is that it doesn't intend to leave the matter there

Action to attempt to win a re-opening of talks seems to be on the cards

~~138~~ 138 D. Disputch
2/7/83
ILO: no hope for SA, says unionist

PRETORIA — The removal of discrimination from South Africa's labour laws has not softened the fanatical hostility to South Africa's apartheid policy among members of the International Labour Organisation

The chairman of the Federal Council of SACS Staff Associations, Mr Jimmy Zurich, has just returned from the ILO meeting in Geneva where, he said, South Africa's apartheid policy got its usual battering

He stressed the intensity of hostility against South Africa had not changed, even although the colour bar and race discrimination had been eliminated from the country's

labour legislation. Virtually every speaker at the plenary sessions of the organisation "took a swipe" at South Africa, and attacked the governments discriminatory policies

However informal discussions Mr Zurich said he found support and even admiration for the big changes which had taken place in the field of labour legislation and labour relations

It was acknowledged privately that the barriers had been lifted as far as trade unionism was concerned

However it was clear that South Africa had absolutely no hope of re-admission to the organisation — DDC

CAPE TIMES 7/7/83

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Trade union talks could have major impact on society

By PHILLIP VAN NIEKERK, Labour Reporter

THE creation of a new super-union of South Africa's black workers came a step closer to reality at the weekend when representatives of 11 emerging trade unions and federations, representing some 300 000 workers, held talks in Cape Town.

The emergence of such a federation — potentially the biggest and most powerful workers' organization in South African history — is likely to have a major impact on the country's industrial and political scene.

Unions which were present were the Federation of South African Trade Unions (Fosatu), the Council of Unions of South Africa (Cusa), the SA Allied Workers' Union (Saawu), the African Food and Canning Workers' Union (AFCWU), the Food and Canning Workers' Unions (FCWU), the General Workers' Union (GWU), the General and Allied Workers' Union (Gawu), the Commercial, Catering and Allied Workers' Union (Ccawusa), the Cape Town Municipal Workers' Association, the Motor Assembly and Components Workers' Union (Macwusa) and the General Workers' Union of S A (Gwusa).

Moves towards a federation among the emerging, mainly black unions have been afoot for nearly two years, but have been impeded by major policy differences between the unions. In April this year, however, eight out of the 13 union groupings present at the historic Athlone

unity talks decided to go ahead and form a feasibility committee leading to a federation.

Last weekend's talks were the first meeting of this committee. Press and observers were barred, and only a brief statement — saying that the talks were "successful" and that the next meeting would be in October — was issued.

But there were several indications that the talks had been more amicable than previous attempts at unity. For a start, no-one withdrew and a statement was issued on behalf of all those present. This was the first time this had been possible since the abortive Port Elizabeth talks last year when a brief statement saying that "no basis for unity exists at present" was issued.

Secondly, there were more unions present than had originally opted to serve on the feasibility committee. Those unions who came in late have explained this by saying they first had to get a mandate from their members to serve on the committee.

But the presence of union groupings such as Cusa and Macwusa is a sign of a much deeper commitment to broader unity. Cusa, for instance, is committed to 'black leadership' in the union movement and has previously had reservations about uniting with groups such as Fosatu, GWU and the AFCWU which have

white officials in key leadership positions.

Macwusa's attendance signifies an even greater shift in position. Along with its sister union, Gwusa, Macwusa has in the past taken a strong line against working with unions which are registered or serve on industrial councils.

It was precisely over such issues that the emerging union movement seemed irrevocably split only a few months ago. That unregistered unions such as Macwusa, Gwusa, Saawu and Gawu are now working towards a federation with registered unions is a sign that worker unity has become a more compelling issue than the policies of individual unions.

It is also a sign that the registration debate, which dominated union politics after the Industrial Conciliation Act was amended in 1979 to allow black unions to register in the wake of the Wiehahn Commission report, is effectively a dead issue. In fact, this was recognized by the Department of Manpower 18 months ago.

It is clear that no union federation will work without the participation of Fosatu, the largest and most powerful of the union groupings claiming well over 100 000 members in eight affiliated unions. So while other unions might not agree with Fosatu policies or their political style they seem prepared to work along-

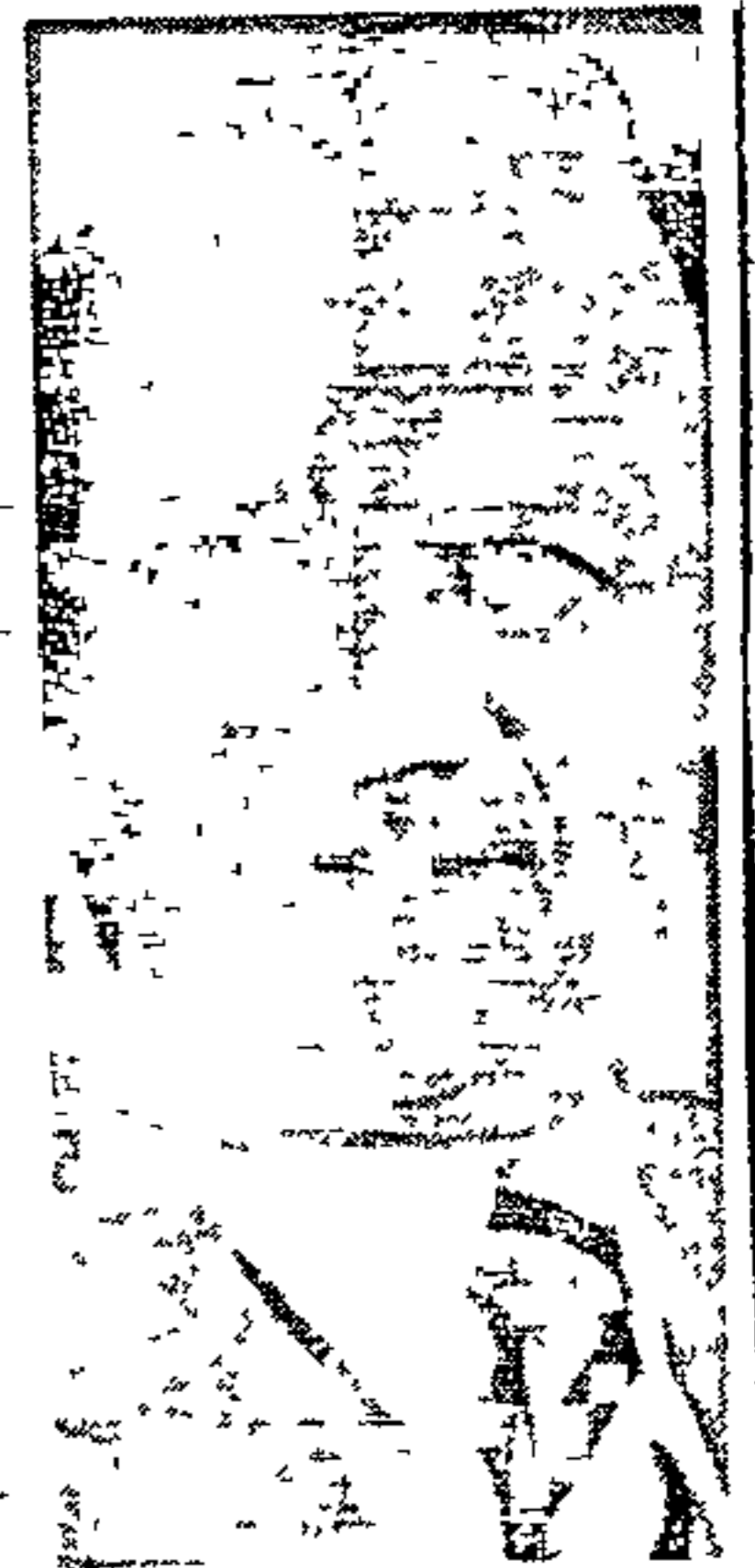
side Fosatu in the interests of worker unity.

Another issue which seems to have faded is the establishment of union "regional solidarity committees" as opposed to a tightly-knit federation. This option was the subject of hot debate at the unity talks in April, but it now seems inevitable that union unity will take the form of a federation.

Union leaders concede that difficulties lie ahead and that much detail of the structure of the federation still has to be worked through, but there is little doubt that a dynamic new trade union force is about to be born, whether or not it includes all 11 groupings that were in Cape Town last weekend.

As things stand, the unions who are poised to go into the federation represent only a fraction of the country's black workforce. In fact, they probably have less members than the establishment union grouping, the Trade Union Council of South Africa (Tucsa).

But the majority of Tucsa's African and coloured members belong to unions which have closed shop agreements with employers. Workers thus have no choice whether they want to belong to these unions or not. And while it has been Tucsa's tendency to sneer at the newer unions, there is little doubt that the future of black worker



Dr Nic Wiehahn . . . in wake of report

unionization lies with the emerging unions.

The future development of these unions will be greatly enhanced by the formation of a federation, the aim of which, union leaders say, will be to prevent emerging unions competing against each other for members, as has sometimes been the case up to now and to provide a united worker front against employers and the state.

An equally crucial consideration will be the organizing of unorganized workers. Millions of black workers particularly on the mines, on the railways, on the farms in the public service and in domestic service are unorganized and therefore outside the collective bargaining structures.

In the long run, the new federation could grow into the largest mass-based organization of blacks in South African history. As such, it should play a leading role in reshaping South African society.

Mercury (31)
9/2/83
**Spark
lights
worker's
clothing**

Mercury Reporter

A DURBAN electrician narrowly escaped death yesterday morning when a high amperage electrical spark set his clothing on fire.

Mr Leslie Levin, of Athlone Electrical, escaped a severe electrical shock when he was working on the main isolator switch at Teakwood Road, Jacobs, yesterday morning.

Mr Martin Sathiah of Natal Knives, who found Mr Levin when he went to find out why the power had been cut, said. 'As I was going down the stairs I heard an explosion I ran down and saw someone run out of the power room His clothing was on fire and pieces of clothing were falling off'

Mr Levin was taken by ambulance to Addington Hospital, where he was treated for electrical burns to his arms and thighs and discharged.

(139)
**Electrical
workers
to meet**

A support committee has been formed to fight the dissolution and suspension of the Western Cape branch committee of the Electrical and Allied Trade Union of South Africa by the union's National Executive Council. The NEC suspended the branch committee after a meeting in Johannesburg on June 11.

The support committee have condemned the suspension and called on other electrical workers attend a mass meeting of workers on Tuesday to discuss the issue.

The meeting will be held at the Methodist Church Hall, Klipfontein Road, Athlone, at 8 pm.

Post Office *Mercury* workers *14/7/83 (38)* 'disgruntled'

Mercury Reporter

TENSION is mounting and threatening to reach a breaking point among thousands of Post Office workers who are extremely dissatisfied with the way in which demands for higher salaries are being handled by the Government.

A motion of no-confidence in the Minister of Posts and Telegraphs, Dr L.A.P.A. Munnik, as well as Internal Affairs Minister F.W. de Klerk, is being considered.

Top-level negotiations have apparently reached a deadlock — and many workers claim they have been left out in the cold, struggling to maintain living standards while there is no immediate hope of a recovery in the economic recession.

It is believed that meetings are being planned throughout the country and hundreds of angry workers have threatened to resign.

Spokesmen said yesterday the workers were no longer prepared to wait to hear from the Govern-

ment whether their demands for interim increases would become a reality soon.

'The general feeling is that indications of pay rises and statements regarding this have become promises and more promises while our standard of living is decreasing rapidly,' a spokesman said in Durban.

Meanwhile, the Public Servants' Association is still waiting to hear from Mr de Klerk that they will receive across-the-board pay rises in October after an urgent meeting had been called two weeks ago.

The president of the association, Dr Colin Cameron, said from Pretoria last night that the urgency of salary increases had been emphasised during the meeting and Mr de Klerk had told delegates the matter would be studied by the Government.

He gave no indication when a statement could be expected.

Anger in public sector over pay

By GERALD REILLY
Pretoria Bureau

THE Government is on a collision course with one million public sector workers unless an early announcement is made on interim salary increases

Anger among senior public servants is mounting at the extent of the big salary increase Members of Parliament have voted themselves, while no assurances have been given to public servants of interim relief

Leading trade unionists claimed yesterday it was outrageous that politicians had quietly raised their earnings by more than R600 a month, while ignoring the desperate plight of the nearly one million workers in the Government and provincial departments, the railways and the Post Office

The 23% hike in the salaries of MPs will bring their total earnings to about R36 000 a year, including a R10 000 tax-

free reimbursive allowance

The president of the Trade Union Council of South Africa, Dr Anna Scheepers — a former Senator — said

"If politicians expect other workers to make sacrifices then they too should be prepared to give up their increases. After all no-one will starve on their present earnings"

She stressed it was 18 months since the public sector workers had received increases. They had been told by the Minister of Finance, Senator Owen Horwood, that because of the recession, inflation and lack of funds, they would get no rise in April

Dr Scheepers said "The only solution is for the Government to announce immediately that they intend giving public sector workers increases, or to refuse their additional R600 a month"

The president of the Federal Council of SATS Staff Associations, Mr Jimmy Zurich, agreed the Government and its MPs should be the first to set an exam-

ple and refuse their proposed increases. "The 250 000 railway workers have had no increases since April 1982, and with inflation running at 13% their plight has become serious"

Mr Zurich said the Minister of Transport, Mr Hendrik Schoeman, had agreed to meet the council next month to discuss interim rises

"We will make the point strongly that if MPs can unflinchingly give themselves increases then there are no grounds for asking railway and other public sector workers to make sacrifices"

The Minister of Internal Affairs, Mr F W de Klerk, hinted some time ago in Parliament there might be adjustments for public servants later this year

The president of the Public Servants' Association, Dr Colin Cameron, said yesterday he had no objection to MPs getting increases, provided this meant rises for Government workers

270
138
270
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RDM

UCH information as I gather about the Media Council which is to succeed the present Press Council suggests that it may be in operation as early as September. This is good news, its period of gestation has already been painfully protracted.

No doubt details of the council's constitution will be released shortly, and that will be the time for full comment.

Meanwhile I find it disturbing that the SA Society of Journalists, representing journalists on the English-language newspapers, has yet bound itself to play a part in the council.

Without the participation of South Africa's biggest organisation of journalists the council's authority will be greatly weakened.

It is very much to be hoped, therefore, that the SASJ will be able to reconcile its differences with the Newspaper Press Union and the Conference of Editors, which have been drawing up the council's constitution.

The need for this reconciliation is the greater because the Media Workers' Association of South Africa (Mwasa), which represents black journalists and other employees, has, I understand, already nominated a member to serve on the council.

Rightly or wrongly, Mwasa is generally seen as a more radical and recalcitrant body than the SASJ, which is itself not noted for obsequiousness.

In these circumstances the SASJ's absence from the Media Council would be both glaring and ironic.

It would be unfair to the SASJ to give the impression that its attitude towards the Media Council is grounded in simple bloody-mindedness.

It has long been deeply and rightly suspicious of any kind of disciplinary body in which the Government has had even an indirect hand.

It clearly fears that the Media Council will prove no more than a halfway house down the road to statutory control and the effective extinction of all Press freedom.

It does not wish to be an

Birth pangs for the Media Council

Rand Daily Mail Ombudsman

JAMES McCLURG

takes a critical look at the media

If you have any complaints against the Mail or suggestions for the Ombudsman to take up, write to the Editor P O Box 1138 Jhb



accessory to such a process.

The possibility that the SASJ so greatly fears cannot, of course, be excluded. But is there any merit at this stage in a posture of despair?

I suggest that it would be in the interests of South African journalism and journalists for the SASJ to participate, if not as a permanent commitment then at least on a trial basis.

If its suspicions about the new body prove justified, it can, and should, withdraw.

So far as I understand the SASJ's detailed objections, it seems to me to have a couple of valid points.

If it is correct that under the constitution the Conference of Editors would have the power to nominate a member of the SASJ to serve on the council in default of a nomination by the society itself, I am not surprised that this provision has been called "undemocratic".

It would also be self-defeating, since such a nominee would obviously not represent the SASJ.

The society, I believe, is also right to have grave reservations about any suggestion that the Media Council should be allowed to adjudicate on complaints against publications that do not acknowledge its jurisdiction.

How such a system would work is not clear to me, but on the face of it, it could be open to abuse.

I hope the NPU and the Conference of Editors will be able to give the SASJ satisfactory assurances on this point.

IT WAS pleasant to read a tribute from the police to the co-operative conduct of the newsmen on the scene of the Pretoria bomb blast on May 20.

As previously pointed out in this column, media representatives were freely allowed into the area of the outrage and given all available information.

The editor of the police magazine *Servamus*, Lieutenant-Colonel Leon Menge, said the newsmen had not "hassled" the police and described their behaviour as "marvellous".

At the risk of appearing sententious, there is a moral in this story. The job of reporters and photographers — and their electronic equivalents — is to gather news.

If they are needlessly obstructed, and especially if there is any attempt to mislead them or conceal the facts, they tend to react vigorously.

But when they are allowed to get on with the job and are given reasonable assistance, few would want to waste their time "hassling" the police or anyone else.

There can be no exact comparison between a single event like the Pretoria blast and a series of connected incidents over a wide area such as were involved in the recent disturbances at Lamontville, near Durban.

But, assuming they had nothing to hide, would the police at Lamontville not have served their own interests, let alone those of the public, better if they had learned from the Pretoria example and adopted a more open approach towards the media?

□□□

COMPLAINTS in this column about the lack of news in Malawi have been fairly swiftly answered. In its issue of July 15, the *Rand Daily Mail* published a good "wrap-up" of the situation there by David Cowell of United Press International.

The situation remains complex and mysterious. In the absence of direct access to closely-guarded facts, Cowell had to rely largely on what he could gather from diplomatic sources.

But it was a marked advance on anything else that we have had from Malawi for some time, and readers with an interest in the country will have been grateful for it.

□□□

ALTHOUGH the public attitude towards our superior courts is not as reverential as it once was, they still seem to be hedged with a degree of divinity.

Many people, in fact, would be surprised to learn that they are perfectly entitled to criticise a judgment or the way a case has been conducted — provided they do not "cast an improper or scandalous reflection on the administration of justice" or "exceed the bounds of moderation or of fair and legitimate criticism".

Where do the 'bounds of moderation' lie, and when does criticism cease to be fair and legitimate? Inevitably the answers to these

questions will differ from community to community and from country to country.

In the United States, pre-eminently the home of free speech, standards in matters of this kind are robust.

My eye was caught, for instance, by the comment of the editor of a newspaper in Arizona on a judge's decision to exclude TV cameras from the court during a part of a hearing.

"For a guy who is supposed to have the wisdom of Solomon and at least a smattering of common sense," writes the *Mesa Tribune*, "Superior Court Judge Cecil Patterson comes up short".

A South African editor who made a similar remark about one of the 'guys' on our bench would no doubt find himself in big trouble.

Nevertheless there is still room within the confines of our stricter standards for informed and, if necessary, critical analysis of the decisions and procedures of our courts.

I am far from suggesting that the judiciary should be denigrated or, for that matter, criticised on a casual basis. That would be intolerable.

But there is no inherent reason why judges or magistrates should be immune from the watchful eye that the Press, of its nature, must turn on all sources of power in our society.

□□□

STOP PRESS

United American was declared insolvent and closed on Monday by State Banking Commissioner William Adams — *Atlanta Journal*.

● Your Ombudsman, JAMES McCLURG will be on leave for the next two weeks and this column will resume on his return.

cowetan (138)

Firm 29/7/83 wants facts

IN THEIR response to a letter from the Insurance Assurance Workers Union which had given them seven days to meet their workers' demands, Liberty Life has in turn also asked for information from the union, though this will not change their attitude to their demand for recognition.

The communication between Liberty Life and the workers union follows a strike which occurred three weeks ago. On ending their two day strike, the workers had demanded that their management should recognise and speak to their union on their grievances. Subsequently the union had written a letter to Liberty Life threatening to take them to the Conciliation Board if they did not meet their workers' demands.

In their letter to the union, Liberty Life reiterated that the workers would not be paid for their period of absence and neither would they be victimised. Liberty Life also repeats that it had understood from representatives of their employees that they would submit a list of grievances to the company.

The letter also requests the union to provide Liberty Life with the following information:

- An up to date copy of their constitution with all amendments,
- the date of formation of their union,
- the total number of their members in the insurance industry and the names of employees of Liberty Life who are amongst such list of members,

- whether the reference to black staff in their letter is intended to include a reference to coloured and Asian staff employed by the company and whether whites may join the union,
- the basis for their claim that their union is representative of a majority of the black staff employed by the company Braamfontein,
- the basis for their claim that the majority of black staff (assuming they refer to those employed in Braamfontein) wish them to represent them specifically for the purpose of negotiating the July salary increment,
- the nature of the conduct which they attribute to the company as constituting an unfair labour practice and in respect of which they propose to seek a conciliation board.

The executive of the union met on Wednesday evening to consider an appropriate response.

138 20/7/83
C. Herald

Union men back at helm

THE entire suspended Western Cape branch committee of the Electrical and Allied Trades Union of South Africa was re-elected last week, following a simmering and at times heated clash between conservative and progressive forces in the union

Recently the union's National Executive Council (NEC) suspended the branch committee

because of alleged irregularities

However, at a special branch meeting on Thursday evening, the suspension was condemned as unconstitutional and illegal

AGREED

Workers present agreed with this view and voted the previous executive back into power

The meeting was also asked to elect a representative to the national council. A nomination by a member of the Southern Area Committee (to which the branch is subordinate and with which it has had heated clashes) was not seconded

Instead a representative sympathetic to the branch executive and described as progressive, met with the workers' approval

Mr Cyril Shields, Southern Area Secretary, declined to comment

Domingo: why League rejects proposals

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E-Post
1/8/83

CAPE TOWN — The Government's constitutional proposals entrenched apartheid and discrimination and sowed the seeds for greater division in the country, the national chairman of the Public Servants League, Mr Malcolm Domingo, said here

Addressing a national meeting of chairmen of the League's 20 branches, Mr Domingo said the League wished to reply to the people who had criticised the decision taken at its annual meeting to reject the constitutional proposals. Criticism has been levelled at the organisation for entering the realm of politics

Mr Domingo said the League — which was formed 13 years ago in response to the exclusion of blacks from the Public Servants Association — aimed to set right what was wrong in the Public Service and to fight for equal opportunities for all workers in the service

"We cannot work with organisations or individuals who are accomplices of apartheid. We reject all those puppet bodies which are set up to misdirect our energies and misguide our workers," he said

The constitutional proposals would "directly affect" League members as workers and were therefore of concern to them

In an interview before the meeting, Mr Domingo said he believed that when the constitutional proposals became law there might be strong reaction from public servants who were "working for an intransigent employer who refuses to recognise us and tramples us as he pleases"

Despite its 27 000 membership the League is not formally recognised by the State because it does not have majority membership in all departments, said Mr Domingo — Sapa

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Boycotters' case put to employers



Mr Zandisile Patolini who was attacked in Mdantsane yesterday

EAST LONDON — Trade union officials last night appealed to East London employers to appreciate the "terrible problems" bus-boycotters had in getting to work

The plea was made at an urgent meeting with employers called by officials of unregistered trade unions here. It was attended by representatives of four employers and it was disclosed that arrangements would be made today for a meeting with the Border Chamber of Industries and the Border Chamber of Commerce

Union officials urged employers at the meeting held in a hall at the

city centre not to heed an advertisement by the CTC Bus Company last week which said there was no reason for workers to be late in the morning or to be let off early, because they would be safe on the buses, which were running to schedule

The union officials said people who were determined to boycott the buses because of a fare increase were being harassed and assaulted by the Ciskeian police and army in an effort to prevent them using trains and other forms of transport

Mr B P Norushe, of the African Food and Canning Workers' Union, said workers were angry and determined to resist efforts to make them use buses

He said workers were arriving late because of these problems and there was a possibility they would refuse to go to work

Other union officials said Ciskeian police had prevented commuters from using trains, torn up train tickets, ordered passengers from cars and assaulted people. They said they had also heard reports that taxis, including licensed ones, were to be banned for three days

Mr Norushe said the unions would support whatever action was taken by the residents of East London. "But we are not instigating anything. We are merely informing employers of what is happening," he said

"How do you avert the terrible situation that is developing? Two heads are better than one. It is imperative that we meet people who we can reason with and who can listen intelligently

"We hope to gain advice from you and maybe you could contact the Ciskei Government

and ask them to stop this nonsense," he said

One of the employers at the meeting, Mr Tony Aylott, of SA Stevedores, said harassment of workers changed the situation from a management point of view

"There have been two issues over the past two weeks. One is where the boycott of buses is a workers' reaction taken by themselves. Management, in that instance, should not take sides. You make your bed and you must lie in it. It is not management's problem how you get to work

"But it would be a different situation where our workers are being harassed. There is no way my company could condone it. We will see what happens with absenteeism and each case will be judged on merit," he said

In reply to questions from employers, union members said there would be problems with company-supplied transport. Vehicles would be stopped at the Ciskei border between East London and Mdantsane and workers would be harassed once they were in Ciskei

Mr Norushe said the dispute was not between employers and the unions but between residents of East London and Gomo Transport. He said the Ciskei Government was undermining the gesture by the Railways who had provided additional trains for bus boycotters

He said the urgency of the problem had prompted the unions to contact individual employers to attend the meeting at short notice, instead of using regular channels

"We are happy that our grievances have been listened to. We will tell our fellow workers of this gesture by management," he said — DDR

Worker tells of assault

MDANTSANE — A worker at a battery factory in West Bank, East London, was attacked by a group of men in Zone 13, who assaulted, stabbed and robbed him of his money and train ticket

Mr Zandisile Patolini, of Zone 14, said that shortly after 4 am yesterday he was walking with a group of commuters, who boycotted the bus, towards Fort Jackson station when they met a group of men wearing overalls and carrying sticks, sjamboks and sharp objects

"These men told us to go back to the bus stops and we refused. The men then started beating us with knobkerries and when one of them started searching for my money in my pockets, I resisted, and he stabbed me with a sharp instrument

"He took the money and the train ticket, which he tore up, and then kicked me on the ground. The others came and assaulted me with sticks

"The bus came and we

were forced to board it. The bus went via Fort Jackson, intending to pick up other commuters, but when we got to Fort Jackson we all got off and boarded the train

"By this time, I was bleeding profusely and beginning to get dizzy. I got off at East London and reported to my employers

"My employers reported the matter to the railway police who took the matter up and sent me to Frere Hospital for treatment" — DDR

Viljoen offers no JOY on pay

138
4/8/83

By GERALD REILLY
Pretoria Bureau

THE Federal Council of Teachers' Associations came away empty-handed from an interview with the Minister of National Education, Dr Gerrit Viljoen, in Pretoria yesterday.

The chairman of the council, Mr John Stonier, said in a statement after the meeting the council had told the Minister that salary adjustments had to compensate for inflation and the general increase in living costs.

The delegation was told, however, that because salary adjustments in the public sector were the responsibility of the Minister of Internal Affairs, teachers would have to wait for an announcement from him.

Mr Stonier emphasised that the Government had taken no decision on general salary increases and it would be wrong to arouse expectations.

The council's standpoint was that, in the interests of a contented teacher corps, it should strive for the highest possible general salary adjustments when financial circumstances were more favourable.

Teachers' salaries, in comparison with the earnings of other professional groups in the public sector, were brought to Mr Viljoen's attention, Mr Stonier said.

Mr Viljoen accepted the council's view that a considerable backlog in teachers' salaries had been incurred since April, 1981.

However, there was a difference of opinion over the exact extent of the gap.

The Minister assured delegates the Government stood by its undertaking to approach the salary issue on a basis of "professional differentiation".

Mr Stonier said urgent adjustments in the top structures of education had to be given priority attention, and the Minister replied that the issue was receiving the necessary attention.

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4/8/85

Poor turn out at meeting

EAST LONDON A meeting called by trade unions here yesterday, and attended by officials of the local chamber of commerce, did not get off the ground because most trade union officials failed to turn up the secretary of the East London Chamber of Commerce, Mr R Allison, said

And one of the men who called the meeting, Mr B P Norushe, secretary of the African Food and Canning Workers' Union, confirmed that he and the general secretary of the General Workers' Union, Mr D Tandani, were the only unionists who attended

He did not know why the others had failed to appear

"We will get together with the others and see if we can find another suitable time for the meeting," said Mr Norushe, who added he

believed other trade union leaders may have had problems with transport

The president of the Border Chamber of Industries, Mr Dave Saunders, said the first time he had heard about the meeting was when he read about it in the Daily Dispatch yesterday

He had not been invited and thought the unionists might have tried to contact the local director of the chamber of industries, Miss Sheila Hamilton, who was away in Johannesburg on business

The meeting had been called to sound out employers on problems faced by workers from Mdantsane during the bus boycott and subsequent action against people walking to stations by Ciskei National Independence Party men and police — DDR

~~FM~~ ~~NUM~~ ~~FMU~~

MINE LABOUR

Deadlock averted

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FM 5/8/83

Talks between the Chamber of Mines and unions representing black, coloured and Asian workers in the industry are continuing. A deadlock between them over an interpretation of a commitment to eliminate race discrimination in the mining industry appears to have been averted — at least for the moment.

The chamber made this commitment during wage negotiations in June. However, at talks held last month to discuss other conditions of employment in the industry, the chamber sought a clear understanding from them of what this entails. The black National Union of Mineworkers (NUM) and the black, coloured and Asian Federated Mining Union (FMU) opposed this effort, perceiving it as an attempt by the chamber to qualify its commitment.

A deadlock seemed imminent and union leaders threatened to declare a dispute — a preliminary step towards possible legal action or the holding of a legal strike.

However, it seems that an impasse on the issue has been averted — for the time being. The talks about conditions of employment are continuing and the whole question of the interpretation of the commitment has been removed from the agenda. However, the *FM* understands that discussions on the commitment will still be held, and that the unions are busy formulating their position.

Sadwa calls for equal pay

ALTHOUGH they support the call that the salaries of domestic workers should go up by 15 percent the South African Domestic Workers Association (Sadwa) said this adjustment should only be made after all the salaries of domestic workers had been taken up to the minimum of R120 a month.

The call for a wage increment was made by a group of white woman's organisations. The organisations include the Suid Afrika Vroue Federasie, the National Council of Women and the Union of Jewish Women. They suggested the following minimum wages for domestic workers:

- Full-time live-in domestic who is relatively unskilled, R98,90 a month, and with special skills, R122,55 a month
- Full-time live-out do-

mestic who is relatively unskilled R115 a month, and with special skills, R127,10 a month

MINIMUM

Ms Margaret Nhlapo, the chairperson of Sadwa, said there were domestic workers who were still earning far below the minimum they had stipulated. "They are workers who are still earning between R40 and R50 a month, particularly in the small towns. Much as we would welcome the salary adjustment by 15 percent we maintain that this should come after all the salaries have been adjusted to our minimum of R120 a month."

The Domestic Workers and Employers Project (Dwep) aligned

themselves with the sentiments of Sadwa.

A director of Read-Maid Services, Mr Mel McDaniel, said they also welcomed the call for the 15 percent increase in the salaries of domestic workers.

Read-Maid Services has been training domestic workers for the past three years to equip them with skills that will make them command decent salaries and be able to sell their labour to the highest bidder.

Mr McDaniel said he started the service because he was sick and tired of people paying lip service to the idea that domestics needed to be better trained and paid.

This is the first school of its kind, Mr McDaniel said.

Thursday, August 18, 1983

October trial for Mrs Sisulu

HANNESBURG — Mrs Albertina Sisulu will stand trial from October 17 in the Krugersdorp regional court for allegedly taking part in African National Congress activities appearing in a crowded Johannesburg regional court yesterday, 66-year-old Mrs Sisulu — wife of late ANC leader Walter Sisulu — and 25-year-old Thami Mali of Soweto were told the trial would begin on October 17 and continue uninterrupted to the end of the case.

They have been charged under the old Suppression of Communism Act of 1950 which means the alleged offences were committed while Mrs Sisulu was still banned.

Mrs Sisulu, who was arrested on August 5, has since been elected Transvaal president of the United Democratic Front.

Mrs Sisulu and Mr Mali have been in custody since their arrest following an order from the Attorney-General of the Transvaal not to grant bail.

Cape Times 18/8/83

4 trade union men detained

(138) (139) (140) (141) (142) (143) (144) (145) (146)

Own Correspondent
EAST LONDON — Four trade unionists were taken from their offices here yesterday and detained by South African Police.

They are the branch secretary of the South African Food and Canning Workers' Union, Mr N Norushe, the general secretary of the union, Mr David Tandani, the organizer of the South African Allied Workers' Union (Saawu), Mr Boyce Melitafa, and the branch secretary of Saawu, Mr Yure Mdyogolo, all of Mdantsane.

A spokesman at their offices said the officials were taken from their offices by members of the security police yesterday afternoon.

The head of the security police here, Colonel A P van der Merwe, said he knew about the matter and further details would be obtainable today.

A number of Saawu officials are being held

in detention in Ciskei. In Cape Town the General Workers' Union (GWU) and the SAFCWU expressed "outrage" and "shock" at the arrest of the men, two of whom have been detained by South African and Ciskeian security police before.

Mr David Lewis, general secretary of the GWU, said "The South African Police are clearly looking for scapegoats for the upheavals in the Ciskei. Seeing the Ciskei authorities are no longer able to control the situation, their superiors are taking a hand".

The president of the SAFCWU, Mr L A Noko, said the arrests would "greatly aggravate an already tense situation" and that trade unions had "once again been victimized for a situation of the government's making".

The former acting president of the Media Workers Association of

South Africa (MWASA), Mr Charles Nqakula 40, was detained yesterday by the Ciskei security police.

The head of the security police, Colonel Z Makuzeni, confirmed the detention. Colonel Makuzeni said Mr Nqakula was detained under Section 26 of the National Security Act. The act provides for indefinite detention.

Colonel Makuzeni also confirmed the detention of three former Mdanetsane councillors — Mr M Maqosha, Mr D Qabaka and Mr N Nkohla.

An advocate and an attorney from Johannesburg have been barred from entering Mdanetsane for 60 days by Ciskei's Commissioner of Police, Brigadier L B Madolo.

This was confirmed yesterday by the police liaison officer, Major G A Ngaki, who said the order had been issued in terms of the National Security Act.

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Cape Times 18/8/83

School exams brought forward

Education Reporter

THIRD-TERM examinations in coloured schools — due to begin in September — have in most cases been brought forward to this week.

The press liaison officer for the Directorate of Coloured Education, Mr N Eales, yesterday denied teachers and pupils had only been informed of the move this week, saying a decision to allow early exams had been taken last term.

Parents, pupils and teachers have suggested that the move may in some way be connected with the boycott of classes at the Mount-

Pupils plan to boost boycott in 'action day'

By MARTINE BARKER
Education Reporter

MOST coloured high school pupils in Cape Town are expected to hold a "day of action" today in a demonstration of sympathy with the boycotting pupils of Moutview Senior Secondary School in Hanover Park.

Students at the University of Western Cape and the Peninsula Technikon have also indicated they would support the "day of action".

SRC representatives from 25 coloured high schools in the Peninsula decided on the action at a meeting on Monday and confirmed this decision at another meeting

pending and face possible expulsion. The pupils have demanded, as well as the reinstatement of all 16 disciplined pupils, that the school principal, Mr P Snyders, be transferred.

The Directorate of Coloured Education has said categorically it will "not be held to ransom by these children" and will not transfer Mr Snyders.

Support

The Congress of South African Students (Cosas) has expressed its support of the Moutview pupils and their demands.

A statement issued by a spokesman for the Western Cape regional

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By LESLEY LAMBERT

THE principals of several of Port Elizabeth's Afrikaans schools have warned their women teachers against attending a public meeting of women teachers because they feel they should negotiate only under the umbrella of teachers' associations

Yet the organisers of the meeting, who wish to express their concern about conditions of service which they feel operate against them and the interests and educational needs of pupils, say they support the associations 100% and appreciate the work they do

But a spokesman, who asked not to be named at this stage, said it was urgent that they discussed and questioned issues being investigated by an interdepartmental committee before decisions were made

Afrikaans school principals warn women teachers

E. Post 19/8/73

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at the committee's meeting in October

"We are exercising our democratic right to bring to the notice of the Minister of National Education, Dr Gerrit Viljoen, that there are things in the MEC Mr Willem Bouwer's replies to questions asked in the Provincial Council in the Pro-vincial Council that we know are incorrect and we

need to put right," she said

"All the necessary clearances have been obtained from legal and professional bodies. It is contemptible that principals are restricting teachers"

Mr Bouwer, MEC for education for the Cape Provincial Administration, said yesterday that the sta-

tus of married women teachers had been investigated over the past 18 months

He said recent statistics showed that although 15% of married women teachers at Government schools were allowed permanent teaching posts, only 5% were permanently employed

He said the Government had accepted that there should be a parity of salaries, but that the payment of higher salaries to women was dependent on the economy of the country

Principals at five Afrikaans schools in Port Elizabeth have discouraged women teachers from attending the meeting because it was "unprofessional"

The principal of Framesby High School, Mr J T Kritzinger, said that only four Afrikaans women teachers from the Eastern Cape had attended the last conference of the Suid-Afrikaanse Onderwysers Unie (SAOU) and it was for this reason that the motion that marriage should no longer be grounds for altering the employment status of women was defeated by the SAOU

RR645 22/8/83



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NATIONAL/INTERNATIONAL

Appeal on death benefits dismissed

Supreme Court Reporter
AN APPEAL by the Building Workers' Union against a judgment in favour of one of its former members for the payment of additional death benefits of R400 has been dismissed with costs.

SUBSCRIPTIONS

The appeal today in the Cape Town Supreme Court was against a judgment in the Cape Town Magistrate's Court in November last year.

The magistrate, Mr P L. May, ordered that the estate of the late Mr P W Bailey be paid R400, over

and above the R200 received from the union by his wife, Mrs C Bailey, following her husband's death in July, 1981.

At the Magistrate's Court proceedings, Mrs Bailey of Lotus River, claimed her husband's subscriptions were fully paid to the date of his death.

She said that the burial allowance payable to dependants of a deceased member was increased to R600 at an annual gen-

eral meeting of the union held in April, 1981.

However, the union had only paid an amount of R200 into the estate of her husband. She claimed a balance of R400 was still due.

The union claimed that a death benefit of R600 was payable, in terms of the principles laid down by the union's executive committee, to members who had paid 67 cents a week when employed, or 20 cents a week for 52 consecutive weeks when unemployed, and were

not 13 weeks or more in arrears.

They claimed Mr Bailey had not made such payments and was accordingly only entitled to a death benefit of R200, which had been paid.

Giving judgment today, Mr Justice Friedman, with Mr Justice de Kock, said the court was satisfied the magistrate's decision was correct, and dismissed the appeal with costs.

The judge said it appeared from the evidence of the secretary of the

union that the executive committee felt it might not be in a position to pay increased benefits provided for in the guidelines if the members fell into arrears, and did not pay the increased subscriptions over a period of 52 weeks.

"It is clear, however, that Mr Bailey had paid an increased rate of subscriptions as laid down by the Union before his death. He had also paid in full the amount he was required to pay in terms of the constitution

"There is no doubt that he has paid for the requisite period and at the requisite rate," the judge said.

The only basis on which the union sought to disqualify the widow of R600 was that the arrears were more than R15, and he did not pay the R15 for the full 52 weeks, said Mr Justice Friedman.

The judge said the court was satisfied that the executive committee of the union was not entitled to disqualify Mrs Bailey of receiving R600

as her late husband had paid whatever he was obliged to pay in terms of the constitution.

Mr John Whitehead, instructed by Tom Walters, appeared for the Building Workers' Union. Mr W van Staden, instructed by Truter and partners, appeared for Mrs Bailey.

Company dashes union's hopes

Sweetan
25/8/83
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WHATEVER hopes the Insurance Assurance Workers Union of South Africa may have had of Liberty Life insurance company having a change of heart and accepting their union have been dashed by a response they received from the company which insists that the union should be "representative of all our staff."

The insurance union (IAWUSA) and Liberty Life have been locked in a battle for recognition since the workers went on a two-day strike last month. Liberty Life has rejected the union's application for recognition because it is open to black members only.

Since the strike the union and management have been communicating through letters. The union was the first to write to the insurance company after the strike when in it they formally applied for recognition.

Management responded by asking questions about the union. The union responded to some of the questions. Management's response to that letter was received last week.

In their latest letter the company says the union has not answered many of the substantive questions and the company declines to reply to any allegations contained in the letter except for point four. Point four in the union's letter dealt with an alleged incident of victimisation by the company of a union member.

However the company said it reserved the right to respond to and refute the contents at any future time.

Liberty Life categorically denied victimising Mr S Govender and maintains that Mr Govender resigned on his own volition.

(2/4A) FM 20/8/83

cussion of a mere seven clauses. In any event, exchanges between NP and CP were so unsavoury, and took up so much time, that the more "constructive" proposals of the other opposition, the PFP, were being crowded out or, at best, were not receiving the minister's proper attention.

By invoking the guillotine and reducing constitutional, democratic protest against the new dispensation, government has got off to the worst possible start. It has raised fears that if this is a foretaste of the style of government to come, democracy itself is at risk, let alone any prospect of consensus government.

If it were not for the fact that people's memories are so short, it might have been fair to predict that the short-circuiting of the committee stage debate could well backfire in the referendum.

TRADE UNIONS

Thunder on the Right

There is no mistaking the concern — and anger — with which some unions are viewing the growth of the rightwing Mineworkers' Union (MWU) outside the mining industry.

The MWU, which regards itself as the most effective vehicle to protect white workers' interests in SA, is spreading its influence to a variety of industries. In so doing, it is boldly encroaching on turf traditionally occupied by several other — white, or multiracial unions. Its progress is also being closely watched by black unions, who are hostile towards MWU efforts to halt the job advancement of their members.

MWU general secretary Arrie Paulus rejects claims that the union is expanding out of mining because it stands to lose membership in that industry through mechanisation and blacks entering jobs previously held by whites. But it does appear that the MWU's mining membership has remained static in recent years. Paulus insists that his union's decision to move into other industries stems from widespread approaches to it from disaffected white workers.

Why do they want to quit their unions and join the MWU? "Because they know we don't bark — we bite," says Paulus. Indeed, there is little doubt that the MWU's tough rhetoric is attractive to white workers who feel their job security is threatened by black advancement and the recession.

Paulus is undismayed by the ire the MWU is provoking. He says some unions whose members are joining the MWU have for long conceded that all is fair in love and war in competition between unions. Says Paulus: "I accept the war and all the noise that goes with it."

That war is likely to bring the MWU into increasing conflict with major unions such as the SA Iron and Steel and Allied Indus-

tries Union, the SA Boilermakers' Society, the Amalgamated Engineering Union, and the SA Electrical Workers' Association.

The latest campaign in the war appears to be marked by the falling out of the MWU and the SA Engine Drivers', Firemen's and Operators' Association. The two unions constituted the Federation of Mine Production Workers — a union co-ordinating body in the mining industry. The engine drivers say they have resigned from the federation because it no longer serves any purpose, and have instead joined the much larger Federation of Mining Unions. They decline to comment further.

The FM, however, understands from other sources that the real reason why the engine drivers have resigned is the strained relationship between them and the MWU, which is trying to recruit their members. The engine drivers also refuse to comment on unsuccessful MWU efforts to persuade them to amalgamate with it.

Some sources claim the MWU regards the engine drivers' union as a tempting target. The reason for this, they say, is that in order to establish itself in other industries, the MWU has to go through a cumbersome, time-consuming process to obtain an extension of scope from the Industrial Registrar. They say the engine drivers' union's certificate of registration allows it remarkably broad scope to recruit white workers in a variety of occupations and industries. They argue that a merger of the 7 000-member union with the some 20 000-member MWU would actually amount to a MWU takeover. This might enable the MWU to utilise the broad scope enjoyed by the engine drivers' union to help it to move into other industries more rapidly.



MWU's Paulus ... 'we don't bark — we bite'

Paulus disagrees. He says a merger would not necessarily yield such advantages to the MWU — and some labour lawyers approached by the FM tend to agree with him. They say it is by no means certain that a new union created by a merger would automatically gain the broad scope enjoyed by the engine drivers' union. But they concede that it cannot be ruled out that a merger could increase the MWU's scope substantially.

The MWU already has extension of scope to recruit all categories of workers at Escom, as well as fitters and turners, electricians and boilermakers at Iscor's Vanderbijlpark works. It has also either formally applied or is about to apply for extension of scope to represent a wide range of categories of white employees at AECI's plastics and dynamite factories, Iscor's Pretoria and Newcastle works, the Sasol 1, 2 and 3 plants as well as a Sasolburg power station, Highveld Steel, and a Newcastle chemical factory.

Officials in some of the unions operating in such industries and companies say the MWU has so far made modest gains — and claim the union is showing itself to be ill-informed about issues in these concerns.

Paulus, however, says his union is making such strong headway that the computer into which it feeds all its membership details is now incapable of handling the load. A new one — with far greater capacity — is being bought.

SA Boilermakers' Society general secretary Ike van der Watt says he is not particularly alarmed by MWU attempts to recruit his members. Experience has shown, he says, that virtually all the society's members who have been recruited by the MWU, soon become disenchanted with it and return to the society. But Van der Watt, who is committed to multiracial unionism, is worried about the long-term implications of the MWU's growth. He warns that it could ultimately lead to a serious confrontation between black and white workers.

In an interview with the FM, Paulus made it clear that he is not afraid of such a clash.

POLITICS

The UDF's goals

A nationwide campaign of political "education" against government's referendum on the new constitution is the first task the United Democratic Front (UDF) has set itself. This includes action against expected ethnic elections, as well as forthcoming black community council elections, says UDF president Archie Gumede.

The UDF's national launch was held last weekend at an emotion-charged multiracial rally attended by about 12 000 people in Mitchells Plain near Cape Town. Some 400 organisations, including ratepayers' associ-

Unions no to UDF at this stage'

By PHILLIP
VAN NIEKERK
Labour Reporter

FOUR leading trade union groupings have decided at this stage not to join the United Democratic Front (UDF) or any other groups campaigning against the new constitution and the "Koornhof Bills"

However, the groupings — the Federation of South African Trade Unions (Fosatu), the General Workers' Union (GWU), the African Food and Food and Canning Workers' Unions (AFCWU and FCWU) and the Cape Town Municipal Workers' Association (CTMWA) — have reiterated their support for all "progressive" organizations opposed to the new constitution and other apartheid laws

'Top priority'

Mr Johnson Mpu-kumba, national president of the GWU, said the GWU was still busy with the formation of a new trade union federation, which was their top priority at the moment

"This is not to say we reject the UDF, which we would consider joining if we had a mandate from our members," he said "We wholeheartedly support any organization which is progressive and democratic and we are prepared to assist in their campaign"

Mr Joe Foster, general secretary of Fosatu, said their unions had members who supported a large number of political organizations To

side with just one organization would divide Fosatu's membership

"While we are encouraging our members to take part in progressive community organizations, we are not as an organization prepared to affiliate to the UDF at this stage — though our executive will consider their approaches," he said

Mr Foster said the big tasks ahead for Fosatu were trade union unity and the development of working-class leadership

Encouraged

The AFCWU and FCWU said in a statement yesterday that they supported the UDF's stand and encouraged their members to take part in campaigns against the new constitution and other apartheid laws

"However, our first responsibility as a union is to the workers, and their foremost need is a federation which can unite workers' organizations and organize unorganized workers. Till this is done, it won't be possible for the working class to take the lead in the struggle for one united, democratic South Africa"

Mr John Erendzen, general secretary of the CTMWA said that to retain their unity, and in view of the impending federation, the workers had decided not to join the UDF or any other body opposing the constitution, though individual members were encouraged to play an active role

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'Action' threat over salaries backlog

By GERALD REILLY
Pretoria Bureau

IF the Government failed to make a quick decision on adjusting the backlog in teachers' salaries, "public action" like that taken during the so-called salary crisis two years ago could not be ruled out.

This warning was given in Pretoria this week by the chairman of the Federal Council of Teachers' Associations, Mr John Stonier, in reaction to a decision by a "small group" of teachers to establish a teachers' trade union.

The group, he said, was laid by the Transvaal Educators' Society.

Mr Stonier said the society's attitude was symptomatic of the frustration among teachers.

A few weeks ago, the Minister of National Education, Mr Gerrit Viljoen, was told of the extent of teacher dissatisfaction.

Mr Stonier said it was clear that if the Government did not make a quick decision on the pay backlog, "public action" was possible.

The "small group" of teachers had called on teachers in the service of the provincial education department and the Department of National Education to join them in the trade union.

Mr Stonier said this development, which was not supported by the majority of teachers throughout the country, gave the impression of internal dissent in the organised teaching profession.

This could undermine the solidarity of the profession — a necessary prerequisite for efficient negotiation.

Mr Stonier pointed out that in the past few years, the authorities had been warned that the establishment of a trade union in education could not be ruled out unless there was a drastic adjustment in the negotiating and consulting mechanism.

The council made no secret of the fact that its submission on a new mechanism incorporated a number of aspects which were included as rights in the trade union movement.

These were the right to negotiate, a conciliation mechanism and the right to arbitration.

As soon as the Government's reaction to the relevant recommendation in the Human Sciences Research Council's report on education was known, a start could be made to the structuring of a new negotiating mechanism.

The council, Mr Stonier said, would discuss the issue with the Commission of Administration on September 15.

Although the one-sided action of the small group of individuals involved in the establishment of the teachers' trade union was regretted, there was appreciation of the dissatisfaction building up among teachers.

Negative references to the Federal Council and to the recognised teachers' associations' role in the improvement of teachers' salaries and service conditions were not only uninformed but malicious.

The leaders of the so-called teachers' trade union must take notice of this and cease their activities. It served no positive purpose and weakened the image of the teaching profession, he said.

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Union denies refusal to join UDF

Post Reporter

THE Eastern Cape branch of the African Food and Canning Workers' Union (AFCWU) has dissociated itself from Press statements that four leading trade unions had decided not to join the United Democratic Front (UDF)

The unions were also quoted as having said they would not join any other groups campaigning against the new Constitution and the "Koornhof Bills"

In a statement, Mr Boyce Soci, secretary of the Eastern Cape branch of the AFCWU, said today "As a branch of the AFCWU which believes in worker control, that statement does not reflect the feelings of our workers in the Eastern Cape

"We had a meeting with our members whereby the majority of our workers felt that it was now the right time that an organisation like the UDF emerged"

Mr Soci said their members also felt that the Eastern Cape branch of the AFCWU should follow other progressive organisations because conditions were now "favourable for the working class to take the lead" towards unity

No sabotage

DURBAN — A police spokesman said yesterday the possibility of sabotage being involved in the explosion which wrecked three floors of the Medicentre building in Durban's Grey Street area had been "almost ruled out"

It was believed the explosion occurred because of a gas build-up in the rubbish disposal chute — Sapa

Overnight, very discreetly, and very quietly these mushrooms, dieting on cigarette and petrol fumes and dirt, pushed their way through the tar in the municipal parking area opposite the EP Newspapers building on Baakens Street. Nobody saw them, no policeman stopped them, no municipal official heard them and no car parked on them. The camera of Evening Post photographer Mike Holmes captured their presence, confirming a prophecy in the poem, *Mushrooms* by poet Sylvia Plath: *We shall by morning inherit the earth*

Court is told of beating of convicts at work site

WITBANK — Barberton Prison farm convicts were willing to work and there was no reason for warders to beat them with rubber batons, two inmates of the prison testified today

Andries Visagie said he was instructed to load convicts into wheelbarrows when they collapsed after being assaulted by warders at a dam site where prisoners were working on December 29 last year

Joseph Rademeyer said he pretended to have collapsed and waited to be wheeled away when he could no longer cope with the work and hidings

Both prisoners testified in the trial of eight warders who have pleaded not guilty to 34 counts of assault with intent to do bodily harm and three counts of murder arising from the deaths of three prisoners

The accused warders are Warrant Officer Gert Louis Joubert Smit, 38, Mr Christiaan Johannes Wynand Horn, 19, Mr Jacques Coenraad Stoltz 18, Mr Burger van Dyk, 20, Mr William Kobyan, 47, Mr Jonas Zephania Madonsela, 32, Mr Lefasa Charles Makhola, 40, and Mr Fanyana Elmon Mahumane, 32

Rademeyer a six-year convict with tattoos on his face and hands, said he saw WO Smit beating a cripple who was loading sand into the barrows

He said he was also beaten by WO Smit, Mr Horn and Mr Stoltz as he pushed a loaded wheelbarrow up an embankment

"I was tired and could not go on being hit like this, so I stopped. A dog handler, Mr John Zulu, told me they would kill me if I stopped"

The hearing continues — Sapa

Drop unfair laws — Craven

STELLENBOSCH — Apartheid laws should be abolished and a system of qualified voting should be instituted, Dr Danie Craven says

The president of the South African Rugby Football Union told the Stellenbosch Chamber of Commerce yesterday that the franchise had been stolen from the coloured people

South Africa had no friends, partly because of internal division — not between black and white but also between Afrikaans man and Afrikaner

The road back to international contact was through England and through away with unfair laws in South Africa

A sign of the rift between English and Afrikaans youth was fighting rugby fields. That rivalry was a lot worse between white and coloured youth

Dr Craven said he was South African and not of a selected "race". He was not a Boer — Sapa

Get RITM Operational

LONDON — A veil of secrecy was today drawn over the boycott situation in Mdanantsane's high and secondary schools. Acting Director-General of Education in Ciskei, Mr. ... would not confirm the boycott. ... said the situation was "not a boycott as such". ... yesterday, there was a total boycott of classes at ... High School. A similar situation existed at the ... secondary school. ... spokesman for the Nyamako High School said he had ... actions not to speak to the Press.

Aug 13/1/85

Hout Bay fish factory sacks 89

138

Labour Reporter
EIGHTY-NINE workers have been retrenched at Harvest Dawn, a fish-processing factory in Hout Bay

Mr W Visagie, financial manager of SA Sea Products, which has a major but not controlling share in Harvest Dawn, said 17

men and 72 women had been laid off

"This is about 63 percent of the workforce. We will try not to retrench any more workers, but there are very adverse market conditions for hake fillet at present," Mr Visagie said

The workers, all members of the Food and Canning Workers' Union, were guaranteed severance pay of one week for each year's service, said a union spokesman

The union had not been told whether additional workers would lose their jobs, he added

Reject moves to launch trade union, TTA told

Mall Reporter

WHILE teachers' salaries needed immediate and serious attention, attempts to form a teachers' trade union were "misguided" and must be rejected out of hand.

The outgoing president of the Transvaal Teachers' Association, Mr Eddie Brown, told this to delegates representing more than 100 schools at the 79th annual conference this weekend.

Referring to recent "misguided" and "abortive" attempts to form a teachers' trade union in Randburg, Mr Brown said trade unions would not have greater powers than the Federal Council of Teachers' Associations of South Africa.

Mr Brown also welcomed with reservations the charter for teacher unity drawn up by the joint black and coloured national teachers' organisation.

He said while the TTA agreed with its stand for a unitary teachers' council and one Ministry of Education, the TTA objected to the mixing of educational principles with political statements.

The TTA would have pre-

ferred to have participated in drawing up the document, Mr Brown said.

Political statements would be unacceptable to Afrikaans-speaking teachers and would prevent teacher unity.

Education, however, while it needed a philosophy that was essentially Christian and national in character, had to allow for widely divergent views.

Professor P D Tyson, deputy vice-chancellor at the University of the Witwatersrand, called for the TED to draw inspectors back into the teaching sector to ease the shortage of teachers.

Salaries, which were the heart of the problem in English education, had to be improved.

Massive decentralisation was necessary to give teachers more freedom to exercise their professional judgment.

"Until the new educational dispensation includes a completely non-racial teachers' council for all, and a single Ministry without racial divisions, the new dispensation will remain inadequate for the needs of a modern South Africa," Prof Tyson said.

REVAMP of TED likely

Mall Reporter

THE top structure of the Transvaal Education Department is likely to be reorganised to allow for the different needs of English education.

Mr Willem Cruywagen, the Administrator of the Transvaal, told delegates at the Transvaal Teachers Association annual conference at the Holiday Inns Hotel, Jan Smuts, at the weekend that requests for a separate deputy director for English education was receiving serious attention.

And later, Mr Cruywagen told the Mail he would "motivate" for the formation of a deputy-director for English education by the Commission for Administration, which created hierarchy posts.

Miss Elizabeth Niemeyer, the newly elected TTA president, said delegates at the conference felt the Administrator's announcement indicated a sympathetic attitude to the particular demands of English education.

However, this did not imply that a deputy director of education for English schools would come from the English speaking community.

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Union ~~plans~~
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Mall Reporter

ABOUT 30 teachers met in Johannesburg yesterday to draw up a constitution for a teachers' trade union.

The teachers decided to call the union the South African Teachers' Guild, with Mr J R Lambson, the headmaster of Bordeaux Primary School, elected as chairman.

At the weekend the outgoing president of the Transvaal Teachers' Association, Mr Eddie Brown, referred to attempts to form a teachers' union as "abortive" and "misguided".

Trade unions would have no greater powers than the Federal Council of Teachers' Associations of South Africa, he said.

At yesterday's meeting Mr Lambson said. "To date we have been severely criticised, but have not been given sound reasons to substantiate the claim that we are misguided."

The guild would only concern itself with salaries and conditions of service, he said.

● A suggestion that the Transvaal Education Department should take school inspectors back into active teaching to ease the national shortage was yesterday rejected by the Transvaal Educators' Society (TES)

In a statement the society rejected outright the proposal made by Professor P D Fyson, of the University of the Witwatersrand, as being "unrealistic".

Tucsa is 'fighthins' for its life'

ARGUS 3/10/83

Inter-union tensions come to head at PE congress

By PIPPA GREEN, Labour Reporter

THE 29th annual conference of the Trade Union Council of South Africa has ended on a low note, and strong predictions that it is in the throes of a slow death.

Held at the plush hotel in Port Elizabeth last week, the four-day conference saw tensions within the 57-member body come to a head with one of its largest affiliates, the SA Boilermakers' Society, threatening to consider withdrawing.

The Boilermakers' Society, along with a handful of other dissenters, indicated that some unions saw the greatest threat to Tucsa's existence as coming not from employers, but from the independent trade union movement.

Strong feature

And, indeed, the frequent attacks on the mainly lack independent unions were a strong feature of the conference. Delegate after delegate accused the emerging unions "of causing chaos by organising members in factories where Tucsa affiliates had been operating for years.

Mr Robbie Botha of the Mines Surface Officials' Association went so far as to describe unregistered unions as an "infant Frankenstein".

A resolution calling for a ban on unregistered unions was adopted by an overwhelming majority of delegates.

Bad Press image

It is well known in labour circles that many workers have been won over from Tucsa unions by the independent unions. Also, an increasing number of employers are saying they would prefer to deal with

"representative" unions, rather than those which for years have relied on closed shop agreements to keep their members.

Delegates also voted for an increase in affiliation fees to the council, to enable it to provide "more dynamic" services for members and so improve its "consistently bad Press image".

However, the 56 000-strong Boilermaker Society said Tucsa's bad image was the result of a lack of commitment to unity in the labour movement.

Speaking against the fees increase proposal, Boilermakers' secretary Mr Ike van der Walt said he had dealt with several unions outside Tucsa and had found "unionists just as good if not better than in the Council".

"What we are dealing with is an inter-union war, and it would appear that, for some delegates, the main motivation for supporting the proposal is that they think that for Tucsa to survive it must destroy other unions."

Meanwhile, the Boilermakers Society has returned to its members to "seriously review" its association with the council after almost every motion proposed by the society — including one asking Tucsa to meet next year to examine its future relevance — was defeated.

"Part of a campaign"

Several delegates responded angrily to the motion, some saying it was part of a "campaign being waged against Tucsa".

One delegate, Mr Freddie Swartz, who broke ranks with his own Leather Workers' Union to support the Boilermakers, said many Tucsa leaders had lost contact with the workers they claimed to represent.

Those who defended Tucsa recalled its "glorious past".

Mr Lous Petersen of the Western Province Garment Workers' Union, said Tucsa deserved "bouquets" and not criticism.

"Tucsa is responsible for legislation which has been to the good of workers in South Africa, and other people are now enjoying the privileges," he said.

Principles sacrificed

However, critics of the body claim that in its early years Tucsa "sacrificed every trade union principle" by agreeing to exclude Africans from its unions when it was originally formed.

Tucsa's bar on African unions was lifted in 1962, but imposed again in 1969 after pressure from the Government and white unions. In 1974 Africans once again entered the fold.

In the past few years, a number of strong all-white unions have joined Tucsa and the body has lost two powerful unions in the catering and distributive trade — unions which criticised the body's move for the right.

The Boilermakers' Society, with its increasing black membership, is now being pushed farther and farther away from Tucsa. Several motions proposed by the society, including one calling for workers to have the right to belong to the union of their choice and another calling for a Government investigation

into escalating housing costs, were resoundingly defeated.

Commenting on the conference, UCT industrial sociology lecturer Mr Johan Maree said much of Tucsa's 470 000 membership had been "built on the uncertain foundation of closed shop agreements and employer goodwill".

"If those elements were pulled from under their feet much of their membership would collapse."

Mr Maree said many Tucsa affiliates were out of touch with their members.

"Research on some unions has shown that they do not have any representative structures on the factory floor," he said.

Some employers, who have Tucsa unions operating in their plants, have said that often the workers' only contact with their unions is through a monthly magazine and subscription deductions from their wages.

Spencer 5/10/83

Union may quit Tucsa

(38) ~~138~~

THE COUNTRY'S two major trade union groupings have indicated their willingness to consider the South African Boilermakers' Association's application for affiliation.

other unions, including Fosatu and Cusa concerning affiliation

View

The unions were reacting to the association's general secretary, Mr Ike van der Watt's contention that there are "strong possibilities" that they will disaffiliate from the right-wing Trade Union Council of South Africa (Tucsa) and join up with the black unions

Reacting to the view expressed by Mr Van der Watt, the president of Fosatu, Mr Chris Dlamini said that the question of affiliation would have to be discussed by the federation's executive committee to find out whether the association's constitution will comply with "our demands of worker control"

Mr Van der Watt has said that he has already held discussions with

A spokesman for Cusa said that their "constitution will have to be carefully scrutinised if we are to accept them in our ranks"

TRADE UNIONS

Anger over poaching

Some trade unions are becoming increasingly angry at efforts by the white Mineworkers' Union (MWU) to recruit their members. This is reflected by an editorial in a recent edition of the *Metalworker*, official journal of the Amalgamated Engineering Union (AEU).

Although the editorial, by AEU general-secretary Tom Neethling, does not specifically name the MWU, it is clear to whom he is referring when he writes "Just as we would oppose the use of trade unionism as a vehicle to promote black nationalism, so we would abhor the practice of any trade union to hold itself up as the 'great white hope' of the worker."

The rightwing MWU has embarked on an aggressive campaign of wooing white workers outside the mining industry where it has traditionally been active (*Current Affairs* August 26). This has dismayed leaders of some white and multiracial unions.

Neethling says in his editorial that the practice of unions poaching members from each other has been "a minor curse of trade unionism since its very early days."

He expresses the belief that this has never posed any real threat to unions with a reputation for serving their members' interests.

But, at the same time, he strongly urges his members to be very cautious when attempts are made to persuade them to join another union.

Waning influence

"With changing work practices and conditions in certain industries, some unions are finding that their sphere of influence is waning. And there are, perhaps, few things so pathetic as the sight of a once-powerful union scrabbling about desperately wherever it can, including the territories served by other established unions, in search of members to fill its diminished ranks."

"The role of the trade union is not only to protect its members and to improve their living conditions. It is also to help organise the unorganised. There are still vast numbers of workers in this country who do not have the benefit of an organisation to represent their interests."

"It is to such people that any union seeking to strengthen its ranks should turn. What makes the current struggle for members even more ludicrous is the fact that the unions trespassing on the territory of others have little or no knowledge of conditions in the industries they are trying to break into."

He emphasises that "it is an old, established and important principle of trade unionism that unions do not try to cut one another's throats, however much they differ. That is the meaning of trade union brotherhood."



"We run our tails off...they get the credit...fill it with Chivas Regal...and we end up with a bale of hay!"

C Herald
8/10/83
138
263
45

Union rejig after puny pay hike?

THE 11 000-strong Cape Town Municipal Workers Association is conducting a comprehensive review of its wage negotiation machinery following an average 12 percent pay hike last month which members found inadequate.

A general meeting of the union, held recently in the Athlone Civic Centre and which attracted more than 1 000 members, resolved to "note" the increase and to establish a sub-committee to look into the issue.

The sub-committee has been instructed to pre-

sent a comprehensive report to the members on all aspects affecting remuneration.

This is a massive task, bearing in mind the hundreds of job categories, and the report is expected only early next year, according to Mr John Erentzen, general secretary of the union.

DEMANDS

The two-notch increase, which averages 12 percent, was regarded by members as not keeping pace with the rising cost of living and they said it fell short of the demands of the union.

Although the inflation rate is roughly 12 percent at present and the municipal pay hike equals that, workers point out that many increases that they were saddled with, were not taken into account when the inflation rate was calculated.

In any event, wages need to be increased by much more than the inflation rate, to enable workers to keep their heads above water.

In terms of the increase given by the council, the starting wage for a labourer now goes up from R50,74 a week to R59,77. The maximum wage for a labourer increases from R67,80 a week to R74,58.

The new wages were effective from September 1.

In August last year municipal workers were given a 15 percent rise.

Crackdown on unions forecast

Staff Reporter

THE banning of Saawu in the Ciskei and the recommendation by Tucsas that unregistered trade unions be closed down were a forerunner to government action against the labour movements, the president of the Media Workers Association of South Africa (MWASA), Mr Zwelakhe Sisulu, said at the weekend.

Addressing Mwasas' third national congress in Cape Town at the weekend, Mr Sisulu said the "South Africa Government and its bantustan satellites have embarked on a pogrom against the labour movement in the country".

Mr Sisulu said that what might today seem

un-coordinated actions by the government and its proxies were a planned systematic process that sought to confuse the masses and neutralize the revolutionary effort.

"Some of these actions seem isolated and unconnected, but they are in fact part of a higher strategy of oppression."

"The banning of Saawu in Ciskei is the prime example of this pogrom, masterminded by the South African security police and their cousins, the NIS, that is about to be unleashed against our organizations."

"It is as a consequence of this, that today we have the notorious constitutional

proposals and the Black Local Authorities Act. What are the constitutional proposals worth? What is the Black Local Authorities Act worth? They are worth nothing and we reject them out of hand.

'Excluded'

"There are those who say we must reject the constitutional proposals because they exclude Africans. The constitutional proposals do not exclude Africans only, they exclude everybody of whatever colour except P W Botha and the NP."

"Those who advance the same argument that the proposals must be rejected because they exclude Africans must then go on to say we must fight for the inclusion of Africans in the proposals, in which they do not want to be included."

"We want a true democratic process that will select the 'true' leaders of our people and the 'true' government of the people under a 'true' system of government."

(Report by R L Morris, 77 Burg Street, Cape Town)

UK Gov

From IAN HOBBS

LONDON — Mrs Margaret Thatcher's Conservative government was shaken yesterday by a report claiming that the party had been infiltrated by extreme right-wing, racist and anti-semitic groups.

The Young Conservatives, the youth wing of the party, have spent more than a year investigating the infiltration of the party.

Their report expresses concern that a number of Conservative MPs are closely linked to racist groups, particularly the pro-apartheid and neo-Nazi National Front.

The report is a serious problem for Thatcher and a setback before the Conservative Party starts in this week.

The Young Conservatives have a number of MPs, officials and parliamentarians among cases of infiltration.

The investigation continues so far as the suggestion of an African link.

The Conservative press, Arthur Williams

Children hurt by falling post

Staff Reporter

THREE Manenberg children were injured yesterday afternoon when a post of bricks and concrete fell on them while they were playing at the construction site of a new maisonette.

The children, Denzil Jacobs, 10, Jena Anders, 13, and Charles Morris, 10, were all taken to Groote Schuur Hospital with slight injuries.

Denzil's mother, Mrs Sandra Jacobs, said there had been similar cases in the past at construction sites around Manenberg.

She said the children had nowhere else to play and were forced to play in the buildings.

THIS WEEK'S SPECIALS

- Filet of Sole Miramar R9,95
- Zigeuner Schnitzel with Spätzle R9,95
- Semi Freddo ... R1,95

GST EXCL



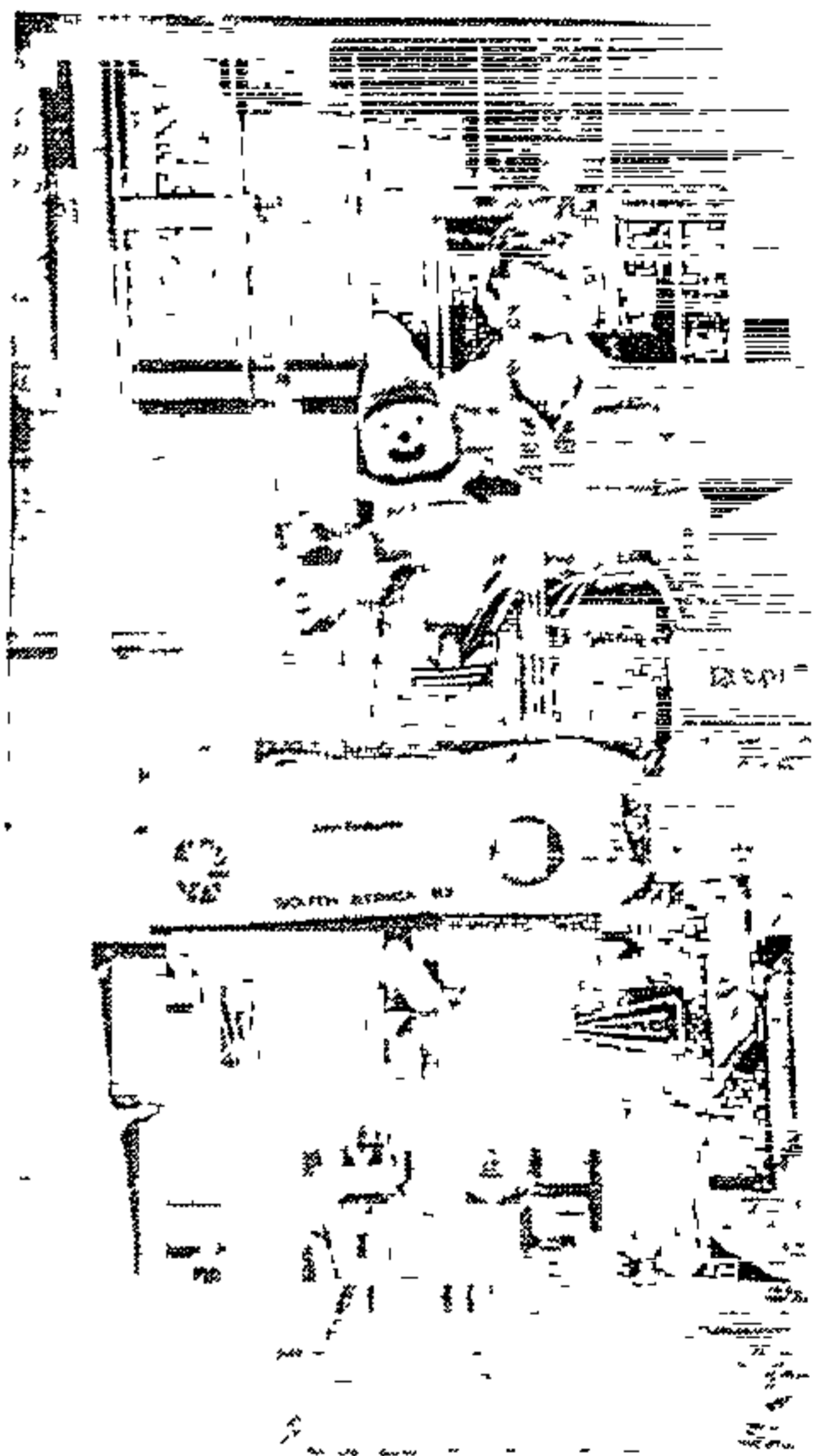
EUROPA RESTAURANT
78 REGENT ROAD, SEA POINT
PH 49 2820 FOR RESERVATIONS
(Closed Tuesdays)

Mugabe threat to seize farms

Own Correspondent

HARARE — Zimbabwe's Prime Minister, Mr Robert Mugabe, has threatened to seize white-owned farms if Britain cuts aid to Zimbabwe.

In his third public outburst against Britain in a fortnight, he told rural peasants at a political rally north-east of here that "we will just take that land and not pay for it" if Britain stopped giving money to buy land for resettlement.



English cricket "rebels" Graham yesterday for their second season DF Malan Airport were wives Brer-babies Hannah and Clair. Gooch at Cup match at N...

Koevoet: C of fighters'

RUNDU — Field operatives of the special police counter-insurgency unit Koevoet were extremely loyal to one another and specialists extermination. According to Koevoet road...

We fit the Best Silencer systems money can buy.



Cape Times 11/10/85 (1.38)

Two Mwasa officials suspended from office

Staff Reporter

TWO senior officials of the Media Workers' Association of South Africa (Mwasa) have been suspended from holding office in the organization for two years.

Mr Don Matteredra and Mr Goba Ndlovu, Mwasa's acting-president and national secretary respectively till the end of August, were suspended for two years for "serious irregularities" in the running of the organization's affairs.

The decision was taken at the third Mwasa national congress, held in Cape Town at the weekend.

Mr Matteredra, a senior vice-president, took up the post of acting-president because the president, Mr Charles Nqakula, a reporter on the East London Daily Dispatch, could not enter the Republic from Ciskei without a visa.

A spokesman for Mwasa said the officials could still belong to the organization as its constitution did not make provision for expulsion.

Mwasa officials would not disclose further reasons for the suspensions.

CAPE Times
11/10/83

Mwasa rejects new deal

Staff Reporter

RESOLUTIONS passed at the third national congress of the Media Workers' Association of South Africa (Mwasa) in the City at the weekend rejected the constitutional proposals and condemned the banning of the South African Allied Workers' Union in Ciskei.

A resolution was also passed condemning the clash between East Rand Administration Board officials and squatters, clergymen and journalists last Tuesday.

In a statement released yesterday, Mwasa said

"Whereas Mwasa believes the establishment of a democratic system would be the best political solution for South Africa, that such a system would pave the way for a progressive government for the country, and that Mwasa believes that the National Party government policy propagates a system which frustrates all efforts designed to achieve the equality of all citizens in South Africa; and that whereas the New Constitution Bill and the Koornhof Bills seek to entrench the National Party government's policy of racial separation based on a Population Registration Act, therefore we present at the third annual congress of Mwasa re-

ject in toto and will actively oppose the Constitution and Koornhof Bills of the National Party"

The congress passed a further resolution: "Having noted with anger and dismay the recent actions of the officials of the East Rand Administration Board (ERAB)... we hereby resolve to condemn the savagery of the assaults on squatters, clergymen and journalists by officials of Erab; condemn the system of forced removal which led to the 'squatter problem' in the first instance.

"We further resolve to continue with our work undaunted by intimidatory action by government officials and also to assist in the squatter 'problem'

'Salute the people'

"This third national congress of Mwasa noting That our people in the Border region are suffering continuous harassment under the so-called Ciskeian government, that this government does not have the support of the people; that the true representative organization of the workers, SAAWU, has been banned by the Sebe regime, hereby resolve to salute the people of the border region on their courageous stand against Sebe's puppet regime"

(Report by R L Morris, 77 Burg Street, Cape Town)

Contention over workers' safety

CAPE TOWN
13/10/83

By PHILLIP VAN NIEKERK, Labour Reporter

LISTENING to the differing views aired on the government's new safety legislation — the Machinery and Occupational Safety Act — it is difficult to believe that people are talking about the same thing

The National Occupational Safety Association (Nosa) believes the Act, which is to replace sections of the Factories Act, is an important breakthrough, providing for the safety protection of almost every worker in the country

But a visiting American safety expert, Mr Barry Castleman, said several weeks ago that the Act provided little protection for workers and that local health and safety standards were "primitive"

It seems likely that the new legislation will emerge as a major point of contention between employers and trade unions, which are increasingly taking up health and safety issues on the shop floor

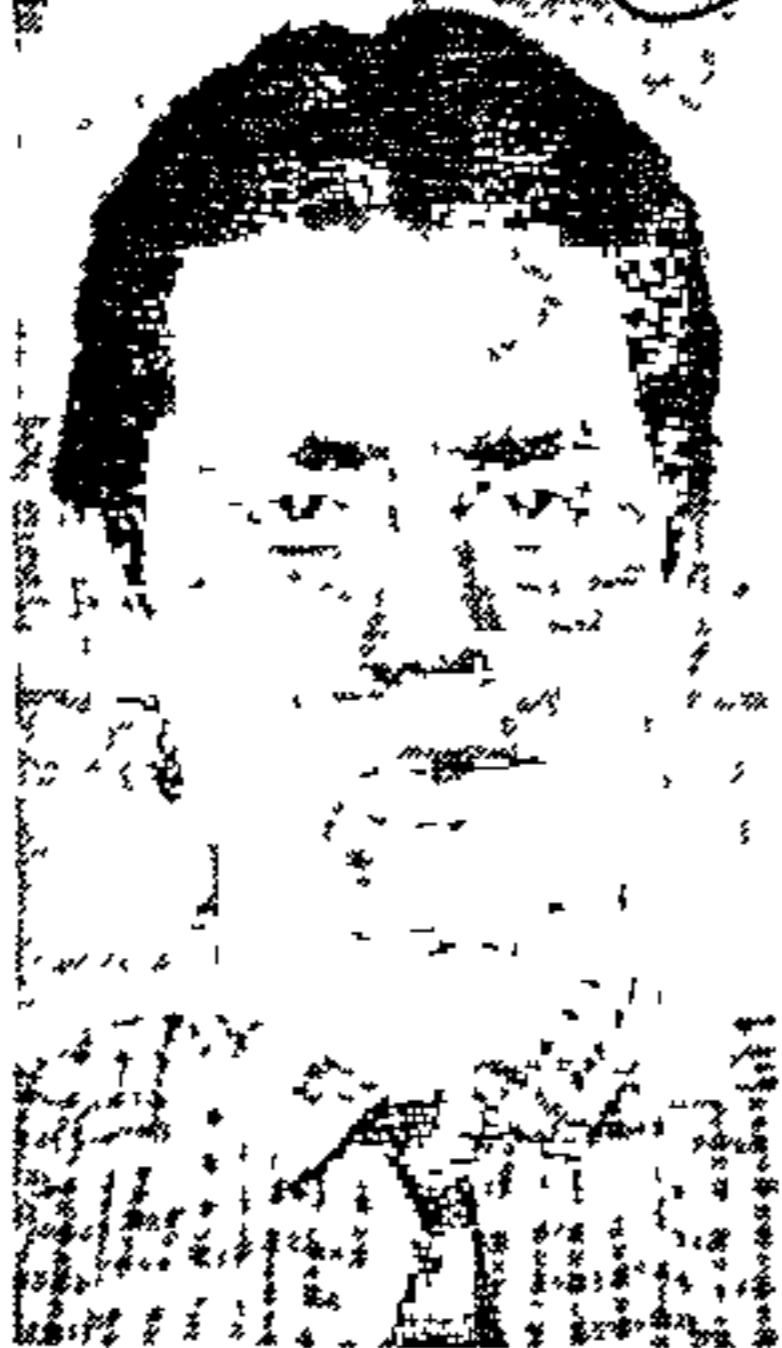
On strike

In August workers went on strike at an AECI plant after several colleagues had died in an explosion, and last month the National Union of Mineworkers charged management at the Hlobane mine with negligence after the death of 65 workers in a methane-gas explosion. Thousands of workers

From the Bible

"Christ's message in all its richness must live in your hearts. Teach and instruct each other with all wisdom"

(Colossians 3 16)



downed tools for half-an-hour in sympathy

With the evolution of shop-floor organization of workers, there have been attempts to set up representative, union-based health and safety committees at factories. This could be the main area of dispute over the new Act, which provides for safety representatives and safety committees — but provides that they be appointed by management.

According to an article in the latest South African Labour Bulletin, by Dr Jonathon Myers and Mr Malcolm Steinberg, the new law is totally out of line with the spirit of reforms ushered in in the wake of the Wiehahn commission report in 1979

They state that the Act makes no provision for real participation by workers or their unions in health and safety matters and the rights of the safety representatives and safety committees will be severely circumscribed

Safety committees are

likened to the old liaison committees, which were regarded as unrepresentative bodies appointed as a substitute to genuine worker organization

Myers and Steinberg hold that the interests of workers in most workplaces would best be served by ensuring that safety representatives were elected democratically

Disaffiliation

● THE departure of the 54 000-strong S A Boilermakers' Society from the Trade Union Council of South Africa (Tucsa) last week casts further doubt on the future of the council

The boilermakers have been one of the few affiliates of Tucsa who have maintained a measure of credibility with the emerging unions. Their decision to disaffiliate further confirms Tucsa's drift to the right and their distance from the mainly black unions

In a letter to the council, the boilermakers said they were leaving because of two decisions at Tucsa's recent conference in Port Elizabeth: a call to the government to outlaw unregistered unions and the defeat of a resolution calling for workers to be free to belong to the union of their choice

Taken together, the two resolutions showed that most Tucsa unions were "prepared to place what they conceive as their vested interests above the interests of their members and the labour movement as a whole". The boiler-

makers' aim was to work towards trade union unity, a task which could no longer be performed while they remained within the ranks of Tucsa

While they are unlikely to be party to the unity moves among emerging unions at this stage, the boilermakers are centrally involved in the local council of the International Metalworkers' Federation where unions from Tucsa, the Federation of South African Trade Unions (Fosatu) and the Council of Unions of South Africa (Cusa) are already working together

Call condemned

● TUCSA'S call for a ban on unregistered unions has been predictably condemned by emerging unions, both registered and unregistered

One of the strongest reactions has come from Mr Zwelakhe Sisulu, the president of the Media Workers' Association of South Africa (Mwasa), who held their annual conference in Cape Town at the weekend

Mr Sisulu said Tucsa's call, seen together with the banning of Saawu in the Ciskei, was a "forerunner to government action against the labour movements". He warned against a government "pogrom" about to be unleashed against the unions

And while Mr Arthur Grobelaar, the general secretary of Tucsa, believes Tucsa's stand has been misunderstood, there is no doubt the resolution lays them wide open to such interpretation

MKG:US 13/10/83

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Unions to continue talks on federation

Labour Reporter

TALKS to establish a federation of independent trade unions are to continue in November

This was announced after a meeting in Johannesburg at the weekend between representatives of 11 trade unions representing about 300 000 workers

Unions represented at the meeting were the Commercial Catering and Allied Workers' Union, the Federation of South African Trade Unions, General Workers' Union, Food and Canning Workers' Union and African Food and Canning Workers' Union, the Cape Town Municipal Workers' Association, South African Allied Workers' Union, the Council of South African Unions, the General and Allied Workers' Union, the Motor

Assembly and Component Workers' Union and the General Workers' Union of SA

Although few unions were prepared to comment on the talks, it is believed much of the meeting was taken up with a discussion on demarcation

Unions organised along industrial lines and those with strong shop-floor structures are keen to settle on some form of demarcation to prevent overlapping and poaching of members by other unions

However, the general unions such as Saawu and Gwusa — often labelled as the more "political" — tend to organise workers regionally and are reluctant to give up factories to other unions

An important excep-

tion to this is the Cape Town-based General Workers' Union, which, in spite of its name, agreed to restrict itself to organising in certain sectors at its 1982 national conference

It is also believed that the larger, more industrially based unions insisted on audited membership figures from all unions at the Johannesburg meeting — something some of the general unions were unable to produce to the satisfaction of the meeting

~~12/15~~

Fm 14/9/83

(138)

UNIONS

The Tucsa split

As was widely predicted last week, the 54 000 member SA Boilermakers' Society, one of the oldest trade unions in the country, has disaffiliated from the Trade Union Council of SA (Tucsa). The move has profound implications for the council which has come under increasingly heavy criticism in the past few years for its conserva-

tive stance on labour issues

The society's decision comes in the wake of Tucsa's 29th annual conference held in Port Elizabeth earlier this month. Boilermakers' general secretary Ike van der Watt tells the *FM* the society's choice to break away resulted from two critical conference decisions

□ The overwhelming rejection of the society's motion that the Labour Relations Act be amended to allow workers the freedom to choose which unions they wish to be re-

presented by instead of being forced to do so by closed shop agreements, and
□ The passage of a proposal from the Mine Surface Officials Society calling on government to ban unregistered, mainly black, unions

"These decisions cannot be separated. Tucsa seems to be pushing for a situation in which unions decide which union workers should belong to instead of leaving the choice up to the individual," says van der Watt

in my opinion

IAN LEHR

Both can't be right



Ian Lehr is a Cape Town attorney who stood as a Progressive Federal Party parliamentary candidate for Matieland in the 1977 general election

Both Progressive Federal Party leader Frederik van Zyl Slabbert and Conservative Party head Andries Treurnicht foresee grave consequences for SA if the referendum goes in favour of PM P W Botha's new constitution. They can't both be right.

Slabbert fears an entrenched Nationalist dictatorship with extreme racial polarisation — a "blueprint for revolution" — while Treurnicht foresees Afrikanerdom drowned in a sea of multiracialism. Can they both be wrong? And what if the "noes" have it — who wins?

Slabbert thinks a "no" majority will force Botha back to the drawing board, to sit down with the PFP and settle on an acceptable constitutional proposal that will include the blacks. The very notion would terrify Treurnicht into supporting Botha in the referendum, if only to keep the PFP and the blacks out. Again, Slabbert and Treurnicht can't both be right: a "no" majority cannot be a victory for both sides. But on this question, logic dictates that Slabbert must be wrong.

Defeat for Botha would be total. He has put his political neck on the block in attempting to bring the coloured and Indian groups into the process of government. If he loses, he is out and the cause of reform will be set back many years, if not forever. There can be no doubt that a "no" majority will be seen as a victory for the Conservatives and to save their political skins the anti-Botha Nationalists will seek an accommodation with Treurnicht.

Botha could have played safe, maintained the *status quo* and left it to his successors to settle the question, as did the former Prime Minister John Vorster when he stated (something less than a generation ago) that the future of the coloured people would be "for our children to decide." Why, then, has Botha taken this step, and does he intend to stop at the proposed dispensation, or is it on the cards that the new dispensation will be extended to include the blacks in the not too distant future — in which case, why not now?

The already hackneyed phrase "a step in the right direction" misses the point. The first step is to get the majority of the white electorate to accept the concept of a multiracial decision-making process. Until recently, the very idea of "power-sharing," irrespective of degree, was utter anathema to the Nationalists. Surely the proposed constitution, while perhaps a very small step for the non-white groups, is in fact a giant leap for Nationalist Afrikanerdom?

The granite wall of apartheid and isolation which Hendrik Verwoerd built is crumbling. It has taken Afrikaner nationalism three-quarters of a century to learn the facts of economic life: that in a capitalist system, government cannot divorce itself or remain aloof from the needs and realities of the business sector. The Carlton conference showed how far the wheel has turned since the days of Kruger and the Randlords and finally brought home that government and business must be a partnership if economic stability and viability are to be maintained, neither can act against the interest of the other.

It has taken even longer to learn that trekking away from unpleasant reality is at best a short-term solution — and time is running out. The Botha government has accepted that Afrikanerdom must come out of the laager and face the realities of SA and the rest of the world. Hence the concept of a constella-

tion of southern African states. Hence, too, the realisation that unless cleansed of the leprosy of apartheid, SA will remain untouchable to the Western nations and alone in its struggle for survival, for not even the threat of communism in southern Africa will bring the West to support SA's cause while apartheid survives.

It is argued that the new constitution carries the threat of dictatorship. This may be true, but I am not aware of any dictatorial powers that are not already available to the Prime Minister under the present set-up as it is, he can do virtually what he likes and only a revolt by the police and armed forces could stop him.

Constitutions can never guarantee freedom. America's democratic constitution could not abolish slavery — it took a civil war to do that. Nor could it prevent racial discrimination, segregation or the witch-hunts of the McCarthy era. Nor, for that matter, could Germany's democratic constitution prevent Nazism or the creation of Hitler's Third Reich. For better or for worse, it is the mood and spirit of the people that influences or curbs excesses of government.

I believe that the SA electorate cannot afford to say "no" to Botha's constitution, just as it cannot say "no" to his reforms against apartheid, inadequate or imperfect as they might be. Already, the forces and pressures against white SA have come perilously close to creating the climate that precipitates a massive and irrevocable swing to the right, as in pre-UDI Rhodesia.

No matter from whom it comes, regardless of the motivation behind it, a "no" vote can only strengthen Treurnicht's hand. And a "no" victory will mean the end of reform and, with it, the end of all hope for peaceful change in SA, and the resurrection of Verwoerdian apartheid. If that materialises, total onslaught will become a total reality.

GWU unlikely to join UDF

Labour Reporter

THE General Workers' Union (GWU) is prepared to campaign alongside but unlikely to ever join up with the United Democratic Front (UDF), according to a policy statement by the GWU's general secretary, Mr David Lewis

The statement, contained in an interview in the latest issue of the publication Work In Progress, is the first detailed public explanation of why many emerging unions have opted not to affiliate with the new anti-apartheid and anti-the new constitution organizations such as the UDF

Apart from the GWU, union groupings such as the Federation of South African Trade Unions (Fosatu) and the Food and Canning Workers' Union have not affiliated, while others such as the South African Allied Workers' Union (Saawu) and the Council of Unions of SA (Cusa) have done so

The relationship of unions to the UDF and the National Forum has become a key political issue

Mr Lewis said that while the GWU supported any opposition to the constitution and the Koornhof Bills, it was difficult for unions to slot into a national front

with organizations which had a completely different structure

He said the second difficulty was that unions represented only workers, whereas the other organizations represented a broad range of classes

He queried whether the style, tone, language spoken and sophisticated structures of the UDF made it easy for workers to play a role

"In 10 years of existence as a union we've never found the need to set up a single sub-committee, let alone a highly-sophisticated and complex structure"

Working class organization in South Africa had developed to the stage where workers insisted on the right to participate fully in the structures of any organization of which they were part

Mr Lewis foresaw the possibility of a future relationship between a national trade union movement, which was still in the making, and a national political movement.

(Report by P van Niekerk, 77 Burg St, Cape Town)



Dr F van Zyl Slabbert

ARGUS 31/10/83

Unionist warns bosses on Yes vote

Labour Reporter

EMPLOYERS who support the new constitution should no longer be surprised when workers bring politics into the work place, according to the general secretary of the Food and Canning Workers Union, Mr Jan Theron

In a statement today, the union said it was its "public duty" to make clear to employers how workers would view a Yes vote

Last week, the Federation of South African Trade Unions (Fosatu) said it would challenge employers who have openly supported the new constitution

HARDSHIP

Mr Theron said the union had no doubt the constitution would spell increased hardship for all workers

"Instead of real say, coloured and Indian people are being offered a worthless vote and Africans are denied all political rights. Employers who support this constitution support the fact that their workers are deprived of political rights"

Employers should not distance themselves from apartheid when it suited them "while supporting an apartheid constitution"

(News by P Green, 122 St George's Street, Cape Town)

ARC 3/11/83

LABOUR

(35) (1817)

New union for clothing industry ⁽¹³⁸⁾

By PIPPA GREEN
Labour Reporter

A NEW union has been launched in the clothing industry

The Clothing Workers' Union was officially launched last week and intends to organise workers employed in the largest industry in the Western Cape

At present, the entire workforce in the clothing industry belongs to the Western Province Garment Workers' Union, which has had a closed-shop agreement with employers since 1936

The closed shop makes it a condition of employment for all workers to belong to the union, which now has close on 60 000 members

The Garment Workers' Union has often been criticised for relying on the closed shop for their membership and for not having adequate shop-floor structures to represent workers

Since 1931 there have been numerous attempts to oust the leadership of the union, none of which has been successful

FIGURES

A Clothing Workers' Union spokesman said the union could not disclose membership figures "at this stage", because of the closed-shop agreement between employers and the Garment Workers' Union

Meanwhile, the Clothing Workers' Union has accused the Garment Workers' Union of taking details of union benefits to factories where the new union has a foothold, in an attempt to dissuade workers from joining it

However, this has been strongly denied by Garment Workers' Union general secretary Mr L Petersen

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ARGUS 7/11/83

New clothing union chafes garment workers

By PIPPA GREEN
Labour Reporter

AN inter-union conflict in the clothing industry is likely following the publication of a pamphlet condemning the newly formed Clothing Workers' Union (Clowu), issued by the Western Province Garment Workers' Union

The pamphlet, distributed to thousands of clothing workers at factories, calls on workers not to be "bluffed" into joining the new union

A Clowu spokesman, Miss Ruth van der Vindt, said the union was "not at all sur-

prised' at attempts "to discredit our effort"

The Garment Workers' Union, affiliated to the Trade Union Council of South Africa (Tucsa), has had a closed-shop agreement with clothing manufacturers in the Western Cape since 1936

Critics have described it as a "benefit society which has not fought sufficiently for increased wages or better working conditions for its members, who are compelled to belong to the union as a condition of employment

Garment workers are still among the lowest-paid workers in Cape Town industry, with a qualified machinist earning R51,50 a week after three years' experience

However, the general secretary of the Garment Workers' Union, Mr L Petersen, has said the union is "proud" to be described as a benefit society

The pamphlet issued by the union — in existence since 1926 — denies the new union exists "except on paper" It is described as an "organisation of nameless, faceless people"

"As garment workers you have more benefits than any other union can offer, including social workers and a free legal advice service," the pamphlet says

Miss van der Vindt said the pamphlet was not the first attempt to discredit her union's effort

Last week shop stewards were told at a meeting that the union did not exist — a claim which they reported back to Clowu after the Garment Workers' Union meeting, she said

Divisions in electrical workers' union loom

By RIAAN
DE VILLIERS

RENEWED tensions have surfaced within the Electrical and Allied Trades Union on the eve of the annual general meeting of its Western Cape branch to be held in Cape Town tomorrow.

The branch committee has issued a circular in which it sharply criticizes the union's Southern Areas Management Committee (SAMC) and calls on members to attend the meeting to "defend their rights".

In the circular, the committee claims the official notice it drafted to be sent out to members was "suppressed".

It claims electrical workers are in a weaker bargaining position because of a "sell-out wage deal" negotiated by officials without consultation and approval

of members.

The circular also claims the SAMC has "grabbed power against the wishes of the Western Cape branch" and accuses it of supporting "sinister" draft amendments to the constitution which would allow it to expel union members "for any reason appearing sufficient to the majority"

'Militant members'

The circular was made public yesterday by a member of a support committee formed within the union to fight for the reinstatement of the branch committee after it was disbanded earlier this year

The spokesman criticized the suppression of the branch circular as an "act of desperation by officials with no mandate from workers" and also called on workers

to attend tomorrow night's meeting

Asked to comment on the circular yesterday, Mr Cyril Shield, secretary of the SAMC, confirmed there was a "clash within the union with certain very militant members".

He said he believed the circular was issued by the branch committee, and confirmed that the committee had sent a draft notice of the meeting containing similar allegations to him to be distributed to members.

However, after consulting the union president, he had sent out an ordinary notice instead, as it was "ridiculous" to send out a notice to members criticizing the union

He said most of the allegations contained in the circular were "untrue".

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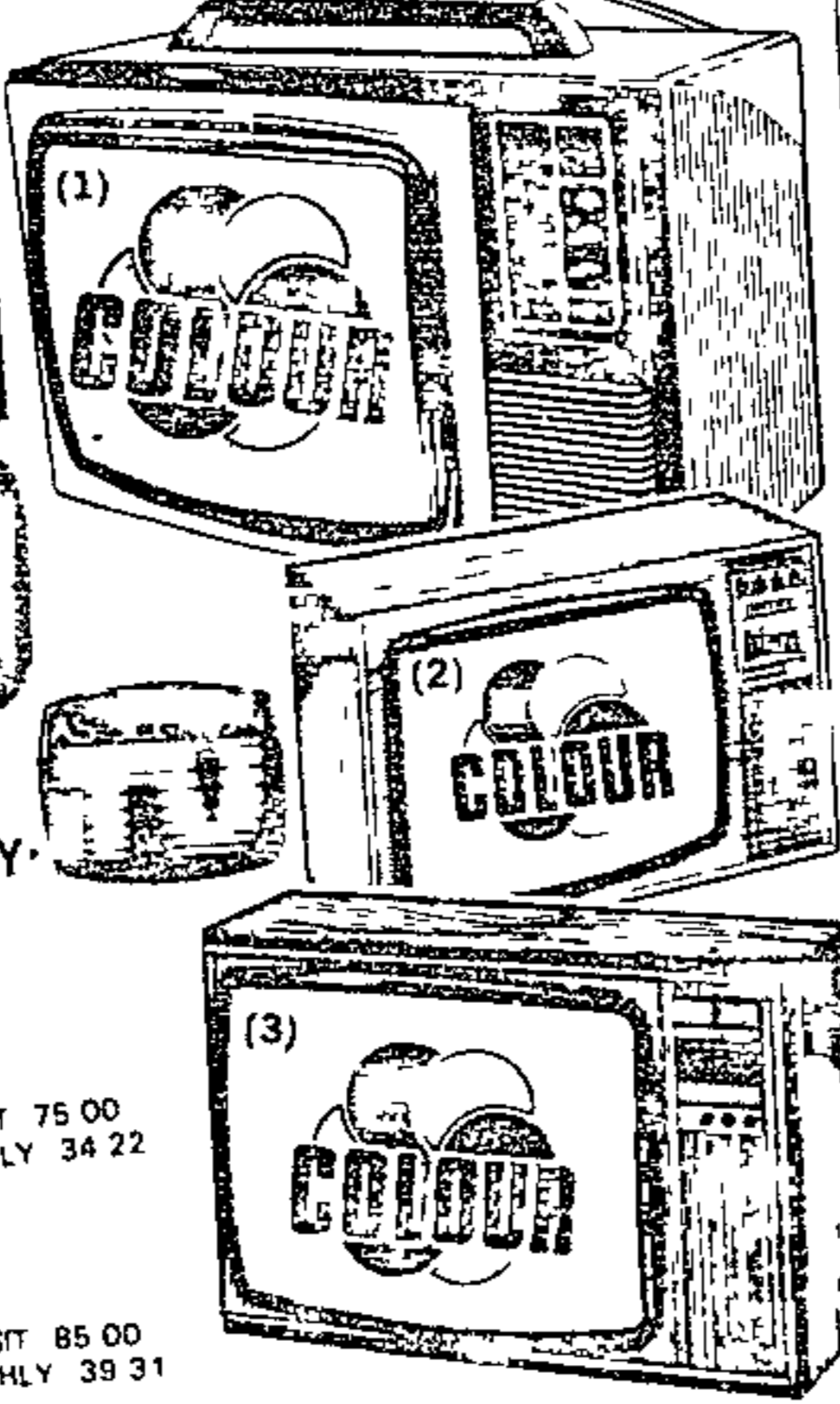
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Bosses' reaction averted strikes

Mail Reporter (38)

EMPLOYER reaction to union anti-constitution campaigns had probably averted strikes and work stoppages and showed they had learnt to deal with these problems, Dr Johan Van Zyl executive director of the Federated Chamber of Industries, said yesterday.

Had employers reacted negatively they could have faced work stoppages and strikes, he said.

Unions and employers reported last week that the anti-constitution campaign launched by the Federation of South African Trade Unions (FOSATU) was "widespread". The Food and Canning Workers' Union and the General Workers' Union also made a stand.

FOSATU said the campaign, in which union members wore "one man, one vote" stickers to work, had been opposed at some companies. Management had removed stickers and confiscated FOSATU pamphlets, but Dr Van Zyl said employers had on the whole allowed workers to make their point.

"Against the background of where we were just three years ago this represents an incredibly sharp change which no one could ever imagine would have taken place."

MATTER OF FACT

TO CORRECT specific errors of fact, write to the Editor at P O Box 1138, Johannesburg, or telephone the Editor's secretary at 710-9111 between 9am and 5pm on weekdays.

If you have broader complaints about the Rand Daily Mail these can be taken up with the Mail Ombudsman, James McClurg, c/o the Editor's secretary.

POLITICAL comment in this issue by R A Gibson and Peter Bunkell newsbills by Mike Stent headlines and sub-editing by Paul Holroyd cartoons by Dave Anderson all of 171 Main Street Johannesburg

AKGus 9/11/83

13P

Sea Point hotel workers walk out

Staff Reporter

ABOUT 60 workers at the Arthur's Seat Hotel in Sea Point today staged a walk-out after a dispute with the management about salaries and conditions

They gathered in Main Road outside the hotel and said they would not return to work until their demands were met

A spokesman said they

had received "only one small" salary increase in more than two years and were demanding an immediate increase of R50 a month

The management had offered them a R20 increase but they were not satisfied with this

Another grievance concerned an amount of R25,99 which the management deducted from

the salaries of "live-in" workers. They felt this was too much since between six and 10 people shared a room

The general manager, Mr A Masters, denied the workers had gone on strike

He said he had given his permission for them to hold a meeting during their tea-break. He was not aware of the walk-out and claimed that the

"operational efficiency" of the hotel was not affected

According to Mr Masters it had been decided by the Industrial Council that a salary increase for the workers was to come into effect on January 4 but they wanted it now

He said the amount of R25,99 for live-in workers had been set down by the Industrial Council

Chain store in wage dispute

Argus Bureau

PORT ELIZABETH
 — The 9 000-member National Union of Distributive and Allied Workers (Nudaw) joined the Commercial, Catering and Allied Workers' Union (Ccawusa) today in declaring a formal dispute over wages with the giant OK Bazaars chain

The breakdown in wage talks is expected to affect about 20 000 workers countrywide

Miss Dulcie Hartwell, secretary of Nudaw, said today she had just told the personnel director of OK Bazaars, South Africa, Mr Richard Black-

well, that the union was declaring a dispute with them and had applied for a conciliation board to settle the matter

Strike

She said the conciliation board would consist of union and management representatives and a legal strike would not necessarily be declared if an agreement was not reached

Union members would still have to be balloted before such a decision was made

Nudaw, a registered and unaffiliated union, would ask the Minister of Manpower, Mr Fanie Botha, to handle the two conciliation board applications jointly, she said

Mrs Emma Mashinini, secretary of Ccawusa, confirmed the joint request today and said it was the first time Ccawusa had made use of the country's official dispute machinery

She said Ccawusa represented only 6 000 black workers, but the recent breakdown in wage talks would affect 20 000 workers nationally

This was because increases negotiated by Ccawusa and Nudaw would be passed on to all OK Bazaars employees in the country

Management and union representatives were engaged in talks and could not be contacted for comment

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10/11/83 138

Union declares dispute with OK

By STEVEN FRIEDMAN
Labour Correspondent

THE Commercial, Catering and Allied Workers' Union (CCAWUSA) has declared a formal dispute with the giant OK Bazaars chainstore over wages — the first time the union has ever made use of the country's official disputes machinery

The declaration of a dispute means the union has applied for a conciliation board to settle the matter and is the first step on the way to a legal strike

The OK dispute, which follows a recent breakdown in wage talks between the two sides, affects the pay of 20 000 workers nationally

It was also learnt yesterday that the white and coloured shop workers' union, the National Union of Distributive and Allied Workers (NUDAW), also plans to declare a dispute with OK on the same issue

Although CCAWUSA represents only black workers, increases negotiated by it are passed on to all workers and the NUDAW therefore argues that its members are directly affected by the dispute

CCAWUSA declared the dispute late last week and Department of Manpower officials visited its offices yesterday to verify the union's membership

At the same time, OK, which is not opposing CCAWUSA's request for a conciliation board, yesterday submitted its reply to the department on points raised by CCAWUSA in

its application for a board

The company's industrial relations director, Mr Roger Blackwell, said yesterday that CCAWUSA's demands "add up to more than our profits over the past year — they would literally put us into the red"

CCAWUSA's general secretary, Mrs Emma Mashinini, said the union had demanded a R50 a month increase to come into effect from last month

OK had responded with an offer of R20 a month from December and a further R15 from February, she said. The minimum wage at OK was R240 a month and the offer was unacceptable to workers

Mr Blackwell said that, besides offering two rises, OK was also offering the union new negotiations in March, which could lead to further increases

He added that the offer applied only to workers earning below R350 a month — those earning above it would receive R35 a month from April, he said

Mr Blackwell said OK had no knowledge of a dispute with the NUDAW "We have not negotiated wages with them for as long as I can remember, so it is unclear what grounds they would have for a dispute," he said

But the union's general secretary, Miss Dulcie Hartwell, confirmed that it planned to declare a dispute. OK were due to be informed of this yesterday

"Although we have not negotiated with OK on CCAWUSA's demands, they affect our members and we also want a conciliation board," she said

Labour Correspondent

ATTEMPTS to weld emerging trade unions representing more than 250 000 workers into a powerful new federation may face a "make or break" test at the weekend, according to union sources

The unions are due to meet in Johannesburg to continue unity talks and unionists said yesterday they believed the meeting could be a watershed

They believe long-existing tensions between older and newer unions may well come to a head at the meeting

A unity meeting last month ended in acrimony and only last-minute intervention by delegates from the Council of Unions of SA ensured that the unions would meet again

Unionists said yesterday that there had been little or no change in the relationship between the two camps since

Court action against factory

Cart 11/11/83
By RIAAN
DE VILLIERS

THREE clothing workers have started an industrial court action against a Diep River clothing factory, claiming they have been unfairly dismissed because of links with a new clothing workers' union being set up in the Western Cape.

The Clothing Workers' Union (Clowu) was launched at the end of last month in opposition to the Western Province Garment Workers' Union.

'Skirmish'

The court action is the first skirmish in what may become a protracted factory-floor war as the new union seeks to make inroads on the massive established union, with a closed-shop agreement with employers and a formal membership of some 60 000.

The workers claim they were summarily dismissed by the manager of their company, Park Avenue Lingerie, after being questioned about their links with Clowu and the distribution of pamphlets within the factory.

'Victimized'

Following their dismissal they approached the newly-established Cape Town office of the Legal Resources Centre for assistance.

Mr Geoff Budlender of the LRC confirmed yesterday that he had been instructed by the three workers to prepare an industrial court action on the grounds that they had been victimized.

If the industrial council could not reach a settlement, the main dispute would then go to the court, he said.

'Discipline'

Mr J Reinhardt, managing director of the clothing firm, said yesterday the firm had not been officially informed of any pending legal action.

He confirmed that the three workers had been dismissed in a "normal disciplinary action" about 10 days ago, but strongly denied that this had been caused by their involvement with the new union.

Firm reinstates fired workers

Cape Times 12/11/83

Staff Reporter

THREE dismissed Diep River clothing workers got their jobs back yesterday after starting an Industrial Court action against their firm, Park Avenue Lingerie

The workers claimed they had been unfairly dismissed because of links with the new Clothing Workers' Union, which has been set up in opposition to the Western Province Garment Workers' Union

Yesterday Mr J Reinhardt, the firm's managing director, issued a letter to all members of staff notifying them that the three workers had been reinstated

Having consulted various employer bodies and labour experts, management understood there was "some doubt" whether their dismissal could be entirely justified on legal grounds, he said

In the circumstances, the company believed it should not prejudice the futures of the workers concerned

He added that the company believed all workers had a right to join a union of their choice, and that no employee should be victimized "or in any way prejudiced" for joining or supporting a union

But he reminded workers that union organization and recruitment should continue to take place outside working hours, as in the past

Mr Geoff Budlender of the Legal Resources Centre — who has been preparing the workers' case — said he had been informed of the reinstatement, and the court action would now fall away

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LETTERS TO THE EDITOR

Write to Box 56, Cape Town 8000

Not forced to join clothing union

MGWS 11/4/83 (138)

I REFER to a report in The Argus of November 3 headlined "New union for clothing industry" It implies that the entire workforce of the clothing industry belongs to the Garment Workers' Union of the Western Province because they are forced so to do by a closed shop provision dating back to 1936

But it will be seen from clause 14 (2) of the Industrial Council agreement for this industry that not all firms have to be members of the employer organisation and not all employees in the industry have to be members of the trade union

The actual position is that many factories are engaged in the manufacture of garments in Cape Town and environs which are not members of the Cape Clothing Manufacturers' Association or the Cape Knitting Industry Association, the other employer party to the council

If there are factories which are not members of the association, clause 14 (2) would not force their workers to be members of the Garment Workers' Union

If all the workers are members of the Garment Workers' Union, it is not because of clause 14 (2) or any other provision or action to which employers individually or through their trade associations are required to be a party

All clothing workers are not forced to be members of a trade union and the statement in the article, namely,

"the closed shop makes it a condition of employment for all workers to belong to the union," is patently not correct

C E McCARTHY
(Secretary)

Cape Clothing Manufacturers' Association,
Cape Town

The Labour reporter replies According to the general secretary of the Garment Workers' Union of the Western Province, Mr L Petersen, the overwhelming majority of workers in the clothing industry —

56 000 out of about 63 000 — belong to his union A spokesman

for the South African Labour and Development Research Unit

said the closed shop agreement in question specifies that no employer who belongs either to Mr McCarthy's association or to the Cape Knitting Industry Association may employ a non-union member Conversely, no union member may work for an employer who is not a member of the employer associations party to the Industrial Council agreement Mr McCarthy is correct in pointing out that not all employees in the clothing industry are affected by the closed shop agreement Employees in the industry who are not members of the union are described by Mr Petersen as being people earning above average wages, doing specialist jobs such as designers, middle-management and computer operators.

More letters on page 22

LABOUR RELATIONS

White workers' fears

The growing unease with which some white trade unions are viewing black advancement is revealed by an "open letter" to Manpower Minister Fanie Botha from the 32 000-member Amalgamated Engineering Union (AEU)

Written by Tom Neethling, general secretary of the whites-only AEU, the "letter"

Financial Mail November 11 1983

Fm 11/11/83

138

appears in the latest edition of the union's magazine, *The Metalworker*. It appears at a time when the AEU is perturbed by the advancement of the ultra-rightwing Mineworkers' Union into industries where the AEU has traditionally been a force

Neethling says Botha should meet unions to provide "a specific, categorical and unambiguous undertaking that the government will step in where necessary to protect the rights of minority groups."

He points out that much has been said about SA's proposed new constitution and the steps taken to protect minority groups. He says, however: "It is all very well to provide such safeguards at that exalted level, but what practical steps are being taken, and will be taken in future, to provide protection for minority groups at the level where individual freedoms are directly affected — on the workshop floor?"

"On the workshop floor it is the black, who by virtue of his exploitability and his numbers, poses the biggest long-term threat to the future of all other workers"

Neethling emphasises that the AEU does not oppose "the principle of orderly advancement of any race to the limits of the capabilities of its members" But he adds that it must be recognised that white workers, as a minority group, feel their future is threatened — and that action is needed to allay their fears

"When the white unions agreed to accept the changes in labour legislation which followed the report of the Wiehahn Commission, it was on the clear understanding that there would be no interference with the rights of the white worker. The government bent over backwards then to make it clear that the white worker had nothing to fear and he would be no worse off than before.

"Our experience since then has been that we are under a constant state of siege from employers who have seized the new-found freedom of movement granted to them in terms of the new legislation, to introduce changes without consultation with those affected by such change"

He says older unions struggled and made sacrifices in the past to gain certain privileges. "Some of those privileges are 'own affairs' of white trade union members, to use a phrase coined by the architects of the new constitution

"Now, however, we find that the privileges for which we fought are being threatened, through the very machinery we helped to create, by snap decisions based on a majority vote by workers who have no interest in those privileges

"If the new constitution can provide for differentiation between such matters at government level, why can it not be done on the workshop floor?"

138 ROM
7/11/83
**Move to
end row
in union**

Mail Correspondent

CAPE TOWN. — Members of dissenting factions within the Electrical and Allied Trades Union have been invited to attend a meeting to discuss their grievances with the union's southern areas management committee

The invitation was extended in a statement released by union officials yesterday, and follows a meeting of the union's national executive council (NEC) at the weekend.

The move comes after drawn-out conflict between various factions within the union over the past three years which surfaced again last week on the eve of the Western Cape branch annual general meeting.

The statement says the NEC decided to extend an invitation to all people who "claim to be members of the union's support committee or the Mitchells Plain action committee" to attend a meeting with the southern areas management committee and the union's general secretary, Mr Ben Nicholson

The meeting will be held next Monday at 8pm in the union's local office.

Spokesmen for the two dissenters' committees could not be contacted for comment yesterday

138 □ □ 138 RDM

CCAWUSA has been in the news over another issue — the possibility that it might open its doors to all races

It and the unions affiliated to Cusa are the only major emerging union which are open to blacks only 21/11/83

Ccawusa's blacks-only stance is partly the result of its reluctance to compete with white and coloured shop workers' union NUDAW, with which it has historic links

Now, however, there is substantial pressure within Ccawusa to open to all

Prior to the union's congress, which was due earlier this month, all but one branch — Johannesburg — submitted resolutions calling for a non-racial constitution Even in Johannesburg, there is support for the change

One event which has increased enthusiasm for the move is a recent strike at a store in which white and black workers took part together

The congress was not held and only a congress can make the change But Ccawusa expects to hold one by March and the change could be made then

Ccawusa might not compete with NUDAW in its West Cape stronghold

But it is understood that workers of other races have shown interest in joining Ccawusa in various areas

SASJ
Post
declares
25/11/83
a pay
138
dispute

JOHANNESBURG — The Southern African Society of Journalists (SASJ) last night declared a dispute with major newspaper proprietors over their refusal to pay a 12,5% across-the-board increase to senior journalists next year, the SASJ's National Council said in a statement. The council said it had declared a dispute with the Argus Company, South African Associated Newspapers and Sapa after months of negotiations.

"Most English language newspapers are profitable and the Argus Company recently announced a 25% increase in the interim dividend to shareholders," the SASJ said.

"In the circumstances, we believe that the insistence of SASJ members on 12,5% across the board is entirely justified."

The SASJ said employers had offered 11% across the board with another 2,5% at editors' discretion — Sapa

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Rondebosch by-election 'aggressive'

By JO-ANNE
RICHARDS

THIS WEEK'S municipal by-election has shaken the quiet, elite suburb of Rondebosch with its unusually costly, aggressive and professional campaign

It has been speculated that Mr Michael Garvin spent between R30 000 and R50 000 on his campaign Mr Garvin could not be reached for comment yesterday

Mr Arthur Wienburg, who was elected as the Ward 11 councillor, spent in the region of R10 000 On the other hand, Mr Albert Vianello said he spent under R500 and was extremely surprised and encouraged by his support He received about 200 fewer votes than Mr Garvin

Most councillors approached thought the number of posters and newspaper advertisements for Mr Garvin and Mr Wienburg was far larger than usual in a municipal campaign

The professionalism of the campaign was unusual because of Mr Garvin's use of a public relations firm, and Mr Wienburg's alleged use of "political party machinery"

Mr Garvin has stated that he employed Peter Sorrell and Associates to act as his agent as he was overseas till the

end of October Mr Wienburg has strongly denied that he used party machinery

The result of the election has placed a question mark over the role and credibility of the local ratepayers' association Mr Garvin had been chosen as the association's candidate

It also raised a query on whether the association would retain its constitutional provision that, before a candidate could be chosen as an official candidate, he would have to agree to withdraw if not chosen

Mr I Farlam, chairman of the association, said he believed the controversial provision was a standard item shared by many ratepayers' associations

Mr R Hurly, a Rondebosch councillor, said people should not blame the association if they were not prepared to support it

It is believed by some civic circles that the result could have been affected by residents' possible "unhappiness" about Mr Garvin's being a property developer, especially as the campaign coincided with a row over his Camps Bay flats, which contravened the town-planning regulations

● Leading article, page 12

SASJ declares salaries dispute

JOHANNESBURG — The Southern African Society of Journalists last night declared a dispute with newspaper proprietors over their refusal to pay a 12,5 percent across-the-board increase to senior journalists next year, the SASJ national council said in a statement.

The council has declared a dispute with the Argus Company, South African Associated Newspapers and Sapa, following several months of negotiations

"Most English-language newspapers are profitable and, the Argus Company recently announced a 25 percent increase in the interim dividend to shareholders

"In the circumstances, we believe that the insistence of SASJ members on 12,5 percent across-the-board is entirely justified," the statement said

The SASJ said employers had offered 11 percent across-the-board

Employers offered another 2,5 percent of the senior salary bill to be paid out at the discretion of editors, but the SASJ said editors' discretionary increases were a matter for negotiation between editors and managers — Sapa

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Two electrical unions to unite

138 825 29/11/83
By Carolyn Dempster,
Labour Reporter

The country's two coloured and black electrical trade unions are to merge to form a new union with a membership of more than 16 000.

The decision was taken at a weekend meeting of the executive committees of the predominantly coloured Electrical and Allied Trades Union of South Africa and the largely black Electrical and Allied Workers' Union of SA.

The white SA Electrical Workers' Association said they would have to refer the matter to their membership for a mandate before opting for amalgamation.

The move comes after three years of deliberation. In 1980 the Federation of Electrical Trade Unions was formed with the ultimate aim of bringing the three electrical trade unions together.

A spokesman for the executive said the two unions had decided to amalgamate although the intention was to draw in the white union in future.

A constitutional committee has already been formed to draw up a new constitution on a democratic, non-racial basis.

The unions have members in the electrical, engineering, metallurgical and building industries. At present they are not affiliated to any union federation but are party to the Industrial Council for the Electrical Contracting Industry and the Confederation of Metal and Building Unions.

CAPE Times 29/11/63
**TWO
unions
join
forces**

Staff Reporter

IN what is seen as a significant development within the trade union movement, two unions, the Electrical and Allied Trade Union (EATU) and the Electrical Allied Workers Union (EAWU), have decided to amalgamate and form one body.

The decision to amalgamate was taken in Johannesburg on Saturday at a meeting called by the Federation of Trade Unions of South Africa (Fetusa).

A third union, the South African Electrical Workers Association (SAEWA), present at the weekend meeting, indicated that they were not prepared to amalgamate with the other two without first consulting their membership.

EATU and EAWU have, respectively, a predominantly coloured and black membership while the SAEWA is mainly white.

A spokesman for the amalgamated unions, Mr Brian Williams, who is also the chairman of the Western Cape branch of the EATU, said the two unions had decided to form one democratic worker-controlled, non-racial trade union.

This stemmed from the desire to form a united front to promote and protect the interests of union members.

He believed this would have a tremendous impact on the future of all workers.

A constitutional committee to work out a mechanism and structure for the new union was formed after the Fetusa meeting.

ROOM (138)

Blacks to cut off links with white union

30/11/83

By STEVEN FRIEDMAN
Labour Correspondent

TWO trade unions — one for black, the other for coloured electrical workers — plan to form a new nonracial union to avoid the "stigma" of being racially based "parallel" unions under the control of white unionists, a spokesman for the two unions said yesterday.

The two unions' decision also means that one of the last major experiments in "parallel" unionism — whereby white unions set up racially separate unions for other races under the direction of a white unionist — is about to end.

The decision of the unions — the Electrical and Allied Trades Union of SA and the Electrical and Allied Workers' Union of SA — to amalgamate and open to all races was announced at the weekend.

Until now the two unions have been linked to the white SA Electrical Workers' Association in a Federation of Electrical Trade Unions.

Mr Ben Nicholson, general secretary of the white union, also acted as general secretary of the other unions.

A spokesman for the two unions who plan to amalgamate, Mr Tommy Olfant,

said yesterday the idea behind forming the federation three years ago had been to pave the way for an amalgamation of the three unions.

The black and coloured unions now believed the time was ripe for such a move, but the white union had said some of its members were still opposed to amalgamation with unions representing other races.

But, Mr Olfant said, the black and coloured unions had decided to go ahead with amalgamation anyway.

He said this meant the new union — which will be formed in January — would become "independent" of the white union.

A new general secretary would be elected and members of the two unions felt that the federation was no longer needed.

"We will now have the same relationship with the white union as we have with any other union — we may co-operate with them at negotiation time, but in all other respects we will be an independent union," Mr Olfant said.

The two unions had made their move because of criticisms by rival unions.

Mr Nicholson was not available for comment.

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Unions No

138
to OK offer

105 M 2/12/83
Mail Correspondent

DURBAN — The Minister of Manpower has appointed a conciliation board to resolve a wage dispute between workers and management of OK Bazaars

The Commercial, Catering and Allied Workers Union of South Africa (CCAWUSA), representing black workers, and the National Union of Distributive and Allied Workers (NUDAW), representing Indian, coloured and white workers, declared a dispute with the company recently

The workers are demanding an increase of R50 across the board, but the company offered R20 at the end of this month and R15 in February to all workers earning less than R350

A spokesman for CCAWUSA said workers had rejected the offer and were sticking to their demand

Crisis is averted as SAA offers pilots better deal

A POTENTIAL crisis in South African Airways — which may have led to some of the airline's 600 pilots quitting their jobs or calling for stay-away action — has been averted by a series of top-level meetings between the pilots' association and management

The crisis, sparked by growing dissatisfaction over salaries and working conditions, has been looming for months — but SAA management is expected soon to announce details of a better deal for all its pilots, cabin crew and flight engineers

The deal is said to include more realistic salary structures, salary increases (though these are normally awarded this time of the year), better service conditions, and a commitment to address serious grievances

Close sources said this week that SAA — which ran last year at a loss of R90-million — was being faced

By KITT KATZIN

with a tide of discontent.

Some pilots were considering laying off work during peak periods, or quitting

The growing discontent comes in the wake of a decision by over 100 senior SAA pilots who last year passed a resolution of no confidence in the chief executive, Mr Frans Swarts.

Since then, sources disclosed that

- Some pilots had, in fact, retired at the first option (age 50) and joined other airlines at higher salaries.

- Factions within the SAA Pilots' Association were considering disbanding the organisation on the grounds that it had become ineffective in its dealings with management.

They were opting to appeal to IFALPA, the International Federation of Airline Pilots Association, to present the association's case to SAA management.

- Several Boeing 737 and Air Bus commanders flying the

domestic routes had refused to be promoted respectively to Air Buses and 747s on the overseas routes.

A senior Boeing 747 commander earns about R55 000 a year compared to his American counterpart's annual salary of \$180 000 (R149 000)

Pilots believed they had been generally underpaid by SAA management — but the tide began to turn in their favour after Mr Swarts retired and was succeeded two months ago by Mr G D van der Veer

Informed sources say that Mr van der Veer, a likeable and highly competent administrator, was adopting a sensitive and understanding attitude towards grievances

As a result of a series of meetings between pilots and management, agreement has been reached and a "new deal" is expected to be announced soon.

In the past 18 months, SAA, along with most international airlines, has been severely hit by world recession and monetary problems

British Airways has reduced staff by 22 000 in three years, Continental Airlines has cut its pilots' salaries and fleet by half, and TWA is also experiencing severe financial difficulties

Yet SAA has not laid off any of its pilots, though SATS, as a whole, has been forced to reduce staff by 35% — those leaving are not being replaced.

Mr van der Veer confirmed that discussions had taken place with SAA's various representative bodies, but would not comment on what was being considered in the new package.

Although he had only been in the job for two months, he said he had set certain priorities, and was determined to achieve satisfaction and results.

One of his top priorities, he said, was his staff.

"They are very important to me," Mr van der Veer said

Employers get tough with trade unions

EMPLOYER attitudes to workers are hardening. Confirmation came in last week's Barlow Rand annual report

5/12/83
RDM

Barlows has as an image of commitment to dealing with black unions. But there was a marked change of tone in the report

Fosatu and its Metal and Allied Workers Union were singled out for attack and Fosatu was accused of making demands which threatened free enterprise

Some unions were also accused of destroying trust in factories and of singling out progressive firms as targets

Tension between Barlows and Fosatu unions has been evident for some time. Besides a series of heated disputes between MAWU and Barlow metal firms, there have been clashes in the textile and paper industries.

Barlows chairman, Mr Mike Rosholt, believes unions are responsible for the confrontation. But MAWU insists he is being fed incorrect information

Indeed, unionists argue that the disputes arise because Barlows is using them as guinea pigs to test how far it can go in limiting the

LABOUR WEEK

issues it will have to negotiate with them

The battle is about management prerogatives — the decisions which management should be able to take without negotiation

Mr Rosholt says managers see freedom to take decisions affecting workers as an integral part of free enterprise. The Barlow battle thus reflects what is going on in many unorganised factories

The main focus of union activity this year has been to whittle away at these "prerogatives", which the unions see as a licence for managers to take decisions on issues directly affecting workers without consulting them.

Retrenchment and safety are two examples of issues on which unions are challenging management's right to take decisions alone

It is this trend to which Barlows appears to be reacting — as are employers who are irked by industrial court decisions curtailing

BY STEVEN FRIEDMAN

their right to take key decisions without negotiation

It seems many managements recognised black unions in the belief that their decision-making power would not be curtailed and are now reacting against the discovery that this is not so

But the battle over which decisions should remain the domain of employers is what unionism is all about in the West and the Barlows report pinpoints the area of conflict which will dominate bargaining in future

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THE attempt by sacked Grand Bazaars workers to enforce a boycott of a Soweto store owned by Mr Richard Maponya got off to an auspicious start last week.

About 30 of the workers picketed the store's opening, but failed to prevent thousands of shoppers from buying at it

The key factor was that the store offered special offers to shoppers — either because this is

PARALLEL UNIONISM

was devised by Tuccsa. A non-black union would organise a separate black union and install its general secretary at its helm.

Until the 1980s, this was seen by emerging unions as a key strategy to weaken them. They argued that the non-black union controlled the black union through this device.

Although most established unions now recruit all races into one union by means of the closed shop, the electrical unions have retained this type of unionism

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PARALLEL unionism — once a standard method used by white-led unions to organise black workers — has fallen on hard times.

Most non-black unions have abandoned this strategy and one of the last surviving parallel setups — among the electrical unions — has collapsed

5/12/83
RDM

Three unions, one each for blacks, coloureds and whites, were linked by a federation and Mr Ben Nicholson, general secretary of the white union, fulfilled this function in the other two as well

Mr Nicholson denied this was a form of control and insisted it was a unique form of federation which prevented any race from dominating another. The black and coloured unions have decided to amalgamate into a non-racial union which will operate independently.

They say they have been branded parallel unions to their cost, that they asked the white union to join them, but that it refused

A new deal ahead for SAA's pilots

Post Correspondent

JOHANNESBURG — A potential crisis in South African Airways — which may have led to some of the airline's 600 pilots quitting their jobs or calling for stay-away action — has been averted by a series of top-level meetings between the pilots' association and management

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The growing discontent comes in the wake of a decision, by more than 100 senior SAA pilots who last year passed a resolution of no confidence in the chief executive, Mr Frans Swarts

Since then, sources disclosed that

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E-Post

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PSA opens doors

Mercury Correspondent
PRETORIA—The Public Service Association has opened its doors to personnel in semi-State organisations outside government departments, the president of the PSA, Dr Colin Cameron, said in Pretoria yesterday

This, depending on the response, could make the PSA one of the biggest if not the biggest employee organisation in the country with a potential membership of about 100 000

Currently there are about 48 000 officials in State departments eligi-

ble for membership of the association

Dr Cameron said it was becoming more and more practical to co-ordinate the service conditions of all classifications of workers in State departments and in semi-State organisations

He also announced a restructuring of the PSA. Forty different area branches would be formed to look after the particular interests and needs of members in their areas

Provision had been made to accommodate officials outside the purely

central government service such as those in provincial administrations and the semi-State organisations

He emphasised this was not a bid by the PSA to take over the functions of existing staff organisations in other areas of the public sector

All could have representation on the PSA's highest body—the executive committee

Dr Cameron pointed out it was not reasonable that a section of officials—those in the PSA—should carry the burden and cost of negotiations

on service conditions and pay at the highest level which benefitted officials in other areas of the public sector

The PSA had made a critical evaluation of its organisational structure to ensure maximum efficiency in the role it would play in the future demands made by the new constitution

The PSA, he said, would not become a racially integrated organisation. However, it had assisted in the formation of coloured and Indian associations in the service

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PSA moves to unite
all public servants

Pretoria Bureau

A major rationalisation of the Public Servants' Association (PSA) — the country's largest white staff association — has increased the body's potential membership to around 100 000.

Current membership stands at about 48 000

At a Press conference in Pretoria yesterday, PSA chairman Dr Colin Cameron said employees of para-government organisations, including the CSIR, the Human Sciences Research Council, provincial administrations and some control boards, were now eligible for membership.

Dr Cameron said the rationalisation was necessary in order to co-ordinate service benefits of all government employees

Officials outside the mainstream of the public service could now make their needs known directly to the Government, and be eligible for all benefits, including housing and vehicle loans, negotiated by the PSA.

Dr Cameron added that the move would do away with the present "unfair" situation where one group of officials carried the burden and cost of negotiating with the authorities

6/12/83

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Stan

Journalists reach a pay agreement

9/12/83 Staw 138

Senior editorial staff on major English-language newspapers will be guaranteed minimum increases of 11,5 percent next year, the SA Newspaper Press (Editorial) Conciliation Board announced yesterday

The board said the Southern African Society of Journalists had reached agreement on the increases with the Argus Printing and Publishing Company and SA Associated Newspapers

The 16 newspapers co-

vered by the agreement will increase the total salary bill for senior staff by at least 13,5 percent in January

Each member of staff who has remained with the same employer for at least a year will get a minimum increase of 11,5 per cent on his December 1983 salary

At least another two percent will be distributed at the discretion of editors

Salary grades for journalists in their first five

years of employment have also been improved, the board said

Cadet journalists with matric will receive starting salaries of R500 a month next year, and graduates will start at R825 a month

Agreement has also been reached on new salary grades for library and photographic assistants, on a five-day working week and on the option of payment, in certain circumstances for extra time worked — Sapa

OK and
unions
in key
meeting

By STEVEN FRIEDMAN

THE OK Bazaars and two shop workers' unions yesterday met at an official conciliation board in an attempt to avert a legal strike at the chainstore but the meeting failed to settle the wage dispute between the two sides

However, OK and the unions have agreed to meet again on Tuesday to continue discussions and another meeting will be held on Thursday if necessary

OK's industrial relations director, Mr Richard Blackwell, said neither side had made new offers at the meeting but added "We are still talking"

The fact that further meetings have been arranged is seen as a sign the two sides believe a settlement of the dispute is still possible

The dispute centres around wage demands by the Commercial, Catering and Allied Workers Union (Ccausaha) which OK alleges would cost the company more than its total profits for this year

Ccausaha argues that OK can pay more than it has offered union members

As a result of this deadlock the union declared a dispute with OK — the first time it has used the country's official disputes machinery

If the conciliation board fails to settle the dispute, union members can strike legally if they vote to do so in a secret ballot

The National Union of Distributive and Allied Workers, which represents white and coloured workers, has also declared a dispute with OK on the wage issue

Crucial Paris meeting on Kyalami track

By WIM VANVOLSEM
 THE International Motor Racing Federation will decide next Wednesday on the final improvements that have still to be made to bring the Kyalami race track in line with international Grand Prix standards

Three South African motor racing personalities will fly to Paris to attend the important meeting of the Formula 1 Commission of FISA (Federation Internationale du Sport Automobile)

The start of next year's international Grand Prix season has been put back by almost a month to allow the organisers of the SA Grand Prix to make the necessary changes at the country's major circuit

The first race of the year, in Rio de Janeiro, was postponed from February 26 until March 3 and the SA Grand Prix, scheduled for March 10 will now take place on April 7

Mr Bobby Hartshief, owner of Kyalami Enterprises, Mr Mervin Key, local Formula 1

Commissioner and Mr Chris van Zyl controller of motor sport at the Automobile Association, will be present at the Paris meeting on Wednesday to discuss the required changes

The main item on the agenda will be the improvement of the pit area

Several possibilities exist, and include widening the pit lane and moving back the pit area

The pit area also requires more electrical facilities, necessitated by the increasing use of mini computers by Grand Prix competitors

The most expensive option would be to rebuild the installations, or set up a new separate Formula 1 pit area at another site along the track. The existing pits could then be used as an entertainment centre or a go-kart track

Kyalami Enterprises has already agreed to lengthen the run-off of the straight, levelling the track surface at several points and moving back the protective wall at Wesbank Corner

11.5%
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 pay rise
 for
 9/12/83
 newsmen

SENIOR editorial staff on major English-language newspapers will be guaranteed minimum increases of 11.5% next year the SA Newspaper Press (Editorial) Conciliation Board announced yesterday

In a statement issued in Johannesburg, the board said the Southern African Society of Journalists had reached agreement on the increases with the Argus Printing and Publishing Company and SA Associated Newspapers

The 16 newspapers covered by the agreement will increase the total salary bill for senior staff by at least 13.5% in January, 1984

Each member of staff who has remained with the same employer for at least a year will get a minimum increase of 11.5% on his or her December, 1983, salary. At least another 2% will be distributed at the discretion of editors

Salary grades for journalists in their first five years of employment have also been improved, the board said. Cadet journalists with matric will receive starting salaries of R500 a month next year and graduates will start at R825 a month

The board added that agreement had also been reached on new salary grades for library and photographic assistants, on a five-day working week and on the option of payment in certain circumstances for extra time worked — Sapa

Murder accused not drunk, court told

Mail Correspondent

MARITZBURG — Mr Theodoros Canos of Hluhluwe, accused of murder, was not as drunk as he made out on the night he allegedly shot his lover of nine years, the Supreme Court was told in Maritzburg yesterday

The body of Miss Margharie Fourie, 31, was found lying on her bedroom floor with a bullet wound through forehead in March this year

In summing up his case before Mr Justice Kurnleben and two assessors, the State prosecutor, Mr I Slabbert, the memory of Mr Canos, 33, was "not affected by over-consumption of alcohol as he seemed to have built up a tolerance from regular drinking"

Canos had the presence of mind to take off his shoes before entering the house and then had two international telephone conversations that night

Canos had no recollection, he knew that the deceased was lying on the floor

next to the bed — and where the revolver had been put?"

"In refusing to testify, he has not allowed his memory to be tested under cross-examination"

Mr Slabbert said the firearm would have to be in an "unusual position for a suicide shot"

Defence counsel Mr J van Rensburg, SC, told the court his client had drunk between eight and 10 totts of whisky at an hotel and had left the hotel in a drunken state

"The extraordinary feature of this case is that the accused did not blame someone else, like a burglar, or fake the scene by putting the gun in the deceased's hand"

The gunpowder analysis used to show that Miss Fourie appeared not to have pulled the trigger was done with tests which were new and "unreliable"

"In all probability Miss Fourie shot herself as she was under mental strain, and from a letter we know that she contemplated suicide"

Judgment will be given today

Two escape death

DURBAN — Two painters working nine storeys above Gillespie Street, Durban, yesterday clung desperately to the railings of their cradle when one side of it broke free from its cables

"I thank God I'm alive," said a dazed Mr Johnny Govender, minutes after a rescuer pulled him to safety through a ninth-floor window. He was working with Mr Joseph Lutuh, painting a block of flats, when the accident happened

Mr Govender said he had been trying to set a pin, which secured the cradle to the cables, but the pin apparently did not set true. The cradle broke loose and dangled vertically

The two men were taken to hospital suffering from shock — Sapa

offices



of the British SAS

of those in the police

Id

TSITSNAME

Railways staff want extra 10 pc

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Mercury

13/12/83

Mercury Correspondent
PRETORIA—Railway-
men want another 10
percent pay adjustment
in addition to the 12
percent granted to all
public sector workers
from January 1, it was
learned here yesterday

The Federal Council of
Railways Staff Associ-
ations will meet the Min-
ister of Transport Affairs,
Mr Hendrik Schoeman, in
Cape Town on February

10 for pay discussions

The chairman of the
council, Mr Jimmy
Zurich, said even after
the 12 percent January
pay rise railway workers
would be at least 10
percent short of what
they were entitled to
when inflation over the
past few years had been
calculated

He pointed out that one
of the reasons why the
minister had been able to

reduce his big estimated
deficit during the current
financial year was the
major effort made by rail
way workers to raise
productivity

That they had done so
was apparent from the
fact that although total
railway staff had been re-
duced by about 30 000 in
the past 18 months, all
systems were running
smoothly and efficiently

The minister would be
asked to make provision
in his budget for a further
pay adjustment, Mr Zur-
ich said

Staff

The minister an-
nounced recently that a
further staff cut of about
8 000 would be imple-
mented before the mid-
dle of next year

The administration's
economy campaign con-
tributed to a big reduc-
tion in the budgeted
deficit. This figure for the
April-September period
was R320 million. The ac-
tual deficit however, was
R93 million

Economists pointed out
yesterday the 12 percent
pay hikes in January for
the 240 000 railway work-
ers would add about R300
million to the total pay
bill

With a big deficit ex-
pected at the close of the
financial year in spite of
the success of the econo-
my campaign, the minis-
ter will, according to the
economists, probably
have to raise tariffs — at
least selectively — from
the start of the new finan-
cial year

By CEDRIC KEKANA

ALTHOUGH age has seemingly caught up with her, Mrs Francis Beard, former member of the African National Congress Women's League and founder-member of the Federation of South African Women, is showing surprising political stamina.

She gained her experience during the mass political struggles of the 1940's and 50's, which produced leaders like Nelson Mandela and Oliver Tambo.

Her heroic determination and unforgettable contribution and commitment to the establishment of a non-racial democratic society in South Africa, has belied the myth that a woman's place is in the kitchen

Home Press talked to Mrs. Beard, who told us of her life history, including long periods of detention, banings and banishment.

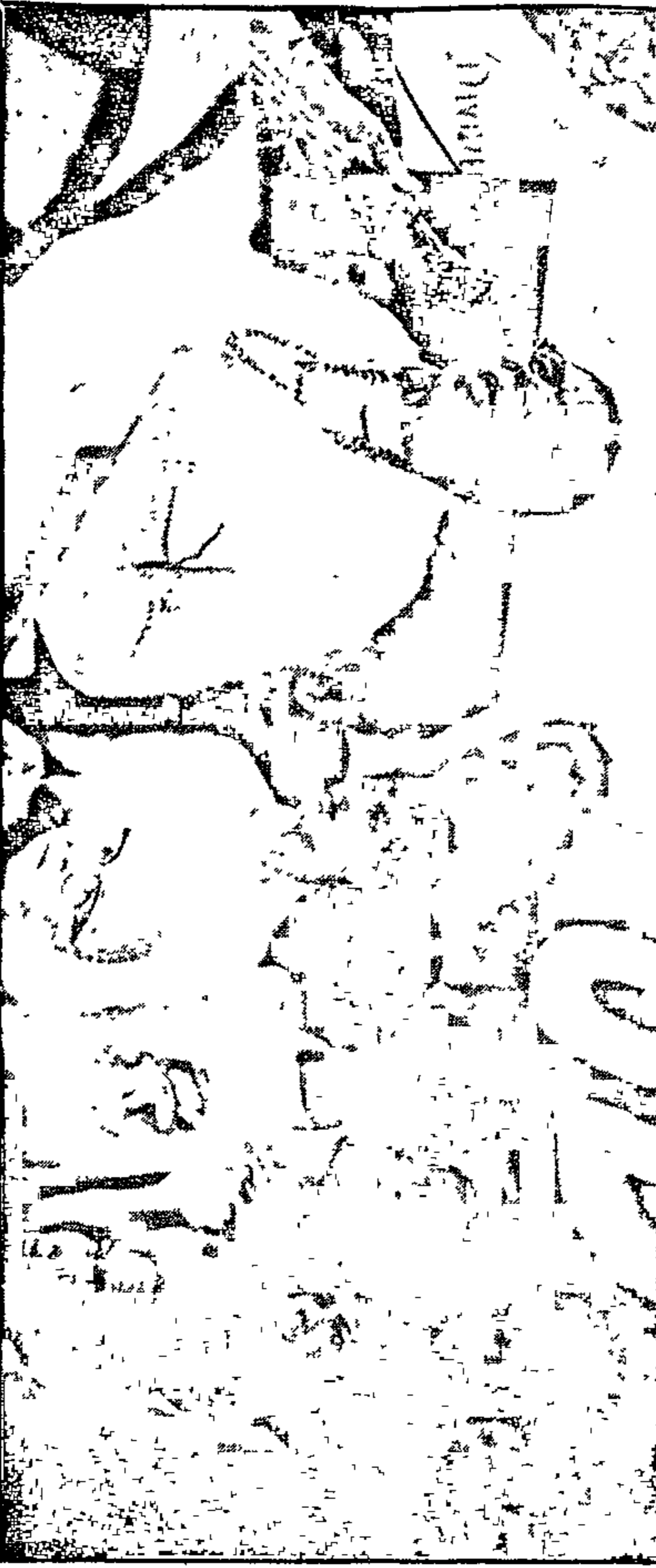
Ma Beard, as she is popularly known, was born in 1909 in Kimberley, where she attended school until standard six and later went to a teachers training college.

Ma Beard — Still On the Frontline

12/12/83

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City Pass



Francis Beard — veteran of political campaigns — at the UDF congress this year.

"The death of my parents made it impossible for me to further my studies and I then decided to work as a private teacher," she said

In 1948 she went to Port Elizabeth where she first worked as a domestic servant and later at a canning factory. In the same year she married Mr Lukas Beard, also from Kimberley.

Workers' Canning Union, as it was then called," Mrs Beard said "I started organising workers to join the Food and Canning Workers' Union. Later I became the organising secretary of the union in Port Elizabeth"

Mrs Beard worked very hard to build the union into a strong worker organisation. The union later became known as the African Food, and Canning Workers' Union. Ma Beard was also involved in country-wide campaigns launched in the 50's. These were the Defiance Campaign, the campaign to

boycott Bantu Education, the potato boycott, which was joined by many whites, and the drafting of the Freedom Charter in 1955 in Kliptown. She was among the 20 000 women who marched to the Union Buildings in Pretoria on August 9, 1956, to protest against passes for women.

The Federation of South African Women was formed and she was elected president of the federation's Port Elizabeth branch

On October 18, 1956, she and many ANC leaders were arrested and charged with high treason. She was, however, found not guilty.

In 1962, she was detained. "In January, 1963, I was banned for the first time. I was kept in solitary confinement for the whole year

"In 1964 I was sentenced to five years imprisonment and upon my release I was again served with a banning order and I was banished to the area of Boekenhout near Pretoria," she said.

Mrs Beard, now a patron and executive member of the UDF, stays in Mabopane near Pretoria which is proclaimed part of Botswana.

OK Bazaars pay rise agreement has averted strike

By Carolyn Dempster,
Labour Reporter

A nationwide wage agreement reached late yesterday between OK Bazaars Ltd and two unions representative of workers in the trade has averted a legal strike in the store chain

It will also mean that about 20 000 workers countrywide will receive across-the-board increases effective from December 7.

The agreement was reached after the third meeting of the conciliation board on disputes between OK Bazaars, the largely black Commercial Catering and Allied Workers Union (CCAWUSA) and the mainly white and coloured National Union of Allied and Distributive Workers (NUDAW)

Disputes were declared by both unions when wage talks earlier in the year deadlocked

CCAWUSA workers demanded an immediate R50 increase, and NUDAW's wage talks with the company broke down when it was argued that any agreement reached with CCAWUSA would have an impact on a wage agreement with NUDAW

A legal strike seemed imminent after the conciliation board met for the second time without resolving the dispute last week

In a joint statement released by both unions and the OK yesterday, it was stated that workers "in respect of whom the dispute arose" will receive increases from R35 a month backdated to December 7 until March 1984, and an additional R10 from April 1984 to September 1984

Negotiations for the next wage agreement have been set for July 16 next year to cover the period October 7 1984 to October 7 1985

All OK's workers to get pay rise

Mercury Reporter
ABOUT 20 000 workers at the OK Bazaars chain-stores throughout the country are to be given an across-the-board wage in-

crease of R35 a month with immediate effect and a further R10 increase in April next year, it was announced yesterday

The wage increase comes after lengthy negotiations between two shop workers' unions — the Commercial, Catering and Allied Workers' Union of South Africa and the National Union of Distributive and Allied Workers — and OK management at a conciliation board meeting

The increases also marked the end of a dispute between management and workers, some of whom had threatened 'legal strike action' against the company in support of their demand for a wage increase

Dispute

The Commercial, Catering and Allied Workers' Union, representing black workers, and the National Union of Distributive and Allied Workers, representing white, coloured and Indian workers, declared a dispute after OK management refused to accept their demands for a R80 a month across-the-board pay rise for all workers

However, the two unions later reduced their demand to R50, which was rejected by the company, but in a settlement offered R45

A joint statement released yesterday said that a 'nationwide agreement' had been reached on wage increases for all employees in respect of whom the dispute arose

Welcoming the increases, Mrs Emma Mashinini, CCAWUSA's general secretary, said she was pleased that all workers, irrespective of their race, would benefit

Negotiations for the next wage agreement for the period October 7 next year to October 6, 1985, would begin not later than July 6, the statement added

Cape Times 23/12/83

Row over use of Art Centre

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Staff Reporter

THE residents of Sea Point and Green Point were yesterday accused in the City Council of having a "callous disregard" for the needs of their domestic workers

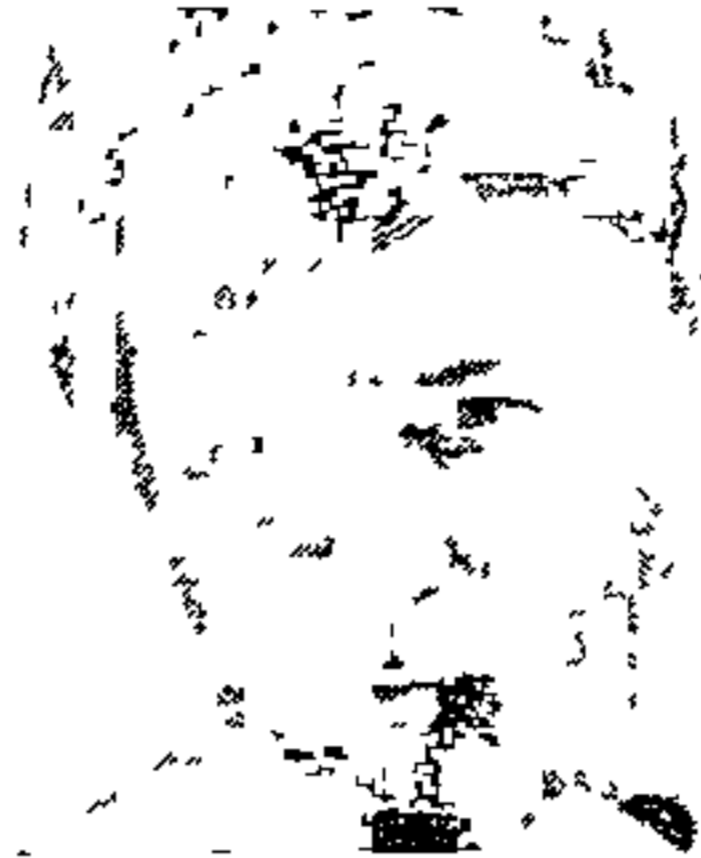
The accusation came from Mr Tom Walters, who was opposing an application from the Green and Sea Point Ratepayers' and Residents' Association, on behalf of the Domestic Workers' Association, for the use of the Cape Town Art Centre as a recreational and training facility

Mr Walters blamed employers for the present lack of amenities and said giving DWA the Art Centre would not solve the problem

"For years, employers of domestic workers have shown no interest in the welfare of their employees," he said "Now they find an old wreck of a building, half-a-mile away from their houses and say 'let them have that' "

Mr Walters said he felt it would be wrong to give the workers "this hand-out"

"We would be banning these people to an isolated area with no thought to how they will



Mr Tom Walters

get there and back," he said

He recommended that the Art Centre be leased for commercial use and suggested that the rent be used to subsidize other facilities for domestic workers

The chairman of the Green and Sea Point Ratepayers' and Residents' Association, Mr Chris Joubert, said he was surprised by Mr Walters' attitude

"I agree with him that there is a certain amount of hypocrisy among the employers of domestic workers in the area," he said

"The ratepayers' association has tried to get a place for these people for years and everyone is always very enthusiastic as long as it isn't next to them "

Mr Joubert said the fact remained that facilities were desperately needed and that the Art Centre offered an ideal opportunity for employers and employees to work together for something which would benefit both

"The DWA has 6 000 members in the Sea and Green Point areas and the residents of the area have a moral responsibility to provide their domestic workers with recreational and training facilities

"The area is very affluent and employers are well-able to afford the cost of restoring and maintaining the building "

Mr Joubert said there was no reason to believe employers would improve the conditions in which their employees lived if the Art Centre was not leased to the DWA

"I have seen the conditions under which some of these people live and they are appalling At least with the Art Centre they will have somewhere else to go when they are off-duty

Mr Joubert emphasized that strict controls would be exercised over lease

Gold mines aim to cut job reservation

DURBAN — South Africa's gold mining industry is committed to abolishing racial discrimination in jobs in the industry

And for the first time representatives of black workers participated in the annual wage determination process, according to the annual reviews by the chairmen of some of the country's top gold mining companies, controlled by the giant Anglo American Corporation

The minimum increases in black miners wages agreed between the Federated Mining Union and the National Union of Mineworkers and the Chamber of Mines amounted to 14,4 percent of the minimum "surface wage" and 14 percent of the minimum "underground wage"

White miners and offi-

cials received an effective increase of nine percent on their basic salaries

A major step forward in industrial relations was the agreement with the Underground Officials Association (UOA) to the scrapping of Job Reservation Determination No 27

"This legislation, which reserved jobs falling within the ambit of the UOA for whites only, has been withdrawn by the Minister of Manpower and trainees for positions in sampling survey and ventilation are now selected on a non-racial basis," the report said

On the other hand little progress had been made in the negotiations between the Chamber of Mines and the white unions to remove the racially discriminating definition of "scheduled

person" from the Mines and Works Act

"This effectively prevents blacks from promotion beyond a relatively low level in mining and is the last legal obstacle to overcome before there is equal opportunity in the industry," the report said

The government's White Paper following the Wiehahn Commission report recommended that the parties involved agree on guarantees in regard to the job security of white employees before replacing the definition of "scheduled person" with the non-differentiating definition of "competent person" in the Act

"Negotiations to this end began some two years ago and as yet there has been no significant advance on this issue

'It would now seem appropriate, therefore, to remove this discrimination by legislation since the "reasonable period of time" as specified in the White Paper must be running out

The report said there was notable achievements in labour and industrial relations in the mining industry during the past year. The most significant was the recognition by the Chamber of Mines of two black trade unions, the Federated Mining Union and the National Union of Mineworkers

"Although representing only a small proportion of the total workforce, these unions are now actively engaged in discussions with the chamber on a variety of issues," the report stated — DDC

FAY MANDY

Reasonable relations

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Fay Mandy has been general secretary of the 4 500-member National Union of Wine, Spirit and Allied Workers since August 1982.

FM: What is the NUWSAW's history?

Mandy The NUWSAW has its origins in the SA Distillers and Allied Trades Union. This union was started in 1978 at the request of workers at Distillers Corporation, Wadeville, Johannesburg. Officials from the National Union of Clothing Workers and the Garment Workers' Union of SA did the organising. In mid-1979, the union was formally instituted as a non-racial, unregistered union with about 500 members.

How did employers react to the union?

The industry has a relatively small number of employers, who have plants spread throughout SA. They were fairly enlightened. They granted the union access to plants and stop-order facilities and also agreed to form themselves into an employers' association — the SA Wine and Spirit Industry Employers' Association. Members are Distillers Corporation, Stellenbosch Farmers' Winery, Gilbeys, Douglas Green, Union Wine and Bertrams Wines.

However, they demanded two prerequisites that the union should be registered and that it should operate on a national basis. At that time, the Industrial Conciliation Act had been amended to allow black unions to become registered. But it stipulated that non-racial unions seeking registration had to have separate branches for the different races. Accordingly, we registered two unions, the (black) National Union of Wine, Spirit and Allied Workers and the (coloured and Asian) Wine, Spirit and Allied Workers' Union of SA. Registration for both came through in June 1980.

Later, the Act was amended again to allow unions to have non-racial constitutions. We applied to amend our constitution and vary our scope to enable us to take members of all races. In March 1982, the National Union of Wine, Spirit and Allied Workers became a non-racial union and the Wine, Spirit and Allied Workers Union of SA was deregistered. **How much representation does the union have in the industry?**

We are represented in 68% of the wine and spirit industry. We have already started organising the only two remaining manufacturers — Henry, Taylor and Reis and KWV.

What is the union's relationship to the Garment Workers' Union of SA and the National Union of Clothing Workers (NUCW)?

To their credit, both these unions have always had a flair for organising workers. They have done so in the radio, tobacco, glass and textile industries. But once the new unions have reached a certain level of independence and maturity, the NUCW and the GWUSA have withdrawn. The same happened in our union. **Is the NUWSAW affiliated to a union grouping?**

Many people have assumed that we were part of the Trade Union Council of SA. But we have never been affiliated to a union grouping. However, now for the first time, we are talking about affiliating. I'm not free to disclose which grouping we are considering.

How many recognition agreements does the NUWSAW have with employers?

We have signed one recognition agreement for the whole industry with the employers' association. This is renegotiated annually and our shop stewards monitor it. The industry does not have an industrial council.

How is the union structured?

We have shop stewards in all our factories in a ratio of one for every 30 workers. They have a great deal of re-

sponsibility and operate fairly autonomously, although union officials from our branch offices in Durban, East London, Stellenbosch and Johannesburg do keep a watch on them. Branch officials also do a great deal of shop-steward training to improve their skills. In terms of our agreement, shop stewards can negotiate with management on grievance and disciplinary issues. They also have a monthly meeting with management, after which they have a report-back session with the workers.

Has the NUWSAW been involved in any disputes?

This year we declared a wage dispute after the employers offered a 10% increase in response to our demand for 25%. After mediation, we settled at 13%. This was a big drop from the 26,5% agreed on in the previous year. The minimum wage in the industry is R63,70 a week for labourers, rising to a maximum of R179,08 for artisans.

We also had one strike which was the result of bad communication on the part of management and a few work stoppages. But there has not been anything very dramatic. Our shop stewards have been trained to use the procedures laid down in the agreement, and they do. **What plans does the union have for the future?**

We would definitely like to get involved with the co-ops. They are liquor manufacturers, even though legislation classifies their employees as agricultural workers. We are waiting impatiently for the outcome of the National Manpower Commission's inquiry into the whole question of whether farm workers and domestics will be incorporated into the Labour Relations Act.

Basically, we would like to cover all manufacturers of liquor and wine. But we might have to widen our scope to do this — either by creating another union or, perhaps, by negotiating with another set of employers.

INDUSTRIAL RELATIONS - WORKERS' ORGANISATION
Unaffiliated Unions

1984

JANUARY ——— DEC.

~~225~~ FM 27/1/84
Crocker seems to feel he now has a formula to allay everyone's fears and to get a settlement underway. He could be right but there is a long way to go before anyone can be sure.

138
FM 27/1/84
METAL INDUSTRY
IMF council revived

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

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

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

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

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

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

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

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

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

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

Negotiations

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

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

Three unions argue over worker loyalty

Labour Reporter

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

The argument follows workers downing tools for two hours yesterday

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

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

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

nised," said a Clowu spokesman

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

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

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

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

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

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

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

ARGUS 18/1/84

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Newspaper union splits over open membership

EAST LONDON. The Media Workers' Association of South Africa (Mwasa) split when its congress adopted a motion saying membership shall be open to all workers in the newspaper industry.

The Southern Transvaal region, led by Mr Joe Thlole, withdrew from the congress, followed by Natal.

These two regions purported to be "black-consciousness inclined".

A new constitution and structure for the union was adopted.

The congress decided that the constitution be reviewed at a special congress in two months.

BACKED

The Southern Transvaal and Natal delegations, which claimed that the question of opening Mwasa membership was not negotiable, were backed by the vice-president of the Azanian People's Organisation, Mr Saths Cooper, who was at the congress as an observer.

New executive council members were elected according to the new structure.

They are President, Mr Mxolisi Fuzile, deputy-president, Mrs Sandra Nagfaal, treasurer, Mr. Tyrone August.

Mwasa also decided to affiliate nationally to the United Democratic Front.

Mwasa was the only trade union which had not clearly defined its stand openly about joining the UDF to fight the new constitution and Koornhof Bills.

CONDEMNATION

The motion was adopted unanimously in the absence of Southern Transvaal and Natal.

A resolution was passed at the end of the congress condemning the Ciskei and Bophuthatswana governments for banning the South African Allied Workers' Union (Saawu).

The Ciskeian Government was also condemned for the detention without trial of two Mwasa members who worked for Imvo Zabantsundu.

Mr Bafana Mkefa and Mr Sabelo Ngani were detained after covering Ciskeian affairs. — Sapa

~~127~~ 138 Trade unions *Howland*
10/2/84 Q.61-33
Dr A L BORAINÉ asked the Minister
of Manpower

How many trade unions applied between 1 January and 31 December 1983 for registration in respect of (a) Black employees only, (b) White employees only, (c) Coloured employees only and (d) employees of more than one population group?

The MINISTER OF MANPOWER

- (a) 2
- (b) None
- (c) None
- (d) 4

CCAWUSA MEMBERS WARNED

By JOSHUA RABOROKO

THE leader of the Commercial, Catering and Allied Workers' Union (Ccawusa) has warned the over 10 000 country-wide members against dissidents who call "secret meetings" in an attempt to split the union

Ccawusa's president, Mr Isaac Padi, also revealed that there were sources which were trying to make the union multi-racial — a move that recently caused a split in the Media Workers' Association of South Africa (Mwasa)

He was responding to a "secret meeting" called in Soweto by two former shop stewards who apparently urged delegates/members to split from Ccawusa and form their own union

Mr Padi told The SOWETAN yesterday that the two shop stewards were expelled from the union following misunderstandings with the executives

"These men were called to attend several meetings with the region, but apparently for reasons best known to themselves they stayed away," he said

Strike at BM

By ALINAH DUBE

AN agreement was yesterday signed by both the National Automobile and Allied Workers' Union (Nawu) and BMW at the Rosslyn plant, Pretoria, to seal "the restoration of industrial peace."

The agreement between the two parties also ended a two-week strike at the company. The plant resumed full production following a decision by workers to accept the company's

existing work scale as employment conditions

The communications manager of BMW, Mr Pierre de la Rey, said workers signed a declaration indicating their willingness to resume working under the existing conditions

He pointed out that the company had adhered to its original position of not granting

wage increase. "In all the existing conditions between ourselves"

About at the plant tools were fixed about hour and on January, demanded the board increase. The down occurred manager alleged that incidents of intimidation of black. Asked if said to have fixed as wild elements

Pretoria inspector dies

A PRETORIA East circuit inspector died early yesterday at the Kala-fong Hospital after sustaining injuries in a car accident

Mr Andrew Madlala (63) of 16 Masiwana Street in Atteridgeville was injured on Sunday and was rushed to hospital in a critical condition

According to his daughter, Ms Lydia Madlala, her father was travelling with a friend from Mamelodi when they were involved in the accident

She said when the family visited him at hospital he was in a semi-conscious state

Mr Madlala is sur-

vived by his wife Misiwe, a teacher at a local high school, and three children. Funeral arrangements are still to be made

Sawden 8/2/84 138

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Action

138 Star 8/2/84
Govt wages 'are within budget'

Allegations that high salaries of civil servants were the main cause for the Government's money problems were far-fetched, the Public Servants' Association has said in Pretoria

In response to recent Press reports, Dr Colin Cameron, president of the association, said the past few years' annual budgets provided for the improvement of civil servants' salaries, but there was no indication that the amounts set aside had been exceeded

The salaries had been increased to bring them into line with those of the public sector, he said — Pretoria Correspondent

Govt blocks union's bid

Mercury

16/2/84

~~16~~

138

Mercury Correspondent

JOHANNESBURG—For the second time in a few months, the Department of Manpower has blocked an attempt by a union to have a key labour issue tested in the Industrial Court

This move comes in the wake of employer resistance to the Court's role, which resulted in unions and workers winning several major advances last year

The department's director-general, Dr Piet van der Merwe, has said the Government is planning to curb the Court's power by defining more strictly an 'unfair labour practice'. This is widely defined at the moment and unions have brought several successful 'unfair practices' cases before the Court

The two moves prevent unions bringing alleged 'unfair labour practices' cases to the Court and have prompted speculation that the department is already moving to curb the Court's powers

However Dr van der Merwe denied yesterday that there had been any change in the department's attitude towards the Court

Any move to block 'unfair labour practices' cases was taken only after 'careful consideration' and each case was treated on its merits, he said

The department's decision on these cases could be challenged in the Supreme Court and it therefore did not take these decisions lightly, he said

The latest move to block a court action is reported in *The Journalist*, journal of the Southern African Society of Journalists

It says the SASJ has declared a dispute with the *Daily Dispatch* newspaper over its alleged refusal to join the unofficial conciliation board at which the SASJ bargains wages and conditions with newspaper managements

Stipulated

It asked the Minister of Manpower to appoint a conciliation board to settle the dispute and to include in its terms of reference the SASJ's charge that a refusal to bargain with it was an 'unfair labour practice'

The minister has now granted the request for a board — but has stipulated that it must not consider the dispute as an alleged 'unfair labour practice'

Unless there is an industrial council in an industry, 'unfair practices' disputes cannot be referred to the Court unless a conciliation board considers them first and this decision bars the union from taking the case to the Court

SASJ sources said yesterday the dispute between it and the *Dispatch* was almost identical to an earlier dispute between it and other newspaper companies who had withdrawn from the conciliation board

In the earlier case, the department allowed the case to go to court and the union won a temporary order instructing employers to bargain with it

This, they suggested, meant the department had now changed its stance

Dr van der Merwe said he was not aware of the details of the SASJ dispute

But, he said, the department refused to allow a dispute to go to the Court only when the application did not meet the legal requirements or if it believed the applicant had no chance of success

Musicians open ¹³⁸ union to ^{S. Times} all races ^{12/2/84}

By DOREEN LEVIN

THE 71-year-old Musicians' Union has gone multiracial.

Permission for other races to join the newly named South African Musicians' Union and Associated Professions, was received by its president, Mr Harold Herbert, on Friday.

The old Musicians' Union, founded in 1913, served South Africa for 50 years before changing its name and status to the Transvaal Musicians' Union.

Application to go national and change the union's name and constitution was made last year.

Mr Herbert, who has been president for 18 years, said he was delighted.

"Permission to change our name was granted last August," he said.

Members

"Members include cabaret artists, singers, from pop to classic, and, of course, instrumentalists.

"Our present membership is over 500, and we already have 30 black and coloured people who have been waiting to join.

"Now that we are multiracial, I'm sure our membership will snowball.

"We have already formed branches in Durban and Cape Town, and I've been asked to address musicians in Bloemfontein, to form a Free State branch there.

"This means we will have even greater strength in protecting the rights of musicians of all races."

Workers
resign
from

mill *Q. Dispatch*

EAST LONDON — The total workforce of 150 tendered their resignations to the management of the KSM Milling company in Queenstown yesterday according to a statement by Mr Gordon Minkley, the managing director of the company

The statement said that following a dispute over the last few days and the dismissal of 11 employees as a result of disciplinary action, 150 employees tendered their resignation

The statement said that the resignations had been accepted and the company would begin to hire a new workforce during next week.

The gates of the plant in Queenstown were locked yesterday and about 200 workers were standing outside. —
DDR

D. Disputa
Azapo
17/2/84
link
138
caused
dispute

EAST LONDON — The dispute at the KSM Milling company in Queenstown stemmed from a visit by an official of the African Food and Canning Workers Union (AFCWU) to a meeting of the Azanian People's Organisation, Mr D Vani, secretary of the AFCWU in Queenstown, said yesterday

Mr Vani said the chairman of the Queenstown branch of the AFCWU, Mr M Ngoma, attended a meeting of Azapo in Johannesburg recently

"The AFCWU does not wish to be associated with Azapo" Mr Vani said

He said that the AFCWU had expelled Mr Ngoma on his return from Johannesburg and had asked the KSM management to consider transferring Mr Ngoma to another plant

Mr Vani said that 11 AFCWU members employed at KSM had been involved in some sort of confrontation with Mr Ngoma and had subsequently been dismissed by the company

The whole workforce had then come out in sympathy with the 11 workers

Mr Mncedis Mblini the secretary of the Queenstown branch of Azapo, confirmed that Mr Ngoma had attended a meeting of Azapo

Mr Mblini claimed that Mr Ngoma had been manhandled off the premises of KSM

A statement by the managing director of KSM, Mr Gordon Minkley, that the workforce had "resigned" has been disputed by Mr Vani

"The workforce has in fact been dismissed by management," he said "We are waiting for the outcome of further negotiations between the AFCWU and management I have communicated with management that we are waiting for the next stage of talks," Mr Vani said

Mr Minkley said yesterday he was not in the process of negotiating with AFCWU

KSM workers were informed yesterday that they could collect their money at the plant and that the company would be rehiring in March when former workers could apply for jobs —
DDR

Herald 23/2/84
New plastics union launched (38)

A NEW body, the Plastics and Allied Workers Union (Pawu), was launched at a meeting of about 80 workers in Bellville South last week.

According to one of the organisers, the union has signed up the majority of workers at the Northern Suburbs factories of Elvinco, Marley and Golnix. They needed only a few workers to reach a majority at the USA Brush factory. The total workforce in the four factories is about 826.

A constitution was formally accepted and an interim committee will run the union until proper elections are held.

(4/12) *(1/13)*

39 held outside Q'town mill

38

EAST LONDON — Police arrested 39 people outside the KSM milling company in Queenstown yesterday after complaints were received that workseekers at the plant had been assaulted and intimidated

2/1/84

Major C Langenhoven, of the district CID, said that uniformed police and members of the security branch went to KSM to investigate allegations of assault and intimidation of people who were applying for jobs at the plant

D. Dignified

Major Langenhoven said that his men arrested 39 people and were holding them pending investigations into the allegations

There has been an industrial dispute at the KSM plant for the past two weeks resulting in the entire workforce of 150 resigning last Tuesday, according to management at the plant

Mr D Vani, secretary of the African Food and Canning Workers Union (AFCWU), denies that the workers resigned and claims that they were dismissed by the management

Mr Vani said yesterday that the AFCWU strongly condemned the action taken by the police and blamed the management at KSM for the delay in finding a suitable solution to the dispute

Mr D Galloway, personnel manager at KSM said yesterday that the situation at the Queenstown plant had not changed since last week but that management would be having further talks with the AFCWU later this week

Mr Galloway said that some of the former workers had collected their pay and that the plant was in operation. They had not started to recruit any full-time labour — DDR

RDM 29/2/84 (138)

Call to boycott leading bank

Labour Correspondent

WORKERS fired after a strike at insurance giant Liberty Life last year are to launch a boycott of Standard Bank tomorrow, their union, the Insurance, Assurance and Allied Workers Union (IAWUSA), said yesterday.

According to the union's president, Mr Joe Seoka, the campaign against Standard is an attempt to revive last year's consumer boycott of Liberty and its associate companies.

Standard has an investment in Liberty and IAWUSA hopes the boycott will prompt it to persuade Liberty to take back the workers.

But a bank spokesman said yesterday that, despite its investment, Standard was not involved in managing Liberty and could not become involved in the dispute.

Mr Seoka said the boycott would be a national campaign but would focus at first on Standard's Jabulani branch in Soweto. Fired workers would picket the branch, he said.

Last year's strike occurred after Liberty refused to recognise IAWUSA because it is open to blacks only.

Liberty fired the strikers and IAWUSA then launched a boycott of Liberty and two companies associated with it, United Building Society and Sales House. However, the boycott petered out.

Mr Seoka charged that the boycott had dwindled because of "harassment and intimidation of boycotters". The union had now decided to revive it.

"This time, we have decided to concentrate our efforts by campaigning against only one company associated with Liberty — Standard Bank."

The main thrust of boycott activities would centre around the Jabulani branch, which shared a building with a UBS branch, he said.

The union would appeal for support for the strikers who, he said, had been workless for four months because Liberty would not negotiate with them.

SCORES of on-lookers watched as about 30 strikers fired by the giant Liberty Life insurance company picketed outside the Standard Bank building in Jabulani, Soweto, yesterday.

The pickets carried placards reading "Standard Bank and Liberty exploit Blacks Shame", "Standard Bank reaps profits and blood money in Liberty Life" and "Support the workers and boycott Liberty".

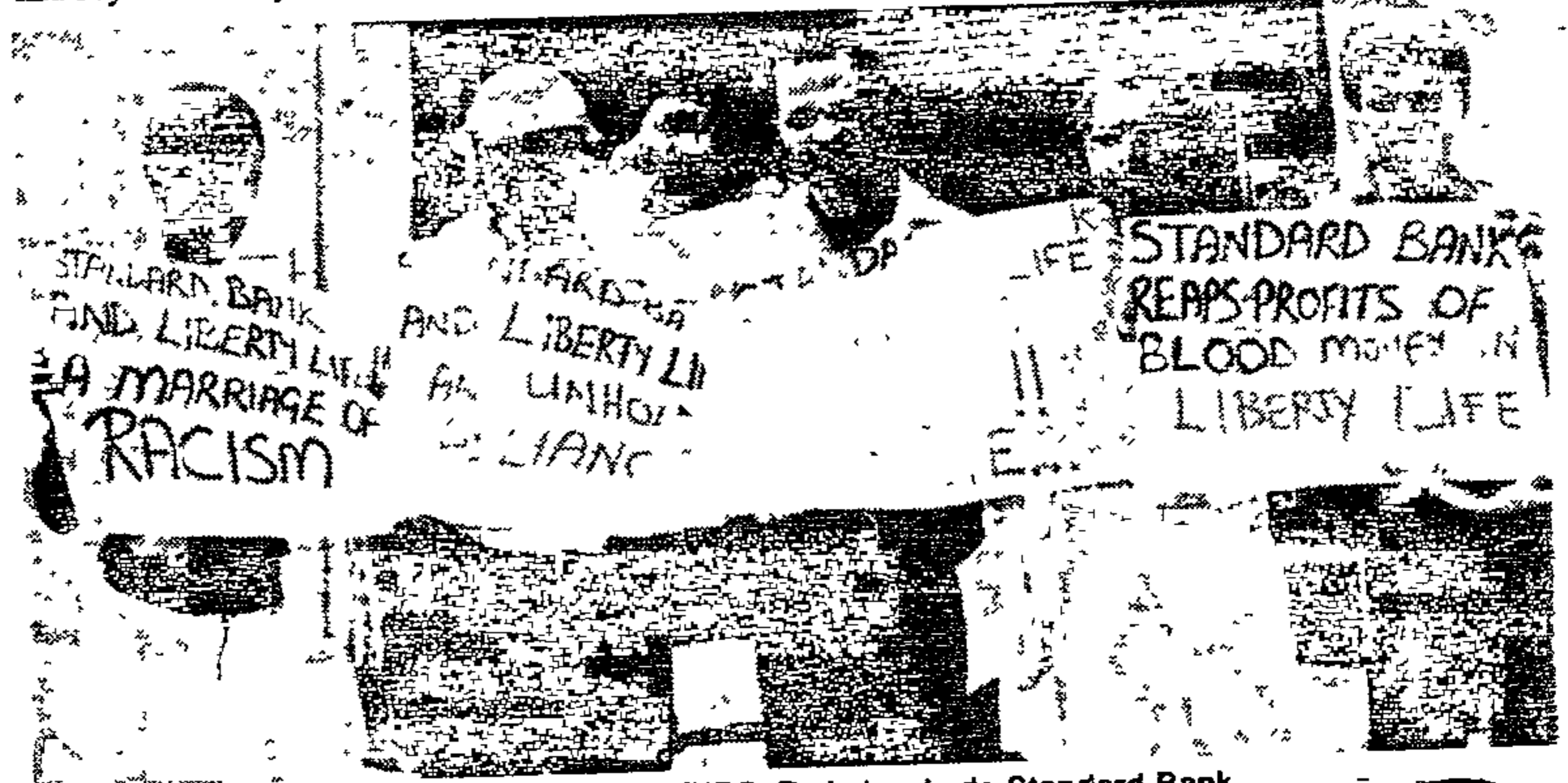
Strikers picket bank

They said they were protesting because the bank owned 50 percent of Liberty Life

The picket is part of a campaign by the Insurance and Assurance

Workers Union of South Africa (Iawusa) to win the reinstatement of strikers and the recognition of the union at Liberty

About 90 workers were fired last September after they went on strike in support of demands that Liberty should recognise Iawusa. The company says it will not recognise the union because membership is open to blacks only



LIBERTY LIFE STRIKERS Picket outside Standard Bank.

138 289 165
Haps 6/3/84

Saucy slip-up cost Willard the waiter his five-star job

By PIPPA GREEN, Labour Reporter

A FIVE-STAR city hotel has been ordered by the Industrial Court to reinstate temporarily a waiter who claims he was unfairly dismissed

It was alleged that a major reason given for the dismissal of Mr Willard Nodlela, who worked at the Mount Nelson Hotel for nine years, was that he had served tartare sauce in a stainless steel instead of a silver bowl

It was alleged that, at the time, he was serving the then managing director of the hotel, Mr K Morton-Chance, and his guests

Mr Nodlela, who is on the executive committee of his union, the Liquor and Catering Trades Employees' Union, alleged he was unfairly dismissed

"I have been a waiter for nine years I think they were trying to get rid of me because of my union involvement," he said after his reinstatement

He was temporarily reinstated for three months, pending settlement of the dispute.

The general secretary of the union, Mr Ted Frazer, alleged the dismissal was "victimisation"



Mr Willard Nodlela smiles after hearing the Industrial Court has temporarily reinstated him.

"The waiters were very busy on the night of Mr Nodlela's dismissal. Everyone was under pressure, and Mr Nodlela put the tartare sauce on the table for people to help themselves. This was not an unusual thing to do."

Mr Frazer alleged it was also not the first time waiters had served tartare sauce out of stainless steel bowls

"Sometimes when there is a function at the hotel, the silver bowls are used elsewhere," he said

Musicians' union ¹³⁸ is now multiracial

PROFESSIONAL musicians in South Africa are now not only better organised (Show Mail, February 8) Their union has gone multiracial, opening up a whole new field of activity.

The South African Musicians' Union was the Transvaal Musicians' Union (TMU) while the old South African Musicians' Association (Sama) was still in being. When the latter finally collapsed it took over the title and went national

The revised constitution approved last month (after being unchanged since 1950) deletes any reference to race, thus opening the way for black musicians to join

This will mean in practice mainly pop group members, for which the TMU never catered, and a sudden influx of these is expected by honorary president Harold Herbert and his executive committee

"In fact," he tells me, "the first non-white pop group to join us is The Rockets

"We invite other pop

MUSIC J RALPH DRAPER

groups to join too, especially if they are willing to help us fight the problem of imports. For instance, when overseas bands come to this country for engagements they should join our union"

Another departure has been in widening Samu's membership scope beyond the traditional band and orchestral musicians, singers, recording and broadcasting performers and agents

Cabaret artists are now joining, and the first is the popular South African comic Pip Freedman

"In effect," says Mr Herbert, "our name is now really 'SA Musician's Union and Associated Professions'."

Meanwhile, Samu is intensifying its efforts in the traditional areas of victimisation and late or non-payment

"Last year we collected some R20 000 from two organisations alone for underpayments and unpaid leave.

All this was given to the musicians involved — not a penny was kept back for running the union"

A fundamental problem has been that some local musicians have "become disheartened by the whole scene" Because of broken agreements and importations some are taking day jobs and playing at night

Many were abruptly put out of work by the vogue for replacing live musicians with televised entertainment in cafes and clubs. Owners find it cheaper and easier to put in a TV set instead

"This means the demands on the union are increasing all the time," Mr Herbert said "We have given away thousands of rands to musicians and their dependants to tide them over, say, a death

"Too many musical pensioners are living under the breadline, so we subsidise their pensions and help with medical and legal expenses for as long as they need it

"For ongoing liabilities, we also give loans — free of interest and for no fixed term. And they don't pay anything into the fund

"Because of our income from investments and donations, this fund is non-contributing — and that's a fantastic thing in this day and age"

Pay increase is an 'insult' say workers

N. Murray

9/3/84

Mercury Reporter

~~138~~ ~~138~~ 138

WORKERS at Tongaat Milling have rejected an 11,95 percent pay rise offer and are planning a protest until their wage demands are met, according to Mr Norman Middleton, a spokesman for the Food and Beverages Workers' Union.

He said yesterday that the workers were demanding an across-the-board increase of R15 a week, but the company offered R5

'The workers rejected the offer as they consider this an insult,' he said adding that the company was boasting that it was granting an increase of 11,95 percent.

'This may sound a substantial amount when one is earning R500 and upwards, but to the lowest paid worker, earning about R42 a week the increase is negligible,' he added

Mr Middleton said the decision to reject the increase followed several wage negotiation meetings which failed to resolve the matter 'We informed the company that the offer is not acceptable and as far as we are concerned the talks have reached a deadlock.

'The workers were prepared to reach a compromise by settling for an increase of R10, but the company refused to budge,' he added

Mr Bob Blair, the company's chief personnel manager, yesterday confirmed that the workers rejected the offer.

'Negotiations are still continuing We hope to have the matter settled later in the month'

Bus drivers refuse to go back to work

11/3/84
By Barney Mthombathi

THE strike by municipal bus drivers — which left thousands of workers stranded this week — resulted from the Durban Transport Management Board's unwillingness to negotiate with worker representatives, union officials said yesterday.

The strike enters its third day today and the drivers were in no mood to go back behind the wheel yesterday until the DTMB acceded to their demands.

The exact number of drivers out on strike is unclear. Management say about 200 — a third of the total — is out, while union officials put the number at 350.

The whole Clermont depot, which carries the biggest number of commuters, is out on strike, so is half the number of drivers at Ntuzuma, which also serves Kwa-Mashu.

The drivers are demanding recognition of their union, the Transport and General Workers Union, shop stewards and the scrapping of a works council system presently operating at DTMB.

DTMB's deputy general manager, Alan Bray, said the dispute was basically between anti and pro-union factions and that the strike was designed to force management to take sides. But this was flatly denied by the union.

"The dispute has a history as long as both my arms," Mr Bray said.

"Our attitude is they should go back to work before we can talk."

Mr John Mawbey, TGWU's branch secretary, said it was not true that the strike was caused by a power-struggle between two factions. The dispute centred around union recognition and DTMB's unwillingness to allow its workers freedom of association.

He said the board had granted the TGWU shop stewards, but had insisted the shop stewards sit on the works council, which also included non-union members and was chaired by a DTMB official. Thus the union had refused.

"We want a fully representative union, not a truncated-type of representation. We believe that a union is an independent organisation and when it has a plus 50 percent membership, it has the general right to represent its members, and we believe we have achieved this."

The workers wanted a committee of shop stewards, separate from the works council, which would negotiate with management for eventual recognition.

Mr Mawbey accused the DTMB's general manager Marshall Cuthbert of using "extremely heavy-handed" tactics to break the strike.

"He has given the drivers 48 hours to go back to work or face dismissal and has threatened us with the Riotous Assemblies Act because he says basically this is an essential service. If this is how he feels, then the only way to resolve it is to talk."

"Mr Cuthbert is taking the line that he won't talk until the drivers go back. We're willing to talk, but we won't go back."

Mr Mawbey said 55 percent of the drivers were members of the TGWU and that 350 drivers were on strike.

The drivers held a meeting at the Clermont depot yesterday and union organiser Mike Gwamanda said morale was high and there was no way some of them would go back to work.

JOHANNESBURG — The South African Boilermakers' Society found the Orderly Movement and Settlement of Black Persons Bill to be "unsatisfactory and unacceptable", its president, Mr Ike van der Watt, said yesterday

The union chief, addressing the congress of the South African Co-ordinating Council of the International Metalworkers' Federation, urged other unions to make submissions to the select committee that will hear evidence on the Bill after its second reading.

"It would be sad if the society were the only union to give evidence on this highly important matter," Mr Van der Watt told the congress

Bill is unacceptable, says union president

"I know that many workers and their unions are reluctant to become involved in matters affecting the Government I believe, however, that it is wrong not to make the voice of labour heard when legislation is involved or where the interests of workers are affected."

Although some unions had said that in the past their representations to Government were ignored,

Mr Van der Watt did not think this was a reason "not to make their voices heard".

The Orderly Movement and Settlement of Black Persons Bill that was being reintroduced to Parliament was in a form "which my own union finds unsatisfactory and unacceptable and which, I am sure, few unions here will like".

"If legislation is passed which merely perpetuates

the old 'dompas' system, those unions which remain aloof from direct action will not even be able to say they tried their best to prevent that, or to steer the legislation in a more humane and rational direction," he said

The Bill as it stood made "some concessions to workers" but left out the "main issue" — that the legislation was being put through

Parliament "without reference to the people whom it affects most closely".

Mr Van der Watt said it could be true that by making their voices heard now, black workers would be condoning a system which allowed them to be consulted only through their unions and not as citizens of the country

"But I believe we should ask ourselves whether it is sensible to allow injustice to continue if we have the chance to ease the lot of the workers"

The union had already submitted written evidence and had been informed that they would have the opportunity to give evidence directly to the select committee, he said — Sapa

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Factory fires striking workers

Mercury Reporter

MORE than 400 striking workers at Union Flour Mills in Durban, who are protesting against the new black taxation, were yesterday dismissed after ignoring repeated pleas by management to return to work

But, a spokesman for the workers said they did not accept their dismissal

'If we are fired then the factory must close down We are not go-

Hevel 15/3/84

Plans to control League officials

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NEW moves to control Public Service leaders and to make it easier for the rank and file workers to have their say could have far-reaching implications if they are taken up nationally.

The Tygerberg district of the Public Servants' League suggested tough new measures on members and officials, and continued the past few weeks' struggle against alleged "undemocratic" practices prevalent in the League.

There has been a bitter struggle in the Press between League members and League office-bearers. The target of heavy criticism recently has been Mr Malcolm Domingo, the League's chairman.

And among the measures proposed as amendments to the League's constitution

were controls on the actions of the chairman and the national executive. These include:

- the national committee should meet every three months instead of every six

- districts which show no sign of functioning would not have representation on the national committee or national executive

- the National Chairman's allowance should be stopped

- the entire National Executive would decide on dates and venues for national committee meetings, not the national chairman alone.

One other major decision concerned the big problem of keeping members accountable to some authority.

It was resolved at Saturday's meeting that if a member wanted to resign from a branch, he would effectively cease to be a member of the Public Servants' League. Mr Malcolm Domingo, League Chairman, has resigned from both his branch and district.

Explaining the reasoning behind this move, Mr M Wessels, new chairman of the Tygerberg District and National Committee delegate, commented: "We are not trying to cut down on members.

"We merely want to make sure that all our members are accountable to some authority —

a branch or district. The branch is the basic unit of organisation in the League. It is here where new members have to make application for membership. The district consists of the branches."

The amendments were aimed at creating greater worker participation and democracy in the League, he said. Many felt these qualities to have been lacking, and if accepted by other Districts they could have far-reaching implications for the League.

- The new Tygerberg executive is: Mr M Wessels (chairman), Mr H D Louw (vice chairman), Mr H Van Niekerk (secretary), Mrs S Bes (assistant secretary), Mr J Engelbrecht (treasurer) and two additional members, Mr M Arendse and Mr P Beukes. The delegate to the National Committee is Mr M Wessels.

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

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

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

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

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

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

Negotiations

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

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

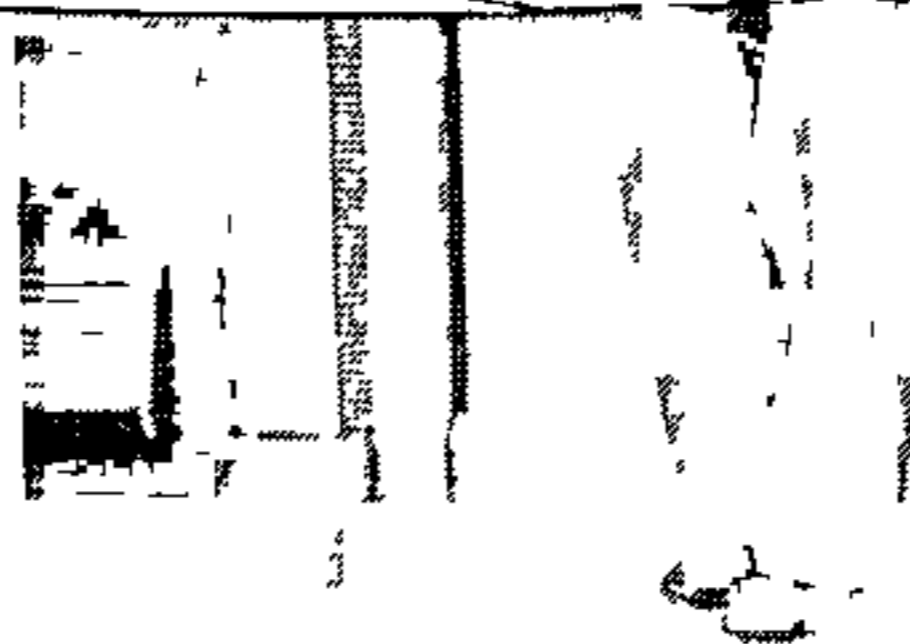
METAL UNIONS ⁽¹³³⁾ ⁽¹⁵⁰⁾ ⁽¹⁸⁹⁾ Forging worker links ^(140A) ⁽¹⁴³⁾ ⁽¹³⁵⁾

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

Present at the conference was Herman Rebhan, general secretary of the IMF, which represents 14,5m metalworkers worldwide.

The SA council is composed of unions

Financial Mail March 16 1984



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

Next year could see united action

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

RURAL FOUNDATIONS

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

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

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

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

create something. You cannot expect miracles overnight."

The IMF council's revival is also expected to lead to unity talks in other industries. National Automobile and Allied Workers' Union (Naawu) official Brian Fredericks, the FM that council unions active in motor industry will be meeting in May to discuss joint action. Unions involved will include Naawu, Micwu and Mawu. A fourth union, the Cusa-affiliated United African Workers' Union, which is a member of the council, will also participate in these talks. If co-operation develops about between these unions — and seems inevitable — they will be in a position to dominate both the motor assembly and motor components industries.

Co-operation

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

The SA council's aims and objectives are:

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

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

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

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

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

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

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

- To render organisational, administrative and other facilities to member unions,
- To elect persons to represent the council on occasions that may be deemed necessary,

- To involve itself in any matters affecting metalworkers and their organisations,
- To work with any other trade union body whose aims and objectives are in conformity with IMF objectives, and

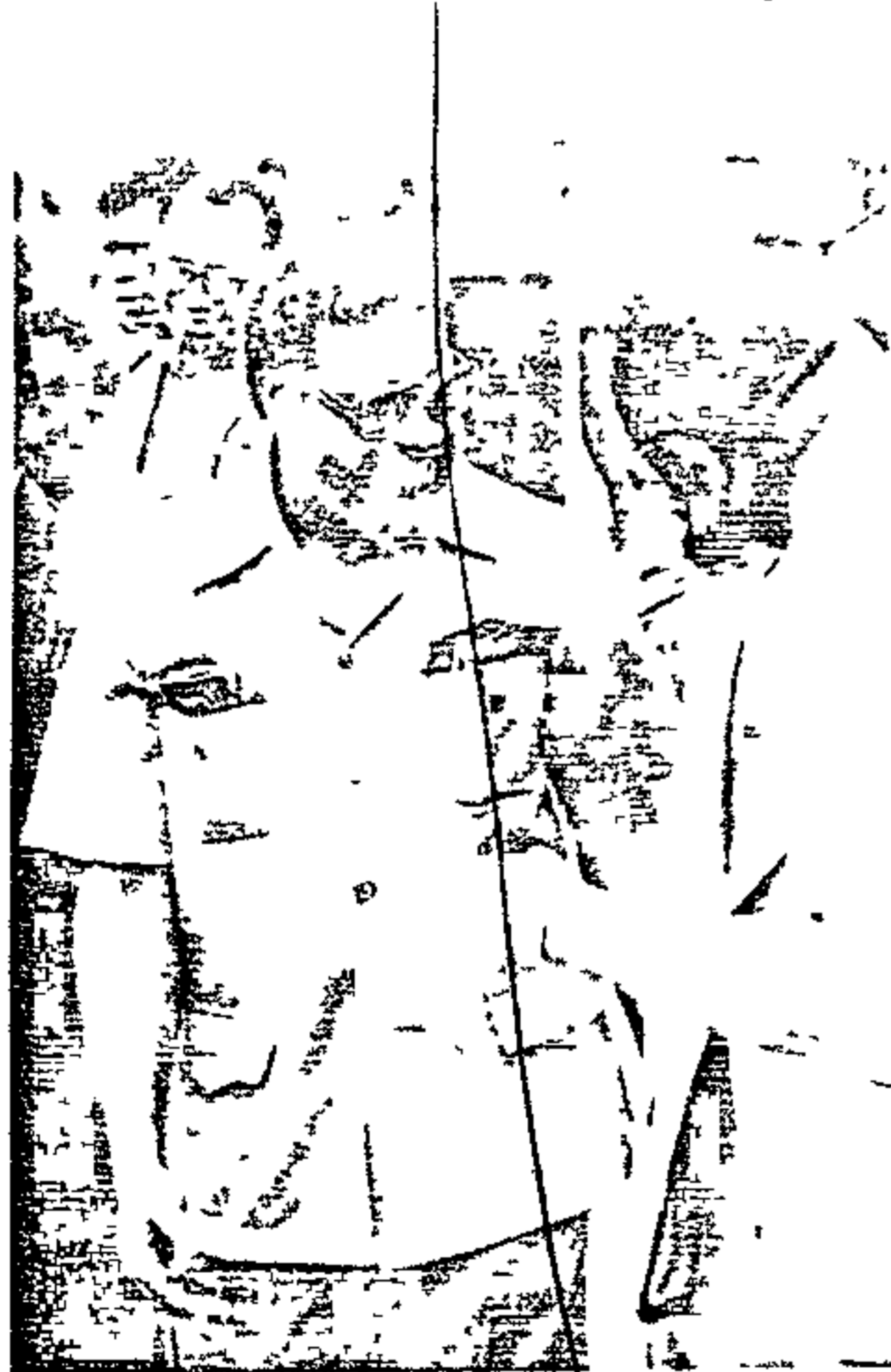
- To inform the IMF on developments in SA, to carry out IMF decisions and to co-operate with the IMF affiliates in other parts of Africa.



Toivo ... returning to lobby for Swapo

progress in monitoring southern Angola and handing it back to MPLA control. The JMC is moving its headquarters further south to Evale for the next phase of the operation.

Last week's tension between SA and Angola has subsided with an "unambiguous assurance" from Luanda that it stands by the Lusaka agreement that set up the JMC. Angolan deputy Foreign Minister Venancio de Moura said this week that the Angolan-



Nujoma ... offer to finance a 'palace revolution'?

Cuban statement of support for Swapo and the African National Congress (ANC) merely repeated "positions of principle." He regretted that attention was not paid to the statement's "most important part: the gradual withdrawal of Cuban troops in Angola under certain conditions."

In Namibia itself the political scene is in turmoil. The Multi-Party Conference (MPC) was dealt a blow when one of its most prominent members, Chief Justus Garoeb, withdrew his Damara Council and went into an alliance with Swapo.

Patriotic front

The indications are that Swapo is trying to form a "patriotic front" with other groups to undermine the MPC. Swapo leader Sam Nujoma has had meetings with dissidents from another MPC member, Swanu, and has reportedly offered to finance a palace revolution in the party.

If Swanu president Moses Katjuongua gives in to pressure for a party congress, there is a chance that the party might also decide to ally itself with Swapo. It is thought in Namibia that Swapo has approached other internal politicians and that lobbying will be continued by Herman Toivo ja Toivo — who is on his way home from visits to Lusaka, Dar es Salaam, Harare and Luanda.

UNIONS

Unity in sight

The prospect of two major trade union federations and several unaffiliated unions forming a powerful new federation representing more than 300 000 workers grew more likely this week.

Following talks held in Johannesburg earlier this month, representatives of the unions met in Durban in an attempt to cement their relationship, as the *FM* went to press. If the talks are successful — and the indications are that they will be — the new federation will be the largest, mainly black, union organisation ever formed in SA.

Although the unions involved are reluctant to comment, the *FM* understands that the participants represent the Federation of SA Trade Unions (Fosatu), the Council of Unions of SA (Cusa), the Food and Canning Workers' Union, the General Workers' Union, the Cape Town Municipal Employees' Association, and the Commercial Catering and Allied Workers' Union of SA.

The Johannesburg meeting earlier this month broke the impasse which has blocked unity moves for almost a year. In the past the main stumbling block arose from disagreements between the bigger and more established unions, and newer organisations linked to community groups. The newer unions are the SA Allied Workers' Union, the General and Allied Workers' Union, and the Municipal and General

SHOP

In a story about the dispute between two unions in Natal last week, the *FM* mentioned that Tucsas has a closed shop at the James North Africa factory. Tucsas's general secretary Arthur Grobbelaar points out that this should have read "The Tucsas union has a closed shop."

Workers' Union of SA

The established unions, disturbed at what they perceived as attempts by the "community" unions to delay the formation of a new federation, brought matters to a head in early March — indicating they would go ahead with their plans.

Community unions were gravely offended at being offered only observer status at the Johannesburg meeting — which the larger organisations justified on the grounds that the community bodies did not appear ready to support a new umbrella organisation.

There is disagreement on what happened next. According to the established unions the community bodies walked out. The smaller unions, on the other hand, claim they were expelled from the meeting. Last week the unions claimed they still wanted to be involved in the unity talks.

No one will say whether the community groups have representatives at this week's meeting in Durban — although it is regarded as highly unlikely.

Despite optimism that most of the obstacles to unity have been removed, there are still problems to be resolved. Personality clashes and accusations about past breaches of trust have still to be ironed out. In addition, the formation of a new federation will almost certainly require the "rationalisation" of many existing union posts and the allocation of some power, and revenues, to the federation — not matters on which unions easily agree.

BLACK EDUCATION

Continuing crisis

Unless parents, children and teachers can work together the crisis in black education will continue, says Es'kia Mphahlele, professor of African Literature at the University of the Witwatersrand. He was speaking at the regional annual general meeting of the SA Institute of Race Relations in Johannesburg.

Mphahlele says blacks must work out alternative non-formal structures and strategies, both within and outside the conventional system, to make education meaningful.

One problem was that the basic agreement between parents and teachers — that pupils in school should be disciplined and guided — no longer applied. It had been un-

SASJ concerned at City Press deal

The Southern African Society of Journalists says City Press, whose takeover by Nasionale Koerante was announced yesterday, is in danger of losing its independent voice

City Press, Drum and True Love have been sold to Nasionale Koerante, a subsidiary of Nasionale

Pers, by Bailey Publications

SASJ president Mr Dave Bleazard said the society was "extremely concerned"

"The society is opposed to any move which will further restrict the already limited diversity of viewpoints provided by the Press," a statement

said.

"Given the known political sympathies of Nasionale Pers, there is a very real danger that the independent and challenging voice of City Press will be muted if not muffled altogether"

The takeover was announced by Mr J E A Bailey, chairman and main

shareholder of Bailey Publications, and by Professor P J Cilie and Mr DP de Villiers, chairman and managing director respectively of Nasionale Pers

Mr de Villiers is also the chairman of Nasionale Koerante

In a joint statement, Professor Cilie and Mr

de Villiers said Nasionale enjoyed extensive black readership of books and freesheet newspapers, and this was now being supplemented by major newspapers and magazines

No basic changes in editorial policy were planned, they said

The publications would not be linked to any political movement but would endeavour to further the development of a society in which all its members enjoyed full participation, regardless of cultural origin, colour, language or sex

This was laid down in a charter specially drawn up as a statement of intent and guidelines — Staff Reporter, Sapa

Carpenters quit in pay dispute

Labour Reporter

CAPE TIMES 5/4/84
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CONSTRUCTION of a new zoology building on the University of Cape Town campus came to a "virtual standstill" yesterday when nine qualified carpenters walked off their jobs after being refused a pay rise

The men, all members of the South African Woodworkers' Union, said yesterday they had resigned because they felt they were being "exploited" by the contractor, R H Morris

They said they were being paid R3 50 an hour, the minimum laid down in the building industrial council agreement, plus a 10c an hour merit bonus

A request for an increase to R4 an hour was turned down last week. After further talks, company officials promised them a meeting with Mr P Read, the managing director, yesterday morning

"But when officials could not guarantee that he would come this morning, we resigned," a spokesman for the group said yesterday

Mr S Joseph, union organizer, said he had again spoken to a company official later yesterday morning, saying the men were still prepared to return if their pay demand was met, but they refused again

Mr Joseph said the going rate for fully skilled carpenters was R3 80 to R4 50 an hour

Mr Read said yesterday the men had been paid more than the minimum rate laid down in the Industrial Council agreement.

METAL INDUSTRIES Tough talks ahead

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

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

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

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

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

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

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

Continued on page 51

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Nicholson ... 'employers must be honest'

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

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

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

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

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

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

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

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

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

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

BRIAN FREDRICKS

Born to the trade

F m 6/4/84
Natal trade unionist Brian Fredricks is the man at the cutting edge of the recently-revived SA Co-ordinating Council of the International Metal Federation (IMF)

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

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

Fredricks (39) says he's looking forward

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

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

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

Unity

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

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

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

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

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

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

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

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

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

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

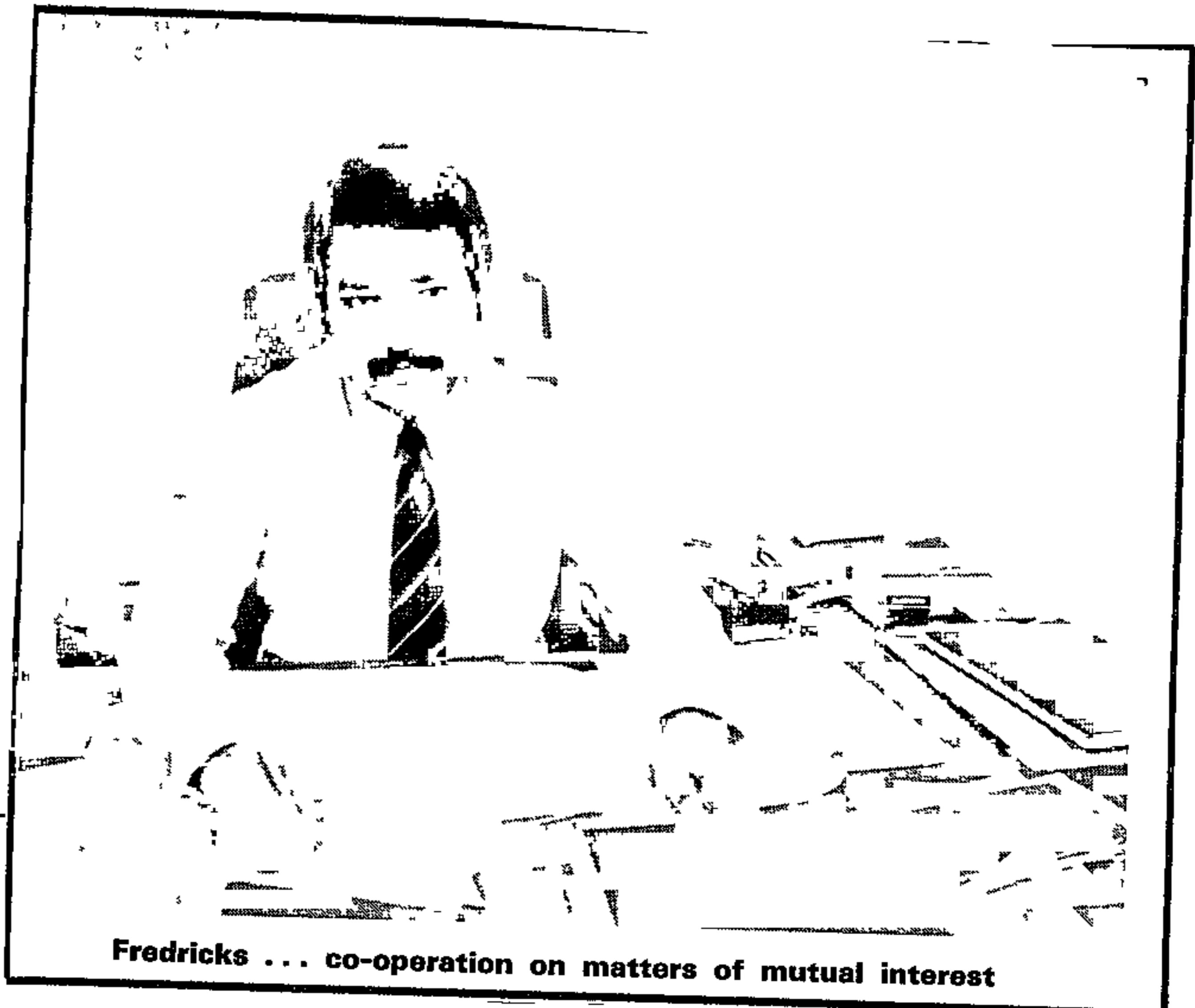
He went to a Catholic primary school and to Bechet College in Sydenham, but left before matric to help support his family. Working as a dispatch clerk at Motor As-

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

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

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

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



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

Poverty: Role of unions praised

• ARGUS 19/4/84

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Labour Reporter

EMERGING trade unions were central to the alleviation of poverty in South Africa, the Carnegie inquiry into poverty has heard

Summing up the findings of a labour group at the conference at the University of Cape Town, Dr Ari Sitas, a Durban industrial sociologist, said trade unions had made inroads into managerial prerogative and had established better job protection for their members

Workers had won higher wages in certain industries through their unions, while under the official Industrial Council bargaining system wages had fallen in real terms over the past 10 years

Delegates also heard that migrant workers who were sent back to the homelands when they became unemployed had

great difficulty getting unemployment benefits from homeland governments

Unemployment had become a problem of crisis proportions in South Africa, particularly in the rural areas

Suggestions

Among the labour group's suggestions to be put to the plenary of the Carnegie commission today are that

- Migrant workers be properly included in State-financed unemployment benefits to avoid maladministration of the funds by homeland governments

- More information be provided on the running of the unemployment and sick benefit fund and that the present "secrecy clause" be scrapped

- Workers' organisations be represented on these bodies

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Sugar unions clash

Two unions are locked in battle for pre-eminence in Natal's sugar industry. They are the Fosatu-affiliated Sweet, Food and Allied Workers' Union (SFAWU) and the non-aligned National Union of Sugar Manufacturing and Refining Employees (NUSMRE).

As the first black union to be established in the industry, NUSMRE seems to be in the dominant position. But the Fosatu union is challenging whether it is really representative.

So far, three mills in the C G Smith group have fallen to the SFAWU camp and others are under serious assault. NUSMRE's main power base is in the mills owned by the industry's other major employer, the Tongaat Hulett group, but there, too, it is being challenged by SFAWU.

Targets

According to SFAWU general secretary Jay Naidoo, his union is targeting several mills and refining complexes for takeover. "By the end of the year, a substantial portion of employees should be represented by us," he predicts.

So far, SFAWU's penetration of the industry has been relatively trouble-free. Unlike its Fosatu counterpart, the National

MINE TALKS START

FM 20/4/84

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The 1984 negotiations to set wages and working conditions for the approximately 25 000 mineworkers represented by the Council of Mining Unions (CMU) began this week between the CMU and the Chamber of Mines. They must be concluded before the May 1 deadline for salary increases. The CMU is demanding a total package increase well in excess of 15%.

Last year, the CMU won an 8% increase on standard pay rates for union men and a 1% rise in employer contributions to the Mine Employees' Pension Fund. It is unlikely that it will get much more this year. The chamber is bound to

use low gold and coal prices and the fact that the inflation rate has come down to 10% to resist union demands.

- Other CMU demands are
- An extra seven days' holiday leave,
 - Production bonuses for whites to be increased by R100/month,
 - An abolition of the 25-year ceiling placed on the 0,5% service increment for each year of service,
 - An increase in the special allowance paid to artisans who substitute for others, and
 - Standby and call-out allowance be increased to 7,5% from 5% of monthly wages.

Union of Textile Workers, whose push for recognition at the Frame Group textile factories has been frustrated at almost every turn, the sugar industry employers have been even-handed in dealing with the rival unions. A spokesman for the employers' association says current policy is to grant recognition to any union which can prove it is representative.

Naidoo reckons Fosatu's standing in Natal has helped rally workers behind his union. He adds that NUSMRE's beginnings as an offshoot of the industry's original works committees undermine its credibil-

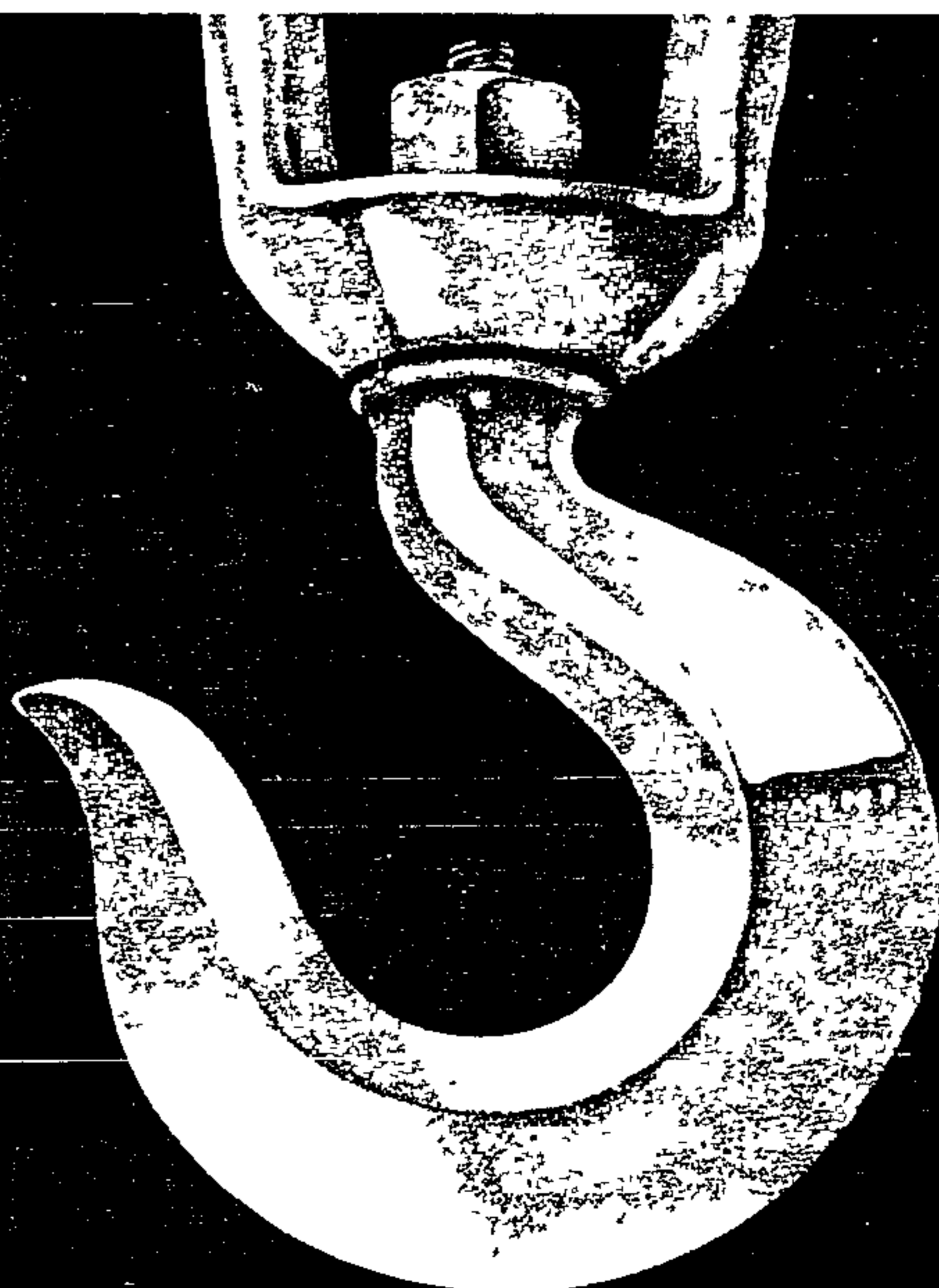
ity.

Though its attitudes have changed markedly since the early days, there are those who charge that it is too close to the employers.

Nonetheless, SFAWU seems a long way from winning its war. The NUSMRE is fighting hard. It has strong support in Kwa-Zulu and is spreading its activities into other industries, such as steel, milling and confectionery — in some of which it is again clashing with SFAWU. "The battle," says one observer, "is clearly far from over."

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ARGUS 25/4/84

Workers down tools over wage dispute

~~121/152~~ (138) ~~122/155~~
Labour Reporter

Rosenberg, was unavail-
able

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

A worker outside the factory said that by mid-day today, the dispute had not been settled

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

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

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

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

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

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

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

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

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

Guild ¹³⁸ applies to join Tucsa

Own Correspondent
26/4/84

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

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

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

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

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

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

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

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

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

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

INDUSTRIAL LAW

~~10/18/84~~
138
~~138~~

The biggest reinstatement

In what is believed to be the largest reinstatement order yet issued, the Industrial Court has instructed Vereeniging cable manufacturer, African Cables, to temporarily reinstate 324 workers who were fired after a dispute in January.

The order, which remains valid for up to 90 days, came into effect on April 18. It requires that the company either pay the workers for the period of the order, without necessarily re-hiring them, or permit them to return to work.

A company spokesman told the *FM* that the workers have been paid for April 18-24. He would not comment further on the company's intentions regarding reinstatement. But a lawyer acting for the workers says he expects them to be back on the job by Monday.

The application for temporary reinstatement was brought by workers who are members of the Engineering and Allied Workers' Union. The background to the dispute is that the company cut its working week to four days in October 1983, because of depressed economic conditions. This year it returned to a five-day working week, beginning Monday January 9. Because Monday January 2 was a public holiday, Friday January 6 was meant to be a normal working day, so that the first week of the year would be a four-day one.

On the 6th some workers reported for work, while others did not. On the following Monday, the vast majority of workers reported for duty. They did not commence work, however, but demanded to speak to African Cables MD Peter Muller. According to a source close to the union, Muller refused to address them *en masse*. Later in the day, according to the same source, the police were called in and ordered the workers to disperse. The company disputes the details of this action.

Document

The next day, Tuesday, management set up tables inside the factory area at which workers were told that they had to sign a document agreeing to certain work conditions before they would be allowed to work. These included undertakings not to participate in illegal work stoppages. While 195 agreed to sign, 404 refused and were later fired.

Of the 404, 327 made application to the Industrial Court for reinstatement. Last week the court ruled that all but three of them should be reinstated.

In court, counsel for the union members argued that they had not been adequately informed by management of the change back to the normal working week. Counsel

also alleged that the company had been "unfair" in requiring workers to sign a new contract of employment or face dismissal.

It was also argued that mass dismissals can only be justified in situations in which companies are experiencing economic problems and in which the dismissal of workers is part of a retrenchment exercise.

Counsel for the company countered that the undertaking the workers had been required to sign did not constitute a new contract of employment, but was rather a confirmation of existing work conditions. Company counsel also argued that if the workers were reinstated, African Cables would have to fire workers who had been hired to replace them and that this would cause unrest and dissatisfaction.

The court found that management had taken adequate steps to inform the workers of the change to the working week and that there could not have been confusion about January 6 being a normal working day. It also found there was an element of coercion involved in the workers' decision not

to sign.

However, mass dismissal was not regarded as the appropriate remedy in the circumstances.

The court also found that African Cables had acted "overhastily" in recruiting new workers as quickly as it had, especially when it knew that the fired workers had taken steps to obtain reinstatement.

Labour law

Labour law requires that the dispute should now be discussed at the metal industry industrial council. If no resolution is reached, it could be referred back to the Industrial Court for a final decision. The decision to grant reinstatement could be indicative of the court's attitude towards the dispute.

Labour commentators say that even in a climate in which the Industrial Court is regarded as moving in a more conservative direction, this judgment indicates that it does not regard mass dismissal as the appropriate remedy to industrial unrest.

CALL TIMES 27/4/84
**Fired GWU workers
defect to rival union**

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

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

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

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

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

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

and Paulo Freire.
writers on education this century has produced - Ivan Illich
This analysis will draw heavily on two of the most important
How can that 'all' be as inclusive as possible?
- to all
How?
- shall be opened
How are we to define the 'doors of learning' in 1984?
- the doors of learning
of that aim:
to all." The aim of this paper will be to look at each part
this way: "The Doors of Learning and Culture shall be opened
Freedom Charter defines the goal of a just education system in
How can the Doors of Learning and Culture be open to all? The

Paddy Kearney

EDUCATION FOR JUSTICE

Council workers demand more

Cape Times 30/4/84
198

Municipal Reporter

MORE THAN 3 000 Cape Town City Council workers unanimously rejected the council's present wage structure as "discriminatory" and "loaded against the lower-paid workers" at a meeting at the City Hall on Saturday. The secretary of the Cape Town Municipal Workers' Association, Mr J H Ernstzen, said labourers were being paid starvation wages and were tired of begging.

"Workers say they are finding it hard to make ends meet and cannot feed and educate their children when they hardly have enough money to pay their rent, bus and train fares," he said on Saturday.

"They say they can no longer bear to see their children go hungry at

night, go to school without decent clothes, and be driven to crime in desperation.

"And so CTMWA has unanimously resolved to demand that all workers in the employ of the City Council be paid a living wage. The Executive Committee and General Council of the union have been instructed to submit immediately the following demands to the City Council."

- That labourers be paid a minimum wage of R119 55 a week as opposed to the present R59 77 a week.

- That the scales of pay of all other workers earning more than labourers be increased accordingly.

Workers would consider further action if workers were not paid a living wage, Mr Ernstzen said.

struggle against apartheid
for majority rule in South
Africa

CALL ON APARTHEID

The communique called for
abolition of apartheid, prefer-
ably by peaceful means and
called for talks between the
country's whites and blacks
However, it said apartheid
should be abolished by whatever
means were necessary

The communique was en-
dorsed by the presidents of the
ANC and Swapo

The president of Swapo, Mr
J Nujoma, said South Afri-
ca's troop withdrawal from An-
gola would in no way affect the
struggle for SWA/Nami-
bians' independence

Municipal workers demand pay rise

Staff Reporter

MUNICIPAL workers tired of
"begging" are to demand higher
wages from Cape Town City
Council

A meeting of more than 3 000
council workers in the City
Hall yesterday rejected the
council's wage structure as
"discriminatory" and "loaded
against the lower-paid work-
ers" said the secretary of the
Cape Town Municipal Workers
Association Mr J H Ernstzen

He said the workers claimed
that labourers were paid "star-
vation wages" and could not

manage on their pay packets

"How must we feed our chil-
dren and send them to school
when we hardly have enough
money to pay our rents, bus
fares and train fares to work?"
was the sentiment expressed,
according to Mr Ernstzen

R119,55 MINIMUM

Workers were "tired of beg-
ging" Mr Ernstzen said, and
the CTMWA would demand
that all workers employed by
the council be paid a "living
wage"

The executive committee
and general council (shop ste-

wards) of the union had been
instructed to demand that

● Labourers be paid a mini-
mum wage of R119,55 a week
as opposed to R59,77 a week at
present

● Pay scales of all workers
earning more than labourers
be increased accordingly

Workers would consider fur-
ther action if their demands for
a realistic living wage were
not met, Mr Ernstzen said

● A City Council spokesman
said today that as soon as the
CTMWA's representations were
received they would be placed
before the Executive Commit-
tee for consideration

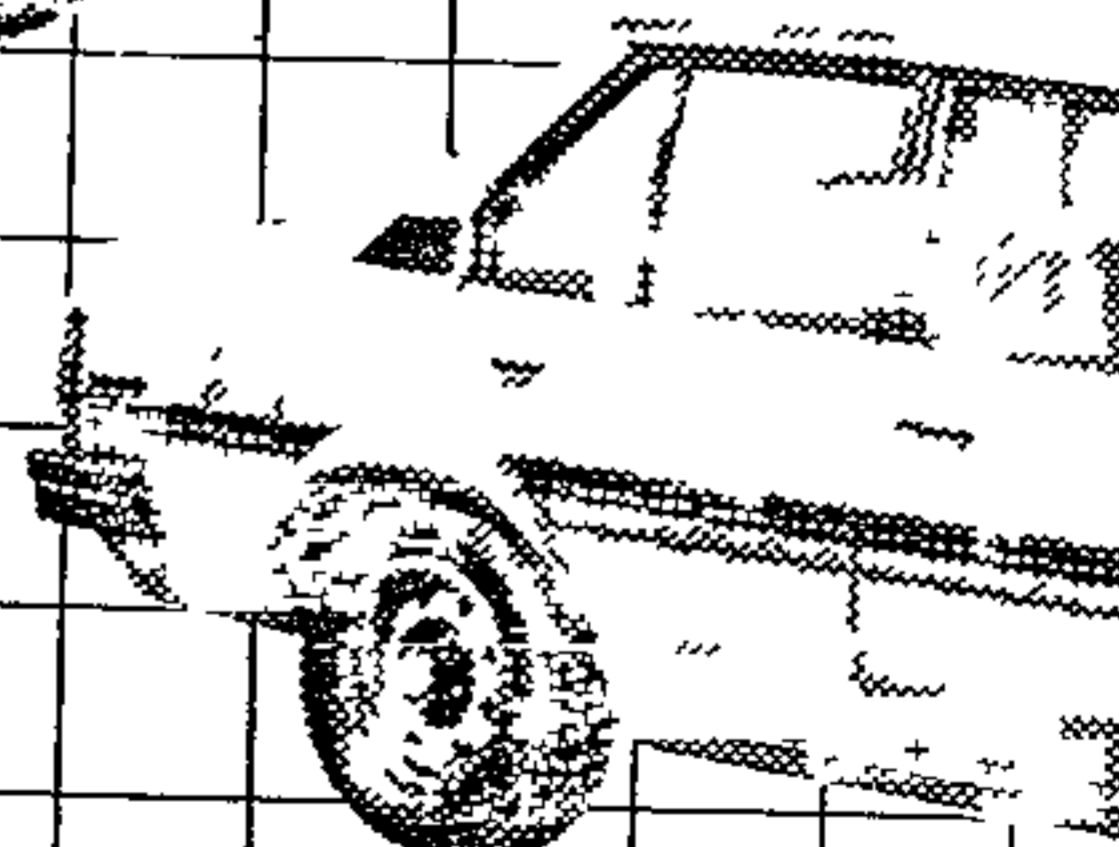
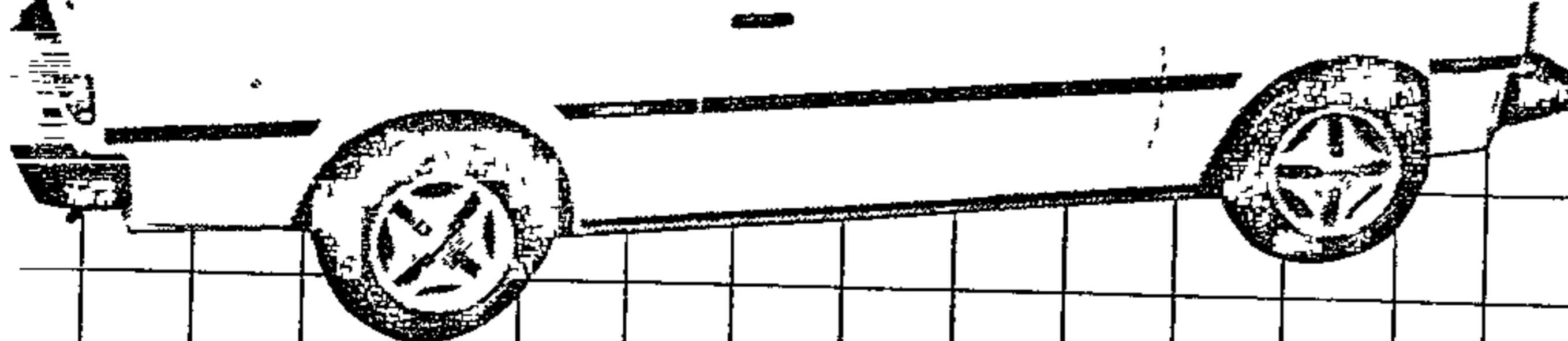
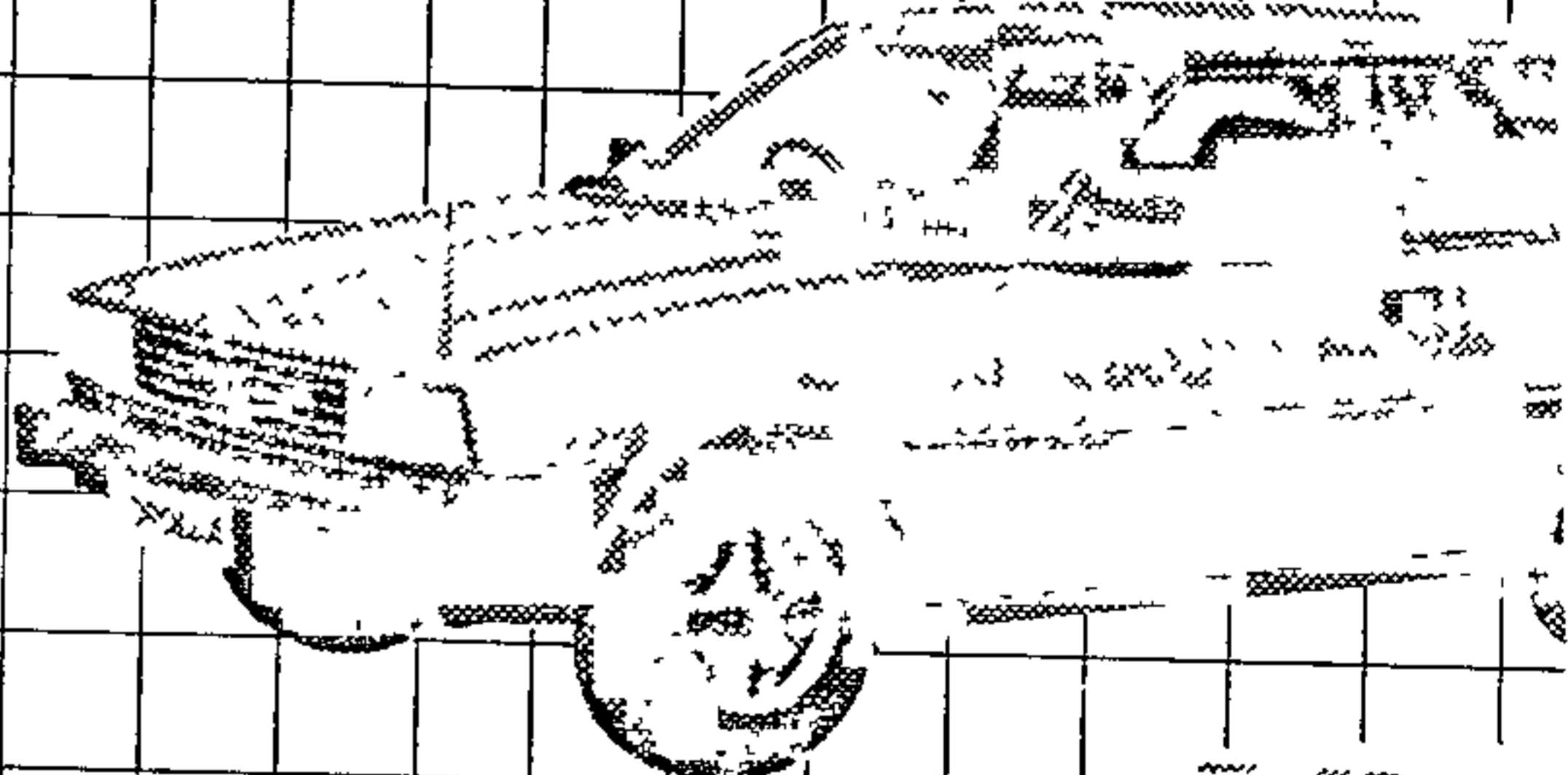
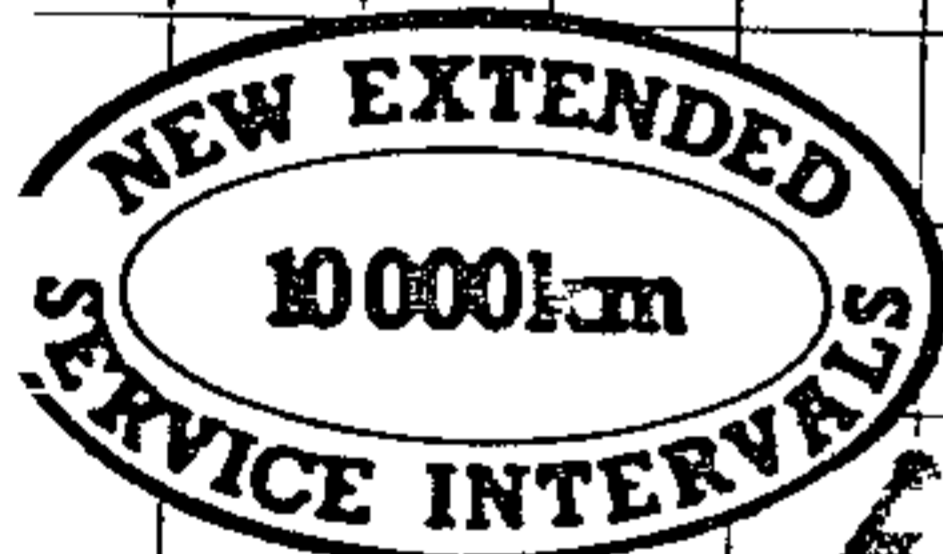


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Unregistered unions: '2% of work force'

CAPE TIMES 1/5/84 138

Political Staff
HOUSE OF ASSEMBLY
— The paid-up membership of the unregistered black trade unions probably constituted two percent of the total work force in South Africa and eight percent of total union membership, the National Manpower Commission said yesterday.

The commission said the registered unions represented 92 percent of organized labour "or about 22 percent of the work force".

However, the commission also said by the end of 1982 more than 50 unregistered trade unions had an estimated paid-up membership of more than 100 000.

The commission's report into collective bargaining and works councils, the registration of trade unions and employer organizations and the Industrial Court

was tabled in Parliament yesterday.

It said the membership of the so-called traditional unions for whites, coloured people and Asians "at present dominates to the extent of probably 60 percent of the total (registered and unregistered unions)".

The commission found that "in the course of time, they have built up vested interests and benefits for their members and have established management mechanisms that are essential to effective representation and bargaining at a centralized level".

These unions identified with the nature of government regulation in terms of the Labour Relations Act and subjected themselves to it by registering.

It distinguished between "long-established (black) unions" and "the

newer generations of unions, most of whom catering mainly for black workers, that have gained prominence in recent years".

Some of these unions preferred not to use the mechanisms of the Labour Relations Act or used only some of the mechanisms.

Most preferred to bargain separately with employers and many, both registered and unregistered, had concluded recognition agreements.

"Because these unions are mostly new or revitalized organizations, they lack, in many respects, the established leadership element and infrastructure characteristic of most of the traditional unions.

"Their relationship with members is geared more to specific problem areas and could therefore be fairly short-lived in some cases.

"At present the membership of this group constitutes at most 40 percent of the total, but they are nevertheless a very active group strongly asserting their presence and influence in various ways."

Many of the unregistered unions had stated explicitly they would, for various reasons, not seek registration under the existing provisions of the Labour Relations Act "at least not in the foreseeable future".

Since the amendment to the Act in 1979, following the report of the Wiehahn Commission, 33 of the newer unions with about 180 000 black members had registered.

However, the 199 registered unions had a membership of 1,23 million by the end of 1982.

The commission also said there were about 2 700 works councils, formerly liaison committees, and some 300 works committees, catering for about 800 000 black workers.

Liquor union slams rises

Labour Reporter

Minimum wage increases negotiated for workers in the Witwatersrand liquor and catering trade are "far from satisfactory", says the Wits Liquor and Catering Trade Employees' Union.

An agreement covering the union's 2 000 members was reached after nearly five months of negotiation and three mediation sessions.

From August 1 minimum wages under R250 a month will be increased by 25 percent and those over R250 by 15 percent. The overall minimum wage will increase from R168 a month to R218.

It was decided wage increases should be negotiated annually instead of every three years, and general service workers will receive three weeks' paid leave a year in line with other hotel workers.

Employers and the union are committed to providing transport for

night workers, it was agreed.

Black hotel workers affected by the low minimum wage rate are to press for a minimum salary of R350 a month through the Commercial, Catering and Allied Workers' Union.

The Witwatersrand Liquor and Catering Trade Employees' Union also stated its dissatisfaction with what it sees as a major flaw in the Industrial Council system.

"Bigger employers, where the majority of workers covered by the agreement are organised, are able to hide behind smaller employers on the question of minimum wages," said Mr D Hartford, general secretary of the union.

"In the liquor and catering trade the majority of members work in hotels which can afford to pay higher than the minimum wage negotiated in the new agreement," he said.

138

4/5/84 Stan

RAM 5/5/84

Shock claims on dairy workers

138

By SAM MASEKO
Pretoria Bureau

A DAIRY INDUSTRY trade unionist said this week some dairy employers still kept sjamboks in their offices and "treat their black employees like 50 years ago"

The executive secretary of the National Union of Dairy Industry Employees (NU-DIE), Mr Johan Eybers, has accused the Government of allowing "peculiar and unfair" labour practices in the dairy industry to continue unchecked

Mr Eybers said he had discovered during a tour of South African dairies that there were dairies in which black staff worked for up to 18 hours without getting any overtime pay

NUDIE was a whites-only union until November last year

Mr Eybers said he had found "very peculiar and unfair labour practices about which I am going to see the Industrial Council"

Mr Eybers said the time was ripe for all labourers in South Africa, whatever their colour might be, to stand together and put an end to "this nonsense"

He added that since the scrapping of discrimination in NUDIE, there were 4 100 "non-white" members who had joined the union and that 700 more were joining every month.

Pay us more or else, ^{e. Herald} 5/5/84 ~~205~~ Council told ⁽¹³⁸⁾

CAPE Town City Council workers have given their bosses an ultimatum "Pay us a decent wage, or else"
More than 3 000 work-

ers unanimously rejected the council's present wage structure as "discriminatory" and "loaded against the lower-paid workers" at a meeting at the City Hall on Sunday

The secretary of the Cape Town Municipal Workers Association, Mr John Erentzen, said labourers were being paid starvation wages and were tired of begging

"Workers say they are finding it hard to make ends meet and cannot feed and educate their children when they hardly have enough money to pay their bus and train fares," he said

"The CTMWA has resolved to demand that all workers in the employ of the City Council be paid a living wage. The shop stewards of the union have been instructed to submit the following demands to the City Council with effect from July 1 1984

- That labourers be paid a minimum wage of R119,55 a week as opposed to the present R59,77 a week

- That the scales of pay of all workers earning more than labourers be increased accordingly

"Workers would consider further action if they were not paid a living wage," said Mr Erentzen

- Two resolutions supporting other local workers' organisations were passed. The first expressed support to the Clothing Workers' Union (Clowu), whose members at Cape Underwear and Rex Trueform are having pay disputes with their bosses and the second backed City Tramways bus drivers who are working to rule

137

10/11/84

Political link out' decision

Mail Correspondent

DURBAN — Three Media Workers Association of South Africa (Mwasa) regions, which form the group known as the Northerners, have resolved to continue a policy of non-affiliation to any political organisation.

The regions — Far Northern Transvaal, Southern Transvaal and Natal — also agreed to form an interim committee to meet the Cape section to resolve the crisis in the union.

Mwasa split into two in East London on January 28 this year, partly over the fact that Border and Western Cape wanted to affiliate to the United Democratic Front.

The "Northerners" believe the union should address itself to black workers' needs without affiliating to a political organisation.

It was also agreed that organisers be employed and that the Northern Transvaal region, which includes Pretoria, be revived.

TTA objects to teachers' trade union

22/5/84 (138)

~~222~~

Pretoria Correspondent S. J. ...

The Transvaal Teachers' Association (TTA) has lodged a formal objection to the registration of the South African Teachers' Guild as an official teachers' trade union

The objection was lodged with the Department of Manpower after the chairman of the Guild, Mr John Lambson, made an application — published in the Government Gazette — to have his organisation registered as the first teachers' trade union

'TTA urges its members to consider fully the implications of industrial action and unionism before supporting such a cause,' said a statement released by the association after a meeting of its executive this weekend

It described the formation of the union as "harmful to the status of the profession" and said it fully supported the negotiations of the Federal Council of Teachers' Associations with the Minister of Education concerning conditions of service for teachers

A trade union could do nothing more for its members than what the Federal Council was presently doing, the association said

Reacting to the statement, Mr Lambson questioned whether the TTA had obtained the views of members on the subject.

He said to enable teachers to take an informed decision, a television or radio debate should be held.

'Our guild will act on the basis of negotiation, not confrontation.'

There were already teachers' trade unions in Australia, New Zealand, Canada, Britain and America, he added.

'We have one aim and that is to improve the salaries and conditions of service of our members,' said Mr Lambson

Mercury 23/5/84

Union pushes for R500 wage level at chain stores

Labour Reporter
Era, a news bulletin for employees in the distributive trade

THE National Union of Distributive and Allied Workers has asked the employers' association, representing major chain stores, for wage increases for thousands of shop workers

The union wants an 'interim increase' to come into effect in October, pending the outcome of the Wage Board investigation into new wage scales

It said that although the board was expected to start its investigation later in the year, any resulting increase was not likely to come into effect for at least a year

'The employers' association does not have the power to bind its members to any wages it may agree upon, but merely makes recommendations to them which are usually accepted,' according to the latest edition of New

The union has asked for the minimum monthly pay for workers who fall under the job category, general assistants in shops, to be increased to R500

'The latest figures of the Institute of Race Relations show that in the Johannesburg, Cape Town and Durban areas the household subsistence level of income required for a family of five is about R285 and the household effective level is about R430,' it says

'This means that on the subsistence level of income of R285, a family of five could just keep body and soul together and on the higher effective level they could live slightly better but not really on a reasonable standard

'That is how the union arrived at the R500 wage we asked for'

138 245 113 125
CASE Times 26/5/84

SASJ chief hits at Argus moves

Own Correspondent

JOHANNESBURG — The Media Council and the "trend towards concentration of ownership of the media" were singled out this week as two developments with implications for press freedom in South Africa

They were given special mention by the outgoing president of the Southern Africa Society of Journalists, Mr David Bleazard, during his presidential address to the 1984 annual congress of the SASJ, being held here

Mr Bleazard, who is employed by the Argus, pointed to the "internecine strife" between the Argus and Saan groups and the take-over of the Jim Bailey group of publications by Nasionale Pers

"In the extreme case, if the Argus initiatives result in the destruction of Saan, there will be a monopoly of the English-language press by Argus threatened only perhaps by Nasionale Pers

"A lot of journalists stand to lose their jobs and the public will lose valuable sources of information. The relatively independent Saan newspaper viewpoints could be replaced by what has been described as 'pallid Argus clones' "

Referring to the one seat on the 14-man council being offered to the SASJ, Mr Bleazard said he believed the role allocated to the SASJ by the architects of the council was that of rubber stamp

An effective Media Council may be preferable to direct government action against the press. But it did not necessarily follow that a union of journalists should support a disciplinary body over which it had no control, but which had the power to criticize its members and fine their publications

The congress is due to vote today on the issue of joining the Media Council.

~~C. Herald~~
Strikers 26/5/84
to return

13
14
15
CAPE Underwear management has agreed to re-instate all its striking workers. This decision came after negotiations between Cape Underwear management and the Clothing Workers' Union, which represents all the striking workers.

The more than 100 striking workers had demanded a R10 increase in wages.

After a recent Industrial Council meeting for the clothing industry, workers were granted a minimum raise of R4. According to the CLOWU secretary, Ms Zubeida Jaffer, workers at Cape Underwear had been granted a R5 increase by management there. The workers had accepted this and would not push ahead with their R10 increase demand.

THE SOUTHERN African Society of Journalists, which represents most journalists in the English-language Press, has decided not to take up a place on the Media Council — for the time being, said Miss Pat Sidley, SASJ president, last night

After a long and hard-fought battle at the society's annual congress in Johannesburg yesterday, a motion was adopted which read:

"Congress believes the SASJ should not occupy a place on the Media Council as it is presently constituted

"However, the society should keep in contact with

SASJ's 'No' to Media Council

the Media Council and continue to lobby for the changes it believes necessary, and review the decision at the next congress"

The motion was proposed by the South African Associated Newspapers chapel, the country's largest

Miss Sidley said. "Those who voted not to join the Media Council believe journalists should not be a party to a

mechanism which had a role in censorship"

They objected to clauses in the Media Council's constitution and code of conduct

"The constitutional problem revolves around the issue of the Media Council's ability to adjudicate over non-members — such as community newspapers and the SABC — of the Newspaper Press Union" — Sapa

27/5/84
S. Mies

138

ADM 28/5/84
Union
'no' to
Media
Council

138

THE Southern African Society of Journalists (SASJ) has decided not to take up a place on the Media Council — for the time being — Miss Pat Sidley, SASJ president, said on Saturday night

After a long and hard-fought battle at the society's annual congress in Johannesburg, a motion was adopted which reads

"Congress believes the SASJ should not occupy a place on the Media Council as it is presently constituted

"However, the society should keep in contact with the Media Council and continue to lobby for the changes it believes necessary and review the decision at the next congress"

The motion was proposed by the South African Associated Newspapers chapel

Miss Sidley said "those who voted not to join the Media Council believe journalists should not be a party to a mechanism which had a role in censorship"

More particularly they objected to clauses in the Media Council's constitution and code of conduct

"Delegates believed the fight for Press freedom should be carried out on their newspapers and that the Media Council in this context was a red herring," Miss Sidley said — Sapa

CAP: Tim [★] The Cap
28/5/84

SASJ
(138)
condemns
Argus Co

JOHANNESBURG —
The Southern African
Society of Journalists
has condemned the Ar-
gus Company for its "in-
explicable action in ap-
parently trying to
destroy" other news-
papers.

In a resolution deal-
ing with monopolistic
tendencies of the news-
paper industry, the
society expressed alarm
at the "growing tenden-
cy of the newspaper in-
dustry to be concentrat-
ed in fewer and fewer
hands".

The motion was
passed unanimously at
the society's annual con-
gress which ended here
on Saturday.

It also called on the
Argus Company to stop
what it was doing and
threatened action, in-
cluding asking the Com-
petitions Board to step
in

● The society had de-
cided not to take up a
place on the Media
Council for the time be-
ing, Miss Pat Sidley, the
SASJ president, said on
Saturday night.

After a long and hard-
fought battle at the soci-
ety's annual congress in
Johannesburg, a motion
was adopted which also
stated, however, that the
Society should keep in
contact with the Media
Council and continue to
lobby for the changes it
believed were neces-
sary, and to review the
decision at the next con-
gress — Sapa

Unionist 'intimidated workers'

By LINDA ENSOR

A SHOP STEWARD of the Commercial, Catering and Allied Workers' Union appeared in the Johannesburg Regional Court yesterday on two charges of intimidation arising from a strike at the Landdrost Hotel on February 3.

Mr Robert Mkize of Senoane, Soweto, a cashier at the hotel at the time of the strike for higher wages, was alleged to have organised a meeting of the workers.

To compel his fellow employees, Mr Nelson Ndlovu and Mr David Tshabalala, to attend the meeting, or alternatively to demand higher wages, Mr Mkize allegedly assaulted and/or injured Mr

Ndlovu by pulling him around and verbally threatened both of them that he or others would assault or injure them if they did not attend the meeting.

The former general manager of the hotel, Mr Stanek, denied the suggestion made by Mr Mkize's legal representative, Mr R T Sutherland, that pressure had been brought to bear by the hotel's management on Mr Ndlovu and Mr Tshabalala to make false allegations against Mr Mkize.

Mr Stanek said that, when told by members of the staff that they had been threatened with injury if they worked, he informed them that the management of the

hotel would not be able to protect them after they had left work. He suggested that they could complain to the police.

Mr Ndlovu, a worker in the scullery department, testified that Mr Mkize had grabbed his belt as he was coming out of a lift on the 18th floor and told him that they were not working that day. Mr Mkize allegedly pulled him for some distance into the canteen, where the workers had gathered.

He later reported the incident to his supervisor and Mr Stanek.

As his evidence contradicted the statement he made to the police, the prosecutor requested that his evidence be

discredited. The magistrate, however, reserved judgment on the issue.

A cleaner, Mr Tshabalala, also said that as he emerged from the lift on the 18th floor he had been grabbed by Mr Mkize and taken to the canteen. He reported the incident to his supervisor and later to Mr Stanek. He was afraid, as Mr Mkize had said that he would be injured if he worked.

He had been employed for only about 10 days.

Both Mr Ndlovu and Mr Tshabalala said they did not want to go on strike but wanted higher wages.

The case continues today. Mr Mkize is on R400 bail.

Shop steward faces charges of intimidation

By LINDA ENSOR

A SUPERVISOR at the Landdrost Hotel told the Johannesburg Regional Court yesterday he had been threatened with injury by the shop steward of the Commercial Catering and Allied Workers Union

Mr Leonard Khumalo said Mr Robert Mkize, who is charged with two counts of intimidation, had called him "a sellout" and said he would be injured if he did not join the strike at the hotel on February 3 this year

Mr Mkize, of Senoane in Soweto, is alleged to have organised a meeting of workers and allegedly compelled his fellow employees, Mr Nelson Ndlovu and Mr David Tshabalala, to attend the meeting to demand higher wages

Mr Khumalo said he had seen Mr Mkize pushing Mr Ndlovu and Mr Tshabalala towards the canteen on the 18th floor where the meeting of workers was being held

Mr Khumalo reported the incident to the hotel's general manager and later went to John Vorster Square to make a statement. He said

that during a second strike at the hotel on May 12 he had been assaulted and had to have cuts on his head and chin stitched

Mr Khumalo alleged that these incidents arose out of Mr Mkize's designation of him as a "sellout". He had never been a member of the union and the union had not assisted him in any way

"What management says is important to me, not what the union says," he said.

His version of the events contradicted those given by Mr Ndlovu and Mr Tshabalala

In reply to a suggestion by Mr R T Sutherland for the defence that he wanted to get Mr Mkize out of the Landdrost Hotel by whatever means — even by fabricating a story to incriminate him — Mr Khumalo said that on the contrary Mr Mkize wanted to see him dead

A warrant for the immediate arrest of Mr David Tshabalala, who was supposed to appear in court yesterday for cross-examination by the defence, was ordered

Mr Mkize is on R400 bail. The case continues today

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Public servants union split

Labour Reporter
SERIOUS quarrels have erupted in a trade union representing about 20 000 Government workers, splitting it down the middle

The national chairman of the Public Servants' League, Mr M Domingo, said tensions in the organisation came to a head when it was decided to demarcate the Western Cape district, with its 7 000 members, into three areas

A newly elected Western Cape committee was dissolved and two of its members expelled from the national executive.

But, Mr Domingo claims, the ructions in the union originated in a motion adopted at last year's annual meeting to reject the new constitution.

"However, the national committee rescinded the motion because we realised it would hamper our progress in using the channels of communication laid down to solve members' problems," he said

The decision to demarcate the Western Cape was made at last year's annual meeting but implemented only in April this year

"STRUGGLE"

According to union rules no other official is allowed to speak to the Press. But sources close to the Western Cape committee said the issue was really a "struggle for democracy and worker control" within the union

"The decision taken at the AGM was to investigate demarcation, not to implement it.

"However, when the workers elected a new national committee the committee decided to implement demarcation without consulting the members"

The Western Cape committee dismissed the controversy on the constitution as "a red herring"

"The real issue is that workers are beginning to question the practices of certain national executive members. The political issue is just a shield for hiding behind the real truth," said one critic

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Unionist cleared of intimidating fellow workers

By LINDA ENSOR

A SHOP STEWARD of the Commercial, Catering and Allied Workers' Union was yesterday acquitted in the Johannesburg Regional Court on charges of intimidating fellow workers.

Mr Robert Mkize, 31, of Senoane, Soweto, was found not guilty of having compelled his fellow employees, Mr Nelson Ndlovu and Mr David Tshabalala, to attend a meeting of workers at the Landdrost Hotel on February 8 or alternatively to demand higher wages.

There was a strike at the hotel on that day and Mr Mkize was alleged to have assaulted and/or injured Mr Ndlovu and threatening both the men with assault or injury if they did not attend the meeting.

The magistrate, Mr S J Badenhorst, said the witnesses' evidence differed so vastly

"that the court is left with the impression that they were either blatant liars or that what they had described was a mere figment of their imagination".

"Taking into account the unsatisfactory evidence of the witnesses, the probabilities were that the defence case was 'reasonably and possibly true'".

Mr R T Sutherland, for Mr Mkize, argued that Mr Mkize was not involved in the incidents — which he doubted had occurred at all — and that the evidence against him was fabricated because Mr Mkize posed a threat to Mr Leonard Khumalo, a supervisor at the hotel.

Mr David Tshabalala failed to appear in court for cross-examination yesterday, despite a warrant of arrest issued the previous day for his failure to appear on that day.



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30/11/84

Rabie ... challenging government to act

self-proclaimed law-breakers Internal Affairs Minister F W de Klerk tells the *FM* he does not wish to react to the LP decision before he has talked to the party

The Act itself reads "No person who belongs to one population group may (a) be a member of any political party of which any person who belongs to any other population group, is a member, (b) render assistance as agent, or be a member of an election committee, of a political party of which any person who belongs to any other population group, is a member, or of any person who belongs to any other population group and who has been nominated or may be nominated as a candidate for an election"

The Act makes provision for penalties of not less than R300 or six months' imprisonment for a first conviction, and not less than R1 000 or one year for subsequent convictions. It stipulates, however, that no prosecution shall be instituted "except on the express direction of the Attorney-General concerned"

Transvaal Attorney-General, Don Brunette, tells the *FM* that if a charge is made and the police hand him a dossier with their investigation, "I will have to seriously consider the matter. One will have to look at the whole thing with the background of the politics of the time when the Act was made and at the present political climate"

This could be interpreted as implying that Acts passed by Parliament will not be enforced if political circumstances have changed since the legislation was drafted

PFP spokesman Tiaan van der Merwe says the LP has created a "severe dilem-

ma" for government in which Pretoria will certainly lose face. The LP action does not seem to be a contravention of the Constitution or the Electoral Act. In addition, the Political Interference Act does not make provision for declaring an election void. "The only way to avert unpleasantness and conflict at the start of the new dispensation will be to scrap the Act at the earliest possible moment," Van der Merwe says

He adds "This is the first indication that some coloured and Indian politicians are not going to accept their minority status lying down and are giving notice at an early stage that (government's) right to dictate unilaterally will not go unchallenged"

The LP seems confident that the Act will be scrapped. "How will it look if this government takes members of the future government to court," Transvaal LP leader Jac Rabie asked at the party's congress last weekend.

Ironically, the showdown between the LP and government can only help the LP to do well in the coming election — and that is certainly in government's interest

If the Act is scrapped, however, there will also be nothing to stop the PFP putting up candidates in the brown elections. This is not likely to appeal to government

METAL NEGOTIATIONS

Three dissidents

The mixed reaction from trade unions to the employers' offer in the metal industry wage negotiations (involving 380 000 work-

ers) for the forthcoming year was not unexpected. But it is bound to cause serious problems for the Steel and Engineering Industries Federation (Seifsa)

When the parties last met at the National Industrial Council for the Iron, Steel, Engineering and Metallurgical Industry on May 15, Seifsa made its final offer to the unions. They were given until last Thursday to respond. The Seifsa offer, which represented a 9% increase in minimum wages for skilled workers and a 13% increase for the lower levels, consisted of

- Minimum wages for artisans to be raised by 40c/hour to R4,81c;
- Minimum wages for unskilled workers to be raised by 20c/hour to R1,73;
- A reduction in the period of service enabling workers to qualify for an extra week's leave from six to five years;
- An increase in site workers' subsistence allowance, and
- Significant increases in holiday leave bonuses, particularly in respect of general labourers

Most of the unions in the Confederation of Mining and Building Unions (CMBU) as well as the Yster and Staal Unie have accepted Seifsa's offer — despite the fact that it is considerably lower than the original wage demands for a 33% and 66% increase for the upper and lower levels respectively

The SA Boilermakers' Society broke ranks with the other CMBU members to reject it, along with the Metal and Allied Workers' Union (Mawu) and the Steel Engineering and Allied Workers' Union (Seawu)

Both Boilermakers general secretary Ike van der Watt and Seawu general secretary Jane Hlongwane have called on Seifsa to make another offer. Mawu has indicated that it rejects the offer and will be reporting back to its members

IMF council members

It is significant that these three unions are not only large, representing a substantial number of the workers total, but that all are members of the recently revived SA Co-ordinating Council of the International Metalworkers' Federation (IMF)

The revival of the SA council came too late for co-ordinated action in this year's negotiations and the council decided to allow its member unions to act on an individual basis. However, it is believed that union alignments will be radically restructured in future negotiations

Seifsa director Sam van Coller declined to comment to the *FM* on the possible outcome of this year's talks. But it is likely that the Boilermakers, Mawu and Seawu will act together in confronting Seifsa

Seifsa's strategy will be important in determining what form their action will take. It is clear that Van Coller faces a number of problems. If Seifsa goes ahead and publishes the agreement for the metal industry based on the consensus reached with the CMBU majority and Yster and Staal, the three dissident unions could challenge their

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right to sign a national agreement
Alternatively, the trio could decide not to challenge the agreement, which would not bind them, and instead join forces to demand higher pay from individual metal industry companies. If their demands are not met, they could declare disputes with the individual companies.
This would be in line with the tactics adopted by many emerging unions. Indeed, one of Mawu's preconditions for joining the metal industrial council last year was that it wanted to negotiate on both industry and company levels.
Seifsa could defuse the situation by deciding to table a new offer. This would, however, involve loss of face and could be taken as a sign of weakness.

DECENTRALISATION ^{FM} Ideological bikes ^{1/6/84}

The heavy involvement of the State in the private sector — chiefly illustrated by government's decentralisation policies — is shown by the decision of the Ciskei Peoples' Development Bank to become the majority shareholder in a Dimbaza cycle factory.
The R63m-a-year bicycle market in SA is dominated by two local manufacturers Dimbaza-based Western Flyer, which also manufactures Peugeot cycles, and Raleigh. About a third of the cycles sold are imported. Western Flyer is also prominent in the BMX market with well-known makes such as Mongoose and Scorpion.
Western Flyer has a large factory in Dimbaza where the bicycles are made. The Ciskei Peoples' Bank already has 20,6% of the shares of Western Flyer, of which L K Hurwitz (Pty) Ltd is a wholly-owned subsidiary.

At present the government-controlled Corporation for Economic Development (CED) has 33,4% of the shares, but the corporation is being dissolved and the Ciskei bank is "negotiating" to acquire this share — which will raise its shareholding to 54%.
The Bank's chairman, P K Hoogendyk, says that this provides an ideal opportunity to strengthen the financial structure of Western Flyer, with a view to the eventual transfer of a majority shareholding to the private sector.

He also says that the acquisition of the majority shareholding in Western Flyer is an exceptional case for the bank and that it came about solely because of the phasing out of the CED.
"It is not our aim to take over the management and control of companies in which we are shareholders. The present situation, however, provides us with the opportunity to restructure Western Flyer, and to modernise it where necessary. The bicycle market in SA is extremely competitive, and we will be privileged to gain control of a company which has excelled and become a market leader."

Which is all very well — but what on earth is the State doing making bicycles in a free enterprise economy?

Separate development ideologues might argue that the Ciskei is an "independent" state. But there are no "separate" economies in SA. In financial terms at least, the impoverished homeland is a costly subsidiary of the SA government.

The Western Flyer experience indicates that despite public statements about the free enterprise system, the State has to intervene heavily in order to make decentralisation work. Not only have attractive incentives been introduced, but the development corporations have had to build factory buildings, which are then leased back to investors. They have also had to take up shareholdings in many of the relocated companies — both to inject capital and to protect their own interests.

In Parliament last week Constitutional Affairs Minister Chris Heunis argued the best possible case for decentralisation. Thanks to the co-ordinated efforts of the authorities, together with constitutional reform, "phenomenal" progress had been made, he said, which had had a stabilising effect on the whole subcontinent.

Regional development and industrial decentralisation, Heunis said, had succeeded in bringing the benefits of socio-economic development and reform to many parts of the country.

If the current efforts were maintained until the year 2000, the result would be that 2,4m people, who would otherwise have had to be accommodated in the metropolitan areas, would find a living in the decentralised areas.

"This is approximately equivalent to the population currently falling under the Rand Water Board. To provide water for such an increase in the population in the major urban complexes would actually cost more than the present average costs in the decentralised areas," Heunis said.

Prompted by Opposition finance spokesman, Harry Schwarz, MP for Yeoville, he conceded that ideological factors also played a role. "Regional development — I want to stress — is not only confined to industrial decentralisation."

INDUSTRIAL COURT ⁽⁶⁵⁾

A round to Frame ⁽¹⁵⁰⁾ ⁽⁹²⁾ ⁽⁷⁵⁾

The laborious legal battle between the National Union of Textile Workers (NUTW) and Consolidated Frame Cotton Corporation (CFCC) seems set to become even more prolonged. This follows a judgment handed down in the Maritzburg Supreme Court this week.

Mr Justice Booysen, who in March rejected an application from CFCC to prevent the Industrial Court (IC) from considering the NUTW's recognition dispute with CFCC, has now granted the company leave

to appeal against his judgment. The appeal will be heard by a full bench of the Natal provincial court in September.

The March case, which was heard in the Durban and Coast Local Division of the Supreme Court, centred on an issue with a complicated history.

The NUTW has long been trying to gain recognition from CFCC at the Frametex mill of the company's New Germany complex. The union alleges that at a meeting with the company in October 1982 CFCC undertook to recognise it at the mill provided it represented the majority of the Frametex workers. The NUTW claims it later proved — although the company disputes this — that the majority of workers were indeed NUTW members but that the CFCC had decided to favour the Tucsa-affiliated Textile Workers Industrial Union (TWIU).

Whether CFCC agreed to recognise the NUTW at the October 1982 meeting and whether or not that agreement was enforceable by law later became hotly disputed. The union alleged that CFCC broke that undertaking by favouring the TWIU. The company contested it. In a Supreme Court case heard in September last year, the NUTW agreed that in any future proceedings it would not claim that any contractually binding agreement on recognition had been concluded by CFCC.

Unfair labour practice

In the same month, however, the Minister of Manpower appointed a conciliation board to establish whether CFCC had committed an unfair labour practice by refusing to give effect to the alleged agreement to recognise the union made in October 1982.

CFCC asked for the board to be scrapped because, as a result of the Supreme Court case, there was no longer a dispute. But the NUTW contested that, claiming that a breach of an agreement — even if it was not contractually binding — did constitute an unfair labour practice.

In March Mr Justice Booysen endorsed the union's contention. This opened the way for the NUTW to contest the main issue in its battle with CFCC: whether CFCC has committed an unfair labour practice by allegedly refusing to recognise the NUTW and favouring the TWIU. However, after the judgment was delivered, CFCC gave notice that it would contest the judge's findings.

This week Mr Justice Booysen said that it was very difficult for him to evaluate whether another judge would come to the same conclusions as he had in March. He therefore granted CFCC leave to appeal against the judgment, although he said the matter was not important enough to be heard by the Appellate Division.

According to a lawyer acting for the union, the judgment means that a possible hearing of the main case in the Industrial Court will be delayed yet again.

Financial Mail June 1 1984

Municipal workers ready to declare dispute over wages

Labour Reporter

CAPE TOWN Municipal Workers' Association, representing about 11 000 black municipal workers, was ready today to declare a dispute with the Cape Town City Council.

Wage talks reached deadlock yesterday when a meeting of municipal workers rejected the council's offer of pay increases ranging from 12 per cent for higher-paid workers to 27 per cent for labourers.

"Workers describe the offer — which would bring a labourer's minimum wage from R59 a week to R75 — as an insult," Mr John Ernstzen, general secretary of the CTMWA, said today.

The CTMWA would ask the council to agree to go directly to the Industrial Court to settle the matter if negotiations were not reopened.

The union, which claims that the majority of its members live below the breadline, has demanded a minimum wage of R116 a week for labourers and corresponding increases for the rest of its members.

Mr Ernstzen said between 4 000 and 7 000 of the council's workers fell into the lower-paid categories.

"Municipal workers are unable to make ends meet, and now they are faced with increases in rent, bus fares, train fares and basic food-stuffs."

The chairman of the council's executive committee, Mr John Muir, said today he had not been officially notified of the workers' rejection of the wage offer and did not want to comment further.

The committee will meet on Thursday.

(138) *Star*
**Veteran trade
unionist dies**

A veteran trade unionist and pioneer of the Witwatersrand Tea-room, Restaurant and Catering Workers' Union, Mrs Magdalena Pawson (77), died of heart failure recently.

Mrs Pawson, affectionately known as "Aunty Lena", was active in the catering trade for 60 years.

She was a founder member of the union in 1956, and chairman from 1964 to 1980.

Mr. D. Michos, who alternated chairmanship of the Industrial Council with Mrs Pawson from 1966 to 1980, said her death was a great loss to the catering industry.

RDM 5/6/94
Union makes its mark (138)

Mail Reporter

LESS than two weeks after being formed, the Retail and Allied Workers' Union (Rawu), has signed its first recognition agreement, with a Pretoria women's fashion firm Perlmodes

Rawu was formed by the Pretoria-based National

General Workers' Union (NGWU), which has adopted a policy of transferring all its members into industrially-based unions.

Mr R Lazarus, managing director of Perlmodes, said he had found the negotiations "very pleasant" and welcomed Rawu as the company's union

lishment of labour-intensive industries on the urban periphery; that "backyard," or cottage, industries should be encouraged in black residential areas, and that labour-intensive relief projects be embarked upon in the homelands

MINE TALKS Signs of settlement

There could be more sound than fury in the negotiations between the National Union of Mineworkers (NUM) and the Chamber of Mines over wages and working conditions for NUM members on gold and coal mines. This is despite seemingly ominous developments in the two sets of negotiations during the past week.

The parties were due to meet again this week, on the gold negotiations, after the FM went to press.

Last weekend a special national conference convened by the NUM in Klerksdorp rejected the chamber's offer for minimum wage increases of between 9,5% and 10,9% on nine chamber gold mines. On Monday, the union declared a dispute in the negotiations to set wages and working conditions for its 4 600 colliery members.

The NUM's original demand for its gold mining members was for a minimum wage increase of between 30% and 60%. It also demanded a string of changes to working conditions — but these matters have not been pursued in the talks, which have focused on wages.

In the first round of the gold negotiations the chamber offered increases which averaged between 8% and 8,5% on minimum rates. In a second meeting on May 21 the union lowered its demand to a 25% increase and announced that it did not have a mandate to go any lower. In return, the chamber offered increases ranging be-

tween 9,5% and 10,9%. It added that the offer could be improved if the NUM obtained a mandate to negotiate further.

The NUM's announcement that it would hold a national conference to consider the chamber offer raised fears that the union would start the process leading to a legal strike. But despite the Klerksdorp conference's rejection of the offer it seems that a new mandate was obtained. NUM general secretary Cyril Ramaphosa refuses to give details.

On Tuesday Ramaphosa told the FM "The conference rejected the chamber's offer and instructed the negotiating team to go back to demand that the chamber make a final offer before we can reconsider our 25% demand. There is no way we can accept anything lower than last year. If the chamber does not make a satisfactory offer we will have to declare a dispute."

The key factor in the third meeting was expected to be precisely what the NUM conference indicated would be a "satisfactory" offer. There still seems to be some room for flexibility on both sides.

But time is running out. Black miners' wage increases are traditionally introduced on July 1. However, indications are that if the chamber matches, or goes somewhat higher, than last year's settlement of 9% for some categories and 15,7% for others, the offer will fit the conference's mandate.

The coal negotiations, in which the NUM tabled the same demands for its members at five chamber collieries as the original gold demands, took a different course. According to the chamber, it advised the NUM at the start of Monday's meeting that it would not table a response to its demands as it wanted the union to motivate and clarify its proposals. The union, the chamber says, refused to do so without an assurance that the chamber would make an immediate offer in response.

Ramaphosa claims that the chamber has

committed an unfair labour practice by failing to bargain in good faith. He says the union has applied to the Minister of Manpower to appoint a conciliation board to consider the matter. This could open the way for the NUM to go to the Industrial Court.

But — and this is crucial — Ramaphosa also says that the union has sent a letter to the chamber saying it is prepared to continue negotiations on Monday.

Although the NUM appears to have taken a tough stance on both the gold and coal negotiations, the possibility of settlement still exists. This could indicate that Ramaphosa is not particularly confident of winning in a confrontation against an adversary such as the chamber.

METAL INDUSTRY TALKS Conflict ahead

The Steel and Engineering Industries Federation of SA (Seifsa) may have paved the way for unrest in the metal industry. It has announced that it is no longer prepared to negotiate with three trade unions which rejected its pay offer in this year's negotiations.

Seifsa's final offer in the drawn-out talks at the metal industry industrial council was a minimum 40c/hour increase for skilled workers and 20c/hour for unskilled workers, as well as improvements in site workers' allowances and holiday leave bonuses. Two weeks ago most of the 14 unions involved in the negotiations — including all but one of the unions falling under the umbrella of the Confederation of Mining and Building Unions (CMBU) and the Yster and Staal Unie — accepted Seifsa's offer.

But three member unions of the SA Coordinating Council of the International Metalworkers' Federation — the SA Boilermakers' Society (also a CMBU member), the Metal and Allied Workers' Union (Mawu) and the Steel, Engineering and Allied Workers' Union (Seawu) — rejected it. The Boilermakers and Seawu called on Seifsa to make another offer. Mawu stated that it rejected the offer and would refer the issue back to its members.

Now that Seifsa has rejected this call the indications are that when the industrial council meets next week it may decide to go ahead and ask the Minister of Manpower to publish the 1984 agreement and apply to have it extended to non-parties.

The Metalworkers' Federation unions' reaction to Seifsa's action has been delayed as several key officials are attending a federation conference in Dublin.

It seems that confrontation will be inevitable when the federation unions finally formulate their response. It is also likely that the International Metalworkers' Federation itself, which has in the past intervened in SA labour disputes, will be drawn into the fracas.



Ramaphosa ... wants as much as last year

Unions want to negotiate pay rises outside Seifsa

By PHILLIP VAN NIEKERK

THE South African Boiler-makers Society, Sabs, yesterday appealed to the Steel and Engineering Industries Federation of South Africa, Seifsa, to allow individual employers to negotiate wages above the Metal Industrial Council's minimum rates

Sabs is one of the three unions party to the council, which did not initially accept Seifsa's pay offer

They have made this proposal on the last lap of this year's pay talks which could see up to three leading unions not signing the agreement

Seifsa — which has long

opposed wage bargaining outside the Metal Industrial Council — will respond when the council's executive committee meets on Tuesday

The unions which rejected Seifsa's offer of a 20c across-the-board increase for unskilled workers were Sabs, the Metal and Allied Workers' Union, Mawu, and the Steel, Engineering and Allied Workers' Union, Seawu

Their demand that Seifsa reopen talks was turned down last week

Seifsa's determination to sign the agreement — which will cover some 380 000 skilled, semi-skilled and unskilled workers — with

unions who only represent skilled workers has caused anger among the unions representing unskilled workers

However, informed sources said yesterday that one of these unions — Seawu, an affiliate of the Council of Unions of South Africa, Cusa — was prepared to settle with Seifsa and sign the agreement

Miss Jane Hlongwane, the general secretary of Seawu, refused to confirm or deny these reports yesterday. She said the union had a mandate which would only be revealed after the executive committee meeting on Tuesday

(138) ~~138/151~~

Municipal employees accept pay offer but workers in deadlock

Labour Reporter

THE South African Association of Municipal Employees (Saame), representing about 4 400 Cape Town City Council workers, has accepted the council's wage offer on condition the new rates come into operation next month.

The Cape Town branch secretary of Saame, Mr D W Archer, said the council had offered an increase of 12 percent for those earning more than R9 528 a year and up to 27 percent for those earning less.

Mr Archer said the council had originally said the new pay scales would come into operation in August but, after negotiations, had agreed to institute the new rates next month.

"We have accepted the new rates on behalf of our members," he said.

However, the Cape Town Municipal Workers' Association, representing about 11 000 black council workers, and the council are still deadlocked over wages.

The CTMWA has declared a dispute with the council. The union has also asked the council to go straight to the Industrial Court to settle the matter, rather than to try to settle it first through a conciliation board.

The council has offered the CTMWA 27 percent on the lower grades, increasing a labourer's wage from R59 to R75 a week.

BREADLINE

Members of the CTMWA say they are living on the breadline and the increase is not sufficient to keep pace with the rising cost of living.

The chairman of the council's executive committee, Mr John Muir, said the wage issues were discussed yesterday.

A full meeting of the council would have to ratify the agreement with Saame, he said.

Mr Muir said he could not comment on the CTMWA request to go to the Industrial Court for arbitration.

K1271, 13/6/1954
**200 workers
down tools**

Mail Correspondent

PIETERSBURG — More than 200 workers, mostly members of the Commercial, Catering and Allied Workers Union of South Africa (Ccawusa), went on strike at the new Checkers store in Pietersburg yesterday in support of a worker who was arrested by police after allegations of theft.

The manager of the store, Mr A Botes, refused to talk to the Press except to describe the situation as "bad"

Yesterday afternoon white cashiers manned cash tills normally manned by black cashiers

Bop residents hit authorities

GA-RANKUWA and Mabopane residents yesterday attacked local authorities for doing little to alleviate housing shortage in the two areas and also evicting families who failed to pay rent before the 7th day of each month.

Residents said they were being "treated unfairly" by officials who locked the houses without notice. They said they feared that, with the housing waiting list soaring high, authorities could take advantage of evicting other residents to make way for those still awaiting houses.

A resident, Mr S Poo, said no building projects were carried out in both townships to ease the housing crisis since the

take over by the Bophuthatswana government. He said only private companies showed interest in providing housing for their employees and that the under-privileged would remain hopeless for a long time.

Roads

"Rents in Mabopane are increasing from time to time, but there is no practical improvement in the area. Roads are bad, there are no recreation facilities and residents are not represented properly by councillors," he said.

Some of the residents in Ga-Rankuwa said most were unable to submit payments on time because they had

no one to send to the office. They said some had to stay away from work and that the act put their jobs in jeopardy.

A spokesman at the Ga-Rankuwa township manager's office said it was a rule to take action against residents who failed to pay rent before the 7th of each month. He said the step was decided upon after it was realised that most people ignored the previous way of cutting off the electricity supply. No one was prepared to comment at the Mabopane office.

Domestics to hold indaba

THE South African Domestic Workers' Association (Sadwa) will have a general meeting at the Christ The King, Saratoga Avenue in Doornfontein at 12.30 pm today.

The agenda will include a report-back of the national executive council, which was held in Cape Town recently and the launching of the Orange-Vaal region.

Sadwa's chairperson, Mrs Margaret Nhlapo invites all members to the meeting. She can be contacted at 838-7606 for further information.

14/6/84
Sandton 138

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DIMENSIONS 8767

Leadership dispute ends in court

Supreme Court Reporter

A DISPUTE within the leadership of the Public Servants' League of South Africa resulted in an application to the Supreme Court, Cape Town, today for the setting aside of a decision taken by the league's national committee

The members of the executive committee of the league's Western Cape district object to the national committee's decision to split the local district into three separate districts — Cape Central, Athlone and Groote Schuur

They claim that the decision, taken on April 7, was ultra vires as it did not comply with the requirements of the league's constitution

They say the national committee had acted without a recommendation from the executive committee and without a proper investigation of the proposed subdivision of the district

Mr Leslie Andrews and six others who make up the executive committee are applying for an order setting aside the national committee's decision as invalid and prohibiting the holding of any meetings of the proposed subdivided districts

Mr Andrews said in an affidavit before the court that he believed the decision was "motivated by a desire

to oust the present members of the executive committee"

The applicants are asking that the purported termination of Mr Andrews's membership of the national and executive committees be set aside

They also want an order declaring that the chairman of the league, Mr M L Domingo, ceased to be chairman and a member of the league on his resignation from the Athlone Technical College branch in August,

Mr J P van Niekerk, for Mr Domingo and the league, conceded that the termination of Mr Andrews's membership of the national committee had been irregular

He argued that there had been compliance with the terms of the constitution regarding the subdivision

Apart from some reservations about the level of organisation in the new districts, there had been a history over about 18 months of everyone concerned wanting subdivision

Mr Domingo said in an affidavit that he had never intended to resign from the league, but only from the branch on which he served with Mr Andrews

The relationship between himself and Mr Andrews was "strained," he said

Man gets 1

Court Reporter

A RESIDENT of New Cross has been sentenced to 10 years' imprisonment for housebreaking with intention to steal and theft with

SAA: 'Work to rule' threat by engineers

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CARE Times 21/6/82

JOHANNESBURG — More than 1 000 South African Airways engineers and technicians last night threatened to "work to rule" if management did not agree to give them a 25 percent increase by July 1

At a meeting in Kempton Park, members of the SAA Engineers' Association made their pledge during an emotional hour of unity

If the threat is carried out, all SAA flights could be severely disrupted

A compromise offered by the SAA executive — that a reply to salary demands would be given on July 1 although no amount was stipulated — was rejected by irate members.

Calls of "Monkeys work for peanuts, we don't" filled the hall as speakers took the floor.

The association agreed to give its executive council two weeks to finalize an arrangement with SAA management.

They decided to continue as normal until July 1 when a 25 percent minimum increase should be set. If this condition was not met, the 1 700 artisans would begin "working to the manual"

Anyone who did not comply with this stipulation would be "rooted out" by the other workers

"Working to manual" means that each time a technician inflates a tyre or tightens a bolt or inspects machinery he must "forget" all he ever knew about the job

He must consult a manual to check every single operation involved in maintaining an aircraft.

"This would result in a slower pace and seriously affect flight departures," a spokesman for the association said. The men agreed that if their demands were not met they would "break SAA"

They left the hall to shouts of "No pay, no planes". The engineering and technical staff last received an increase in 1982 although their wages were adjusted in January this year — Sapa

GO-SLOW

threat

to SAA

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21/6/82
E. Post

JOHANNESBURG — More than 1 000 South African Airways engineers and technicians last night threatened to "work to rule" if they didn't get a 25% pay rise by July 1.

If the threat — made by the SAA Engineers Association in Kempton Park last night — is carried out, all SAA flights could be severely disrupted.

Militant technicians insisted that if their demands were not met they would "break SAA".

At the end of the meeting at which emotions ran high, the crowd left the hall to shouts of "No pay no planes".

A compromise offered by the SAA executive — that a reply to salary demands would be given on July 1 — was rejected out of hand.

Calls of "Monkeys work for peanuts, we don't" were heard as speakers took the floor.

A seasoned SAA technician, who asked the gathering to march on SAA headquarters immediately because "promises are not enough", received deafening applause.

Another worker who said he was tired of rumours because "you can't feed a family on them", was answered with foot-stomping and cries of "hear, hear".

The association agreed to give its executive council two weeks to finalise an arrangement with SAA management.

Members decided to continue as normal until July 1 when a 25% minimum increase will be set. If this condition was not met, the 1 700 artisans would begin "working to the manual".

Anyone who did not comply with this stipulation would be "rooted out", the gathering heard.

"Working to manual" means that each time a technician inflates a tyre or tightens a bolt or inspects machinery he must "forget" all he ever knew about the job.

The technician must consult a manual for every operation involved in aircraft maintenance.

"This would result in a slower pace and seriously affect flight departures," an association spokesman said.

The engineering and technical staff last received an increase in 1982 although their wages were adjusted in January this year.

Observers point out that with SAA struggling to balance its books, pay demands are likely to be looked at askance.

It is also pointed out that while the threat has yet to materialise, overseas charter flights operating from adjoining states could further erode profits — Sapa

SAA hits back over handling of salary row

~~157~~ (138) ~~270~~

Stan 21/6/84

By Zenaide Vendeiro, Transport Reporter

South African Airways technicians, who threatened a work-to-rule if salary increases were not announced in two weeks, were today criticised by their management for making public their grievances.

An SAA statement said it had "taken note of the discontent over salaries among certain groups of staff, such as aviation technicians".

The official standpoint, the statement said, was that salaries were negotiated regularly with personnel associations and trade unions.

Information fed through private channels "could only complicate negotiations between the Transport Services and the trade unions".

Negotiations between the Minister of Transport Affairs, South African Transport Services and all personnel associations were well advanced, it continued.

The statement follows a meeting in Kempton Park late yesterday of more than 1 000 members of the South African Airways Engineers' Association.

Heated

The aviation technicians threatened a work-to-rule — that could seriously disrupt the airline's services — if a salary increase of about 25 percent was not announced before July 1.

They said they last received a salary increase in 1982, although they were given a 12 percent salary adjustment in January this year.

During a heated discussion, the men said they were tired of rumours and vague promises of salary increases.

"We can't feed our kids, our wives and our dependents on rumours," said one man. "We need facts. All we want is a decent salary adjustment."

Several others shouted, "No money, no aircraft."

Sawyer

Unions want front

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138

THE Black Allied Mining and Construction Workers Union (Bamcwu) has given its full support to the formation of a Southern Africa Federation of Mineworkers' Unions.

The union's general secretary, Mr P Nefolohodwe, said the move was "exciting" because mine unions should broaden their spectrum and strengthen themselves.

The National Union of Mineworkers announced this week that it has held talks with mineworkers' unions in Botswana, Zambia, Zimbabwe and Lesotho, on the formation of federation of mine unions in the region.

It was also envisaged that such a federation will seek links with other mineworkers in the rest of the continent.

Mr Nefolohodwe said that it was essential that mineworkers' unions should come together as was earlier proposed by the Num, but such advances have been made to them.

"We are however, aware that Num has held talks with unions in the subcontinent, but we have been undermined — probably because of our strength.

"Bamcwu is one of the first unions to operate in the mines and for some reason, we have not had the same exposure in the Press as the Num. We hope to correct this situation in future," he said.

JOHANNESBURG — Negotiations between South African Airways management and dissatisfied technical staff are at an advanced stage

Some 1400 members of the SAA Engineers' Association have vowed to "work to rule" unless management agree to give them a 25 per cent increase by the end of the month

An SAA spokesman said the negotiations should reach an outcome "very soon"

"The minister and the management of transport services are negotiating with the various staff unions about salaries

SAA ¹³⁸ confident on pay talks

This continuing negotiation is to determine compensation on the basis of traditional work and compensation evaluation"

The statement said "information to outsiders on the standpoints of SA Transport Services and/or staff unions makes these negotiations so much more difficult"

Meanwhile, the association said yesterday while the go-slow would delay aircraft, the cam-

paign would not compromise the safety of the aircraft

A "work to manual" action taken in 1962 for three days caused chaos at Jan Smuts Airport due to flight delays of up to four hours

The association at that time was reacting to the then Minister of Transport, Mr Ben Schoeman's, refusal to recognise the body after a five-year fight

The technicians had been granted trade un-

ion status from the Minister of Labour and were wanting to break away from the Railways Artisan Staff Association

However, the Department of Transport told them their new association would not be recognised or heard

On March 9 — after receiving an unsatisfactory reply to their demand — the 300 members of the association decided on a "work to manual"

As internal and newly introduced overseas flights were delayed for up to four hours, airline officials said if the campaign was continued for a length of time, it could "cripple" SAA's services — DDC

FM 22/6/84 (138)

METAL INDUSTRIES Collision course

The Industrial Council for the Iron, Steel, Engineering and Metallurgical Industry has submitted this year's metal agreement to the Minister of Manpower for publication — and has asked him to extend it to non-parties. In doing so it has embarked on a collision course with the Metal and Allied Workers' Union (Mawu).

The agreement — which will cover the metal industry's estimated 380 000 workers — incorporates minimum pay rises of 40c/hour and 20c/hour for skilled and unskilled workers respectively. It also includes improvements in site workers' allowances and holiday leave bonuses.

The council's decision was taken despite the fact that both Mawu and the SA Boilermakers' Society have refused to sign the agreement. Both are members of the SA Co-ordinating Council of the International Metalworkers' Federation. Another union which originally took the same stand — the Steel, Engineering and Allied Work-

ers' Union — has signed. It represents unskilled workers.

Mawu reacted to the decision with a stinging attack in which it accused the council and the Steel and Engineering Industries Federation (Seifsa) of displaying contempt for the collective bargaining process. At least one employer expects strikes by Mawu members once the agreement comes into force.

Says a Mawu spokesman: "The industrial council and Seifsa have yet again shown their cynical contempt for the process of collective bargaining by forwarding an agreement to the Minister which has been rejected by us and the Boilermakers, who are the two largest unions on the council representing unskilled and semi-skilled workers in the metal industry." He says Mawu's paid-up membership is 30 000 — while signed-up membership is considerably higher at 80 000.

The Boilermakers' union has indicated that it is in favour of the agreement being published and extended to cover non-parties. This seems to be motivated by a desire not to exclude anyone from its benefits, and

the fear that some employers will withdraw from the agreement if it is not extended. This would endanger the council and its benefit structure.

But a union spokesman told the FM that it has been decided to refer the question of signing the agreement to its branches. The executive committee has recommended that the union should not sign.

The spokesman warned that the situation is encouraging racial polarisation in the metal industries which could lead to friction, confrontation and industrial unrest.

He told the FM: "We believe the agreement, as it stands, is unbalanced and does not provide for fair increases in wages throughout the scales. Seifsa has said there is an across-the-board increase. But the distribution heavily favours the highest-paid workers who are already paid twice or more the basic wage agreed upon. The increases provide very little relief for workers at the bottom of the scale."

Although both Mawu and the Boilermakers have refused to sign, the two unions are taking different lines of action with the Boilermakers being far more conciliatory.

in my opinion —

NAMIBIA

More Swapo talks

Another Lusaka-type meeting between Swapo and the Multi-Party Conference (MPC) is being organised — and it could take place within the next few weeks

A likely venue is the Ivory Coast capital, Abidjan. Ivory Coast President Felix Houphouët-Boigny became involved in the Namibian negotiations when he received delegations from both Swapo and the MPC shortly after the Lusaka conference in May. Abidjan is also on SA PM FW Botha's itinerary when he goes on his African safari later this year.

Zambian President Kenneth Kaunda, the host for the Lusaka talks which almost led to an agreement between the Namibian factions, is still very much involved and Lusaka may be an alternative venue.

Withdrawal

Both Swapo and the MPC have indicated that they are willing to meet again. The MPC has reported back to its constituent parties and is preparing its position on issues like the Cuban withdrawal and conditions for co-operation with Swapo.

All present at the Lusaka conference agreed that it broke the ice. A second round of talks could lead to an agreement.

Even if the MPC and Swapo agree on a plan of action it might not mean speedy independence for Namibia. SA seems to have changed its stance, first set out by PM Botha in Parliament in February, that it would respect such an agreement. The new stand is that the independence process cannot begin before a firm commitment is given that the Cubans will leave Angola.

All is not well with the Namibian negotiations. The SA-Angolan Joint Monitoring

Commission (JMC) is months behind schedule in moving to their final headquarters on the Angolan-Namibian border. The FM is told that SA is unhappy with the fact that there is still a strong Swapo presence in the part of southern Angola that was supposed to be kept clear by the Angolans.

SA is also concerned about the future of the JMC after a complete SA withdrawal from Angola. According to the present agreement, the JMC will stay in existence for 30 days after the withdrawal.

Foreign Minister Pik Botha is believed to have made proposals for its continued existence when he met Angolan Interior Minister Alexandre Rodrigues Kito in Lusaka on May 21. The Angolans have not yet reacted. □ Jonas Savimbi, leader of Angola's insurgent Unita movement, is in Johannesburg for a wide range of meetings. Government spokesmen deny knowledge of his presence. Savimbi is the guest of Tertius Myburgh, editor of *The Sunday Times*.

MINE TALKS 138

Battle lines drawn

By deciding unilaterally to implement improved wages and working conditions for black gold miners on July 1, the Chamber of Mines seems to have challenged the National Union of Mineworkers (NUM) to prove its strength through industrial action. Just who will win the confrontation is an open question.

The chamber's decision was taken on Monday after its fourth meeting with the NUM and the Federated Mining Union

(FMU). The unions rejected the final offer made to them on June 7 and declared a dispute.

The chamber has justified its action by stating that the vast majority of black miners are not members of the unions and are expecting their increases on July 1 — the traditional date for increases.

NUM general secretary Cyril Ramaphosa tells the FM that his union and the FMU, which represents some 300 miners on two chamber mines, have already applied to the Minister of Manpower to appoint a conciliation board. If the Minister fails to appoint a board within 30 days, or if the board fails to resolve the issue, the unions will be entitled to embark on a legal strike.

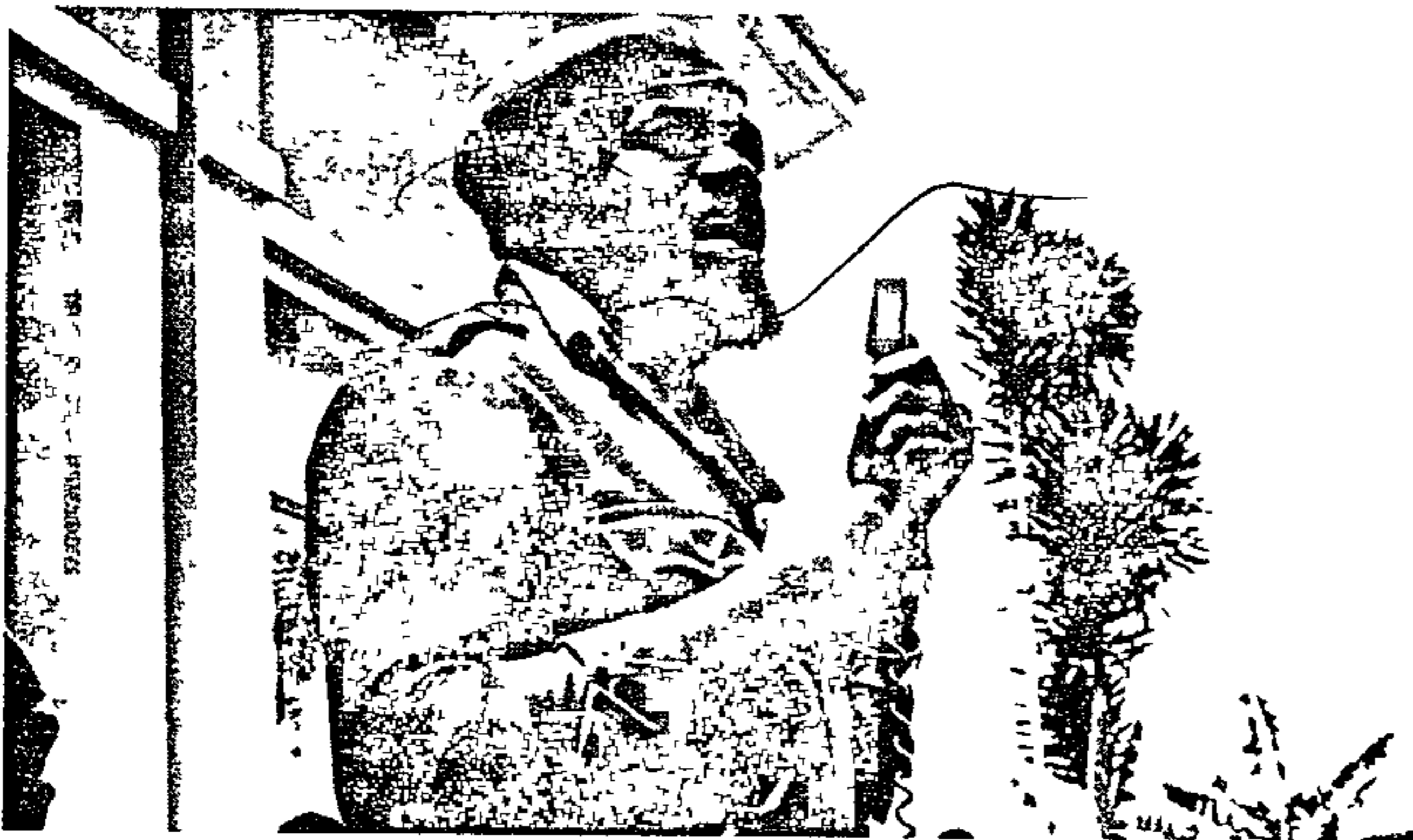
Procedure

Ramaphosa also says the chamber's decision has been referred to the union's members. This raises the possibility that NUM members could choose to ignore the formal dispute procedure and strike illegally.

A third possibility that cannot be ruled out is that if black miners are unhappy with the chamber's deal, they could act off their own bat by striking — as happened in 1982 in the days before the chamber had to deal with black unions.

The package the chamber is implementing includes:

- Average increases for surface workers of 14,4%, ranging from R17/month for the lowest-grade employees to R55/month for the highest semi-skilled employees,
- Average increases for underground workers of 13,3%, ranging from R19/month for the lowest-grade employees to R60/month for the highest semi-skilled employees,
- All workers will qualify for a service increment of 0,5% of chamber minimum rates for every year of service up to a maximum of 25 years' service. This would constitute a maximum service increment of 12,5% on the chamber minimum rates,
- Afternoon shift workers will be paid a shift allowance of 3% of their basic rate, while night-shift workers will be paid 6% of their basic rate,
- Overtime will be paid for all authorised hours spent underground in excess of 102 hours/fortnight, and to surface employees who work authorised overtime in excess of 96 hours/fortnight,
- Overtime will be paid at 5% of the basic monthly rate for every eight hours worked, or *pro rata* for fewer hours, on weekdays and Saturdays, and at 6% on Sundays and recognised mine holidays,



Unita's Savimbi ... meetings in SA

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□ A guarantee that if, for some reason, a worker cannot be employed in his regular job, he will be paid for the shift, if he has not been advised not to report for work at least eight hours before the start of the shift, or is not used on substitute work

According to a chamber statement, the increases represent a considerable improvement on those granted last year, especially if the overtime, shift allowances and other benefits granted this year are taken into account.

Unimpressed

But Ramaphosa is unimpressed. He told the FM "The way I see it, there is definitely going to be a lot of worker anger generated by the chamber's decision to undermine the two unions and go ahead and announcing the wages. The NUM will be deciding what course of action to take. There is going to be very little comfort for the chamber as soon as a final decision has been taken.

"If the decision is to go on strike, I'm sure that there will be massive support. The chamber may think that they have

some teeth and that we do not have support. It is just an illusion."

Chamber industrial relations adviser Johann Liebenberg says "The gold mines employ over 460 000 black workers who are expecting increases on July 1. Even if the NUM's membership claim of 70 000 is correct, 390 000 blacks are not members of the union and mine management cannot withhold increases for these employees until the dispute with the NUM is resolved. Serious doubts, however, exist as to how many of the NUM's claimed 70 000 members are actually paid-up.

"The only way we can assess the union's paid-up membership is to determine how many members pay subscriptions by stop order against their wages. Well below 10 000 of our total black workforce are paying subscriptions in this manner. And although invited to do so, the union has thus far not come forward with an equally good system of establishing paid-up membership strength. Under these circumstances, we have no choice but to go ahead and implement the wage increases and other improvements on July 1."

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The agreement — which will cover the metal industry's estimated 380 000 workers — incorporates minimum pay rises of 40c/hour and 20c/hour for skilled and unskilled workers respectively. It also includes improvements in site workers' allowances and holiday leave bonuses.

The council's decision was taken despite the fact that both Mawu and the SA Boilermakers' Society have refused to sign the agreement. Both are members of the SA Co-ordinating Council of the International Metalworkers' Federation. Another union which originally took the same stand — the Steel, Engineering and Allied Work-

JOHAN JONES

Defending Namibia's economy



Johan Jones is Namibia's Secretary for Finance. He wrote this article in response to the FM's cover story on the Namibian economy last week.

It has recently become fashionable in some circles to make unfavourable and facile comparisons between Namibia's economy and those of other Third World countries. This could only be the result of misinformation or of ulterior motives.

We were sorry to see that in its issue of June 15 the FM fell into the same trap by calling Namibia "a typically debt-ridden African state" as well as using some other unflattering terms. Before looking at the economic position as such, let's get a few purely factual matters out of the way.

It is not true any more that "the territory is borrowing an amount equal to 15% of its gdp". The real figure for fiscal 1984-85 is 10,7%. It is not true either that the civil service is "mainly staffed by South Africans at present who are not expected to remain after independence". Most of the civil servants are born and bred Namibians. Only 2% are seconded from the SA. This figure was

much higher originally but most of the seconded SA officials have either returned to SA or opted to join the Namibian civil service.

As for the statement that the country is "debt-ridden," the statistics tell a different story. As at December 31 last year the government debt in Namibia was 37,1% of the gdp, as compared to 38,5% in the case of SA.

Other facts which are in conflict with the impression that the country is tottering on the brink of economic and financial ruin include a rate of inflation of 9% in April 1984 compared with 11% in SA, a favourable balance of payments with the overall balance on current account increasing from R97m in 1982 to R287m in 1983, and an average marginal propensity to save 0,41 over the last four years.

This is not to say that Namibia does not have economic and financial problems but these problems are of a very different nature from those of most Third World countries and are very poorly understood by most people in SA and the rest of the world. For more than 60 years Namibia has been governed by SA as if it was a fifth province — and quite rightly so in terms of the League of Nations mandate.

The cost of this to SA was never really calculated, just as no clear calculation exists of how much it "costs" SA to gov-

ern, say, Natal. On balance, over the years, government expenditure in Namibia from local and SA sources was undoubtedly more than was generated locally and this process rapidly gathered momentum after the Second World War when the international community began to take an interest in Namibia.

Apparently no one realised that the territory's "government expenditure" was being jacked up to a level which could not be sustained by its own resources. Then, in the latter half of the 1970's, everything changed almost overnight. Independence all of a sudden seemed to become a very real possibility and at the same time a guerrilla war broke out on the country's northern borders.

Foreign, including SA, investors lost all interest in Namibia in view of the political uncertainty and the economy went into an extended decline. A little later this situation was further aggravated, first by four years of drought and then by the world-wide recession which led to a disastrous drop in the Namibian government's revenue, from the diamond industry in particular.

At the same time, in the expectation of possible independence in the near future, a government system was created here to take over almost all of the functions which until then had been performed from Pretoria, with a conse-

(138) 1400A 10184

ers' Union — has signed It represents unskilled workers

Mawu reacted to the decision with a stinging attack in which it accused the council and the Steel and Engineering Industries Federation (Seifsa) of displaying contempt for the collective bargaining process. At least one employer expects strikes by Mawu members once the agreement comes into force

Says a Mawu spokesman "The industrial council and Seifsa have yet again shown their cynical contempt for the process of collective bargaining by forwarding an agreement to the Minister which has been rejected by us and the Boilermakers, who are the two largest unions on the council representing unskilled and semi-skilled workers in the metal industry" He says Mawu's paid-up membership is 30 000 — while signed-up membership is considerably higher at 80 000

The Boilermakers' union has indicated that it is in favour of the agreement being published and extended to cover non-parties. This seems to be motivated by a desire not to exclude anyone from its benefits, and

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quent further escalation of the cost of government. The only way in which this could be financed was by means of (very generous) SA assistance which also became more clearly defined as time went on, hence the relatively new concept of the "cost" or "burden" of Namibia to SA.

To sum up No-one in his right mind can deny that, economically and financially, Namibia is at present heavily dependent on SA, but (and this is where the analogy with other African states falls flat) this is *not* the result of inept or corrupt administration on the part of the Namibians (the findings of the Thron Commission notwithstanding)

It is the result, partly, of the territory's long association with SA and a consequent high level of services and expectations and, partly, of a recent series of exogenous events

Be that as it may, the fact remains that, economically, Namibia is still as much a part of SA as any of the four provinces, and this will not change simply because of political independence. In fact, unless this problem is tackled in good time and with a great deal of pragmatism it could seriously jeopardise any future independence

For this reason it was very heartening to note that on his recent overseas tour the PM apparently did discuss this aspect, amongst others, with the European heads of state

the fear that some employers will withdraw from the agreement if it is not extended. This would endanger the council and its benefit structure

But a union spokesman told the FM that it has been decided to refer the question of signing the agreement to its branches. The executive committee has recommended that the union should not sign

The spokesman warned that the situation is encouraging racial polarisation in the metal industries which could lead to friction, confrontation and industrial unrest

He told the FM "We believe the agreement, as it stands, is unbalanced and does not provide for fair increases in wages throughout the scales. Seifsa has said there is an across-the-board increase. But the distribution heavily favours the highest-paid workers who are already paid twice or more the basic wage agreed upon. The increases provide very little relief for workers at the bottom of the scale"

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REGIONAL AFFAIRS

A new approach

Swaziland seems unworried by the SA announcement dissolving the Rumpff Commission of Inquiry into ceding KaNgwane and Ingwavuma to the Kingdom. "We are not panicking," Swazi Minister without portfolio, Liso Mnisi, told the FM

Mnisi, a powerful figure as chief of staff of PM Bhekimpfi Dlamini's office, saw no reason why Swaziland's land claims would not be met. Nor did he appear to think it necessary to react to Koornhof's statement "We're not interested," he said, describing the SA announcement as "an internal matter of a sovereign state"

This suggests that it is premature to conclude that the deal has been shelved. KaNgwane Chief minister, Enos Mabuza, says dissolving Rumpff "merely defers" the matter. And, Kwazulu Chief Minister Gatsha Buthelezi said after being informed of the move by Koornhof "I have a foreboding fear that the SA government still intends to hand over KaNgwane and Ingwavuma to Swaziland as a pay-off to Swaziland for having entered into a pact with SA in secret"

According to Koornhof's statement, the Rumpff Commission informed government "that it would not be possible to determine the freely expressed will of the inhabitants of the areas concerned under the present circumstances without the probability of intimidation having a decisive influence on the result"

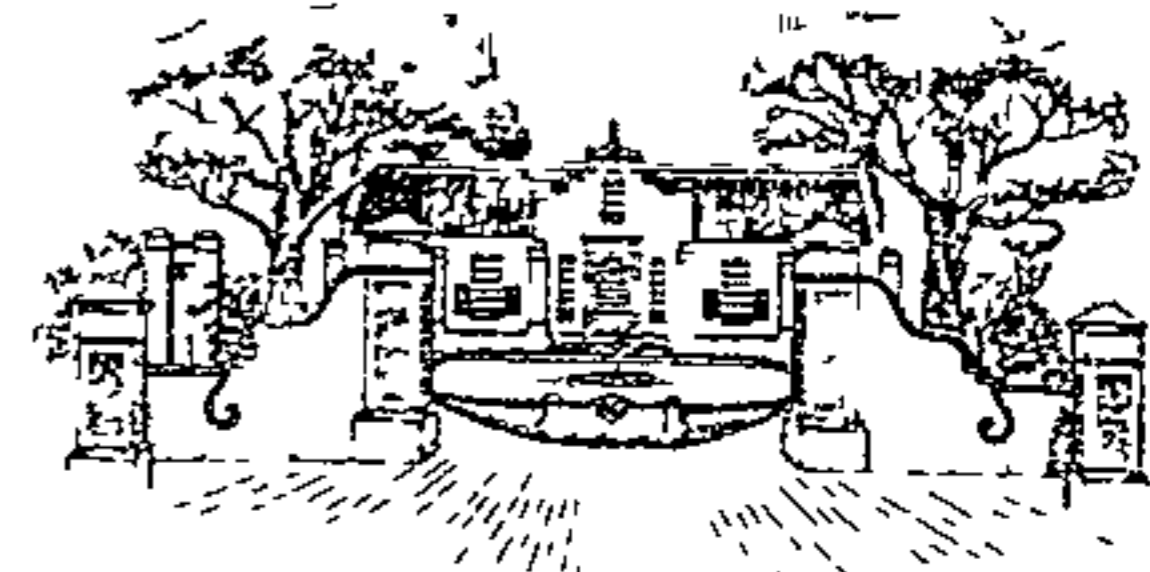
After consultations with all the interested parties, including the Swazis, the SA government "has concluded that the



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LOR 100 E

SAA pay talks progress.

Own Correspondent

JOHANNESBURG. — Negotiations between South African Airways management and dissatisfied technical staff — who on Wednesday threatened to disrupt flight operations — are at an advanced stage

About 1400 members of the SAA Engineers' Association vowed to "work to manual" if they were not granted a 25 percent increase by the end of the month

However, according to an SAA spokesman, the negotiations which are presently underway should reach an outcome "very soon"

Meanwhile the association decided on Wednesday night to give their executive council until July 1 to finalize the desired arrangement with SAA.

If their demands are not met, the "work-to-manual" will be exercised and technicians would "forget" all they ever knew about a job

To do the job, they would have to consult manuals, resulting in a slower pace of work.

An association spokesman said while the "go slow" would probably delay SAA flights, the campaign would not compromise the safety of aircraft.

By Zenaide Vendeiro

The trade union for aviation technicians, the South African Airways Engineers' Association, whose members have been agitating for more pay, refuses to reveal present salary structures

The association and its parent body, the Artisan Staff Association, as well as SAA management, say it is "unethical" and "not policy" to divulge what aviation technicians earn

But the technicians, who threatened a work-to-rule if a salary increase of about 25 percent was not announced before July 1, are more forthcoming

Several have telephoned The Star to complain about their "pathetic pay"

A technician with more than 10 years experience, who refused to be named, said he had a take-home pay of about R800 a month

He said apprentices in their first year earned R4 560 a year, R4 880 the second year, R5 580 in the third year and R6 300 in the fourth year when they quali-

Airways ^{Staff} pay is 'pathetic'

23/6/84

fied as technicians

A qualified technician started on a salary of about R1 160 a month and received R1 220 a month after three years, he said. Only men working in certain sections could earn overtime. Technicians were paid bonuses for full attendance and for getting aircraft ready on time.

"There are very few people in this country qualified to do this work and this is what we get paid" he said

Technicians, like other workers in the South African Transport Services, can fly free once a year inside South Africa and overseas once every five years

"This is of no use because we don't have the money to spend when we go overseas"

C. (Fernald)

23 6/84

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Civil servants take their fight to court

THE Executive Committee of the Western Cape District of the Public Servants' League has won a Supreme Court battle against its National Committee's decision to sub-divide the Western Cape District into three separate regions.

Mr Justice AH Tebbutt ruled that the National Committee had not followed the proce-

cedure laid down in the constitution for the formation of new branches. He found the national committee's decision taken on April 7 to sub-divide the region into three separate branches to be invalid and unconstitutional, and granted the local executive committee's application to have the subdivision scrapped.

Another application by the Western Cape District called for the setting aside of Mr Leslie Andrews's sacking from the National Committee and the Executive Committee.

The advocate representing the League conceded that Mr Andrews's sacking from the National committee was not in order but said that his membership to the executive committee would be contested.

Mr Justice Tebbutt decided to give judgment on this section of the application at a later date.

Migrants benefit by agreement

THE Retail and Allied Workers Union (Rawu) signed an agreement with the management of Van Riebeeck Dairies last week which will give migrant workers greater security.

The majority of the workers at the dairy are migrants.

The agreement was reached after a strike by about 400 workers, all of them members of Rawu, at Van Riebeeck Dairy in Paarl, over the lack of call-in-cards.

This system allows migrant workers to be recalled annually without breaking their contracts. It opens the possibility for migrant workers to eventually apply for the right to live permanently in the urban areas of South Africa.

The agreement states that management will take up the cases of workers who have worked at the dairy for 10 or more years. Costs of such cases would be met by Van Riebeeck Dairies.

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Herald

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LABOUR NEWS

2011/10/89

Leading unionist detained

Mail Reporter

A LEADING trade unionist, Mrs Rita Ndzanga, who has been banned twice and detained on at least four other occasions — is being held under Section 29 of the Internal Security Act — after being arrested in Johannesburg this week.

Lieutenant-Colonel V H Haynes, a police spokesman, confirmed yesterday that Mrs Ndzanga, treasurer of the General and Allied Workers' Union (Gawu) and Transvaal treasurer of the United Democratic Front (UDF), was being held along with Mr Amos Masondo, Gawu's organising secretary.

Mr Masondo was recently released after serving five years on Robben Island.

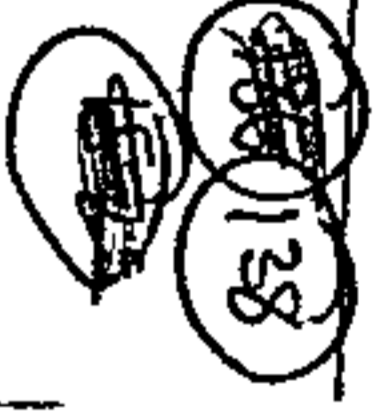
A spokesman for Gawu yesterday expressed concern over their safety and said security legislation was being used as "harrasment" against the leadership of the labour movement and of the UDF.

Mrs Ndzanga, who was banned for five years in the 60s and for a further five years in the 70s, was again detained in 1981 and released in 1982.

Labour Reporter

Milk deliveries are disrupted again

Argus 5/7/84



MILK deliveries were disrupted today as the dispute between 600 Dairybelle workers and the company entered its second day

Workers who arrived at work in the early hours of this morning found the gates locked and hundreds of milkmen later huddled in the rain outside the factory

The dairyworkers downed tools yesterday in protest against the company's recruiting system

Workers want a call-in card system so that they are assured of their jobs when, in terms of the law, they have to return to their homelands

According to an official from the Retail and Allied Workers' Union (Rawu), workers are hired yearly by a company recruiter

The official said a meeting between the company and Rawu, which has about 600 members at the factory, had ended in deadlock yesterday

The general manager of Dairybelle, Mr Maarten Henning, said the workers would "dismiss themselves" if they had not returned to work by yesterday afternoon

Kitchen facilities

However, no workers have yet been formally paid off

Home and small business deliveries were disrupted and at least one major retail store had not received milk by mid-morning

Mr Henning was not available for comment today.

Workers said today they were prepared to work when the recruiting system dispute had been settled.

"The recruiter does not want the call-in card system because he is going to lose his bread," said one worker

The milkmen are also complaining about the hostel kitchen facilities

They want to cook their own food, instead of eating in a centralised kitchen, they said.

Mr M F Ahmed of the Atlantis Traders' Association said no milk had been delivered to Atlantis for two days

"I drove into Cape Town yesterday — a return distance of 100 km — to fetch milk, but I could not get any

Argues 6/7/84

**No milk
as dairy
dispute
drags on**

Labour Reporter

THOUSANDS of Cape Town consumers were without milk again today as the dispute continued between 600 milkmen and the city's biggest dairy, Dairybelle.

No deliveries have been made to homes and small businesses in the southern and Atlantic suburbs for three days.

The general manager of Dairybelle, Mr Maarten Henning, said he would dismiss the striking black workers today and replace them with new labour from Transkei.

The company is using coloured drivers as substitutes for the striking workers to deliver to cafes and supermarkets.

SYSTEM

The dispute centres on the effects of the contract labour system on workers with long service.

They believe that because of the company's labour-recruiting system — whereby workers are not given call-in cards — their chances of obtaining permanent urban rights in terms of Section 101 (b) of the influx control legislation are being jeopardised.

"Most of us are entitled to permanent rights in the city because we have worked for one company for more than 10 years. But when we go to the Western Cape Development Board office, they say we are newcomers because we are issued with a new contract every year," a shop steward said.

PERMANENT

Mr Henning said he had told the workers yesterday that he regarded them as permanent employees, but was not prepared to sign a statement before he had consulted lawyers.

He had verbally agreed to tell supervisors not to give workers more than 30 days' leave unless it was applied for in writing, although he had not agreed to call-in cards, he said.

Mr Henning added that this system would guarantee workers' unbroken service. Call-in cards meant that workers could return to work "when they feel like it", which would unbalance his labour complement.

"In the past — before this Section 101 (b) thing came in — workers used to ask me for four months off so they could plough their lands in Transkei. Now those with long service are complaining that they don't qualify," he said.

LABOUR NEW

Council faces court action

Labour Correspondent

THE Cape Town Municipal Workers Association is to launch an urgent industrial court action today in an attempt to prevent the Cape Town City Council implementing a wage increase for its workers next week.

The union, which represents workers employed by the council, alleges that the increase is being implemented despite the fact that pay talks between it and the council have deadlocked and the two sides have agreed to refer the dispute to an arbitrator.

It charges that, by granting the increase before arbitration has begun, the council is attempting to "subvert collective bargaining".

It is understood that the council plans to implement the increase — which ranges between 15% and 27% — next Thursday.

In today's hearing, the union will ask the court to order the council to file replying papers to its charges next week so that the court can hear the case before the increase is implemented.

It argues that this is necessary to prevent a situation in which the court would only hear the case after the increase had been granted.

Lawyers acting for the union said yesterday that the action followed wage talks between the union and council in which the union had demanded a change in the council's system of wage grades.

This is aimed at boosting the pay of lower-paid workers and closing the wage gap between them and those at the top of the pay scales.

The council had replied with its 15%-27% offer, which the union rejected.

According to the lawyers, the two sides then agreed to settle the dispute by arbitration, but an arbitrator has not yet been appointed.

The union alleges that, despite the agreement to submit to arbitration, the council has decided to go ahead and implement the increases. It claims that this is an attempt to persuade workers that they can win wage increases without the union's aid and is therefore aimed at "subverting" bargaining.

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Barrage of eggs greets committee

By Zenaide Vendeiro,
Transport Reporter

Eggs and tomatoes were thrown at members of the SA Airways Engineering Association's executive committee yesterday when they relayed details of a salary "adjustment" to their members.

The aviation technicians threatened more than two weeks ago to work-to-rule if they did not receive a salary increase of about 25 percent.

At a union meeting yesterday more than 1,000 members were told by their executive committee that a salary increase was out of the question.

A member of the Association, who declined to be named, said members were angry and disappointed with the salary adjustment. The mood turned nasty at the meeting — eggs and tomatoes were thrown at the executive committee and there were calls for their resignations.

The technician refused to give details of the adjustment.

"Two years ago, we were asked to save money because SAA was experiencing such tremendous losses. We co-operated and in a few months, we saved millions. The members feel SAA owes them something for that," he said.

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Room 4/17/84 (136)

No milk as strike goes on

CAPE TOWN — Thousands of Cape Town consumers were without milk again yesterday as the dispute continued between 600 milkmen and the city's biggest dairy, Dairybelle

No milk has been delivered to homes and small businesses in the southern and Atlantic suburbs for three days

The general manager of Dairybelle, Mr Maarten Henning, said he would dismiss the striking black workers yesterday and replace them with new workers from Transkei and Ciskei

The company is using coloured drivers to deliver to cafes and supermarkets

The dispute centres on the effects of the contract labour system on workers with long

service.

Workers believe that because of the company's labour-recruiting system — workers are not given call-in cards — their chances of getting permanent urban rights in terms of Section 10 1 (b) of the influx control legislation were being jeopardised

"Most of us are entitled to permanent rights in the city because we have worked for one company for more than 10 years

"But when we go to the Western Cape Development Board office, they say we are newcomers because we are issued with a new contract every year," a shop steward said

Mr Henning said he had told the workers yesterday that he regarded them as

permanent employees, but was not prepared to sign a statement before he had consulted lawyers

He had verbally agreed to tell supervisors not to give workers more than 30 days' leave unless it was applied for in writing, although he had not agreed to call-in cards, he said

Mr Henning added that this system would guarantee workers' unbroken service

Call-in cards meant that workers could return to work "when they feel like it" This would unbalance his labour complement

"In the past — before this Section 10 1 (b) thing came in — workers used to ask me for four months off so they could plough their lands in

Transkei Now those with long service are complaining that they don't qualify," he said

● Talks between the Retail and Allied Workers Union, the management of Dairybelle and 500 striking dairy workers had reached deadlock on the workers demand

Mr Henning said he would only negotiate with workers if they returned to work He would not be "forced" into a settlement

But he was willing to accompany two workers representatives to discuss their problems with the Western Cape Development Board

If a "call-in card" system is introduced the workers' contracts would be automatically renewed every year — Sapa

York Cathed

The roof of the south transept of York Minster Cathedral ablaze early this morning. The cathedral was seen

Milkmen back at work

Labour Reporter

THE strike of 600 workers at the city's largest dairy, Dairybelle, which disrupted milk deliveries for three days, has been settled. Workers downed tools last week in protest against the company's labour-recruiting system. They were demanding a call-in-card system, whereby their contracts would be automatically renewed each year when they returned to their homes.

An official of the workers union, the Retail and Allied Workers'

Union (Rawu), said the milkmen agreed to return to work on Saturday on condition a call-in-card system, whereby workers would be given individual contracts, was negotiated.

In what was described as a "significant victory" the company had also agreed to grant workers only four weeks' leave, unless workers themselves requested long leave.

In the past long leave has seriously affected workers' chances of getting permanent city rights.

The union agreed that the com-

migrant labour

Argus 9/7/84

ISSUE settled

A Rawu official described the agreement as a "significant victory for contract workers".

The general manager of Dairybelle, Mr Maarten Hennig, said he

accepted the company's conditions for instituting call-in cards

along with for them to go back to work before we negotiated.

"We accepted the call-in-card system from the beginning on condition that we could regulate our labour supply," he said.

Mr Hennig said the workers had

was pleased the dispute had been settled in a "co-operative manner".

However, he dismissed the union claim that the strike was a "significant victory".

"It's no victory. My demand all along was for them to go back to work before we negotiated."

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Teenag

wins surfing classic

Argus Bureau

PORT ELIZABETH — Young Australian professional surfer, Mark Occhilupo, Country Feeling surf classic in disappointing 1.5m waves at Jeffrey's Bay.

More than 2 000 spectators perched on sand-dunes saw Occhilupo out-manoeuvre second-placed American Hans Heideman in two 30-minute Occhilupo, who leads the professional ratings, thrilled the crowd with stunning off-the-lip re-entries.

The 18-year-old, who turned professional surfing he left school at 16, beat world champion and fellow-Australian Tom Carroll on his way to the final.

Contest promoter Miss Cheron Habib said next year's contest would be A-rated, with prize money of more than R25 000.

OSTRA

~~Confidential~~
C. T. v. m. l. s. 9/17/84 138
Confidential
sauce settlement

Staff Reporter

A DISPUTE arising from the discharge of a City five-star-hotel waiter who had allegedly served tartare sauce in a stainless steel instead of a silver bowl, was settled last week after a confidential Industrial Court hearing

The terms of the settlement may not be disclosed, said a spokesman from the Legal Resources Centre, who represented the dismissed waiter

It has been alleged that the major reason given for the dismissal of Mr

Willard Nodlela, a waiter at the Mount Nelson Hotel for nine years, was that he served the tartare sauce in the wrong dish to the then managing director of the hotel, Mr K Morton-Chance, and his guests

After an earlier Industrial Court hearing in March this year, Mr Nodlela — a member of the executive committee of the Liquor and Catering Trades Employees' Union — was temporarily reinstated as a waiter for three months, pending the settlement of the dispute

Dairy workers strike: Seeking job continuity

PIPPA GREEN, The Argus's labour reporter, looks at the recent strike of milk delivery men

RECENT labour unrest in Cape Town's dairy industry has touched at the heart of the contract labour system in South Africa.

Last week's strike by 600 workers at the city's largest dairy, Dairybelle, is the fourth to hit local dairies in two months.

In all the strikes, the dairyworkers' demands have been the same and have been brought forcefully and often inconveniently to the attention of thousands of non-African Cape Town people whose home milk deliveries have been disrupted.

Many years of migrant labour, the uncertainty of living apart from their families, the anxiety of not being automatically assured of a job at the year's end and rebellion against hostel life are largely responsible for the current spate of unrest.

At the major Cape Town dairies — Dairybelle, Van Riebeeck and Union — workers have demanded that the companies' labour recruiting system be changed.

More than two years ago, long before the Retail and Al-

lied Workers' Union appeared on the scene, striking Van Riebeeck workers claimed they were put back on a basic wage after returning to the homelands to renew their contracts

— Rawu now has substantial membership among dairyworkers who are spelling out their aspirations more clearly.

Workers claim the lack of individual contracts or "call-in-cards" has seriously jeopardised their chances of obtaining permanent urban rights in terms of Section 10,1 (b) of influx control legislation.

Section 10,1 (b) applies to workers who have worked for the same firm for an unbroken period of 10 years.

"Unbroken period" has always been a contentious legal issue and the introduction of black labour regulations in 1968, which made it compulsory for a migrant worker to return to his homeland to renew his contract, affected tens of thousands of migrants with long service.

But in two historic Supreme Court cases in 1981 involving Johannesburg worker, Mehlolo Rikhoto and a Cape Town man,

Stanford Boo, the court ruled that the four week return to the homelands at the end of the year was normal annual leave, which did not constitute a break in service.

Difficult as it is to establish the city rights of long-term migrant workers, it is almost impossible, say labour lawyers, to win a case for a man who has taken three or four months unpaid leave within a ten year period.

And dairyworkers' feel this is the crux of the matter.

A call-in-card system, whereby migrants are recalled annually without breaking their contracts, they say, would prevent companies sending them home on long leave.

Dairy company managements say they are willing to make certain changes to suit the workers, although some still want to regulate the flow of labour to the factory.

Mr Lloyd Whitfield, managing director of Van Riebeeck, said the company was assisting workers to apply for Section 10, 1 (b) rights.

Both he, and Mr Maarten Henning, general manager of Dairybelle, claimed that workers had in the past asked to go home for long periods.

"Ten years later, they blame us for not getting their Section 10 rights," Mr Whitfield said.

Mr Henning although initially reluctant, has agreed to institute a "call-in-card" system provided that he is able to "regulate" the labour supply.

But there is another aspect to migrant labour, which has sparked off strikes.

Company hostels, the city homes of many thousands of married men, are often a major bone of contention in industrial relations and Dairybelle workers have complained bitterly about the centralised hostel kitchen.

It is a point which has been difficult for white management to understand.

"The hostel is one of the most modern. It cost me R1,2-million to put up. I have hired a professional company to cook traditional Xhosa food. Now 450 men tell me they want to cook their own food," Mr Henning said.

revised
origins 10/7/86

Industrial Court order on Council

Labour Reporter

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THE Industrial Court has ordered the Cape Town City Council to respond today to an application by the 11 000-strong Cape Town Municipal Workers' Association to prevent the Municipality from unilaterally implementing new pay increases.

The CTMWA, which has been locked in a wage dispute with the council for the past two months, has applied for a status quo order in the Industrial Court to prevent the council from implementing pay rises ranging from 12 to 27 percent, until the dispute is settled.

The union, which represents mainly black municipal workers, has asked the council to refer the dispute to arbitration and not to implement any pay rises until it is settled.

POSTPONED

An application for a status quo order, due to have been heard on July 3, was postponed after the City Council did not respond.

The CTMWA made a further application in the Industrial Court last week, asking that the council be compelled to file papers.

Thousands of council workers are expected to attend a meeting in Athlone tonight to discuss wages.

Many workers in the lower-paid categories claim they are living below the breadline.

Man for trial in Supreme Court

Court Reporter

A 25-year-old man was told by a Wynberg magistrate today that he will be tried in the Cape Town Supreme Court next month on a charge of murder.

Mr John Steyn of 128 Lake Road, Grassy Park, is accused of murdering Mr Bertram Gonzalves, on January 27.

The magistrate, Mr A L Laubscher, told Mr Steyn of the Attorney-General's decision to transfer the case to the Supreme Court for trial on August 3.

Mr Steyn asked for pro Deo defence and said he would call his wife to give evidence in his defence.

Bail of R50 was extended.

Mrs C Teuterberg appeared for the State. Mr Steyn was not represented.

REV 11/7/84 (47)
Scooter
men hit
at bosses

Mail Reporter

THE South African Scooter Drivers' Union (Sacdu) — whose slogan is "An injury to one is an injury to all" — have blamed their employers for the high accident rate of scooter drivers

At a meeting held in Dube at the weekend, Sacdu — representing delivery workers who travel on scooters — accused their employers of exerting pressure on drivers by not preparing orders on time and by not paying good wages to drivers.

In addition, the employers refused to provide drivers with safe driving equipment or to service scooters properly

Mr Lucky Mhlayivana, the president of Sacdu, said yesterday the union had resolved to see that drivers were provided with protective equipment, that bikes were serviced and better wages were paid

He said they had resolved to ask employers to prepare orders on time "so that scooter drivers have enough time to adjust to the work psychologically" and to ask other road users to "take care of us, the men on two wheels"

Nufawu plea dismissed

ARAND Supreme Court judge has dismissed an application by the National Union of Furniture and Allied Workers' Union preventing the Paper, Wood and Allied Workers' Union (Pwawu) from recruiting in the furniture industry.

Nufaw had asked the court to stop the Pwawu recruiting workers in the furniture industry after a dispute at a Brits factory, Pat Cornick, in which workers wanted to resign from Nufaw and join the Pwawu.

The judgment has been welcomed by Pwawu who said that it was "a major breakthrough for the union's strength". The union will no longer have problems in industry, the spokesman said.

However, the national secretary of Nufaw, Mr Lala Ram, told **The SOWETAN** yesterday that they felt the judgment was fair and will no longer continue with the case.

In papers before the court Nufaw argued that Pwawu was acting in contravention of its own constitution, which did

By **JOSHUA RABOROKO**

not cover furniture workers. It contended that by so doing it was endangering their right to continued employment in the industry because it has a closed shop policy.

On the contrary the Pwawu contested the action and applied that its scope extended before the Nufaw's application to the court. Pwawu's counsel counter-argued that employees have every right to belong to more than one union.

Costs

The Nufaw had stated in court that it intended amending its constitution to prevent employees belonging to more than one union.

The application was handed down by the judge who ordered that Nufaw pay costs.

The Pwawu's victory over the Nufaw is the second following a battle with the South African Typographical Union, a Tucsa affiliate, in the printing and packaging industry concerning the closed shop agreement.

Workers' union ^{argues} 11/7/84 (138) 12/13
accuses city council

Labour Reporter

CAPE Town City Council was "undermining" the municipal workers' union by unilaterally implementing new wage increases which had not been accepted by the workers, according to a resolution adopted at a union meeting.

The meeting, organised by the Cape Town Municipal Workers' Association and attended by about 3 000 workers, also accused the council of "encouraging industrial unrest" by trying to sow division among the union's membership.

The resolution, unanimously adopted, called on the council to "co-operate with the union in bringing the matter to finality before the Industrial Court".

Sit today

The Industrial Court was to sit today to hear the CTMWA's application for a status quo order, asking that no new wages be implemented until the dispute was formally settled.

The City Council has been implementing pay increases ranging between 27 percent on the lower grades and 12 percent on the higher grades from the beginning of this month.

The CTMWA is demanding 100 percent increase on the lower grades, bringing a labourer's wage from R59,77 to about R118 a week.

"Desperate best"

The Town Clerk, Dr Stan Evans, said that by accepting the increment workers were not prejudicing their case.

He denied union charges that the council, by failing to file papers at the Industrial Court hearing last week, was employing "delaying and obstructionist tactics".

"We received the union's papers only a week ago. We are doing our desperate best to file our papers today," Dr Evans said.

C. Times 1/17/84

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110 Cape Sun workers strike

By RIAAN DE VILLIERS
Labour Reporter

ABOUT 110 black workers at the plush new Cape Sun hotel — flagship of the Southern Sun hotel chain — went on strike yesterday in support of pay demands, a union organizer said.

Mr Leon Mqhakayi, organizer for the Commercial, Catering and Allied Workers' Union (Ccawusa), said the workers — most of them contract workers from Ciskei — had stopped work in protest against low pay — an average of R173 a month

— and bad employment conditions

The workers all belong the Liquor and Catering Trades Employees' Union, which has a closed shop agreement with hotel and restaurant managements

However, it is believed Ccawusa recently started recruiting workers at the hotel

Mr Mqhakayi said he had recently sought a meeting with management but this had been turned down on the grounds that the hotel recognized the

Liquor and Catering Trades Employees' Union

He claimed workers no longer wanted to belong to the recognized union

He said a worker demand to speak to management representatives was refused yesterday. He also claimed a security officer at the hotel had prevented him from addressing workers

He said management demanded that workers return to work before discussing their grievances. But the workers

refused to return before negotiations with their shop stewards' committee and a union official

Mr Ted Frazer, secretary of the Liquor and Catering Trades Employees' Union, confirmed that a dispute had occurred. He said union organisers had gone to speak to the workers at their hostel and he was waiting for them to report back.

Despite repeated attempts, hotel spokesmen could not be reached for comment.

Quacchato

(1)

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Council
C. June
'fosters
labour
11/7/84
unrest'

Staff Reporter

THE Cape Town City Council's plans to pay members of the 11 000-strong Cape Town Municipal Workers' Association a unilateral wage increase this week was last night condemned as "encouraging industrial unrest".

This was contained in a resolution passed in the City Hall by more than 3 200 union members at the union's special general meeting

All speakers condemned the council's stand in the midst of the Industrial Court battle to prevent the council from implementing its planned wage increases, the general secretary of the union, Mr John Ernstzen, said after the meeting

"The unanimous feeling of the meeting was that the council is treating the workers with contempt and as if they were children. Many speakers wanted to know if the council would treat its white workers with the same contempt," he said

'Living wage'

"A number of speakers from the floor suggested that if the council does not negotiate properly with the union then workers must take action themselves"

In the resolution, a previous decision taken by union members instructing their executive committee and general council, or shop stewards committee, to take the fight for a "living wage" to the Industrial Court for determination, was confirmed

The meeting noted "with grave concern" the council's decisions to implement unilaterally its own proposals with regard to increased wages and without waiting for the Industrial Court to decide on the dispute. The council was also criticized for acting "unilaterally and in the face of the expressed wishes" of the union

'Division'

It was further accused of trying to undermine the union and cause division among members, "thereby encouraging industrial unrest"

The meeting deplored the council's "delaying and obstructionist tactics" which were designed "to prevent the Industrial Court from hearing the dispute as soon as possible"

It was called upon to help bring the dispute before the Industrial court "as speedily as possible".

ROM 12/7/84 (138)

Anger at council payout

Wall Correspondent

CAPE TOWN — The Cape Town City Council's plans to pay members of the 11 000-strong Cape Town Municipal Workers' Association a unilateral wage increase this week, was this week condemned as "encouraging industrial unrest".

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It was accused of trying to undermine the union and encouraging industrial unrest.

Hotel strike talks continue

Labour Reporter

ABOUT 110 black contract workers at the Cape Sun hotel were still on strike yesterday as talks continued between management, the Commercial, Catering and Allied Workers' Union (Ccawusa) and a shop stewards' committee

Mr Leon Mqhakayi, union organiser, said management representatives had agreed to discuss workers' grievances about working conditions and conditions in their Guguletu hostel

However, they had said pay demands would have to be dealt with by the group's managing director, who was overseas

"We were also told

workers would lose their jobs if they did not return to work," he said. "But workers are reluctant to return before their pay demands are resolved"

He said he would report back to the workers last night and talks with management would resume this morning

The workers are all members of the Liquor and Catering Trades Employees' Union, which has a closed shop agreement with hotel and restaurant managements

However, Mr Mqhakayi said the workers "totally rejected" the established union which had "done nothing" for them

A hotel spokesman said a statement would be issued this morning

13/7/84

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Potential regional and international political gains for SA are equally dubious says Maasdorp.

He concludes "Internal dissension (in SA) will remain unless a political dispensation is achieved by agreement with, not imposition on, the African people."

UNION DEMARCATION

Closed shop threat

The Paper Wood and Allied Workers' Union (Pwawu) has been granted costs in a case involving a dispute with the National Union

of Furniture and Allied Workers (Nufaw). The judgment is likely to lead to a serious challenge to the Nufaw's closed shop in the furniture industry.

The case has a convoluted history. Earlier this year the Pwawu, which is affiliated to the Federation of SA Trade Unions (Fosatu), recruited a number of workers at Pat Cornick, a Brits furniture factory. Alarmed at this encroachment, the Nufaw made an application to the Rand Supreme Court for an urgent interdict to prevent its rival from organising in the furniture manufacturing industry.

The argument the Nufaw used was that the Pwawu's constitution did not make pro-

vision for it to cover furniture workers. It said the paper union was therefore acting in contravention of its own constitution. The Nufaw also argued that workers who did join the Pwawu would be endangering their right to continued employment as it had a closed shop for the industry. At that stage the Pwawu gave the Nufaw an undertaking not to organise furniture workers.

However, the Pwawu had applied to have its scope extended to cover furniture workers before the Nufaw's application came before the Supreme Court. By June, when the matter came up for hearing, the extension had been granted. As a consequence, the hearing revolved around costs and whe-

GEORGE MSIBI

Behind Swaziland's turmoil



George Msibi is one of the two most powerful members of Swaziland's Supreme Council of State (Liqoqo) which, in effect, governs the country. The FM spoke to him at the royal kraal at Lobamba.

FM: What is Swaziland's attitude to the dissolution of the Rumpff Commission and its suggestion that most people in KaNgwane oppose incorporation into Swaziland?

Msibi: The main point is that you cannot assess what the majority of the people want without fear of intimidation.

Throughout negotiations with SA, King Sobhuza made it quite plain that he was concerned about the land which was illegally alienated from Swaziland — not the people. He accepted that there had been a great deal of change in the human ecology of those border areas which could give rise to problems. Paramount in His Majesty's mind, however, was establishment of internationally accepted borders, which we don't have, and which entails the return of certain land to us. This we have to do.

KaNgwane has 800 000 people and Swaziland 500 000. Does this not give you second thoughts about incorporation?

There are 800 000 people of Swazi extraction throughout SA. A very small part of them actually live in KaNgwane. But we are aware of the problems. In 1982, before the King died, we had already set up committees to look into the economic, political and social ramifications of a sudden influx of people. It's going to cost money and it will not occur overnight.

A local newspaper reported SA Foreign Minister, Pik Botha, as saying recently that if Swaziland did not talk to KwaZulu and KaNgwane, it could forget the deal. So, what's the next step?

Botha said "talk." But talk about what? Do we negotiate or do we merely keep them informed. When the King started negotiations he sent a delegation to KwaZulu to see King Zwelithini and Buthelezi. It was a question of informing people who are related and who will be affected. But we were not negotiating with KwaZulu authorities. There is no status whereby we can negotiate with them. They didn't take our land, the Boers did.

Secondly, they are not sovereign states so there is no point in negotiating with them. We are concerned with border adjustments. What agreement can we sign with Buthelezi that would be recognised internationally? But we will talk to them to ease friction. If Buthelezi assumes a negative attitude, that's his business. But it is not going to stop us taking the border issue further.

Buthelezi has warned of violence if things are done over his head.

Buthelezi talks too much about bloodshed. These threatening and provocative statements should not be taken seriously. In any case, who would we say we were talking to? A chief of a section of the Zulus? The head of Inkatha, or what?

What is really happening in Swaziland, in view of the recent coup reports, the sacking of ministers, and with the Supreme Council of State, the Liqoqo, becoming more directly involved in government? Who is the real power in the land?

What took place since the death of the King has physically brought the Liqoqo into the government structure. This was

done by His Majesty's Proclamation Amendment Decree of July 18, 1982. It stipulated that the Liqoqo would be responsible for advising the Queen Regent on all matters of state.

When the King died in August 1982, he had just appointed the (present) Liqoqo. Two months earlier he had constitutionalised this body. The Liqoqo is an ancient institution in Swaziland and took decisions in the past when the King was not of age.

The fitting-in of the Liqoqo as adviser to Her Majesty meant that the PM and the cabinet had to move down one level. This of course was resisted by the previous PM Mabandla (who) wanted to transfer executive powers from the monarchy to the PM's office. The Liqoqo realised he was trying to destroy the heritage left by His Majesty and decided he should be removed as PM. This they caused the Queen Mother to order.

The Liqoqo is now seen to be directly involved in running the country. Which it always has been, in a quiet way. But was not Dzelwe named as Regent before Sobhuza died but subsequently removed by the Liqoqo?

This is central to understanding the succession in Swaziland. The monarchy has two integral components — the King and the Queen Mother. At the beginning of a reign the king's natural mother is queen mother. When the queen mother dies, then a sister, who is within the royal house, takes over. When the king dies there has to be a queen mother to supervise the accession of the next king. In the case of Sobhuza, who reigned for 62 years, his mother died and his sisters took over until that lineage disappeared. Towards the end, it was decided to appoint one of the King's wives (she was not even a senior wife) who was chosen for one major reason. That she (Dzelwe)

(140A) (138) (188) (51)

Fm 13/7/84

ther the Nufaw had been entitled to to prevent the Pwawu from recruiting furniture workers at the time the application was lodged.

In the hearing, legal representatives for the Pwawu argued that the furniture union was a corporate body apart from its members. The Nufaw therefore did not have the right to bring the application because it had not suffered any harm.

Mr Justice M B Labe, who handed down his judgment last week, found that in other circumstances the Nufaw would have had the right to approach the court on behalf of its members — although it had itself suffered no harm. But he also found that the

Nufaw did not necessarily have the right to claim the relief it sought in the costs hearing

The judge said the Nufaw had not come to court to claim relief for its members. Rather, it had sought to prevent the Pwawu from canvassing or accepting as members any workers employed in the industry who were eligible for Nufaw membership. Because Nufaw had used the fact that the Pwawu constitution did not cover furniture workers as the basis for its argument, it meant that the Nufaw did not have the right to seek relief

SERVICE CONTINUES

Fears were dispelled this week that thousands of part-time students, most of them black, would be barred from writing Joint Matriculation Board (JMB) examinations if the board ceased to accept them as private candidates. The JMB decided at its agm in Port Elizabeth to continue accepting these candidates as before.

Several Johannesburg organisations involved in education had expressed "grave concern" at suggestions that JMB might cease to conduct examinations for part-time students

At a meeting, representatives of the Sached Trust, Turret College, St Barnabas College, the SA Institute of Race Relations, and Council for Black Education and Research, drew up a statement which was sent to the JMB's agm appealing to the examination body not to terminate its service.

The JMB has now decided to continue accepting part-time students studying for its examination. But it has stipulated that private candidates must be enrolled with a correspondence school or college.

Correspondence colleges will also have to find suitable venues, to be approved by the board, at which candidates will sit for the examination.

There are nearly 3 000 part-time students studying for the JMB examination throughout the country.

face to face

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had no issue of her own, and would not be directly involved. She was merely a caretaker.

Who chose Prince Makhosetive as heir?

A council of senior princes They know long beforehand who the heir is going to be. Dzelwe had nothing to do with it. Usually they (the princes) identify the next queen mother and her son takes over immediately. Dzelwe held office only until the next queen mother came out of mourning. This is usually a period of about two years. But Dzelwe got involved in intricate disagreements with the Likoqo to the point where day-to-day functions of government could not be carried on. The Likoqo, together with the senior princes, decided to bring the next, substantive, queen mother out of mourning. The moment that was done Dzelwe had to vacate. They didn't have to fire her.

Are you satisfied that problems with the African National Congress (ANC) have been resolved?

Swaziland is basically satisfied with the situation. We regret that we had to use force but the problems are really the ANC's. I personally believe that there must have been a loss of control by the leadership over some of their cadres after the signing of the Nkomati Accord. Whether they have re-established control I don't know. We have collected practically all the fighting elements of the ANC and we are moving them gradually out of the country. But, the situation is not static because some are still entering the country from Mozambique.

Why was RV Dlamini sacked as Foreign Minister?

He colluded with (sacked former finance minister) Sahaye Nxumalo in an attempt to illegally remove executive power from Her Majesty.

URBAN BLACKS

Problem generation

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Fm 13/7/84

The generation gap, pitting parents against their children in mutual incomprehension, is a problem in any society. In SA's black townships, it seems to take on an extra dimension of bitterness mixed with political overtones

Academics attribute this largely to the growth of individualism among black youth, combined with the fact that they blame their parents for tamely accepting the indignities of apartheid. Impersonal relationships, resulting from housing congestion, urbanisation, industrialisation and long working and travelling hours, exacerbate the problem.

Certainly, many township parents seem to have little control over their older children. Parents see the availability of mass schooling as a privilege. The youngsters consider it an inadequately supplied right — and they demand equal education in a unitary school system.

The recent Pretoria school boycott, which resulted in the closure of six high schools with an enrolment of 6 000, illustrates the point. Parents held public meetings and called on the 6 000 pupils to reject their leaders and return to classes after Minister of Education and Training Barend du Plessis threatened to close schools if the boycott continued.

Combined pressure

Some parents even suggested that their children should identify "the irresponsible leaders" to the authorities. The boycott continued, with pupils defying the combined pressure of their parents, the churches and community leaders

The black township generation gap seems to have become more pronounced since the 1976 riots. During that period, youths formed what was really the ultimate authority in many black areas — an authority their elders defied at their peril.

The young tasted power, and they, either through organised groups or *ad hoc* gangs, directed and controlled events in the townships. Circumstances have changed, but many are reluctant to recognise the fact.

In townships such as Soweto, the young

claim their parents can do little to help them in matters related to education or the struggle for social and political change. Many say openly that their elders either do not fully grasp "the urban situation" or are "Uncle Toms" who bow to white authority.

The director of the Institute of African Studies at the University of the Witwatersrand (Wits), Professor Charles van Onselen, sees the feeling in the urban areas as a by-product of capitalism — resulting in the emergence of "contractual impersonal relationships, new values and the breakdown of extended family groupings."

There is now, he says, a different type of youngster: assertive, highly sensitive and resentful of social and political pressures. This is seen in all societies — the young are always more radical than their parents and most of today's young radicals become tomorrow's conservatives.

Another Wits academic, social anthropology professor David Hammon-Tooke, says urbanisation and industrialisation are responsible for the differences in outlook between parent and child.

"Today's children are, in some cases, more independent financially and therefore look after themselves. The point is that parents could very easily become strangers in the new, modern nology," he says.

Metal workers split and rival union launched

By PHILLIP VAN NIEKERK

A MAJOR new union was formed on the East Rand this weekend when rebel shop steward committees from at least 38 factories broke away from the Metal and Allied Workers' Union (Mawu)

Mawu, a leading affiliate of the Federation of South African Trade Unions (Fosatu), is the largest black worker union in the steel and engineering industry

The formation of the United Mining, Metal and Allied Workers of South Africa (Ummawosa) follows the sacking of four union officials, including the former general secretary Mr David Sebabi, by Mawu's national executive last weekend

In a statement last week Mawu said the organisers — Mr Sebabi, Mr Sam Ntuli, Mr Enoch Godongwana and Mr A Sipeta — were fired for financial mismanagement and gross misconduct

Hundreds of former members of Mawu's East Rand Shop Stewards Council gathered at a hall in Actonville, near Benoni, on Saturday to launch Ummawosa

They declared themselves for worker control of the union, and a more politically active union, as well being opposed to bureaucracy and "white domination"

The meeting was organised by the four sacked organisers and the vice-president of the Federation of South African Trade Unions, Mr Andrew Zulu, who has been facing expulsion from Mawu

The split means Mawu has lost a huge chunk of its support on the East Rand, a crucial area for worker organisation. A bitter inter-union war, with consequences for industrial peace, could be on the cards

Already there is controversy over the refusal of the sacked officials to hand over the Benoni and Springs offices, as well as the union's East Rand records to Mawu

And the workers voted to extend their organisation into the mines, which could bring them into conflict with other mine unions such as the National Union of Mineworkers (NUM)

Ummawosa claims to have membership at six mines already

A proposal to insert the word "black" in the unions name was rejected after other workers had argued that their problems were not with white workers but with "whites who joined us, not as workers, but as intellectuals"

Mr Zulu has been elected acting president of Ummawosa



Mr Andrew Zulu, left, acting president of the United Metal, Mining and Allied Workers of South Africa (Ummawosa), with three sacked former officials of Mawu, at the launch of Ummawosa in Benoni on Saturday. The organisers are, from left, Mr Sam Ntuli, Mr Enoch Godongwana and Mr David Sibabi.

~~204 16/7/84~~

Union 138

angry at SABC 'slur'

By J MANUEL CORREIA
TV Correspondent

A ROW has broken out between the National Union of Distributive and Allied Workers (Nudaw) and SABC-TV

The union says TV1 implied in a programme that all shop workers were thieves. The union's complaint, by its general secretary Mrs Dulcie Hartwell, arises from a Sunday night programme on TV1 on March 18 dealing with thefts from retail stores

In the latest issue of New Era, the union's bulletin, Nudaw says it "considers it grossly unjust for employers and the SABC to imply that all shop workers are thieves"

"The TV programme showed workers in the uniform of a well-known chain store group

"The implication was clear that the type of theft shown in the programme was a general practice, if not in all, then in most, retail stores"

But the SABC is sticking to the reply it gave to the union after it had made a written complaint that the programme in no way implied that all shop workers were thieves

"What the programme conveyed through the experts interviewed was that at least 75% of total shrinkages in the retail trade are the result of theft by employees," the SABC said in its letter

It said the fact that Nudaw had not been approached to take part in the discussion was unintentional, but conceded that input from the union could well have added an additional perspective on the complex problem.

The SABC also replied to complaints by Mrs Hartwell about a "News Focus" programme on December 27 last year on the question of shop trading hours

The corporation said it could not agree that the programme was biased

"That your interview was edited down from seven minutes to one minute is a daily television practice, as broadcast time is limited"

g Hospital was certified arrival No ar- c been made -igations are el Lucky Ma- was stabbed to t a gambling i a house in -Street in At- on Sunday The spokes- the police said -at had ensued -nbling session Mabena was fa- bbed in the man has been in connection death

said the incident took place on Sunday night while she and her hus- band were asleep She said the men also came back yesterday morning and after a fight be- tween her and one of them, she was threat- ened with a gun She said she has laid a charge at the Moroka police station against the councillor Her probl- ems with the councillor started on June 28, she said, when the regis- tered tenant of the house left the house after she had failed to have them evicted She

On Sunday night out through the kitchen cillor

200 down tools

ABOUT 200 workers at the Superocla Limited in Rosslyn, Pretoria, are out on strike following management's refusal to meet their demand for better pay. Workers told The SOWETAN that they could not manage the high cost of living with what they presently earned and that an offer by their management was unacceptable They pointed out the need for white bosses to realise that black people were also expected to pay high fees irrespective of how much they earned A spokesman for the Retail and Allied Workers' Union (RAWU), Mr Donsie Khumalo, said workers demanded an hourly increase of 70 cents

across the board Their present wages ranged from R1 90 an hour upwards "We have so far met with manage- ment on two occasions and at no stage did they show a sign of giving in They made it clear that their offer stood at 23 cents an hour and that nothing would make them change their stand "What angered workers most was that management also suggested that they agree to the implementation of the 23 cents increase before further negotiations could be entered into Our members saw that as a strategy by authorities to delay a struggle towards getting what they deserve," Mr Khu- malo said

Chairman display

12 sla

TWELVE people including a 67-year- violence in Soweto. Police have alre- nction with the ki- sult of knife attacks In one case a u- Hostel on Saturday woman According dier J J Viktor, the involved in a fight • A 22-year-old K to death during a - ing into a motor • A 67-year-old : ported raped at : place at the old Saturday night T- alleged rapist brok- have sex with him.

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THREE ON HIGH TREASON RAP

THREE people are to appear in the Pretoria Supreme Court on August 1 in connection with charges of high treason and alternative charges under the Protection of Information, the Public Security Act the Attorney-General of the Transvaal Mr Donald Brunette, confirmed yesterday They are Mr Roland Mark Hunter (25), Mr Derek Andre Hanekom (31) and his wife Mrs Patricia Elizabeth Hanekom (27) The trio, detained in December last year, appeared in court recently but were not asked to plead and were refused bail — Sapa

MEMBERS

After that they come even worse start mugging those are about to get to " They stab us and g- ally behave very ru- Please, help us his awful behavie- Katlehong I am appealing t- nor people in - long to help soiv- rude behaviour an- deal to those in - ty to do som- about this

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WETMAN

FORMER YOUTH IN KATLEHONG Ksi

mening- bama, the peo- Motlatla and the of Makgokgwane All these peop- been taken like s- the slaughter. A- people are - of the people - gopa, about w- much noise - made. They -

Demands, sackings spark two strikes

ABOUT 100 workers at two companies in Pretoria and Witbank have gone on strike over recognition demands and in protest at the dismissal of three colleagues.

Workers at a tombstone factory, Boldstone in Bon Accord, downed tools after company officials would not talk to the National General Workers' Union (NGWU) about their grievances

They said they had made their stand clear that they all belonged to NGWU and would not allow management to divide them by handling problems individually

No company official was available to talk to The SOWETAN as managers were in a meeting yesterday

Expelled

At a branch of Mike's Kitchen in Witbank, workers decided to strike after three of their colleagues were expelled from the company last week. They called for the re-instatement of the three and vowed not to return to their posts if management did not meet their demand

When The SOWETAN phoned the manager of Mike's Kitchen in Witbank yesterday, he replied "I'm sorry I cannot talk to you, I'm very busy"

Meanwhile the 200 workers at Superocla in Rosslyn were still out on strike with management having not met their demand for higher pay yesterday. They are demanding a 70 cents across-the-board hourly increase and management said it was only prepared to offer 23 cents

Sowetan 18/7/84
138
~~138~~

PRAAT AFRIKAANS

NEGOTIATIONS came to a standstill yesterday when the National General Workers' Union (NGWU) received a letter from a Pretoria tombstone factory demanding that talks to end a three-day strike be conducted in Afrikaans.

A spokesman for the Union, Mr Donsie Khumalo said they received a telephone call from Boldstone, one of the companys hit by strikes, and were told to collect a letter which contained information about the dispute

"On receipt of the letter, we were shocked to learn that the company was instructing us to translate a letter we had previously sent to them and that we should also communicate with them in Afrikaans

Recognition

"We were surprised at this sudden move because a manager who had signed the letter, Mr Andrea Jooste, had been communicating

with us in English" Mr Khumalo said

Workers at the company downed tools last week over a demand of recognition and vowed not to return to their jobs before management had prepared to "settle the dispute properly

Mr Jooste said he had requested the union to use Afrikaans only because he understood it better He did not mean to offend anyone, he

By ALINAH DUBE

said He also pointed out that he regarded the situation at the factory as a walkout and not a strike Workers decided to stop working and he was not sure of what they actually wanted, he added "Most contradicted themselves when asked if they welcomed the union or would still use the self-representa-

tion system" he said

Meanwhile managing director of Superocla in Rosslyn, Mr R N Hobbs yesterday said 200 workers were on strike He said it was unlikely that the company would meet the workers' demand of an hourly increase of 70 cents The company's offer stood at 23 cents

Police patrol streets

From Page 1

the Commissioner of Police, General Johan Coetzee, requesting information about Mr Skhosana

A spokesman for the SAP Directorate for Public Relations said last night that only one person in Parys, Mr Johannes Ngalo, had died in police cells

Police yesterday continued their patrols of the township

Mr Johannes Ngalo will be buried in the township cemetery on July 28

A public meeting to express solidarity with the people of the troubled township will be

held at Khotso House, De Villiers Street, today and among the speakers will be the general secretary of the South African Council of Churches, Bishop Desmond Tutu

Buses for Ngoye

A BUS has been organised on the East Rand to take University of Zululand (Ngoye) students back to the campus on July 28.

The bus will leave from various townships two days before the university re-opens The starting points will be Germiston Station (2 30 pm), Natalspruit Hospital (3 pm), Benoni (4 30 pm) and KwaThema Civic Centre (5 30 pm)

SCAVENGING has view of the the recent appears content with ;

Official:

From Page 1

ment on the document yesterday

Both said this was a "very delicate issue" which only concerns the councils and the board Mr Wolmarans said the Department was not responsible for the drawing up of the document

The document states that all the town councils should not spend more than 30 percent of their total income during this current financial year (1984/85), on salaries for the white seconded officials

Should the councils, the statement states, spend more than 30 per-

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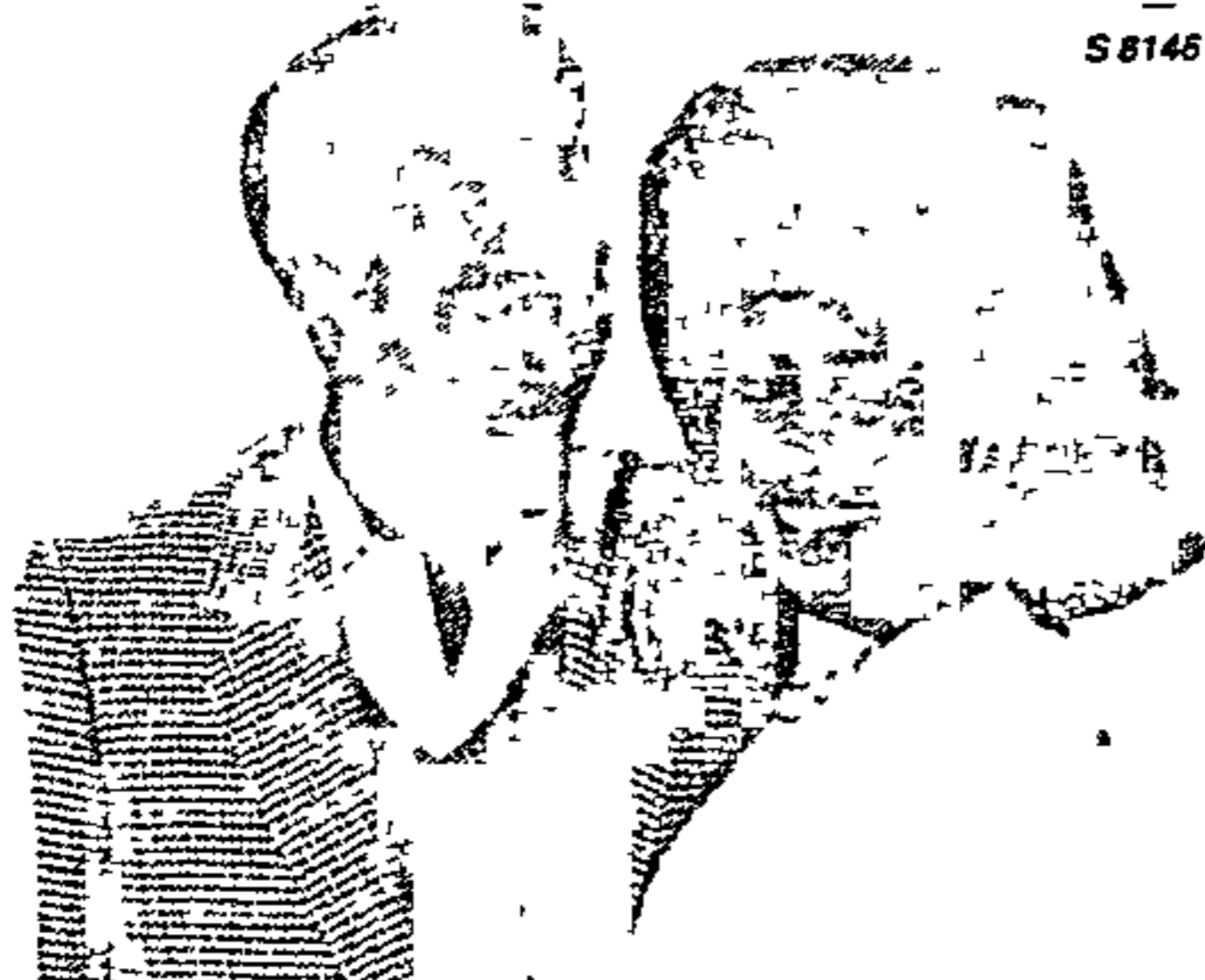
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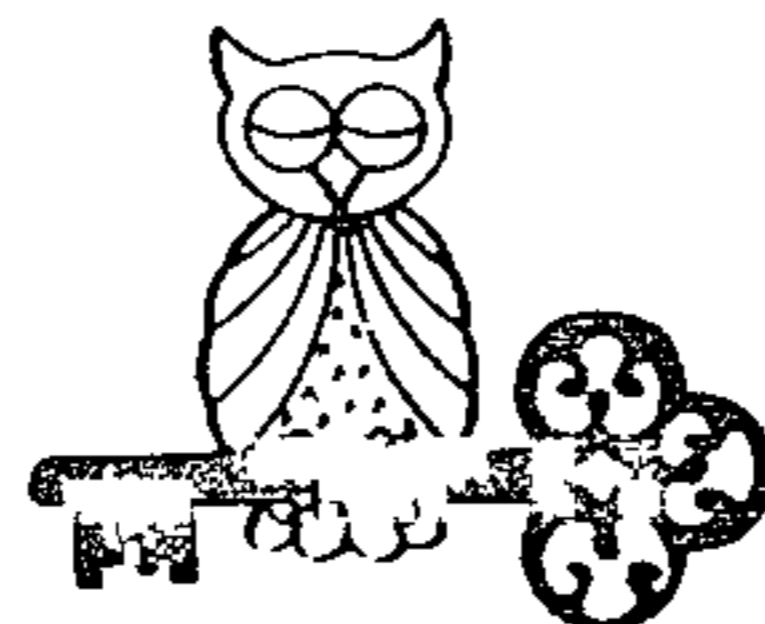
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Swelken 19/7/84 (138)

Firm declares dispute with trade union

Labour Correspondent

A PRETORIA company has become only the second employer to declare a dispute with a trade union, charging it is guilty of an "unfair labour practice".

The company, Bold Stone, was hit by a strike earlier this week by about 70 members of the unregistered National General Workers Union (NGWU), who are demanding recognition of the union.

In another development, seven Bold Stone strikers were arrested yesterday and police said they were investigating charges under the Intimidation Act.

And the NGWU's general secretary Mr Donsie Kumalo charged yesterday that police had arrived at the Rosslyn factory of Superocla, where about 250 workers are on strike in support of wage demands, and threatened to assault them if they did not return to work.

A spokesman for the SA Police's public relations division yesterday denied Mr Kumalo's claim.

Bold Stone's decision to declare a dispute with the NGWU is contained in a letter by the company to the building industry's industrial council.

In the letter, the company

says it has taken the action because it believes the NGWU has committed an "unfair labour practice" in terms of Section 43 of the Labour Relations Act.

Section 43 deals with the granting of temporary orders restoring the status quo in disputes.

The company does not give any details of its charge against the union, beyond saying that it is related to "unrest" at the firm.

In a separate letter, the union has been requested to appear at a meeting of the council on Monday which will attempt to settle the dispute. Where a factory is covered by a council, it must attempt to settle an alleged "unfair practices" dispute before it is referred to the industrial court.

Mr Kumalo said yesterday that an unknown number of Bold Stone strikers had been arrested yesterday morning and were being held at the Bon Accord police station, near Pretoria. He said the union's lawyer was attempting to find out what charges had been laid against them.

A police spokesman said seven workers had been arrested and that police were investigating intimidation charges.

KDM 28/7/84

Mawu may lose 7 plants

By STEVEN FRIEDMAN
Labour Correspondent

THE Metal and Allied Workers Union expected to lose "at most" seven East Rand factories as a result of the recent split in the union, a Mawu statement claimed yesterday

At a meeting called by expelled Mawu officials to launch a new union, the United, Mining, Metal and Allied Workers Union (Ummawosa), 38 Mawu factories pledged support for the breakaway move

But Mawu charged yesterday that shop stewards from almost all its East Rand factories had attended a meeting at the weekend and pledged loyalty to it.

The statement implied that many factories had reversed their decision to support the breakaway.

Mawu also alleged that an investigation by its general secretary had revealed that as much as R7 000 had been spent by its East Rand branch without authorisation, while the expelled officials controlled the branch

Meanwhile, the Federation of SA Trade Unions said its executive met at the weekend and had decided to remove its vice-president, Mr Andrew Zulu, from office because he was one of Ummawosa's leaders

The statement said Mr Zulu could not be president of Fosatu, "because he is not a member of a Fosatu affiliate".

Repeated attempts to obtain Ummawosa comment were unsuccessful yesterday

Fosatu said it would convene a special meeting of its central committee to "discuss and assist in resolving any problems in Mawu arising out of the split", but would "only recognise Fosatu affiliates and their members"

Pretoria
RPM 24/7/84
strikes
settled

Labour Correspondent
MEMBERS of the Pretoria-based National General Workers Union at one plant ended a strike yesterday and those at another firm would return to work on Thursday, the union's general secretary, Mr Donsie Kumalo, said yesterday

He said about 250 workers at Superocla, at Rosslyn outside Pretoria, who struck for pay demands, had returned yesterday

At Bold Stone, where 70 workers struck demanding union recognition, the NGWU had agreed yesterday that strikers would return on Thursday

This assurance was given, according to Mr Kumalo, at a meeting of the building industry's industrial council called to discuss a formal dispute between Bold Stone and the union

Boldstone declared the dispute late last week, saying the union had committed an "unfair labour practice"

At yesterday's meeting, Mr Kumalo said, Boldstone complained that the union had repeatedly demanded recognition without ever giving proof of its membership

He said the NGWU had agreed to give the company this proof at a meeting tomorrow.

Ccawusa opens up to coloureds, Asians

By STEVEN FRIEDMAN
Labour Correspondent

THE Commercial, Catering and Allied Workers Union (Ccawusa), which until now has been open to black workers only, has opened its ranks to coloured and Asian workers.

However, a proposal that white commercial workers also be allowed to join Ccawusa, which is the country's biggest shop workers' union, has been defeated. These decisions were taken at Ccawusa's

national conference in Maritzburg at the weekend, and revealed yesterday by the union's general secretary, Mrs Emma Mashinini.

They follow speculation last year that the union would change its constitution to admit all races.

Mrs Mashinini said the decision to change the union's constitution to admit coloured and Asian workers was partly prompted by the fact that Ccawusa had already recruited workers of both

races, particularly at its Natal branch.

The decision, she said, had been unanimous.

This move could bring Ccawusa into competition with the National Union of Distributive and Allied Workers (Nudaw), with which it has had close links in the past. The Nudaw represents white, coloured and Asian workers.

Mrs Mashinini said relations between Ccawusa and Nudaw, in the wake of the decision, would have to be

discussed between the two unions.

She noted that an observer from Nudaw had been present at the meeting at which the decision was taken.

Ccawusa's conference followed a period of ferment in the union in which there had been marked tension between some of the union's branches.

But Mrs Mashinini said the Maritzburg meeting had been attended by all the union's nine branches

and there had been no conflict between them.

"There was a high degree of unity. We are particularly pleased because this comes at a time of disension and break-away moves in other unions. We believe the meeting helped to unify Ccawusa and we will continue to expand," she said.

A resolution at the conference also condemned the detention without trial of a Ccawusa shop steward, Mr Moses Nkosi.

Mr Nkosi was detained

six weeks ago at his workplace, Makro Cash and Carry, and is being held under Section 29 of the Internal Security Act.

Mrs Mashinini said the meeting also condemned the detention of worker leaders from other unions.

At the conference, Mr Jonas Ledwaba, a worker at Metro Cash and Carry's Johannesburg head office, was elected the Ccawusa president. He replaces Mr Isaac Padi, who did not stand for re-election.

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New union denies claims

Labour Correspondent

WORKERS at all but two major East Rand metal firms had left the Metal and Allied Workers Union (Mawu) to join a "breakaway" union, the United Mining, Metal and Allied Workers Union (Ummawosa), an Ummawosa spokesman said yesterday

He was responding to a statement by Mawu in which it said that not more than seven factories in the area were likely to join the new union, which has been formed by officials recently expelled from Mawu

The spokesman, Mr Sam Ntuli, also rejected Mawu charges that large sums of money had been spent by the union's East Rand branch without authorisation while the expelled officials controlled the branch

Mr Ntuli added that Ummawosa still wanted to remain part of the Federation of SA Trade Unions, despite decisions by Fosatu's Transvaal region and its executive to condemn the breakaway

"We believe Fosatu should mediate in the dispute between us and Mawu — if they did, a solution could be found," Mr Ntuli said

He also questioned a decision by the Fosatu executive to remove vice president Mr Andrew Zulu from office because he had left Mawu to join Ummawosa

"The executive cannot take this decision on its own. It must be taken by Fosatu's central

committee," Mr Ntuli said

In its statement, Mawu said that, at a shop stewards' council meeting held at the weekend, worker leaders from factories at which Ummawosa claimed support had pledged loyalty to Mawu

It suggested that factories which had originally endorsed the breakaway had rejoined Mawu

Mawu also charged that, while the expelled officials were in control of its East Rand branch, over R4 000 was spent on a wedding without authorisation

It charged that nearly R1 000 was missing from the union's head office account and that "as much as R7 000" of Mawu's money had been placed in an Ummawosa bank account.

Mr Ntuli charged yesterday, however, that the shop stewards council meeting had been attended by "people who have no mandate from workers"

He said Ummawosa stood by its claim that 38 factories had left Mawu to join it

He rejected the charges of financial mismanagement as "a joke"

"This dispute has been an issue for some time. Why do they only make the allegations now that we have broken away?", he said. The charges would be answered in full at an Ummawosa Press conference today, he added

700 workers still on strike

CAPE TOWN — The dispute at the Swiss multi-national asbestos product manufacturing plant, Everite Limited, entered its fifth day yesterday as 700 workers continued their strike

The workers downed tools last week in protest against the arrest of five shop stewards and the dismissal of a sixth

Mr John Wayland, the manager of Everite's Brackenfell plant, confirmed yesterday that the workers were still on strike

The workers' demands that management withdraw the charges against the arrested shop stewards and reinstate the sixth, have been rejected

The General Workers' Union, (GWU) has accused the company of victimising shop stewards and "collaborating" with the police.

Everite has denied the GWU's charge and has accused the union of "stage managing a confrontation — Sapa

Sowetan 29/7/84 (120)

Ccawusa seeks unity

By JOSHUA RABOROKO

THE Commercial, Catering and Allied Workers' Union of South Africa (Ccawusa) is seeking closer federation with other unions operating in the commercial industry for the sake of trade union unity.

This was disclosed to The SOWETAN by Mrs Emma Mashinini after she was re-elected general secretary at a historic national conference in Pietermaritzburg where a resolution was passed opening doors to coloureds and Indians.

The union's constitution had catered for blacks only and the change to include the two race groups could

be seen as "historic in an attempt to seek trade union unity", Mrs Mashinini said.

However, the conference disallowed a proposal that white commercial workers also be included in the union — the biggest shop workers' union in the country.

Mrs Mashinini explained that the consti-

tution was changed because the union had already recruited coloured and Indian members.

Whites

But Mrs Mashinini said that at this stage "we are still divided on the question of allowing whites".

Ccawusa has in the past worked closely

with the National Union of Distributive Workers (NUDW), especially in the wage negotiations with the giant OK Bazaars stores early this year. NUDW has white, Indian and coloured members.

"We shall have to discuss the possibility of a federation with NUDW in the light of these circumstances," she said.

Putco to up its fares

PUTCO has applied to the local Transportation Boards in Johannesburg, Pretoria and Bophuthatswana to increase its bus fares by an average of 12,5 percent by not later than Novem-

ber 1.

A statement by Mr Pat Rogers, the company's public relations officer, said it should be noted that revenue includes both the amount paid by the commuter,

and the amount by which his fare may be subsidised by the Government. The new fares applied for do not take into account any recoverable discounts (subsidies) which are now, or may in the future, be paid by the Department of Transport on behalf of any passengers.

Price

Mr Rogers said "It is not possible to say how much of any increase granted is payable by the passenger until a decision is made by the department regarding the subsidy".

Putco, in announcing the proposed increases, said "Consumer price increases are never welcome, and we are sensitive to the fact that in the current climate they are not easily afforded by the least affluent section of our community. However, the company has been hit by rising prices in the same way as everybody else, and it had no option but to pass on these increases."

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S B226

RDM 26/7/84 (138)

Walk out from meeting

Labour Correspondent

OFFICIALS of the unregistered, National General Workers' Union walked out of an industrial council disputes-settling meeting yesterday after being told they could not represent the union at the meeting, the NGWU's general secretary, Mr Donsie Kumalo, said yesterday.

Mr Kumalo said council officials had told the NGWU it was "not a trade union" and that its officials could attend only as "people chosen by workers to represent them".

The building industry's Pretoria industrial council was due to meet yesterday to attempt to settle a dispute between the building company, Bold Stone, and the union.

Bold Stone had declared a dispute with the NGWU, charging that it was guilty of an "unfair labour practice".

Yesterday's meeting followed a meeting on Monday, at which NGWU officials had attended as union representatives.

According to Mr Kumalo, the NGWU was due at yesterday's meeting to provide proof of its membership.

Mwasa man dies

THE MEDIA Workers' Association of South Africa has lost one of its leaders, Transvaal vice-president Mr Jonas Letsoalo, who died at his brother's Alexandra home on Friday after a short illness.

The Southern Transvaal regional chairman of Mwasa, Mr Sam Mabe, yesterday called on all Mwasa members and other workers in the media industry to observe a moment of silence on Wednesday during lunch time.

Mr Letsoalo took ill while at Mwasa's national office in Johannesburg about three weeks ago and was rushed to the General Hospital where he was admitted with a heart problem.

He was discharged from hospital on Tuesday last week, and according to a relative, his condition deteriorated during the early hours of Friday and he passed away at 3 am.

"It will be a most honourable gesture on the part of all workers if they were to sacrifice about two minutes of their lunch break on Wednesday to remain silent for a short while to remember our fallen comrade.

"We will be meeting his relatives this week to hear what funeral arrangements have been made and to arrange for a role that Mwasa and other workers will play in the funeral," said Mr Mabe.

Highveld Steel faces threat of strike

By Carolyn Dempster,
Labour Reporter

Black and white workers at one of South Africa's major steel producers — Anglo American's Highveld Steel and Vanadium Corporation — have agreed to hold a joint strike ballot within the next week.

Not only is this the first step towards a legal strike at the Witbank steel complex but it will be the first time black and white members of separate unions in the same plant have joined forces

The two unions who will hold the ballot are the Metal and Allied Workers' Union (Mawu) and the South African Boilermakers' Society (SABS) who have a combined membership of more than 3 000 workers. Highveld's total work force is just under 6 000

The decision to hold the ballot follows the collapse of in-house negotiations earlier this month. Highveld management made the same offer as employers at the National Industrial Council negotiations — 20 c increase for unskilled

workers and 40 c for artisans

The offer was immediately rejected and a dispute declared by the Yster and Staal Unie, the Amalgamated Engineering Union (both with all-white membership) and the South African Boilermakers Society. Mawu, which was not at the first meeting, subsequently declared a dispute

On July 12 a meeting of Yster and Staal and AEU members resolved to accept management's offer with the proviso that, should the economic situation improve, they would be able to re-negotiate

But shop stewards representing Mawu and the boilermakers met this week to discuss future steps after the expiry of the 30-day conciliatory period after the declaration of the dispute

PROFITS

The workers, who rely on overtime and 16-hour shifts to get by, feel that, in the light of the R84 million profit made by Highveld and its sister company, Scaw Metals, last year the corporation can afford increases larger than those offered by the Steel and Engineering Federation in the national agreement

Scaw

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31/8/84

[Handwritten signature]

DOM 2/8/84 (138)

Union demands a conciliation board

Labour Correspondent

THE unregistered National General Workers Union (NGWU) says it is to launch a legal strike at a Pretoria dry cleaning firm if an official conciliation board is not appointed to settle its dispute with the company.

The union's general secretary, Mr Donsie Kumalo, also said yesterday that the Retail and Allied Workers Union (RAWU) — which was set up by the NGWU — has declared a dispute with the Pretoria firm Hansa Meats.

In both cases, he said, the dispute concerned the companies' refusal to recognise the unions, even though they claim majority support at the plants.

Mr Kumalo said the NGWU had applied for a conciliation board on July 11 to settle its dispute with De Luxe Dry Cleaners.

A board had not yet been appointed.

However, the union had held a strike ballot among the company's workers and would call a legal strike if the board was not appointed by August 11.

In terms of labour law, a union which has declared a dispute may strike legally if a board is not appointed within 30 days.

At Hansa Meats, Mr Kumalo said, the company had said it would not recognise RAWU because its lawyers had advised it not to recognise an unregistered union.

He said the union was considering calling a consumer boycott of the firm.

A Hansa Meat spokesman yesterday referred queries about the dispute to the company's lawyers who, he said, were handling the matter.

The lawyers, however, declined to discuss the dispute saying they could not divulge information about a client.

Sowetan 2/8/84 (138)

Kenya bars unionist

A STAUNCH member of the Commercial, Catering and Allied Workers' Union of SA, Ms Dimakatso Motojane, has been refused entry into Kenya because of visa problems.

This was disclosed to The SOWETAN yesterday by Ms Motojane, who said that she spent three days and nights in the cold weather without food before getting her flight back to South Africa.

Mrs Motojane was scheduled to represent Cca-wusa at the International Confederation of Free Trade Unions (ICFTU) Women's Conference which started at the weekend in Kenya.

"I left South Africa on Saturday after I had obtained my passport, and headed for Kenya. On my arrival there I was refused entry because I was told I have no visa.

"I was left stranded for some time until delegates to the conference visited me and helped me with money to buy food.

"I must say, it was a nasty experience."

RAM 6/8/84

152 ~~152~~ 138

LEGAL strike ballots are becoming more common — but one due next week is particularly significant

It will be run jointly at Anglo American's Highveld Steel by the SA Boilermakers Society (SABS) and Fosatu's Metal and Allied Workers Union and will take place from Monday to Wednesday

Highveld, which negotiates its own wage agreement under the umbrella of the metal industrial council, offered unions the 7%-13% rise agreed at the council

Two unions accepted this, but Mawu and SABS, both of whom refused to sign the main council agreement, declared a dispute. The ballot is the result

Highveld is one of the most influential metal employers and a strike would be a key trial of strength between it and the two unions

The ballot is also the first to be run jointly by an emerging and an established union

SABS is not a typical established union — it has sought to co-operate with the new unions for some time — so the ballot may not mark a new era of joint action by unions from the two camps

But it may show that attempts to bring some metal unions together through the local council of the International Metalworkers Federation, to which both unions belong, are bearing fruit

There are still tactical differences between the two at Highveld. Mawu appears to favour a strike by all its Highveld members if they vote to down tools, while SABS wants more localised stoppages.

Labour Correspondent

A PRETORIA cold storage firm has denied claims that it refused to recognise a trade union because it was unregistered

The company, Hercules Cold Storage, also warned it would institute legal action against the union, the National General Workers Union, if it carried out a threat to launch a consumer boycott of the company's Hansa meat products

It also charged that the union failed to provide it with proof that it had complied with the duties imposed on unregistered unions by labour law.

Last week, the general secretary of the NGWU, Mr Donnie Kumalo, charged that the company, which he referred to as Hansa Meats, had refused to recognise the Retail and Allied Workers Union, which was recently set up by the NGWU

Firm's wrangle with union

Mr Kumalo said the company told him its lawyers had said it could not recognise the union because it was unregistered. The union had declared a dispute with the company and was considering a boycott.

A letter from the company's lawyer denies that the company has had dealings with RAWU, but says it has been negotiating with the NGWU.

"So far as we are concerned the negotiations are not concluded," it said

The letter said the company asked the NGWU to provide "confirmation that (it) has complied with those obligations imposed by the Labour Relations Act upon unregistered unions". It had not done so.

The Act requires these unions to provide information to the Department of Manpower. If they do not, agreements between them and employers cannot be enforced in the courts

Sanctuary 7/8/84

Unions call for boycott

SEVERAL black unregistered trade unions have called on Indian and coloured workers throughout the country to boycott the forthcoming elections.

In a statement read out at a Press conference in Johannesburg, the Joint Union Committee announced that it has called rallies in Hillbrow and Mamelodi on August 11, to mobilise the rejection of the tri-cameral parliamentary system

The unions are: South African Workers' Union, South African Railways and Harbours Workers' Union, Municipality and General Workers' Union, the South African Scooter Drivers' and Allied Workers' Union, South African Mine Workers' Union, General and Allied Workers' Union, Routine and Allied Workers' Union, National and General Workers' Union, South African Domestic Workers' Union, African Allied Workers' Union, Amalgamated Black Workers' Union, General Workers' Union of South Africa and Motor Assemblies Companies Workers' Union of South Africa

The statement reads "These unions feel that the voice of the workers should be heard for they will again be the ones to bear the brunt of unjust laws. No one has bothered to ask or seek the views of the workers on whom the minority will seek to impose its will and on who, in turn, form the economic backbone of this country

"We reject this new attempt to crystalise apartheid, with the bantustans even more firmly entrenched on one hand, and the three houses — tricameral Parliament — based on colour and ethnicity on the other hand"

RDM 8/8/84 (138)

Union to launch boycott of company

Labour Correspondent

THE National General Workers Union (NGWU) says it will formally launch a consumer boycott of a Pretoria meat company at the weekend — despite a threat from the company to take legal action against the union if it organises a boycott.

The NGWU's general secretary, Mr Donsie Kumalo, said yesterday he would call for a boycott of Hercules Cold Storage, which processes Hansa meat products, at an anti-tricameral parliament rally in Mamelodi

township outside Pretoria on Saturday

In a letter to the Rand Daily Mail on Monday, the company's lawyers said Hercules Cold Storage had been advised that a consumer boycott was illegal and would "take appropriate steps" if one was launched

But Mr Kumalo said "They can take whatever action they choose."

The NGWU claims the company refuses to recognise the Retail and Allied Workers Union, which the NGWU recently set up, because it is unregistered.

COUNCIL TOLD TO LAY OFF

VAAL residents are up and R5,50 for private in arms against the Lekoa Town Council. In a shock move this week they demanded that the council resign for increasing service charges and house rents

In a circular sent to hundreds of families, the council announced increases in service charges to the amount of R5,90 per month for Oranje-Vaal Development Board's houses

and R5,50 for private houses

The increases are to come into effect on September 1 and already several leaders and trade union organisations have called on the

councillors to resign. The Lekoa Council is one of the many councils in the country that have been asked to resign following an urgent call by the United Democratic Front (UDF) for coun-

cillors to do so because of the rent increases

The local civic association, UDF and trade unions are planning meetings to protest the new rents at venues to be decided soon

The Transvaal general secretary of the Black Allied Workers' Union (Bawu), Mr Cosmos Thokoa, has condemned the increases. He said the wages of most workers have not been increased

of South African Students and Azanyu

"It can be mentioned that the postponement of any capital projects for one year will cost approximately 12 percent more the following year," according to the circular sent out by the council

Recession

"It has been a common trend for employers to hide behind the recession and drought as reasons for not giving employees salary increases. The council will have to bear with residents who are already reeling from the escalating cost of living

"There is no need for rents to be hiked without a mandate from the residents," he said.

Oranje-Vaal General Workers' Union's representative has strongly rejected the new increase which "will cripple most blacks financially"

Other organisations that have called on the councillors to resign include the Azanian People's Organisation, the Evaton Ratepayers Association, the Congress

Natal workers down tools over provident fund

By STEVEN FRIEDMAN
Labour Correspondent

Workers at three plants owned by Tongaat Foods were on strike yesterday — at least two of them in support of demands that their pension money be returned.

The strikes come as Tongaat-Hulett's is planning to launch a new provident fund

But the African Food and Canning Workers Union (AFCWU) warned yesterday that Tongaat's insistence that workers not be allowed to withdraw money from the existing fund — which sparked the strikes — could jeopardise talks on the new fund

The general secretary of AFCWU, Mr Jan Theron, said the union had been negotiating with the company for five months over worker demands to withdraw their money "But they refuse to even consider this," he said

On Monday morning, about 200 workers at Tongaat Oil and Food Products in Natal struck in support of demands that they be allowed to withdraw their money from the

company pension fund

They have been told to report for work early today or face dismissal.

Yesterday, about 500 workers at two other Tongaat plants, Isando Milling and Kempton Park Milling, also struck.

The managing director of Tongaat Foods, Mr Simon Docherty, said yesterday Transvaal strikers might also face an ultimatum to return to work or be fired

"The new fund is not at issue in the dispute. We are prepared to consider it but the fact that Tongaat refuses to allow workers to withdraw money from the existing fund is hardening worker attitudes towards the new fund"

Mr Docherty confirmed yesterday that Tongaat Foods regarded worker requests to withdraw their pension money as "non-negotiable"

"We believe withdrawals would jeopardise the interests of long-serving workers and would not be in the interests of the workforce," he said.

Firm fires 320 stay-out strikers

By STEVEN FRIEDMAN
Labour Correspondent

MORE THAN 300 workers at Tongaat Oil Products' Durban plant — who are striking in support of demands that they be allowed to withdraw money from the company pension fund — were fired yesterday after ignoring a return-to-work ultimatum, a company statement announced.

At the same time strikers at two Transvaal Tongaat group mills — Isando and Kempton Park — returned to work yesterday morning.

A representative of the African Food and Canning Workers Union (AFCWU), to which the strikers at all three plants belong, said yesterday the union would seek a meeting with the company to demand the reinstatement of the fired workers.

She said strikers at the Transvaal mills, who stopped work in sympathy with the

Natal strikers and in support of demands for wage negotiations, had returned on the understanding that talks would take place on their demands.

The strikes follow five months of talks between the AFCWU and Tongaat over worker demands to withdraw from the fund.

The AFCWU has warned that there is a threat of unrest at other Tongaat plants over the pensions issue.

The company's statement yesterday said 320 workers at Tongaat Oil Products had been fired after "repeated" requests by the company that they return.

Mr Simon Docherty, managing director of Tongaat Foods, said the company's view was that allowing workers to withdraw money from the fund would not be in their interests and would particularly harm long-serving workers who stood to lose "substantial accumulated benefits".

ROM 10/8/84
**Lead firm
fires 500**

Labour Correspondent

ABOUT 500 workers at Industrial Lead Works in Judith's Paarl, Johannesburg, were fired yesterday after striking in support of wage demands, a spokesman for the General and Allied Workers' Union said yesterday.

He said the company had refused to negotiate and also refused to discuss wages because it said it had paid the rates laid down in the industrial council agreement.

Meanwhile, the African Food and Canning Workers' Union (AFCWU) is hoping to meet management at Tongaat Oil Products in Durban today to press for the reinstatement of 320 workers fired on Wednesday.

The workers were striking in support of demands that they be allowed to withdraw money from the Tongaat-Hulett's pensions fund.

The company says this demand is not negotiable.

300 workers fired in pension dispute

Labour Reporter

MORE than 300 members of a Capé Town-based trade union have been dismissed from Tongaat Oil Products after downing tools in protest at the company's pension fund policy

The workers, from the company's Durban factory, demanded that they be allowed to withdraw their pension fund contributions without having to resign

The workers' union, the African Food and Canning Workers' Union, has been negotiating the pension fund dispute with the company unsuccessfully for five months

General-secretary of the AFCWU, Mr Jan Theron, said workers wanted a "freedom of choice" about whether to belong to the pension fund or not, but the attitude of the company had been that the issue was "non-negotiable"

"Ridiculous"

"It is a ridiculous situation when workers with up to 40 years' service are dismissed for something which the management says is a benefit to them"

Mr Simon Dougherty, managing director of Tongaat Foods, said the company would not allow workers to withdraw their contributions to the Tongaat-Hulett pension fund "because it would violate their conditions of employment"

"Furthermore, it is not in the interests of employees, especially long-serving employees, to withdraw their contributions, as they would lose the substantial accumulated benefits which would accrue to them"

RDM 13/8/84

1380

LAST week provided another reminder that the pensions issue which prompted unrest in 1981 is not dead

Giant food company Tongaat-Hulett's was hit by three strikes, at least two prompted by worker demands to withdraw money from the company pension fund

Tongaat — which faced pension strikes in 1981 — won't consider this in a stance identical to that of employers then, it says the fund is in workers' interests, particularly those near retirement

This may be so, but the strikers insist on

making their own decisions about what is in their interests

Ironically, the conflict may scuttle attempts by Tongaat to introduce a new provident fund which, unionists say, may answer many of their members' criticisms of existing funds

The planned interest rate is higher than that of other funds and workers would receive a lump sum on retirement, (unions say monthly payments often don't reach workers in homelands)

But the African Food and Canning Workers Union says Tongaat's stance on demands to withdraw from the present fund is hardening worker attitudes to the planned one, which is yet to be discussed with it

Obviously, the communications problems which were said to cause the 1981 unrest have not disappeared

Section 13/8/84

Low pay for city cleaners

138

MANY black women employed to clean some of Johannesburg's high-rise buildings earn low wages — a minimum of approximately R38 per week.

They have no trade rights, they work long hours without pay, are exposed to thugs when they travel long distances to their homes at night without transport, they are victimised, harassed and intimidated by their employers.

General secretary of the Cleaners and Brushes Workers' Union, Ms Mary Ntseke, who is recruiting the workers, says it is not easy to persuade managers to allow these workers' union rights, "but we are fighting very hard."

She says the owners of the buildings have contracts with cleaning companies who employ the workers, mostly migrant women — the majority leave their families at night to clean offices of some of the city's big bosses.

Ms Ntseke, who started the union in 1982 — three years after blacks were granted trade union rights following the Wiehahn Commission's recommendations, says she is seeking legal advice to take some of the workers' grievances to court.

She says the workers do not have an industrial council where their wages could be determined. Their wages were normally made at the Wage Board and are very low.

The present Wage Board determination is set at R38 per week and this falls short of what the University of South Africa's Bureau of Market Research has calculated that Supplemented Living Level (SLL) be R377,47 for the Johannesburg area during August 1983.

The University of Port Elizabeth has calculated that the minimum living level in March 1984 for the Johannesburg area was R272,77. Judging from these statistics it is clear that the cleaners are getting the lowest minimum — their real expenditures are far greater looking at the recent increase in GST.

The union has proposed that the new wage, the board should implement is an adjustment from R38 to R75 per week because "this is a living wage which workers in the cleaning industry should earn," she says.

Strike ballot will decide

ROM
14/8/89
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Labour Correspondent

A KEY ballot, which could lead to joint strike action by workers across race and skill barriers, begins today at the key Witbank plant of Anglo American's metal company Highveld Steel

The strike ballot has been organised jointly by two unions, the Metal and Allied Workers Union (Mawu), and the SA Boilermakers Society, whose members include skilled workers

It is the first to be organised jointly by them and is also believed to be the first legal strike ballot to be run jointly by an emerging union and an established union since the Government's labour reforms were introduced

The ballot will last three days and the result is expected to be known late on Thursday or early on Friday. It follows a deadlock over wages

Highveld negotiates a separate "house agreement" with unions under the umbrella of the Metal Industrial Council and offered them the same 7%-13% increase offered unions on the council by the Steel and Engineering Industries Federation (Seifsa)

Two unions accepted this, but Mawu and the Boilermakers, both of whom refused to accept Seifsa's offer at the council, rejected it and opted for a strike ballot.

Mawu members met last night in Lynville, the black township near Witbank, to discuss preparations for the ballot which is expected to favour a strike

The general secretary of the Boilermakers Society, Mr Ike van der Watt, has said that skilled members of the union will take part in the ballot, which follows discussions between shop stewards of the two unions

Labour Correspondent

Fired Tongaat strikers back at work

STRIKERS at Tongaat Oil Products' Durban plant, who were fired last week after downing tools in a key pensions dispute, returned to work yesterday after an agreement between the company and the African Food and Canning Workers Union.

The return-to-work also signals the end of a pensions dispute between Tongaat and AFCWU which jeopardised the introduction of a new Tongaat provident fund which answers many union and worker objections to existing pension funds.

The 320 strikers had demanded that they be allowed to withdraw their money from the Tongaat-Hulets pension fund. The company refused to allow this unless the workers resigned.

AFCWU's general secretary, Mr Jan Theron, said yesterday that the return-to-work meant that the workers had technically left the company and rejoined it, which meant they would be allowed to withdraw their money from the fund.

However, they would lose some leave benefits.

Mr Theron described the agreement as a "compromise". He added that workers had now agreed in principle to join the new provident fund, which has been accepted by other unions with members in the Hulets-Tongaat group.

Building workers to get pay rise

By EBRAHIM MOOSA
IMMINENT wage increases for artisans in the next two weeks are likely to increase the cost of houses by five percent, building sources said yesterday.

This additional burden, coupled with a possible rise in mortgage bond rates, could break the camel's back for many prospective home owners.

A spokesman for a leading City home construction company, Mr Peter de Wet, said that this could add between R2 000 and R3 000 to the price of new homes.

About 10 000 artisans and about 30 000 to 50 000 unskilled labourers are demanding a wage increase of more than 12 percent.

A spokesman for the Industrial Council for the Building Industry said yesterday that last November wages were increased by 15 percent.

Negotiations

Industry sources say it is likely that there could be a similar increase soon.

Mr EH Boehnke, president of the Master Builders and Allied Trades' Union — the employers union — yesterday confirmed that a new industrial agreement which included wages "among

other things', was being negotiated.

The issue would be resolved at a meeting next Monday, he said. Two previous meetings had been inconclusive.

The five major unions involved in the negotiations are the Building Workers Union, the South African Woodworkers Union, the Amalgamated Union of Building Trade Workers, the Amalgamated Society of Woodworkers and the Operative Mason's Society of South Africa.

Rejected

Unions approached for comment yesterday said that any wage negotiations below the 12 percent inflation rate "would not be feasible".

The secretary of the SA Woodworkers Union, Mr E Kapp, said yesterday "We are certainly not going to accept 10 percent".

The employers' offer of a minimum R4,30 an hour — a rise of 80c from the current R3,50 — was rejected by the unions in the preliminary talks. This was because average earnings are already between R4,50 and R5,00.

The slump in the construction industry and rising costs are likely to force builders to absorb the increases and lower their margins, Mr De Wet added.

Man harasses ex-wife: Jailed

Staff Reporter

A FRENCHMAN who ignored a Supreme Court interdict forbidding him to see his former wife was yesterday jailed for four months for contempt of court.

Patrick Maurice Jean Masué, 31, of Senator Park, Keerom Street, Cape Town previously pleaded guilty to the charge.

In a statement handed to the court, Masué admitted approaching his former wife, Miss Emerentia van Zyl, in Sea Point on July 29 and telephoning her on August 4.

Miss Van Zyl told the court they had married in June 1982 and had gone overseas. After three months it became obvious that the marriage was not working and she returned to South Africa.

Masué followed and started harassing her and on October 1982 she had obtained a Supreme Court interdict which restrained Masué from contacting her.

He had ignored the order and was convicted in the Stellenbosch Magistrate's Court for contempt of court and sentenced to 30 days, suspended for five years.

She had been "very afraid" of him because he had assaulted her while they were in France and Switzerland.

Masué denied that he had been following his former wife when he had met her in Sea Point and said it had been a "chance" meeting.

Mr Mike Stowe prosecuted. Mr R Cheesman appeared for Masué.

Games a i

Chief Reporter

BEDEVILLED by politics and commercialism and deprived, by the Soviet-bloc boycott, of the participation of some of the world's top athletes, the 1984 Olympic extravaganza just ended at Los Angeles amid excitement, colour and drama has been a huge success financially if not on the track.

Some of the statistics emanating from what commentators have caustically called "Rip-Off City" have been staggering.

● Ticket sales, for example, are said to have surpassed

R154 million, exceeding expectations, and a profit of at least R15 million has been predicted.

● While the LA Games were not noted for the number of records broken on land and field, attendance at the Memorial Coliseum during their two-week duration topped 5,6 million — an Olympic record.

● The Games, in which 7 800 athletes from 141 countries took part, had a wide television audience estimated at 2 500 million of humanity.

● In the biggest peace operation of its kind



The spike wound which Zoia Budd acquired during the race on Friday.

town topics

The original community noticeboard
Phone JULIE METCALFE on (021)24 2233 between 9am
and 12.30pm weekdays only.

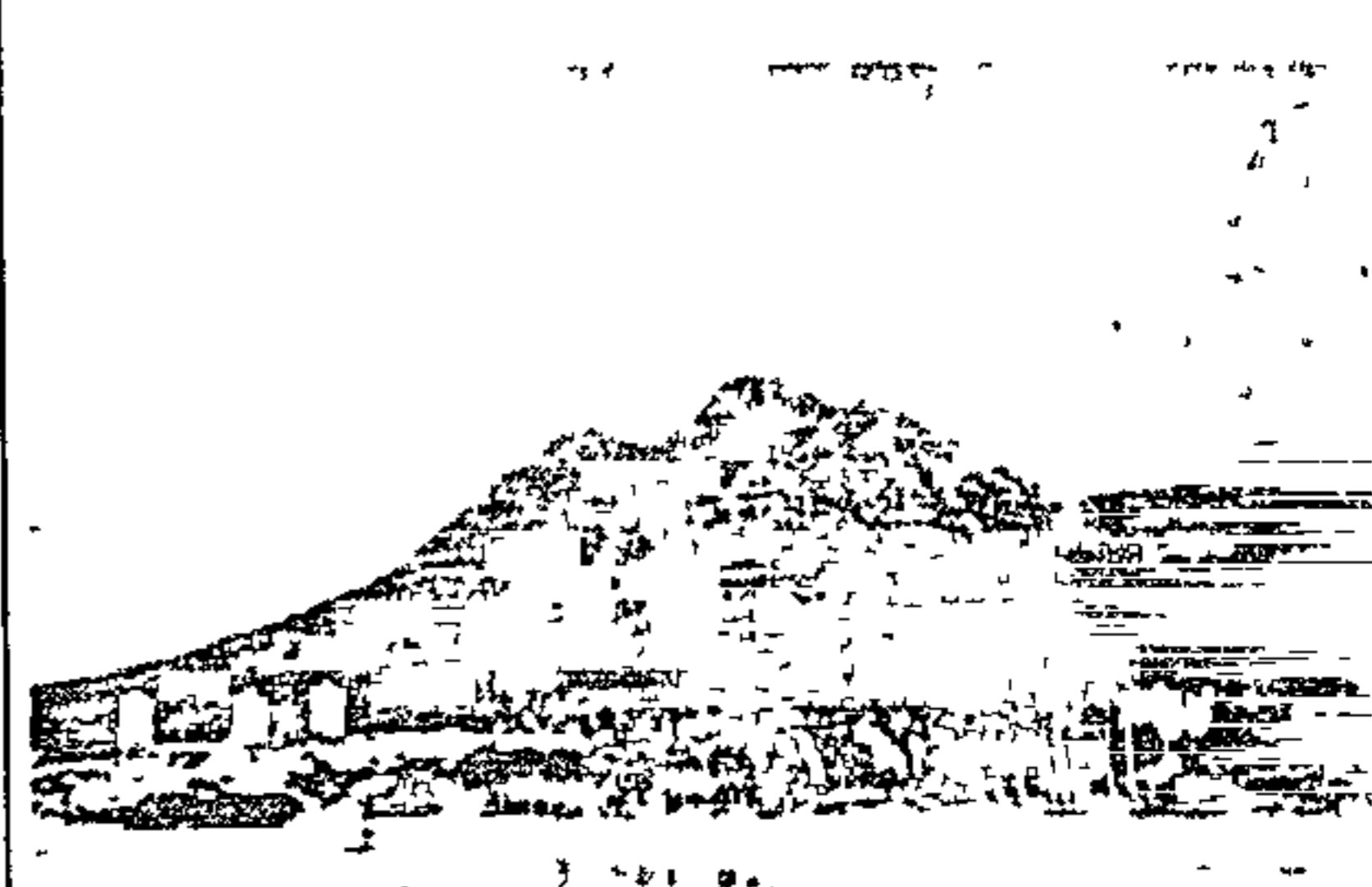
CAPE TOWN PHOTOGRAPHIC SOCIETY meets this evening for its monthly slide competition and a talk by Gerald Hoberam on how he perfected the technique of macro-photography in his research for a way to capture the beauty to be found in coins. Slides of the famous Spink collection will be shown. Members of the Numismatic Society are invited. Visitors welcome. Inquiries phone James Wellbeloved at 21-6770.

Workers for blind needed

Staff Reporter

TAPE Aids for the Blind (TAB) needs volunteers to help in its service to blind and print-handicapped people in the Peninsula.

Ideal candidates



400 Isando strikers fired

By JOSHUA RABOROKO
 MORE THAN 400 workers employed at Simba Chips, Isando, have been sacked following a two-day strike in protest against the dismissal of three union shop stewards.

Mr Chris Dlamini, president of the Sweet Fruit and Allied Workers' Union representing the workers, said that management has refused on several occasions to resolve the matter with the union leaders.

The strike was sparked-off after workers had refused to work "double-jobs". Shop stewards took the matter to management in an attempt to resolve the issue, but met with no success.

A company spokesman confirmed that workers who went on strike, were given an ultimatum, and subsequently dismissed.

Meanwhile more than 750 workers at BB Bread in Natal, members of SFAWU, went on strike on Monday,

Unrest at the chips factory

demanding wage increases other than those negotiated at the Industrial Council

Raw deal

In another labour issue involving SFAWU, a wage dispute between the union and the Imbali Brewery in KwaZulu has been resolved, according to a statement by both parties. The workers demanded a minimum wage of R300 per month.

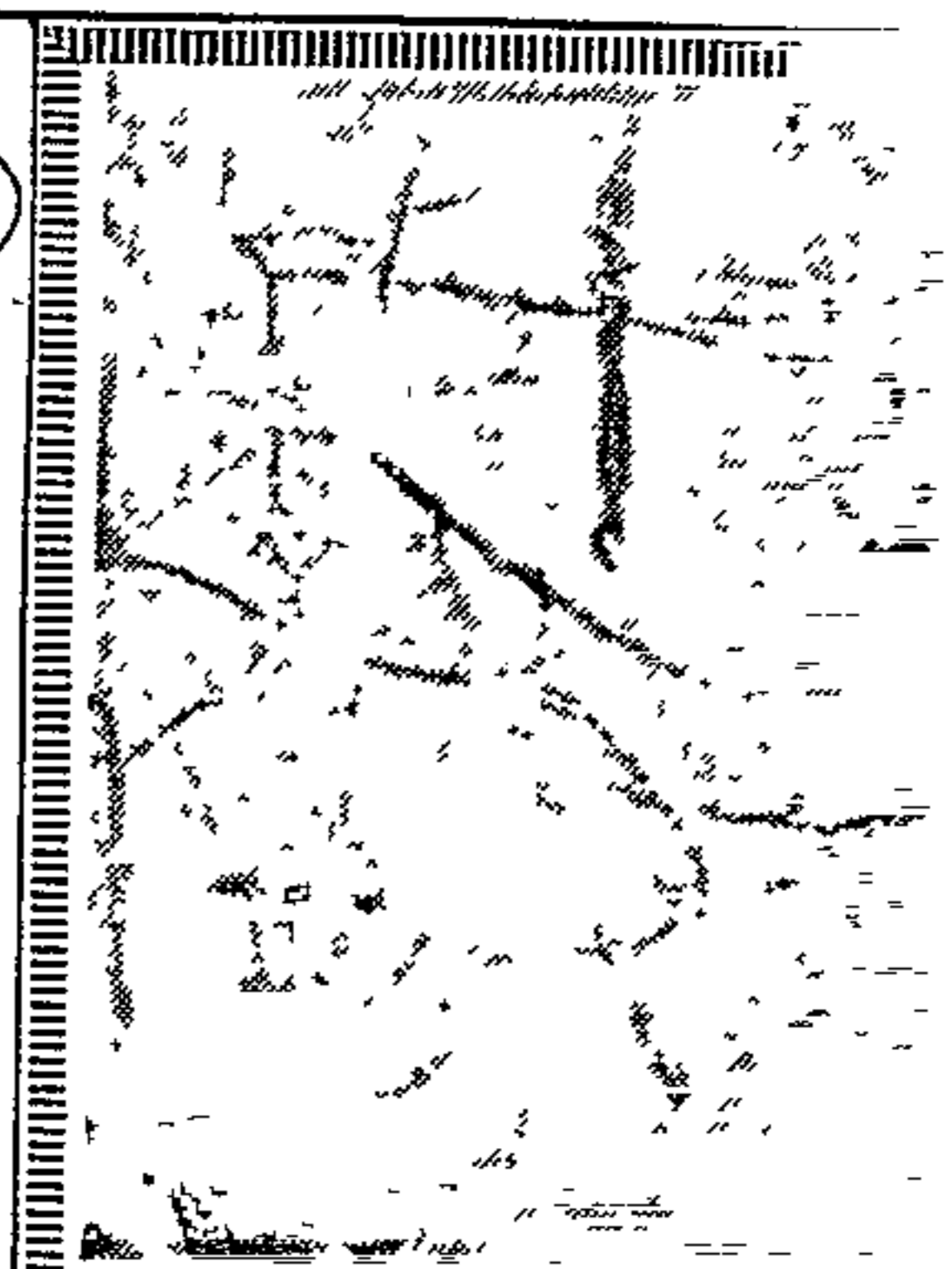
Regarding the Simba issue, Mr Dlamini, who is also president of Fosatu, said that he personally intervened in the matter, but was given a "raw deal" by management despite the fact that "we have a recognition agreement with the company."

"We are at the moment trying to find means of fighting the issue in court because we

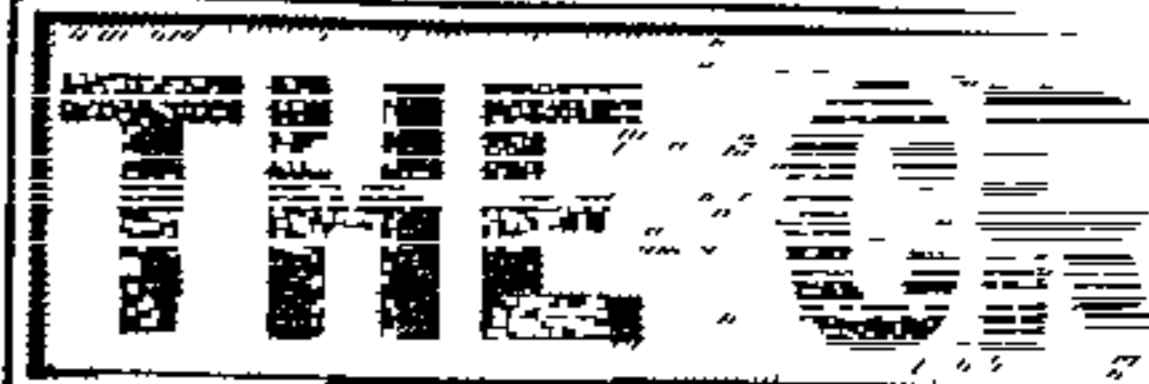
feel management has not bargained with us in good faith," he said.

Two companies in Durban and Uitenhage — Tongaat Oil Products and Volkswagen — have successfully negotiated with trade unions representing over 4 000 workers to return to work following strikes. The unions are the National Automobile and Allied Workers' Union and the African Food and Canning Workers' Union.

However the director of the Centre of Applied Social Sciences, Professor Lawrence Schlemmer, has announced that only between 16 and 20 percent of South Africa's labour force presently belongs to trade unions. He has predicted more strikes will take place and that unemployment will escalate.



FASHION The nearest place to Soweto, was caught



SOWETO'S makgotla are now fact as part of a new drive to wipe out ship.

The unlikely-looking "policemen, dated methods of investigation, are experienced thieves from their crime dering confessions from them with threats no prosecution if they co-operate.

And this seems to be working. A reporter, who was invited by a Mr Sowane, the leader of the Zondi makgotla shown items of stolen property which ered several kilometres away from owners. The articles ranged from cloth and a TV set and an electric stove.

They were all recovered after the them missing to the makgotlas.

"We always get our man," Mr I looking proudly at his "squad" which his children.

Since they started tackling petty crime has always been successful. "In some beaten the police at their own game, wane said. He gave an example of a leather coat which was stolen in the and sold in Dobsonville.

Mugabe names his Politburo

HARARE — The 14 people named to occupy the positions of power and influence in Zimbabwe as members of the newly formed Zanu (PF) Politburo are as diverse a group as any to be found in the country.

After Mr Robert Mugabe, the party First Secretary, follow in order of seniority Mr Simon Muzenda, Mr Maurice Nyagumbo, Mr Enos Nkala, Dr Herbert Ushewokunze, Mr Emmerston Mnangagwa, Mr Didymus Mutasa, Dr Nathan Shamuyarira,

Dr Dzingai Mutumbuka, Mrs Teurai Rhopa Nhongo, Mr Ernest Kadungure, Lt General Rex Nhongo, Air Vice-Marshal Josiah Tungamirai and Dr Sydney Sekeramayi.

Contrasting

The party constitution provides for 15 members but the Second Secretary, Mr Muzenda, is to head the Foreign Affairs Department for the time

being. It would be difficult to find two more contrasting figures than Mr Mugabe and his deputy.

Mr Mugabe is the archetypal international figure, highly educated, articulate, always immaculately dressed, but somewhat remote from the ordinary man.

Mr Muzenda is on the other hand very much a man of the people.

Ladies: You c-

DO NOT forget the SOWETAN Woman's Club meeting this Saturday, August 18.

The monthly club meeting for both the Soweto and East Rand members will be taking place at Funda Centre and the Lionel Kent Hall respectively.

Don't pass up the opportunity of hearing Mrs Gladys Botha of Pimville talk about etiquette, especially the general format one should know about

when arranging dinner party

Entertainment way of getting more people to be reluctant perfect starter because know what tations are. is to arm y basic, practical entertainment, your way to nung So do Club meeti

RECORDS AND TAPES
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RAM 16/8/84 (15/11/84)

Unions 'flock' ⁽¹³⁸⁾ to strike ballot

Labour Correspondent

WORKERS of all races — including members of the all-white Mine Workers Union — have "flocked" to the polls to take part in a unique strike ballot at Anglo American's Highveld Steel in Witbank, unionists said

They added that they were confident that almost all the more than 5 000 workers at the company would vote in favour of a strike

The ballot, which began on Tuesday and ends today, has been organised jointly by the Metal and Allied Workers Union and the SA Boilermakers Society

It is believed to be the first organised jointly by an emerging and an established union and covers all four plants owned by Highveld

Between them, the two unions claim a membership of about 3 500 among Highveld's 5 700 workers

The ballot was called after the two rejected a company wage offer which would have raised pay by between 7% and 13%

Only members of the two unions may take part in the official strike ballot, but the unions have also organised an unofficial poll for members of three white unions at the plant to gauge their views on strike action

The three unions all accepted the company's wage offer. Mawu officials have reported "heavy polling" in the ballot so far. They added that a high turnout by workers who were not members of the two unions was a "noteworthy feature" of the poll. "Even members of the Mine Workers Union are turning out to vote," a Mawu spokesman said. He added that a poll of well over 90% was expected.

While no ballots had yet been counted, he added, informal discussions with workers who had voted indicated that almost all had backed strike action.

The unions, he said, hoped a heavy turnout would persuade the company to improve the wage offer it had made.

25/8/84 Star (138) (139) (140) (141)

Steel workers want industrial action

By Carolyn Dempster,
Labour Reporter

Highveld Steel workers who took part in last week's joint ballot have voted overwhelmingly in favour of industrial action at the steel plant

About 3 500 workers out of a total workforce of just over 4 000 voted for industrial action in support of wage demands at the Anglo American company

The votes were counted in front of management on Friday after the conclusion of the three-

day ballot, which was held jointly by the South African Boilermakers' Society and the Metal and Allied Workers' Union

Among the Boilermakers' 600 members at the plant there was a 70 per cent "yes" vote and 92 per cent of Mawu's 2846 members voted for industrial action

In the third ballot, held to ascertain the extent of support for industrial action among members of other unions, white artisans at Highveld demonstrated their support in a surprising move

Of the 896 members of the two other unions at the plant — the white Mineworkers' Union and the Amalgamated Engineering Union — 461 voted, against the advice of their union officials. Of these, 401 voted in favour of industrial action

Only 23 "no" votes were counted

General meetings of members are to be held this week to discuss further strategies and it is believed the ballot will be used to draw management back to the negotiating table

Highveld has refused

to offer increases higher than those negotiated at the National Industrial Council talks in June this year although the in-house agreement allows for separate negotiations

The final offer made by Highveld was for increases ranging from 9,07 percent to 12,5 percent

In its interim financial report, released last week, Highveld showed a record half-yearly turnover and an after-tax profit of R14 million for the six months to June this year. The interim dividend for shareholders was raised by 20 percent

21/8/81 (138) C-Times

1 000 workers lose jobs

Labour Reporter

ABOUT 400 full-time workers and 600 seasonal workers had lost their jobs as a result of the closure of the Ceres Fruit Juices and Canning Company, the Food and Canning Workers' Union said yesterday

In a statement the union said workers had received no severance pay and the company had said it would consider severance pay for permanent workers only by October

It also claimed that most seasonal workers would receive no money from the Unemployment Insurance Fund as they had not been continuously employed for more than eight months

The union called on employers to pay severance pay to all workers and on the government to provide assistance from the UIF, thereby ending the "iniquitous situation" whereby seasonal workers were not entitled to benefits

In the statement, Mr Jan Theron, the union's general secretary, said the closure was a "hard blow" to working people in Ceres and they would have difficulty in finding jobs. He added that the number of workers in the industry in the Western Cape had dropped by 5 000 since 1981

Company spokesmen could not be reached for comment yesterday afternoon

3 500 back strike in historic vote

By STEVEN FRIEDMAN
Labour Correspondent

ABOUT 70% of workers of all races at Anglo American's key Highveld Steel plant at Witbank have backed legal strike action in an historic ballot — and the unions which organised the ballot have asked the company to re-open wage talks with them

The ballot was organised by the Metal and Allied Workers Union (Mawu) and the SA Boilermakers Society (Sabs) after their wage talks with Highveld deadlocked

It is the first to be organised jointly by an emerging union and an established union representing skilled workers

About 3 500 workers out of the 5 000 employed at Highveld's four plants and the Mapoch mine, which is owned by the

company, voted to strike

If a legal strike follows the ballot it will be the first to be undertaken jointly by white and black workers since the Government's labour reforms were introduced

It was learned yesterday, however, that the two unions will not call a strike immediately but will now seek further negotiations with the company

Immediately after the ballot, they asked Highveld for further talks on their wage dispute

A Highveld spokesman yesterday refused to comment on the ballot, or on whether the company would be prepared to re-open talks with the unions.

The results of the ballot indicate that more than 91% of Mawu's black members voted to strike in a poll in which 2 825 of its workers voted

Among the boilermakers, 598 mem-

bers — just under 70% — voted to strike

The two unions also organised an unofficial poll among white workers who do not belong to either union, in which 401 workers — 45% of the total employed by Highveld — voted to strike

Unionists regard this figure as high, and believe it could have a crucial bearing on the outcome of the dispute

A union source charged yesterday that the pro-strike vote by white workers would have been higher had they not been "intimidated" by rival unions

He claimed that these unions had told white workers that the rents for their company housing would rise dramatically if they voted in the ballot

It is likely, however, that the boilermakers will seek the co-operation of the three unions which have already accepted Highveld's wage offer if talks are reopened

21/8/81 (138) C-Times

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Labour Reporter

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Company spokesmen could not be reached for comment yesterday afternoon.

3-day talks on civil rights

Staff Reporter

A THREE-DAY conference starting tonight at UCT will feature politicians from most of South Africa's political spectrum and several foreign guest speakers who are civil rights experts

Guest speakers include veteran American civil rights leader Mr Bayard Rustin, a former colleague of Martin Luther King jun, Professor Heribert Adam from Canada, Dr John Groom, co-director of the Centre for the Analysis of Conflict in the United Kingdom, and Mr Bernard Charles, president of the Institute for Mediation and Conflict Resolution in New York

During tonight's public meeting in lecture room 2A of the Robert Leslie building, Mr Wynand Malan, National Party MP, and Mr Alex Boraine, Opposition MP, will discuss the need for adjustments in the present system

Tomorrow at 4 30pm Mr Rustin will speak on the American civil rights movement and at 8pm Dr Nthato Motlana, chairman of the Soweto Committee of Ten, and Mr Hassan Howa, a United Democratic Front patron, will discuss the accommodation of the needs and aspirations of the majority of South Africa's population

On Thursday at 8pm the Chief Minister of Kwazulu, Chief Gatsha Buthelezi, will present an Inkatha view of pragmatism in South African politics, and a panel discussion with all five speakers will be held that night at 9pm



Mr Wynand Malan



Chief Gatsha Buthelezi

21/8/84

No dole for Ceres' 600 retrenched workers

Labour Reporter

ABOUT 600 canning workers, who have been retrenched following the closure of the cannery at Ceres Fruit Juices and Canning Company will get no relief from the Unemployment Insurance Fund

Most of the workers are excluded from the UIF in terms of a Government regulation because they work less than eight months a year

The Food and Canning Workers' Union, which represents the 400 regular and 200 seasonal workers, has described the situation as "outrageous"

"WORK REGULARLY"

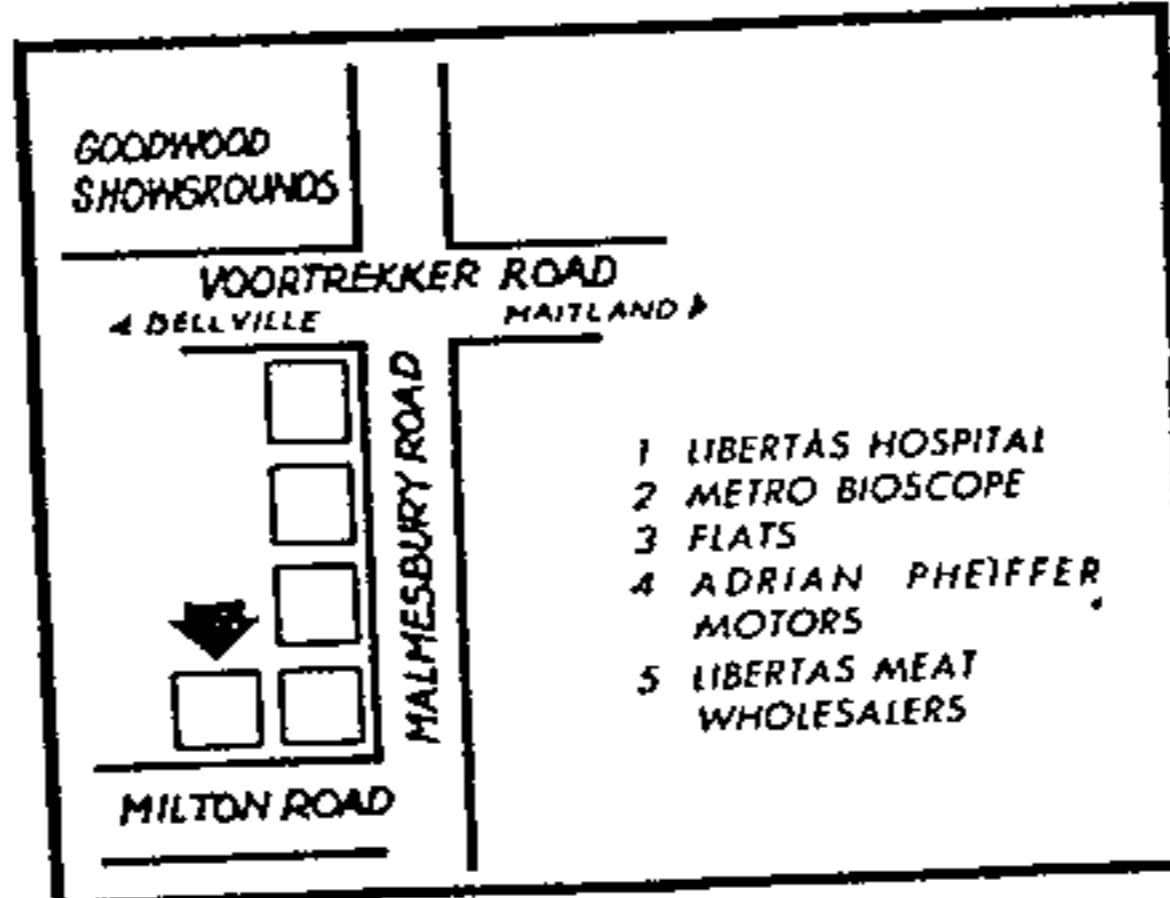
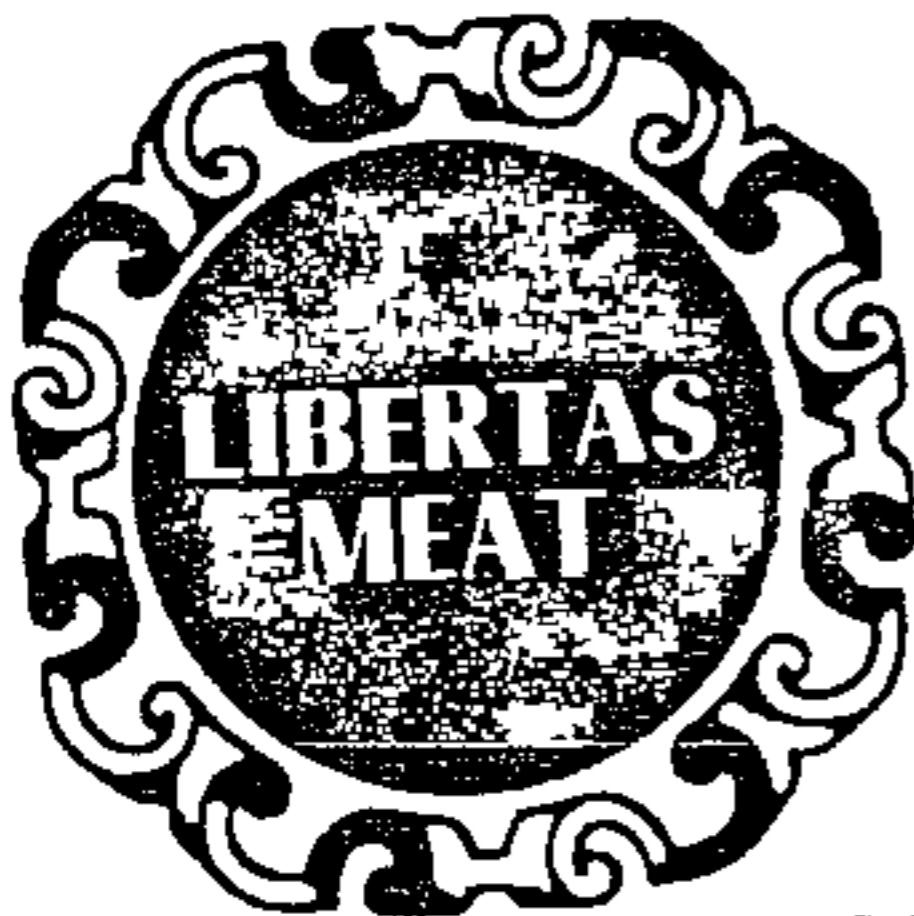
"The closure of the cannery highlights the situation of seasonal workers, who make up most of the workforce in the canning industry and work regularly from one season to the next. The Government does not allow them to belong to the UIF unless they work for eight months continuously

"But the fruit and vegetable canning season is seldom as long as eight months," said the union's general secretary, Mr Jan Theron

The union has called on the company to pay severance pay to all the workers and to the Government to end the "iniquitous system"

Mr W E Marais, managing director of the company, was not available for comment today

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Big boost for steel unions

Labour Correspondent

THE South African council of the powerful International Metalworkers' Federation (IMF) has thrown its weight behind two of its unions whose members have voted to strike legally at Anglo American's Highveld Steel

In a statement yesterday, the IMF council said it noted "with concern" the deadlock between the two unions, the Metal and Allied Workers' Union and SA Boilermakers' Society, and Highveld and called on Anglo American to "get the company back to the negotiating table".

The council represents 11 unions which include affiliates of the Federation of SA Trade Unions, the Council of Unions of SA and the Trade Union Council of SA

In an historic strike ballot at Highveld last

week, 70% of workers of all races voted to strike. The ballot followed a deadlock in pay talks between the company and the unions.

In the wake of the ballot, the union has asked Highveld to re-open wage talks, but the company has not yet responded.

Yesterday's IMF statement issued by its permanent secretary, Mr Brian Fredericks, said the extent of the strike vote was "indicative of the dissatisfaction" of Highveld workers with the company's last wage offer.

It said it was "indeed surprising that an Anglo American company which recently announced record turnover figures and a healthy profit cannot accede to the workers demand of R2 per hour minimum wage, together with reasonable increases for all grades of employees".

Talks end metal union's first legal strike action

By STEVEN FRIEDMAN
Labour Correspondent

THE first legal strike by the Metal and Allied Workers' Union (Mawu) at Durban's Hart Limited ended yesterday after the company agreed to open negotiations with the union on certain work conditions.

Hart's 600 workers struck in support of demands that the company negotiate directly with Mawu shop stewards on wages and work conditions outside the official industrial council system.

The stoppage began a week ago after they voted to strike in a ballot.

The return to work followed agreement by the company to negotiate with Mawu stewards on long-service bonuses. But the union's de-

mand that it also negotiate on pay and a funeral benefit scheme has not yet been met.

Hart's agreement to negotiate on the bonuses follows a meeting between its Durban management and both the company's board and the Steel and Engineering Industries Federation (Seifsa), which strongly opposes wage bargaining outside the industrial council system.

A Mawu statement yesterday said 400 union members had voted to return to work yesterday morning and hailed the settlement of the strike as a worker "victory".

It said management would begin "bona fide" negotiations with Mawu shop stewards on the bonuses within the next 10 days.

Worker demands for nego-

tations on pay and the funeral benefit scheme remained unresolved, "but the parties have agreed to first settle the matter of long service benefits", the statement added.

Mawu said the agreement was "a step in the right direction" and added that it hoped Hart would "eventually follow the many Seifsa companies which now negotiate at plant level on all matters affecting workers".

Sapa reports that Hart's regional director in Natal, Mr E W Parrett, has confirmed the return to work.

"The work force agreed to return to work today while negotiations with union shop stewards continue. It is on the basis of us negotiating certain conditions of employment that they agreed to return," he said.

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138
August 24/8/84

Grand Bazaars strikers have been dismissed

Labour Reporter

STRIKING workers at the Grand Bazaars warehouse had been dismissed and all their jobs filled, according to the managing director of the company, Mr Jacky Sachar

However, the workers, who downed tools earlier this week in protest against the dismissal of two members of the Retail and Allied Workers' Union, say they do not consider themselves dismissed and have not accepted their money

Mr Sachar said the dismissals had "nothing to do with the union"

The two workers were dismissed for allegedly taking away medication from a woman worker, Mrs Yvonne Adonis, and thus "seriously endangering her health", he said

But in a new twist to the three-day stoppage, Mrs Adonis joined the striking workers yesterday to protest against the dismissals

Mrs Adonis said she had told her supervisor that her pills were missing. Later the workers who have now been dismissed returned her pills

"But I cannot accept that they were sacked over my pills," she said.

INDUSTRIAL COURT

On legal strikes

In a landmark judgment, the Industrial Court has upheld a claim by the Chamber of Mines that it has the right to dismiss employees

138
24/8/84

employees taking part in any strike, whether legal or illegal. But the court also found that it would, in certain circumstances, be possible for the lawful dismissal of an employee taking part in a legal strike to constitute an unfair labour practice.

The case involved the chamber and the Council of Mining Unions (CMU). Although SA has a long history of illegal strikes, in the past year or so a number of trade unions have opted to follow the procedures laid down in the Labour Relations Act which pave the way for a legal strike. However, even in legal strikes, employers can still dismiss workers in terms of the common-law contract of employment.

This factor has caused grave dissatisfaction among trade unionists, who have questioned whether it is worthwhile abiding by the law if the result of strikes — legal or illegal — can be the same.

The path to a legal strike is lengthy. Initially, a dispute has to be declared. In situations where industrial councils have jurisdiction, the dispute must be referred to them. Where this does not apply, the parties must apply to the Minister of Manpower to appoint a conciliation board. If councils or boards fail to settle the dispute, the union is entitled to conduct a strike ballot among the workers.

The CMU took up the issue of the dismissal of legally striking workers when it declared a dispute with the chamber last year. At issue was a clause in the chamber's contract of employment which states that workers who strike automatically repudiate their contract of employment. Besides losing a job, workers also lose numerous benefits. The CMU alleged that the wording of the clause constituted an unfair labour practice. At the heart of the case is the conflict between the common law and Industrial Court, which uses fairness as its criterion.

Strikers' job security

The CMU asked the court to determine

- That the job security of legally striking employees should be protected, and
- That during a legal strike employees' employment contracts should be suspended and that employers should not have the option to dismiss them. However, it did not press this issue in the court hearing



White CMU miners ... no protection in legal strikes

At a conciliation board meeting before the matter came to court, the chamber agreed to amend the wording of the clause. But its proposal that it should be changed to allow employers to have the choice to terminate the employment contract in the event of a legal strike was rejected by the CMU.

The court found that the stipulations of an employment contract are valid as far as the termination of employment is concerned. An employer is entitled to terminate service whether the worker has struck legally or not. It said the CMU had claimed that the chamber refused to amend the clause at the conciliation board. But evidence had clearly shown that the chamber was prepared to do so and had acknowledged that there was an element of unfairness so far as legal strikes were concerned. However, neither party's proposal was acceptable to the other.

The CMU had asked the court to establish a general principle. Such a determination would boil down to an abstract rule

which would be applicable to future action. It would be improper for the court to make such a determination. And although the CMU had not pressed the issue of the suspension of the employment contract, it was clear that that remedy would only apply to the future as well.

Some considerations

However, the court also stated that there may be certain circumstances in which the dismissal of a legally striking worker could be an unfair labour practice, even if employers act within their rights in terms of the employment contract. The court said some of the considerations might be the

- Cause, nature, size and purpose of the strike. Strikes can take many forms, and it does not follow that every legal striker should be protected,
- Employee's circumstances,
- Employer's circumstances,
- Duration of the strike,
- Consequences and results of the strike,
- Purpose of the law and, in particular, the principle of collective bargaining;
- Presence or absence of negotiation in good faith between the two parties during the strike,
- Stipulations of the particular contract of employment, and especially any stipulation that has to do with the participation of an employee in a legal strike, and
- Behaviour of the employee during the strike. An example would be whether the employee committed any acts which would have constituted a breach of contract in employment under normal circumstances.

The court also stated that it foresaw the possibility that selective dismissal of workers taking part in a legal strike could possibly constitute an unfair labour practice. The same could apply to selective re-employment of legally striking workers.

Commenting on the implications of the case, a chamber spokesman told the *FM*. "Employers have the common-law right to terminate an employee's service for not fulfilling contractual obligations. But if this is done in circumstances which it finds to be unfair, the employee is not deprived of his right (in terms of the Labour Relations Act) to approach the Industrial Court for reinstatement or an unfair labour practice determination."

TRADE UNIONS ~~138~~ Moving to unity? ~~139~~

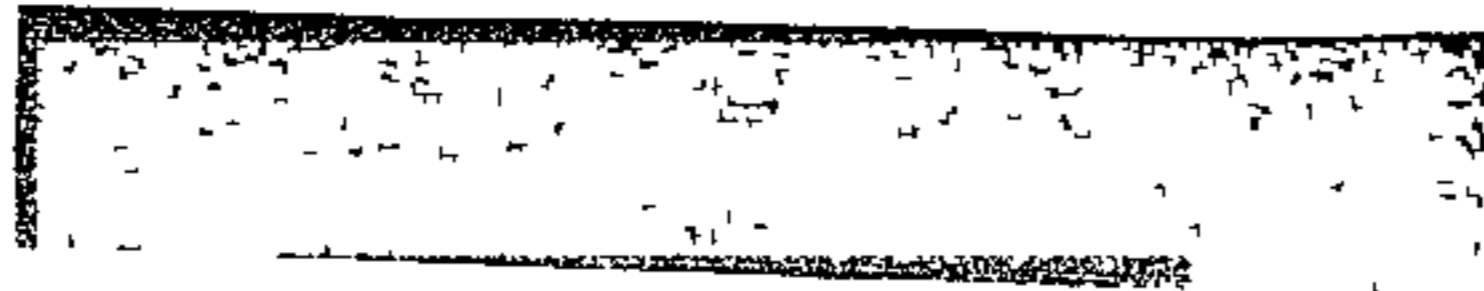
Representatives of 24 emerging trade unions with a total of over 250 000 members met in Cape Town last weekend to continue discussions aimed at forming a new federation of unions. A feasibility committee, which began meeting in April last year, appears to have made substantial progress following the withdrawal of a group of mainly general unions in March.

According to a press statement issued after the meeting, a constitution for the proposed new organisation has "virtually been finalised". A sub-committee will meet to draft a declaration of principles and "consider other outstanding matters".

Once each union has approved the constitution, the inaugural conference of the federation will be held. This is unlikely to happen until 1985.

The organisations taking part in the talks are the Federation of SA Trade Unions (Fosatu), which has nine affiliates, the Council of Unions of SA (Cusa - 11 affiliates), the Cape Town Municipal Workers'

Financial Mail August 24 1984



~~(138) (139) (140) (141)~~

Association, the General Workers' Union, the Commercial, Catering and Allied Workers' Union and Food & Canning Workers' Union.

Earlier this year five other participants - the SA Allied Workers' Union, the General & Allied Workers' Union, the Municipal & General Workers' Union, the General Workers' Union of SA and the Motor Assembly and Components Workers' Union of SA - withdrew from the talks. They had been accused of delaying progress and of organising workers in opposition to other unions involved in the talks.

A statement at the time said that the five would be welcome to rejoin the talks as soon as they had reconstituted themselves as industrial unions. Indications are that any return to the ranks will occur only once the new federation is a *fait accompli* - on the terms of the founding members.

For the participating unions themselves the formation of the federation is only a step on the road to unity. Up to four of them are open to the same workers in a number of key industries. One important measure of their success will be the speed with which they move towards their avowed

goal of one union per industry.

If the talks end in the formation of a single umbrella body for emerging unions, as opposed to the present two federations and numerous independent unions, they could have a major effect on industrial relations in SA.

Employers would be faced with a single union organisation, which would presumably exercise greater power than the present fragmented set-up, but would also benefit by being largely freed from the competing claims of different unions all trying to organise the same members.

— face to face —

ROM 27/8/84 (30) 138 (40)

THE affect of a clause in the Unemployment Insurance Act on canning workers was highlighted last week.

Several hundred workers retrenched from a Ceres cannery will not be able to claim from the Unemployment Insurance Fund (UIF)

Workers who work less than eight months a year are excluded from UIF and the Food and Canning Workers' Union says this excludes most canning workers

Though they work for the same employer each year, the fruit and vegetable season rarely lasts eight months and they are unable to work long enough to be covered by UIF

The union says the law is "outrageous" and has also urged the company to compensate the workers by paying severance pay

ROM 28/8/84

Firm agrees to talks

By STEVEN FRIEDMAN
Labour Correspondent

A KEY metal employer Highveld Steel has agreed to re-open talks with two unions whose members recently voted to strike in an historic ballot at its four Witbank plants

However, it is not clear whether the company is prepared to discuss with the unions the wage deadlock which led to the strike ballot.

The ballot followed a deadlock in wage talks between Highveld and both the Metal and Allied Workers Union (MAWU) and SA Boilermakers Society (SABS)

The unions rejected a company wage offer which was accepted by three unions representing skilled white workers and declared a dispute with Highveld.

In the first strike ballot to be organised jointly by an established and an emerging union, about 70% of Highveld's 5 000 workers voted to strike. This included about 400 white skilled workers who do not belong to either union but who took part in an unofficial poll.

In the wake of the ballot, the unions asked Highveld to re-open wage talks

The general secretary of the SABS, Mr Ike van der Watt, said yesterday Highveld had agreed to meet his union and MAWU on Friday to discuss the dispute.

By Carolyn Dempster,
Labour Reporter

Highveld Steel and Vanadium Corporation announced yesterday it would reopen wage negotiations

This comes after an overwhelming vote for industrial action last week at the Anglo American company

The two unions who held the ballot, the Metal and Allied Workers' Union (Mawu) and the South African Boilermakers' Society (Sabs), were notified yesterday of Highveld management's change in stance

The first meeting is to be held on Friday, Mr Ike van der Watt, general secretary of Sabs, confirmed

He said he did not hold out much hope for the talks, which were likely

Wage talks to reopen at Highveld Steel

to centre on wages, in view of the tough time the unions had had

Anglo American declined to comment on the turnabout

The industrial action ballot at Highveld Steel was historic in that it was the first time an established and emergent union, including black and white members, joined forces

The ballot showed

overwhelming support, with 75 percent of members of both unions (about 3 000 metalworkers) voting in favour of industrial action

About 40 percent of white artisans who are members of the three other unions at the plant also participated in an unofficial ballot, and the majority indicated they too would support industrial action

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28/8/84 Stan

Mwasa hits Govt

30/8/84
138

THE Media Workers' Association of South Africa has condemned the claim by the Government that intimidation by opponents of the new deal was responsible for the low turnout at the Indian parliamentary elections.

A statement issued in Durban said "Mwasa condemns the attempts by the Government and its mouthpiece, the SABC, to blame their miserable turnout at the racist elections on intimidation

"Our members around the country yesterday spoke to candi-

dates in the election and could find no evidence of intimidation by people opposed to the farcical polls

"The real intimidation and violence were perpetrated by political thugs working for delegates. These political thugs were responsible for the assault on media representatives in Lenasia

Children

"Further intimidation came from those forces which attacked school children and old people

"Our people have shown in no uncertain

terms in the bantustan elections, the community council elections and now the Indian and coloured elections that they totally reject attempts to co-opt them into the racist plans of the apartheid regime

"Mwasa pledges its solidarity with the people once again

"The Government, the SABC and sections of the established media which tried to persuade our people should stop hoodwinking the people by making excuses for the massive rejection of the so-called new deal"

— Sapa

By Carolyn Dempster,
Labour Reporter

Crucial talks between the board of directors of the Highveld Steel and Vanadium Corporation and two unions, the Metal and Allied Workers' Union (Mawu) and SA Boilermakers' Society (SABS), deadlocked at midday yesterday when the company refused to budge on its wage offer.

The entire afternoon shift of workers at Highveld Steel stopped work and marched down to the administration block to await the results of the meeting — leading to a stoppage at the plant.

In a statement released today by Mawu, the union said that the chairman of Highveld Steel, Mr Les Boyd, had told them the company would not change its offer in any respect whatsoever.

The offer (20c an hour for unskilled workers and

Deadlock in pay talks at Highveld

40c an hour for artisans) is the lowest made in house agreement negotiations and does not diverge from the minimums negotiated at the National Industrial Council for the Engineering Industry.

Mr Boyd told the union that "even managers were dissatisfied with their salary increases" but they understood that the company could not afford to pay more.

Mawu said that the chairman rejected any possibility of arbitration or mediation.

With the deadlock, the

way is now open for a legal strike by 3 500 black and white workers at the sprawling steel complex outside Witbank.

The two unions won a 75 percent vote for industrial action in a strike ballot held at the plant two weeks ago.

"Both unions are of the opinion that the company is determined to provoke a conflict," Mawu and the SABS have stated.

A spokesman for Anglo American last night denied there had been a stoppage at Highveld Steel after yesterday's talks.

Star

5/9/84

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Steelworkers stage protest stoppages

By Carolyn Dempster,
Labour Reporter

Industrial action was taken by more than a thousand day-shift workers at Anglo American's Highveld Steel and Vanadium Corporation yesterday, following a deadlock in wage discussions.

Black workers on morning and afternoon shifts staged three-hour stoppages in the first industrial action at the steel complex.

According to worker representatives, those

who participated in the stoppage were warned that if they pursued their actions the company would lock them out.

A spokesman for Anglo American yesterday declined to comment on the stoppages or alleged threats of lock-outs.

The action was taken after the collapse on Tuesday of talks between the Metal and Allied Workers' Union (Mawu), the SA Boilermakers' Society (Sabs) and Highveld Steel's board of directors

The meeting had been convened after the unions obtained a 75 percent ballot vote in favour of industrial action among their 3 500 members.

Talks failed when chairman of the board, Mr Les Boyd, said the company would not change its offer a nine to 13 percent increase.

According to Mawu, Mr Boyd told unions that Highveld should go back to the agreement negotiated at National Industrial Council level.

3 500 down tools over pay at Anglo steel works

By PHILLIP VAN NIEKERK
Mail Reporter

MORE than 3 500 workers from two unions downed tools at Anglo American's Highveld Steel plant at Witbank yesterday as the company refused to improve its in-house wage offer

A spokesman for one of the unions, the Metal and Allied Workers' Union (Mawu), said black workers on all three shifts at the plant had stopped work at different times for three hours yesterday.

He said they had decided on industrial action at a joint meeting of members of Mawu and the South African Boilermakers Society (Sabs) on Tuesday night following the refusal of Highveld's directors to improve their offer.

Workers on the Tuesday afternoon shift marched to the company's administration buildings to hear the outcome of the talks, which were held in the wake of a strike ballot called by Sabs and Mawu.

In terms of the ballot, both black and white workers at the plant and at the Mapochs mine are now entitled to take legal strike action.

White members of the Sabs

were holding a meeting last night to decide whether to join their black colleagues.

The Mawu spokesman said workers had been warned if they did not report for work this morning they would be locked out and if they did not report again on Friday they would be fired.

The wage dispute followed attempts by Mawu and Sabs to get the company to offer more in terms of their house agreement with Highveld.

The unions say Highveld's offer is the least favourable of all the companies negotiating house agreements over and above the industrial council wage agreement.

The Mawu spokesman said the union believed the dispute was not really over the company's ability to pay, but over Anglo's policy of preventing plant-level negotiations and bringing them under the centralised wage negotiations of the industrial council.

He said the company appeared to favour a confrontation as they had turned down requests that the dispute be referred to arbitration or mediation.

Last night a spokesman for the company declined to comment or even confirm the stoppages.

138 7/9/84 1404

Highveld threat to sack almost all

By Carolyn Dempster,
Labour Reporter

Highveld Steel and Vanadium Corporation has threatened to dismiss almost its entire workforce if workers strike today

The warning was issued yesterday by the management of the Anglo American company after 3 500 workers had downed tools three hours before the end of the day shift at 1 pm

It was the second day of industrial action at the steel complex since wage talks deadlocked on Tuesday

Following the breakdown in negotiations between the Metal and Allied Workers' Union, the SA Boilermakers Society and High-

veld's board of directors, both black and white workers at the steel complex staged three hour stoppages at the beginning of the morning, afternoon and evening shifts on Wednesday

They were told that they would have their pay docked for the entire shift if they did not complete the full shift yesterday

New notices were issued to the workforce yesterday warning, saying that any industrial action would lead to dismissal

A spokesman for the Metal and Allied Workers' Union said last night that the stance taken by management reinforced the workers' belief that it was pointless to follow the lengthy procedures for a lawful strike

Members of the two unions at Highveld Steel and Mapochs Mine had so far complied with all the requirements of the Labour Relations Act

But the chairman of Highveld Steel, Mr L Boyd, said a legal strike could be declared only after a trade union had conducted a secret ballot

"The vote that the unions conducted at Highveld was not secret, and it is therefore questionable whether the unions have complied with the requirements of labour law

"A legal strike does not, moreover, deprive employers of their right to terminate the contract of employment if workers have broken that contract," he said

black residential areas are mere dormitory towns for the wealthy white cities and that industries and businesses in these areas must be taxed to finance black townships. He says "There is no way these areas can ever be made self-sufficient or that housing and services can be paid for by rentals".

LABOUR DISPUTES

Highveld conflict

The wage dispute between two metal unions and the Highveld Steel and Vanadium Corporation led to a three-hour work stoppage on Wednesday after two meetings between the parties in the past week ended in deadlock.

According to union sources, workers at Highveld's five plants in Witbank failed to clock in as usual in the morning and began working only at 10am. This followed a mass meeting of workers on Tuesday night at which they "expressed great dissatisfaction with the company's attitude".

Highveld, a subsidiary of the Anglo American Corporation, is a member of the Steel and Engineering Industries Federation of SA (Seifsa). However, it has an "in-house" wage agreement which is negotiated outside the metal industry industrial council.

Tensions have been building up in the company's plants ever since the Metal and Allied Workers' Union (Mawu) and the SA Boilermakers' Society declared a dispute over this year's wage negotiations. A conciliation board subsequently failed to resolve the dispute. This opened the way for the union to call a legal strike.

In August, Mawu and the Boilermakers conducted an historic joint ballot to determine whether the workers wanted to strike. It was the first time that an emerging, mainly black, union had undertaken such action with a long established union. More than 91% of Mawu's members and almost 70% of the Boilermakers' membership voted to strike.

The two unions also conducted an unofficial poll in which nearly half the workers, who belong to neither union, also expressed support for strike action. A number of these workers belong to the conservative Amalgamated Engineering Union, Mineworkers' Union and the SA Iron, Steel and Allied Industries Union which restrict their membership to whites. Overall, 70% of the 5 000-strong workforce at Highveld Steel's four plants and its Mapoch mine at Witbank registered "yes" votes.

Despite the poll, however, negotiations between Mawu, the Boilermakers and the company were re-opened in an effort to avert the strike. Two meetings have been held since the poll. At both, the company refused to budge from its offer of 7%-13% increases. These are equivalent to the increases contained in the agreement negotiated at the metal industry industrial

council earlier this year, which both Mawu and the Boilermakers refused to sign.

After Friday's meeting, Mawu accused the company of failing to bargain in good faith and suggested that this could constitute an unfair labour practice.

In a statement issued this week Mawu said the company "was determined to provoke conflict." It said that management's refusal was aimed at preventing plant level negotiations. According to the union, Highveld chairman Les Boyd said the company would consider going back into the main industrial council agreement as there was no longer any reason for an "in-house" agreement.

Boilermakers' general secretary Ike van der Watt told the FM he hoped the stoppage would bring management back to the negotiating table.

Highveld director Reg Callanan described the stoppage as a "little disturbance," and subsequently declined to comment.

The dispute has developed into a major test of strength between the two unions and the company and could have important implications for the future of "in-house" wage agreements in the metal industry.

quotable

SABC director general Riaan Eksteen in a speech to the Cape Town Press Club:

There is perhaps a fundamental difference between the broadcasting journalism and newspaper journalism that must be underlined. It is namely that the printed media, because of its specific nature, flourishes in the application of the art of politicking in its political reporting — mainly because of the fact that it is, with very few exceptions, coupled politically. In contrast, the SABC, because of its specific nature, cannot consider itself bound to the policies of any specific party and thus become the propagator of exclusively that message.

THE UDF

A new force

The anti-constitution United Democratic Front (UDF) has proved itself a new political force in the land — primarily by its success in achieving its major objective, a low poll in the coloured and Indian elections. Whether it can now hold its disparate elements together to maintain a permanent political presence is another matter entirely.

It would certainly be overstating the case to say all who did not vote, let alone the voteless majority, are active UDF supporters. Scepticism, apathy and confusion also played a part in the stayaway. Howev-

er, most blacks probably do share the Front's vague ideals of a "non-racial, democratic and undivided SA".

So far, the UDF's achievements have been strictly negative. It has functioned well in the politics of rejection where the target was one in which its varying affiliates could agree. It now aims to build and consolidate UDF support through its many affiliates to the point where it can realistically make political demands — such as the release of all political prisoners leading to a national convention.

Whether it will be able to maintain its unity and its growth where specific policies are at issue remains to be seen. In future, it will face competition from parties represented in government who will be able to achieve something for their constituents and to dispense some measure of government patronage.

There are more than 600 organisations affiliated to the UDF. Many, like the dozens of ratepayers' bodies, are small and reflect the UDF's grassroots support. The organisation is broadly based, loosely organised, non-racial, has urban and rural constituencies, and contains older and young members plus workers and professionals. In other words, it is wide open to strains caused by competing policies, approaches, and economic interests.

The detentions of UDF leaders prompted Albertina Sisulu, a UDF vice-president and the wife of imprisoned ANC leader Walter Sisulu, to say "It is clear that the UDF is playing the tune and the government is dancing to it".

About 25 000 people of all race groups attended what were reported to be highly enthusiastic rallies around the country on August 19 to celebrate the UDF's first anniversary.

"A spirit of defiance against race rule is alive in the land," said Cas Saloojee in his introductory speech.

In the UDF's first year, he said "Masses have stood up to swell our movement and we speak with one tremendous voice from the Cape Peninsula to the northern Transvaal and from our eastern shores to Kimberley".

The idea of forming the UDF was first mooted by Allen Boesak, President of the World Alliance of Reformed Churches, at the last congress of the Transvaal Anti-SA Indian Council Committee (Anti-Saic) in January 1983.

A commission was then set up to look into the formation of a broad united front specifically to oppose the new constitution and the so-called Koornhof Bills on legislation affecting influx control and local government of blacks.

Seven months later, the UDF was launched at a 12 000-strong gathering in Mitchells Plain, Cape Town. Boesak and a number of banned people like ANC leader Nelson Mandela were made patrons of the UDF. No comparable political movement had been seen in SA in over 20 years.



SEPT 16

Ideal Homes EXHIBITION '84

SUNDOWNER EXT 2 & 4

and it is only the start of the show," he said

Securi-Rails are offering an effective deterrent to unwanted intruders in their unique system that fixes into almost any type of wall, fence or gate.

Shelvon Gates offer a security gate and Window Systems Vekaplast are experts in window systems and security doors

The Vekaplast window is steel reinforced, totally rust proof and does not require painting and is therefore maintenance free

homes

Managing director of Dallas Construction, Mr Leon Katz said that people had been impressed by the "liveable" atmosphere of the houses, which have interiors created by top designers

The nine houses on show were built by Renou Made Homes, Gough Cooper, Frambou, Montagu Homes, Dacon Homes, Dallas Construction, M R Duff Construction, Concept and Heron Homes

Tickets are R3 for adults and children are free. Students and Pensioners will receive a R1.50 discount

Parents wanting to browse around the show can leave their children at a playpark supervised by the Alberton Lions

Full meals, cold drinks and snacks are available in the yellow-and-white marquee catered for by Pick 'n Pay

The present TRFU has

Mawu hits out at Anglo over wages

Mail Reporter

THE Metal and Allied Workers' Union (Mawu) has attacked the labour practices of the Anglo American Corporation, owners of Highveld Steel, where the union is involved in a key wage dispute

Three weeks ago members of Mawu and the South African Boilermakers Society (Sabs) voted for strike action.

A Mawu statement said the dispute remained unresolved when management refused to increase its offer. A meeting between the unions and the board of directors is to be held today

The unions are demanding wages higher than the national wage rates negotiat-

ed at the industrial council with the employer body, the Steel and Engineering Industries Federation (Seisa)

Mawu accused Highveld of paying its workers badly and housing them in "disgusting" hostels

Mawu also slammed Anglo's "dominant" position in the metal industry which was due to both to its shareholding and its "complete dominance" of Seisa

"Clearly, Anglo American puts this monopolistic position before the interests of its employees, despite its public relations which purports to show the corporation as enlightened and in favour of black advancement"

US scare over cloud of toxic gas

NEW YORK — Chemists and fire-fighters yesterday worked through the night to stop an acid leak at a computer factory in Omaha, Nebraska

The leak had caused a cloud of gas — irritating to eyes and skin — to pass over

the region. Hundreds of people were evacuated, but there were no reports of injuries

Police asked people to evacuate the area around the Control Data Corporation plant, where nitric acid was leaking from an outdoor stor-

age tank.

Residents to the east were advised to stay inside, to close their windows and to switch off their air conditioners so as to prevent the gas from entering their homes

The Red Cross set up centres for evacuees at three nearby high schools

"At least 10 000" people were in the path of the cloud of gas, according to a spokesman for the Millard Volunteer Fire Department

Chemists said the concentration of the acid was only about 5%

The acid is potentially lethal, but only at much higher concentrations

The slow leak was discovered by an employee who had noticed an orange glow around the tank — caused by the nitric acid reacting with air to form nitrous oxide.

Fire-fighters pumped a water fog into the cloud to bring it down to the ground, and dug trenches to channel some of the acid away.

Chemists poured soda ash on the acid to neutralise it.

Nitric acid is a colourless, poisonous gas used in the manufacture of organic compounds such as fertilisers, explosives and dyes — Sapa-AP

"How To Start And Succeed In Your Own Business"

This practical and proven weekend course returns to Johannesburg and Pretoria in September. Join the many satisfied people who have already attended

Learn about business selection, cash management, finance, franchises, tax, etc. You receive a detailed course manual and 60 days of free consultancy

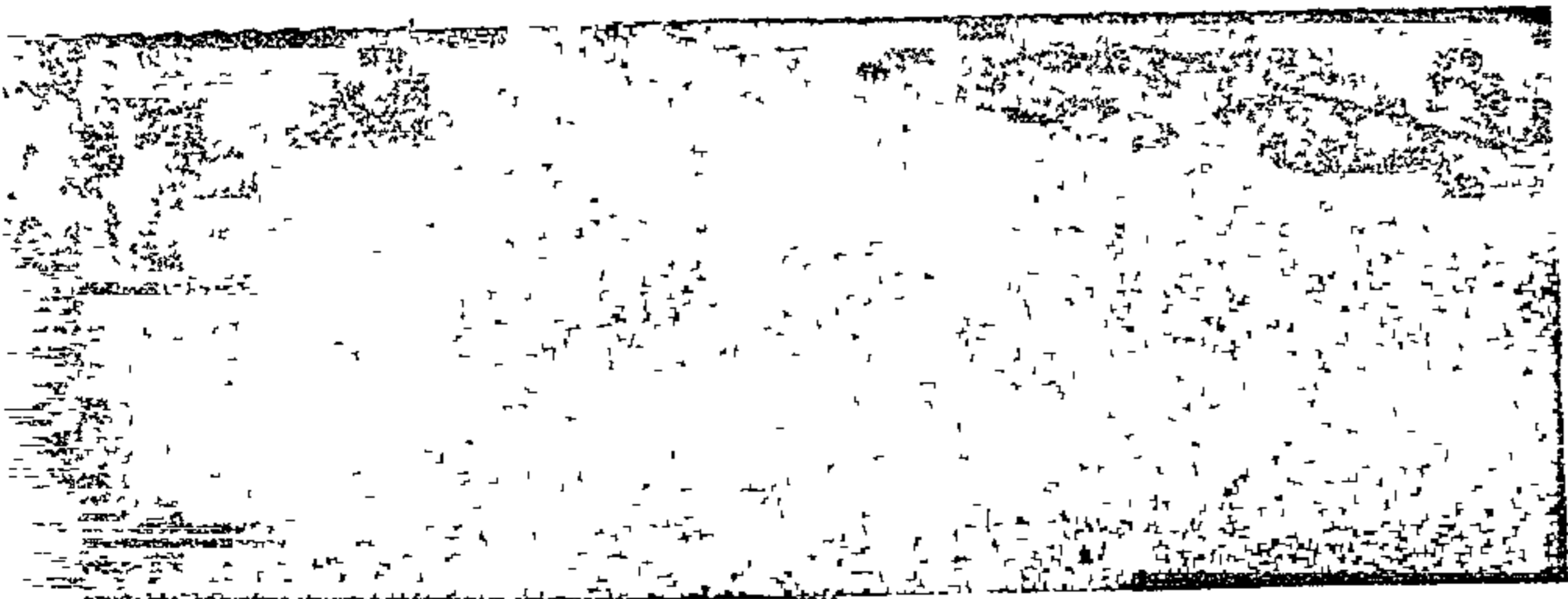
For full details on these courses phone Institute for Small Enterprise on 101110 10030

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Mercury 8/9/84 (20) 1128

Post Office workers strike over pay

Labour Reporter

MORE THAN 300 Post Office workers at the New Germany depot downed tools yesterday in a demand for more pay

Mr Christo van der Merwe, Regional Director of the Department of Posts and Telecommunications, told the Mercury the department had given workers a 'one-notch' increase which had been accepted by most, but it seemed some workers were not satisfied.

Some of the labourers, telephone workers and senior telephone workers — all blacks — downed tools at the New Germany depot

'We will take the necessary steps if they do not return to work by Monday,' Mr van der Merwe said

Mr Magwaza Maphalala, general secretary of the National Post Office and Allied Workers' Union, said the workers were dissatisfied with

their pay and demanded an immediate increase

The workers said they had not received increases for two years but had been promised a substantial one this year

'Instead, they were given between R16 and R18 per month, which they rejected,' he said,

Mr Maphalala said the department had told workers last year that it was unable to grant any increases at that stage because of the 'economic situation' resulting from drought.

'Most the workers are earning under R300 per month and are finding it extremely difficult to meet their commitments,' he said

The workers had pointed out that the Post Office had increased tariffs for posts and telephone accounts recently

Mr van der Merwe said the workers had been granted a 12 percent increase in January

E. Herald 8/9/84

'Victim' and 50 strikers sacked

THE woman at the centre of a row which led to a strike by 50 Grand Bazaars employees, has been fired — along with the other strikers

The walkout by workers at Grand Bazaars' warehouse in Epping occurred when two workers were axed on the spot for playing a practical joke on a fellow employee, Mrs Yvonne Adonis

Bosses at the factory claimed that the joke had placed Mrs Adonis's health at risk.

However, in a surprise development, Mrs Adonis later approached management and asked "Was it necessary to sack them?"

And when they refused to budge, she joined the 50 others who had walked out in protest at the sackings.

Last week Grand Bazaar's management announced 'As far as we're concerned the people who walked out — including Mrs Adonis — no longer work for us. We have already hired other workers to replace them.'

BITTER

But the bitter husband of Mrs Adonis — Mr Eric Adonis — said "I told my wife to stop working there. She was an innocent victim and I believe she was 'used' by her union (the Retail and Allied Workers Union)."

Mr Adonis said he had first heard about the strike more than a day after the walkout and had immediately gone to

the factory to confront his wife

"I ordered her to return home with me immediately. I didn't want her to have anything to do with it.

"But later when union officials came to see her, I told her 'You must choose what you want to do'.

BACK

"She decided to continue to back the strikers. But later, when we discussed the matter

again, I pointed out that the whole affair was interfering with our private lives. She then decided she wanted nothing more to do with the strike.

"She did not attend their protest meeting last week. In fact, she has resigned from the company.

"I'm bitter about what has happened. How is she going to find another job with a 'strike record' against her name?"

Mercury 11/19/84 (138)

Strikers on the march



Striking Post Office workers march along Shepstone Road in New Germany after they were sacked yesterday.

Labour Reporter

MORE than 500 New Germany Post Office workers who were sacked after a strike over pay marched through the town's main street yesterday.

Police in riot vehicles kept a close watch, but no action was taken as the sacked strikers marched in an orderly fashion along Shepstone Road to the Clermont Township where they were addressed by union officials.

Mr Christo van der Merwe, regional director of the Department of Posts and Telecommunications, told the Mercury yesterday that they had been fired for refusing to work.

Those who wished to work could reapply for their jobs today, he said.

Almost the entire black workforce at the New Germany depot downed tools on Friday and continued the strike yesterday, demanding an increase in pay.

Mr van der Merwe said he would decide whether any of the sacked workers who sought re-employment with the GPO would be treated as new workers or not.

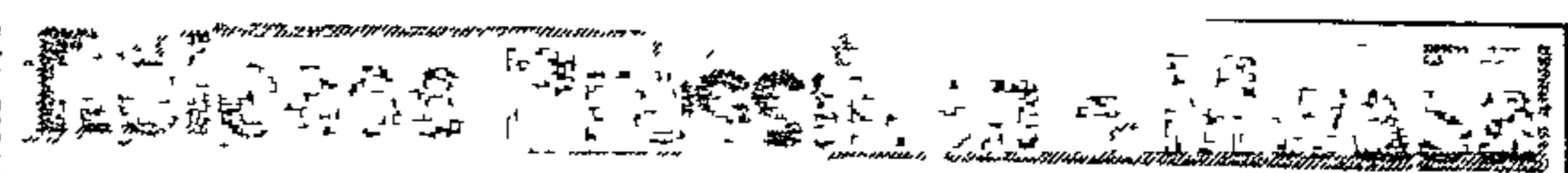
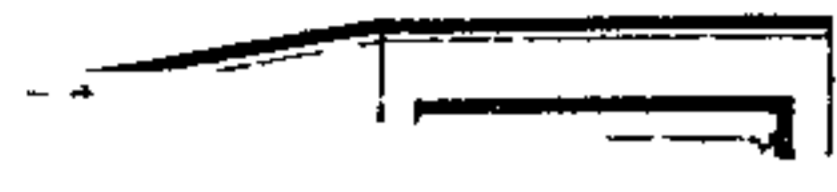
Latest

He said the department had given workers a 'one-notch' increase in pay which had been acceptable by most, but it seemed some workers were not satisfied. The latest increase was in addition to the 12 percent hike in pay granted in January. Among those sacked were some with 30 years' service, said Mr Magwaza Maphalala, general secretary of the National Post Office and Allied Workers' Union. Mr Maphalala said the latest increase was between R16 and R18 a month which, he said, was totally unacceptable to the workers.

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10 days holiday from
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In his announcement
Mr A B Fourie direc-
tor-general of the De-
partment of Education
and Training said that
schools were being

NEW LOOK CRETE GARAGE TWO ROOMS



By NKOPANE MAKOBANE
THE MEDIA Workers' Association
of South Africa yesterday issued a
statement demanding the immediate
and unconditional release of two
journalists arrested by police at the
weekend in the Vaal Triangle.

The two are Mr Len Kumalo, SO-
WETAN photographer, and Mr
Thabo Makaba of the Rand Daily
Mail

Mwasa says the two were arrested
in Sharpeville on Sunday while re-
cording the anger of black people
against the oppression and exploita-
tion they have suffered for centuries

"We note that there had again
been escalation of violence against
our members in recent weeks, not
surprisingly coinciding with P W Bo-
tha's 'new deal' constitution

Assaulted

"Our members were assaulted
while covering the sham elections
last month, now they are arrested
while covering the unrest in the
Vaal These acts of open intimidation
shall not avert us from our cho-
sen duty of recording facts of what is
happening in our society and criticis-
ing it fiercely "

11/9/84
Sowetan

SOWETAN, Tuesday, September 11, 1984



THEMSELVES at a birthday party in Silverkraans, Bophuthatswana, recently are (from
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Plans for Man expa

PLANS for the Mamelolo
the Surveyor General
available for occupatio
This was announced by
the local mayor, Mr
Alex Kekana, at
Press conference

12/9/84 Star 138

Highveld Steel gives in to unions on cash position

By Carolyn Dempster,
Labour Reporter

The Highveld Steel and Vanadium Corporation has agreed to disclose information on the financial position of the company

It will give the details to the Metal and Allied Workers' Union and the SA Boilermakers' Society in a bid to avert an all-out strike by 3 500 workers at the Anglo American-owned steel complex and Mapochs mine.

MEETING

Mr Ike van der Watt, general secretary of the Sabs, confirmed that officials from the two unions would be meeting the management of Highveld Steel tonight

On the agenda will be whether the company can afford increases in excess of those offered at the in-house negotiations last month

The concession by Highveld signifies a breakthrough for emergent unions who have been pushing for disclosure of financial information for use in wage negotiations for more than a year

Until now managements have been fiercely resistant to the idea

In a meeting between the unions and Highveld management on Monday night, the company representatives refused to refer the dispute to arbitration. However they tentatively agreed to a union request to discuss the financial position of the company

A packed meeting of more than 1 000 black and white workers and artisans at the Lynville community hall last night resolved to allow union officials, shop stewards and union auditors time to meet management before embarking on further action

Dr B Fanaroff, the branch organiser for Mawu, said the workers had expressed extreme dissatisfaction with the company's refusal to improve its offer. All were in favour of further industrial action irrespective of the threat of firing

The 3 500 members of both unions have been holding back since last Friday when management warned employees that strike action of any nature would lead to instant dismissal

A spokesman for Anglo American declined to comment on the recent developments

RD 13/9/74 (138)

Hotel dispute declared

By JEANETTE MINNIE

A DISPUTE has been declared between the Commercial Catering and Allied Workers Union (CCAWUSA) and the management of a hotel in Magaliesburg over the dismissal of workers "for making a noise".

In a statement yesterday CCAWUSA said the management of the Mount Grace Country House Hotel in Magaliesburg had fired nine of its members on August 11 for making a noise.

Discussions were held on August 15 between the union and management, which included the managing director, Mr A V Brand. But at the meeting management upheld its decision to dismiss the workers, alleging they had walked out of their work stations, "an allegation denied by our members", the statement said.

Ccawusa has accused the management of adopting a "confrontationist" attitude after failure to resolve the dispute and "accused our members of having joined an organisation founded on the principles of the African National Congress", the union said yesterday.

Ccawusa also says management said it would form its own union rather than to recognize "such a union".

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13/9/84

Work now back to normal, says Post Office

Labour Reporter

THE senior deputy director of the Department of Posts and Telecommunications in Durban, Mr J A Swanepoel, said work at the department's New Germany depot had returned to normal yesterday.

Almost the entire black workforce — said to number more than 500 — was

dismissed on Monday after going on strike over a demand for more pay.

A department spokesman said about 130 of the dismissed workers had returned to the depot on Tuesday morning and had been re-employed.

This was disputed by the National Post Office and Allied Workers' Union's general secre-

tary, Mr Magwaza Maphalala.

Mr Swanepoel said yesterday 'If the union is disputing that some of the sacked workers were re-employed, that's their side of the story.'

'I got in touch with the depot foreman this morning and was informed that work had returned to nor-

mal. There were no illegal gatherings on the premises.

'Those who returned to seek employment were given back their jobs,' he said.

If any of the remaining sacked workers wished to resume their employment, they were welcome to do so.

Give us fair pay

State staff

By Sue Leeman,
Pretoria Bureau

Public servants will not ask for an across-the-board salary increase for next year but will expect the Government to maintain the momentum of market-related salary adjustments according to occupation group.

The chairman of the Public Servants Association, Dr Colin Cameron, told a Press conference in Pretoria this week that the PSA was not unsympathetic to the Government's financial problems.

But market-related salary adjustments were a prerequisite if the Government hoped to build an effective public service.

It was vital that the best brainpower and expertise available be drawn into the public service.

The days of the public service being used as the training centre for the private sector or the haven of mediocrity were past, he said.

Dr Cameron lashed out at critics who said public servants were enjoying excessively high salaries and benefits and said that the PSA would take a strong stand against such allegations at its annual general meeting next week.

Dr Cameron said public servants were still waiting for a clear reply from the Government on its future policy regarding public servants' service benefits.

"There is considerable disquiet among our members about this matter and clear guidelines must be given. The PSA has been waiting for years for an answer," he said.

Sewelton 14/9/84 (138)

ANC: Workers fired

ELEVEN workers employed at Mount Grace Country House Hotel in Magaliesburg have claimed that they were dismissed because "they belonged to a trade union founded on the Principles of the African National Congress."

The workers, members of the Commercial, Catering and Allied Workers' Union (Cca-wusa) said that management told them that it will form a "suitable" trade union because

Cca-wusa was founded on "communist ideas"

They were busy with their work when he accused them of making noise while on duty, and not doing their job. The union officials later wrote to him to discuss the issue, but this has been to no avail.

Mrs J Cole, manager at the hotel, declined to comment on the issue when The SO-WETAN phoned.

A union spokesman said that after receiving

reports from their members they approached management on the issue. They were told that the workers had refused to work.

"Our members have denied this allegation. We explained to management that workers have denied that they walked out. Management then promised to withhold the dismissal, but this was not done."

"We have since declared a dispute with the management because

they refused to open further negotiations with us. We have consulted our lawyers and will take the matter to the Industrial Court," the spokesman said.

The spokesman said that most of their members have in the past been victimised by the management for belonging to the union. "We have to protect our members against intransigent management," the spokesman said.

19/9/84

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The Natal Mercury, We

Publishers in call for talks to prevent strike

Labour Reporter

THE management of Allied Publishing Ltd last night called for urgent talks with representatives of the Commercial, Catering and Allied Workers' Union of South Africa in a bid to stave off threatened industrial action by union members demanding an increase in pay.

The union's Natal branch organiser, Mr J Naidoo, said yesterday that the workers were angry and bitter at the management's refusal to negotiate wage increases.

About 100 workers went on strike on September 7,

demanding a R30 a week wage increase.

The work stoppage threatened to disrupt the distribution of the Daily News, but the strikers returned to their jobs after urgent talks between the management and the union.

Mr Naidoo said they returned to work after the union obtained a guarantee from the management that wage negotiations would begin the following week.

But at a meeting on September 13, he said, the management had refused to negotiate, saying that no wage increase

would be considered until negotiations next April, in terms of a recognition agreement between Allied Publishing and CCAWUSA covering the Free State and Transvaal.

Mr C W Eyles, Allied Publishing's Natal manager, said last night there appeared to be a misunderstanding between the Natal branch of CCAWUSA and its executive council in Johannesburg regarding an agreement with the company.

In terms of an agreement between the union and the company's Transvaal operations, provi-

sion has been made for wage negotiations in March/April of each year.

'On August 2, 1984, CCAWUSA's general secretary confirmed that the agreement would be extended to Natal. He also informed the company that wages are negotiated at executive council level and not at branch level.'

'Allied's managing director has proposed that a meeting of the union's executive council, the Natal branch organiser and Allied executives be held in the immediate future. A further announcement will be made after this meeting,' he said.

2019 1844 (138)

Dispute threatens Natal newspapers

By JEANETTE MINNIE

THE NATAL branch organiser of the Commercial, Catering and Allied Workers' Union (CCAWUSA), Mr Jay Naidoo, yesterday denied any knowledge of proposed talks between the Allied Publishing Company and the union to defuse a threat of industrial action

A meeting had been proposed by Allied — scheduled for today — to defuse the threat by Natal representatives of CCAWUSA which could affect the distribution of major Natal newspapers

A Natal organiser, Mr Important Mkhize, claimed yesterday that if workers in Natal opted for a strike it could affect the distribution of several newspapers including The Daily News, the Sunday Tribune, Ilanga, Post Natal and even the Natal distribution of the Rand Daily Mail

The threat of industrial action was issued in a Natal CCAWUSA statement on Tuesday in which Allied was accused of reneging on an undertaking to negotiate an increase of R30 a week demanded by workers

But yesterday Mr Naidoo

said in a statement

"We received a letter from Allied Publishing today and they have not proposed any meeting with us"

The managing director of Allied, Mr Robert Mitchell, proposed an urgent meeting on Tuesday in a Press statement

In the statement Mr Mitchell said there was "an apparent misunderstanding" in the union's ranks about whether the company's wage agreement with Transvaal and the Free State also extended to Natal

Allied has been refusing to negotiate wages with the Natal workers because it says the general secretary of CCAWUSA confirmed that the agreement had been extended to Natal

But yesterday Mr Naidoo said "Allied has no basis to assert that the agreement that exists in the Transvaal and Free State can bind workers in Natal"

"When we approached them for recognition, they replied that we would be included in that agreement on condition that we would later propose amendments and that we would not lose our right to negotiate wages"

200 lose jobs after trouble at three Natal plants

Labour Reporter

ABOUT 200 strikers were dismissed from three Natal companies yesterday after a wave of industrial unrest at the plants

And today's talks between the management of Allied Publishing and representatives of the Commercial Catering and Allied Workers' Union of South Africa have been postponed to next week.

Speaking from Johannesburg yesterday, Mr C W Eyles, Allied Publishing's Natal manager, said the meeting had been 'unavoidably deferred' and it was hoped that 'this very important meeting will take place early next week'

The proposed talks follow a warning of pending

industrial unrest among Allied Publishing workers demanding a R30-a-week wage increase, says Mr Important Mkhize, the union's Natal organiser

Ignoring

About 50 employees of a construction company, Basil Read (Pty) Ltd, were fired yesterday after they downed tools in a demand for more pay

Mr Brian Maynard, the company's director of manpower, said they had been dismissed for refusing to return to work.

'They were demanding wage increase in excess of the statutory increase,' he said, adding that the company would begin hiring replacement staff today

At Silverton Engineering in Isipingo about 60 striking workers were fired after ignoring a return-to-work ultimatum yesterday

Mr Barry Land, marketing director of the Pretoria-based company, said yesterday that the workers had gone on strike on Tuesday. They had been unhappy about the introduction of a four-day working week.

He said the operations had gone on short-time because of the general economic downturn and the fact that a new-tech-

nology radiator for a local motor assembly plant was being produced at the company's Pretoria plant until it was possible to

transfer the new production system to Durban

Mr Land said that although it seemed that a number of workers wanted to return to work, there had been intimidation and the plant had been unable to start production yesterday morning

'The company therefore had no alternative but to dismiss the workers and advise that their re-employment will start today

'The plant is currently operating on a limited scale with its white workers, but we expect to be back in full production by the end of next week,' he said

At the Sylko Paper company in Durban, about 100 workers who downed

tools in protest against the dismissal of one of their colleagues were fired after ignoring repeated pleas by the management to return to work, said Mr RA Williams, the company's managing director

Theft

The worker was fired after being convicted of theft from the company in the Wentworth Magistrate's Court this week.

Mr Isaac Ngcobo, national treasurer of the South African Allied Workers' Union, which has members at the three companies affected by the unrest, said the union would challenge the dismissals through the 'appropriate channels'

Civil servants 'uneasy' about blacks in govt

E. Post

138

26/9/84

PLANS to appoint blacks to senior positions in the public service may yet run into organised opposition from white officials

According to Beeld, the president of the Public Servants' Association, Dr Colin Cameron, has said that white public servants are "distinctly uneasy" about the possible appointment of people of colour to the central public service under the new constitutional dispensation

Some time ago, said Dr Cameron, the PSA asked the Government for guidelines so that people would know where they stood and the association would know how to act in the light of its



Nadere
Kennis
James
McClurg

members' interests. However, no formal, concrete answer had yet been received

The association was sharply slapped down by Die Vaderland. The days of labour apartheid, it said, were over, in the public service as elsewhere. Merit and not colour would have to be the criterion

The association's attitude was all the more disturbing because the public service ought to know at

least as well as the Government did that in future people of colour would have to be as much a part of the public service as of the country's Government

The Nationalist Government had always treated the public service well — too well, according to some critics. It would be counted as ingratitude, even disloyalty, if in this important matter officials tried to put a spoke in the wheel of the new dispensation

□□□□

BY V. ...

Worms 25/9/84
**Sugar mill
workers end
four-day strike**

Labour Reporter

ABOUT 1000 workers at the Umfolosi sugar mill decided at a meeting yesterday to end their four-day strike and return to work after an assurance by the management to investigate their grievances

Workers downed tools on Friday, demanding the dismissal of a member of the staff against whom they had made allegations

An official of the National Union of Sugar Manufacturing and Refining Employees, NUSMRE, which has members at the mill, said yesterday he was still awaiting a report from union representatives at Umfolosi. He did not know what the grievances were

In a statement yesterday, Mr Ian Bales-Smith, general manager of the Umfolosi Co-Operative

Sugar Planters Ltd, said workers had agreed to return to work for the 10 p.m. shift yesterday. An investigation into their grievances would be held on October 3

He said the workers went on strike over alleged grievances between them and a member of the staff

'Following a meeting between local union officials and the management at the weekend, a formal meeting with the chairman and officials of the NUSMRE was held yesterday

'It was agreed that the workers' grievances will be investigated subject to them returning by 6 a.m. today

'If they fail to return to work they will be regarded as having dismissed themselves and will be paid off from 2 p.m. tomorrow,' he said

Union to press for order

Mail Reporter

THE Building, Construction and Allied Workers' Union is applying for a status quo order based on an unfair labour practice for the reinstatement of a shop steward dismissed by the Pride Pools company in Johannesburg.

A company spokesman, Mr Andrew van der Westhuizen, has told the Rand Daily Mail he does not know what a status quo order is and that he isn't interested either. He would not comment further.

A BCAWU organiser, Mr Josias Mpe, said in a statement that earlier this month Mr Wilson Mutzanana was dismissed by Pride Pools after he was accused of being a "union lawyer".

The entire workforce then downed tools. Three shop stewards later took up the matter with management.

However, management later refused to reinstate Mr Mutzanana and another work stoppage followed.

The following day workers were locked out of the company's premises and three workers were arrested on charges of intimidation. They were later released. All but Mr Mutzanana were reinstated.

Public service

25/9/84
'ingratitude'

C-7.11.138
criticized

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**James
McClurg**
reviews the
Afrikaans Press

Slur files

union (138)

leaders 25/9/84

Labour Reporter

The president of the 22 000-member, all-white Motor Industry Employees Union of South Africa, Mr Willem de Klerk, has reacted angrily to a television broadcast by the Minister of Manpower who attacked workers for "throwing stones and burning places down"

Mr de Klerk said yesterday that it was appalling that Mr Pietie du Plessis had accused all workers and had not directed his remarks at those responsible

"He pleaded with the workers of South Africa not to throw stones and burn, but to negotiate instead," said Mr de Klerk

"The white workers of this country have got a lot to throw stones about — but we don't. As taxpayers, we are getting sick and tired of this kind of action — and then we are blamed for it," he added

Mr de Klerk said he would be taking up the matter with the Director-General of Manpower, Dr Piet van der Merwe, and would demand an explanation for the broadcast.

Star 25/9/84

(S) (S) (138) (S)

Highveld lays cards on table

**By Carolyn Dempster,
Labour Reporter**

Anglo American's Highveld Steel management has agreed to lay all its financial cards on the table after an unsuccessful preliminary round of negotiations with the Metal and Allied Workers' Union and the SA Boilermakers' Society (Sabs)

The meeting between the two unions locked in a wage dispute with management takes place today

Mr Ike van der Watt, general secretary of Sabs, said management representatives had been reluctant to open their books to the union auditors at the first meeting held last week

"But they are now prepared to open up everything to us," he said yesterday

After the union auditors, shop stewards and organisers have inspected the books, a report-back meeting with about 4 000 black and white members at the steel complex will be held tonight

Mr van der Watt said the move by the company was a surprise as it indicated that management might not be able to afford increases over and above those negotiated at the national Industrial Council for the metal industry

Highveld Steel management declined to comment.

(138) 25/9/74

Outrage at SWA economy drive

Continues

Own Correspondent

WINDHOEK.— Civil servants in SWA/Namibia are outraged over a sudden announcement, made without consultation, that they will be obliged to work longer hours and have some of their benefits cut

The measures, announced at the weekend, include extending the working day by 45 minutes and a cutback in travelling and subsistence allowances

Most civil servants heard of the economy measures through radio and television broadcasts, not through any formal notification

In a statement issued yesterday after an emergency meeting on Sunday, the Government Service Staff Association attacked the measures and the way in which

they were announced

The chairman of the GSSA, Mr Allan Hattle, said the change had been announced with uncommon haste and was seemingly high-handed

The moves are expected to save the government service, a much-criticized, allegedly over-staffed and inefficient bureaucracy, about R1-million a year

Mr Hattle said yesterday that the mismanagement of government funds exposed by the Thirion Commission was still fresh in the minds of the people

"Are all civil servants now being asked to pay for these excesses resulting from poor or undisciplined control?"

He warned that the measures could result in a decrease in output through deflation of morale

Union head: Don't blame us

By JEANETTE MINNIE

THE president of a whites-only union has taken issue with the Minister of Manpower, Mr Piet du Plessis, for not distinguishing between black and white unions when he said on SABC-TV this week that unions should use negotiating machinery instead of resorting to strikes and violence.

Mr William de Klerk, president of the Motor Industries Employees' Union, said yesterday he was making the statement on behalf of his 23 000 members countrywide who had also heard the Minister and who were growing angry at the state of affairs in the country.

"They burn things down and throw stones and who do

you think pays for it?" Mr De Klerk, said referring to the recent incidents of black unrest.

Asked whether he did not think that black unions also made use of the negotiating machinery, Mr De Klerk said "They always throw stones first."

Mr De Klerk said that after the television broadcast he had spoken to one of Mr Du Plessis' aides who told him the Minister was referring to the mining strikes last week.

"But I heard a report again next morning on SABC radio quoting the Minister and there was no mention of the mining strikes or the specific union involved. The report merely referred to unions in general," he said

28/9/84

tem would enhance its cash flow positions and enable it to improve its pay offer

Ccawusa general secretary Emma Mashinini tells the FM the company had declared the dispute after the unions had expressed dissatisfaction with OK's pay offer and questioned whether the workers would accept the anniversary date system

The settlement of the dispute appears to have given OK faith in the mediation process, although Mashinini does not share this sentiment

Says Hartshorne "The fact that we settled in one day is remarkable when you consider that we were in dispute and that the gap between us and the unions was fairly wide We think a fair settlement has been achieved and are happy that it was reached through negotiation rather than through the courts or industrial action Mediation was very beneficial in this situation and we believe it helped the workers"

Mashinini, on the other hand, says "We would rather try to avoid mediation and arbitration We would rather settle our affairs on our own"

Mashinini says the settlement brings the minimum starting wage for OK workers to about R339/month Last year, after declaring a dispute with OK, the unions won a R45 across the board increase of which R35 was paid in December and R10 in April This agreement was reached at a conciliation board 10 days before Christmas According to one observer, OK was keen to avoid a repeat performance as it obviously made the company jumpy about coping with festive shopping

RETAIL TRADE An OK agreement

A national agreement which raises workers' wages by R54 on the anniversary of the date they were first employed by the company has been concluded for 23 000 OK Bazaars employees earning less than R700/month

The agreement with the Commercial Catering and Allied Workers' Union of SA (Ccawusa) and the National Union of Distributive Workers (Nudaw) was reached last week in what is understood to be the first mediation conducted for parties in the retail trade It comes into effect on October 1

The joint Ccawusa/Nudaw negotiations with the company started in early August According to OK's industrial relations controller, Keith Hartshorne, a dispute was declared on September 3 over the company's insistence on re-introducing the anniversary date increment system instead of an annual across the board increase During the mediation the unions accepted the company's contention that the anniversary sys-



Ccawusa's Mashinini . . . doubts about mediation

ADM Tyre workers' forfeit leave as ^{29/9/44} four-day week is introduced

Mail Correspondent
PORT ELIZABETH. — Firestone employees affected by the company's decision to cut production to a four-day week until the end of the year, will forfeit leave for the days of lost production.

Mr Peter Morrum, managing director of Firestone which introduced a four-day production week this week, said salaries would remain unchanged but workers concerned would have to take a day's leave each week.

The position will be reviewed at the end of the year. He said the company had decided to shorten the working week rather than re-trench staff. Going on to short-time was felt to be the least disruptive way of dealing with the present economy and the fall in the new vehicle market in particular. Mr Morrum said the import

of tyres, particularly from the Far East, had also hampered demand. "Conditions necessitated our taking action while we could still do it in a planned way," he said.

Firestone's short-time announcement comes days after General Motors decided to shut down for a week on Monday, following their re-trenchment of 129 hourly paid workers 425 hourly and

salariated personnel have also been retrenched at Ford Motor Company.

Other tyre industries — while affected by the motor industry slump and monitoring developments — are continuing to produce under normal conditions.

The Goodyear Tyre and Rubber Company's director of public affairs, Mr Mike Selley, said the rubber department would continue producing on a full five-day week, while the steel department would operate on a seven-day week.

He anticipated that normal production would continue until the end of the year at least.

Mr Clive Tutton, director of manufacturing at the General Tyre and Rubber Company, said the firm was watching the situation, but

had taken no decision on measures to reduce production.

● Mr Dennis Neer, national secretary of the Motor Assemblers and Component Workers Union (Macwusa), said the union was investigating the situation in the motor industry and allied industries in the Eastern Cape and would release a statement next week.

Sewlton 2/10/87

Sacked workers: union set for big talks

138

GRAND Bazaars management met the Retail and Allied Workers' Union representatives yesterday for talks on the five week old labour dispute which has escalated into a boycott by some consumers.

A Rawu spokesman, Mr Alan Roberts, said Mr J Duckitt, deputy manager of grand Bazaars, had agreed to meet union representatives after Mr Roberts had telephoned him last week

Mr Duckitt said he had told Mr Roberts he was prepared to meet two people only.

A meeting in Athlone on Sunday called on black communities in Cape Town to boycott Grand Bazaar stores until dismissed warehouse workers were reinstated

Imam Hassan Solomons of the Muslim Judicial Council said at the meeting that although only 50 workers at the Grand Bazaars ware-

house had been dismissed, it was not an isolated incident

Struggle

"We must see it as part of the total struggle for liberation," he said

Imam Solomons said Islam had "everything to do with the struggle of workers in this world"

The weapons of non-collaboration and boy-

cott had their origins in the Koran, which commanded people not to co-operate with evil, he said

"We will not collaborate with Grand Bazaars, which has unjustly fired these workers," he said

Messages of support from various community and religious organisations were read out at the meeting, which was

attended by about 400 people

Two dismissed Grand Bazaars workers outlined the dispute, which was sparked off when warehouse workers downed tools in protest at the dismissal of two fellow workers

One of the originally dismissed workers, Miss Shaheida Isaacs, has since been reinstated and is back at work

Sweeten 3, 10/84

Strike talks deadlock

NEGOTIATIONS between representatives of the 50 dismissed Cape Town Grand Bazaars workers and the company have deadlocked, but further talks are likely this week.

Mr J Duckitt, a director of Grand Bazaars, said two officials from the Retail and Allied Workers' Union, to which the workers belong, had met him on Monday, but "no agreement was reached"

"They want us to re-employ the dismissed workers, but at this point management cannot commit itself to a decision," he said

Mr Duckitt said he would contact RAWU later this week after management had held an executive meeting

Meeting

A RAWU spokesman said Monday's meeting had been an attempt "to lay the basis for management to negotiate with the workers' committee"

The union spokesman confirmed that management would contact it later this week

The labour dispute, which has grown into a consumer boycott sup-

ported by 26 sports, religious and civic organisations in Cape Town, was sparked off when warehouse workers downed tools to protest the dismissal of two fellow workers

Mr Duckitt claimed yesterday the boycott had not affected last

week's sales
Grand Bazaars has erected counter-boycott signs in the windows of some stores

Mr Duckitt said the signs would be used only if supporters of the dismissed workers staged placard demonstrations outside stores

Two firms still affected by strike action

Labour Reporter

WHILE strikers at one Durban factory returned to work yesterday, two other companies were still affected by labour problems

Cleaners employed by Supervision Services, who went on strike on Tuesday demanding more pay, were yesterday given an ultimatum to return to work today or face dismissal

Mr T W Davis, the company's general manager, said that 'only a handful' of people were involved in the work stoppage 'Most of our staff are at work,' he said

But, Mr Bongani Khaula, a local organiser of the Cleaning and Allied Workers' Union, said about 200 cleaners stopped work in support of their demand for more pay

They were still deciding whether to return to work, he said, adding that they were unhappy with their wages which averaged R172 a month

Silverton Engineering, at Isipingo, where about

60 striking workers were dismissed last week following a protest over the introduction of a four-day working week, was still closed yesterday Mr Barry Land, a company spokesman said a decision was expected early next week

At Crossley Carpets at Reunion, near Isipingo, about 500 workers, protesting at the dismissal of three colleagues, ended their one-day strike at 10 a m yesterday after talks between management and officials of the South African Allied Workers' Union

Company spokesman Mr Seaton Thompson said all had returned to work and the three dismissed workers had been reinstated

'The company was assured by representatives of the union that the workers will observe the staggered meal breaks,' he added

He said there would be discussions between management and representatives of the workers regarding union recognition

RAM 4/10/84 (137) (138)

Union wants pay for 'repetition' injuries

Mail Reporter

THE National Union of Distributive and Allied Workers Union (Nudaw) has asked the Department of Manpower to rule that injuries caused by rapid, repetitive work be compensated for under the Workmen's Compensation Act.

The latest issue of the union's newsletter, New Era, says

"Increasingly, members are becoming aware that the ache or pain in their wrist, joints, shoulders, etc, is not just a strain or arthritis, but rather one of the forms of repetition injury

Failing to have the problem treated could lead to a partial or permanent disabil-

ity, resulting in the loss of employment and difficulties in coping with everyday tasks"

● The Mail's Durban correspondent reports that Nudaw has asked for a 100% wage increase for workers in major chain stores and shops

The union's Natal branch organiser, Mr Vincent Naidoo, said the purchasing power of the rand had shrunk so much in one year that most workers were finding it extremely difficult to survive

Mr Naidoo said the union's recommendations had been forwarded to the Wage Board, which will sit early next year

Dutch union calls for release of SA unionist

Mail Reporter

THE DUTCH Commercial Union, an affiliate of the "Federatie voor Nederlandse Vakverenigingen", has demanded the "immediate and unconditional" release of Mr Moses Duma Nkosi, a trade unionist detained in June this year.

Mr Nkosi is a shop steward of the Commercial, Catering and Allied Workers' Union of South Africa (Ccawusa) and was employed by Makro, whose headquarters are in Holland.

The union is circulating post cards addressed to the President, Mr P W Botha, demanding Mr Nkosi's release and protesting against the repression of worker movements.

In a statement, the Dutch Union says no reasons have been provided for Mr Nkosi's detention and that it viewed the action of the South African Security Police as

"harsh repression" of unions.

Mr Nkosi is known personally at the Dutch Union following his visit to Holland at the beginning of this year.

"We undertake this action of solidarity because we are aware of the deteriorating circumstances of the life of the black working class in South Africa.

"Exercising union rights is an inalienable right of the worker movement recognized internationally," the Dutch Union statement says.

Last night, the general secretary of Ccawusa, Mrs Emma Mashinini, said that Ccawusa and the Dutch Commercial Union were closely linked and that both were affiliated to the International Trade Secretariat. All the Commercial Unions in the Secretariat were concerned about each others' problems, she said.

ROM 5/10/84 (138)

Unions claim SP harassment

Mall Correspondent

CAPE TOWN — Two major Cape Town-based trade unions called on the Government yesterday to restrain the Security Police from "continually harassing" its members and officials

Listing incidents of alleged harassment, the unions declared these left them "in no doubt" that the Security Po-

lice were opposed to the legitimate activities of trade unions and were engaged in a campaign to "instil fear in workers and union officials"

In a statement, the Food and Canning Workers' Union and the African Food and Canning Workers' Union said Security Police had attempted to pay a newly elected official in Grabouw to pass on information about the

union

Security Police were repeatedly visiting the unions' offices in East London, "often with no apparent purpose" and had recently demanded the names of committee members from union officials

A police spokesman said yesterday he was "unable to comment on the statement at this stage"

10/11/84
Shortage

forces

closure

at Ford

Own Correspondent

PORT ELIZABETH — A delay in the supply of imported transmissions for its Sierra range has forced Ford to close its Struandale assembly plant for one week from Monday

Mr Brian Pitt, the managing director, says the transmissions shortage has been caused by a supply problem at source. The situation will keep the plant on a three-day week when it is reopened.

Mr Pitt says the closing of is not due to the economic situation.

About 1 100 employees have been affected by the shutdown. Hourly workers will be paid for four days next week in terms of the Industrial Council Agreement. Salaried personnel not required to work will be asked to take leave.

Mr Pitt says September's car sales figures, due to be released next week, show a continued drop on previous months.

"With the expected lower September figures, Ford anticipates depressed production planning. If necessary, short-time will be worked in preference to further retrenchments."

Ford retrenched 425 workers, including salaried personnel, on September 7 and shut its entire Port Elizabeth operation from September 10 to 14.

● In Uitenhage, Volkswagen's communications manager, Mr Graham Hardy, says VW will work a four-day week on its microbus assembly line from Monday.

He says drop in demand for the microbus has led to rescheduling of production. About 120 employees will be affected by the short week.

● General Motors' manufacturing and vehicle assembly plants in the Eastern Cape have been at a standstill for a week. The company will remain on short-time production when it re-opens on Monday.

About 2 500 workers have been affected by the shutdown, blamed by GM on the country's economic situation.

The Motor Assemblers & Component Workers Union (Macwusa) has condemned motor and allied industries for retrenching workers in order to maintain profits.

The national organiser, Mr Fikile Kobese, says companies have been applying ridiculous retrenchments and other measures since general sales tax increased to 10% on July 1.

C. Press
Double

7/10/84
up of 138

else!

THE National Union of Distributive and Allied Workers has asked for a 100 per cent wage increase for workers in major chain stores and shops

Branch organiser Vincent Naidoo said that since last year's increase, the purchasing power of the rand had shrunk to the extent that most workers were finding it hard to survive

"Since the last increase in November, sales tax and the prices of many basic foods have been increased," he said

The union's recommendations have been forwarded to the wage board which will sit early next year to review wages.

'Unclear' labour laws irk Seifsa

By **DAVID FURLONGER**
Industrial Editor

UNCERTAINTY over the legal definition of unfair labour practices is hampering the development of industrial relations, it was claimed yesterday

Mr J W Nelson, president of the Steel and Engineering Industries Federation of SA (Seifsa), said that although the new industrial council procedure encouraged unions to resolve differences through agreed procedures rather than strike action, there were still serious problems

The Industrial Court was causing widespread debate with its increasingly prominent role in the industrial relations field, while there remained widespread ignorance of what constituted an unfair labour practice

"The uncertainty arising out of the current definition of an unfair labour practice is inhibiting employers in the conduct of their industrial relations

"It is important that a formula be found whereby the court can assist in ensuring fair employment practices without becoming directly involved in both the structure and practice of collective bargaining"

Mr Nelson was addressing Seifsa's annual meeting in Johannesburg

He said increasing fragmentation of the trade union movement through breakaway groups made it difficult for employers to maintain stable bargaining and consultation arrangements

He rejected claims that this could be overcome by fragmenting existing collective bargaining arrangements within industrial councils

"It is difficult to see how this could function on a practical basis. This would, in fact, lead to a highly unstable business environment which would make long-term investment in the metal industries unattractive"

Mr Nelson said metal industry employers had experienced a difficult year in the labour relations field

He criticised the rejection by the Metal and Allied Workers' Union and SA Boulermakers' Society of wage rise offers ranging from 9,1% and 13,1%. He said they rejected the deal because of the minimum wage for lower-paid employees

"The severe recessionary conditions

limited the ability of the employers to meet the aspirations of the trade unions. Employers face a serious dilemma in that major increases in wages in this area must lead to further reduction in employment levels at a time when unemployment is already high"

Mr Nelson expressed concern at the declining number of apprentices entering the metal industries. The 1983 apprentice intake was 35% down on 1982, confirming the inadequacy of a system in which on-the-job training played so important a role

Even the establishment of a Metal Industry Training Centre had earned little support from employers

"The continuing imbalance in the supply and demand for artisans constitutes a serious limitation, not only on the development of the industry, but also on the wage structure, because it inhibits the attainment of a more equitable distribution of income between skilled and unskilled employees"

Mr Nelson said engineering industry activity continued at depressed levels last year, although the steep decline from 1982 to mid-1983 appeared to have been halted

After falling 13% in 1983, steel production in the first seven months of this year had risen 15,8%. Ferrous casting, after a 20% slump in 1983, was up 2,3% so far this year

The exception to last year's decline was ferro-alloy. The industry increased production by 12% in 1983, and prospects this year remained strong in anticipation of continuing growth in demand and improved prices from Europe and the US

Mr Nelson predicted a continued cutback in economic activity in the immediate future and said Government expenditure must be curtailed.

Recent "corrective action", such as increases in GST and company tax, curtailment of tax allowances and high interest rates, were all inevitable. But the extent of the economic problem had led to unwelcome side-effects

"The economy is clearly in an extremely serious situation and the recent social unrest, while possibly sparked by other factors, is not unrelated to the very difficult economic conditions and unemployment levels pertaining"

WESTERN CAPE

FM 12/10/84

New union target (38)

The western Cape stands out as the region that has been least affected by the emerging power of new black-dominated trade unions. Where they have had an effect is in the food, stevedoring and motor assembly industries.

This could change. That was the consensus opinion at a seminar on "Emerging Unions of the Western Cape," organised by labour consultants Andrew Levy and Associates.

Only 25% of SA's economically active population is unionised. Yet, says Levy, union membership is doubling just about every two years — mainly due to the unionisation of blacks, coloureds and Indians. Black unionism is growing five times faster than that of whites.

The Trade Union Council of SA (Tucsa), with more than 400 000 members, remains SA's largest trade union federation. In the last year it has lost 100 000 members. Levy says this happened because of Tucsa's inability to recognise early enough the trend of the mass mobilisation of blacks which started in 1979 when blacks were legally recognised as "employees." Tucsa will not be able to maintain its numerical superiority for more than another 18 months, he predicts.

In its place will come the emerging unions. The African Food and Canning Workers' Union and the General Workers' Union have been active in the western Cape for a long time now. Expectations are that other emerging unions will start to make their presence felt. The United Democratic Front (UDF) affiliates, Clothing Workers' Union (Clowu) and Retail and Allied Workers' Union (Rawu) are active already.

In addition, the Commercial, Catering and Allied Workers' Union of SA (Ccawusa)

Continued on page 51

has a small presence. The National Union of Textile Workers (NUTW), an affiliate of the Federation of SA Trade Unions (Fosatu), is also active

Employers will have to face two major issues in dealing with emerging unions pressure to bargain at plant level as opposed to industry level and the closed shop

The new unions are the "lusty children" of industrial relations, says Levy. They are fundamentally different from the established unions. The Fosatu unions, which have successfully built themselves on a shopfloor base, are the most competent of the emerging unions. Levy says it is likely that they will have prior experience of any strategies that western Cape employers use if they attempt to resist unionisation

NUTW general secretary John Copelyn spoke about demands employers could expect from Fosatu unions. They would want access to factories, stop order facilities, acceptance of shop stewards and their right to take up grievances and represent workers in disciplinary hearings, sole right to bargain and the right to bargain at factory level. Industry level bargaining would not be ruled out — provided it did not mean the loss of any rights won at factory level

Lawful and fair

The role of the Industrial Court and the impact it is having on industrial relations was outlined by Unisa law school academic Peter le Roux. Before 1979, if an employer wanted to take action against employees he merely had to ask himself whether he was acting lawfully. But now that the concept of an unfair labour practice has become entrenched in SA labour law, they also have to question whether their actions are fair, as it is possible for lawful actions to be unfair labour practices

The emerging unions have not been slow to utilise this loophole in the law, and have made significant gains in the Industrial Court. As a result, the court had gained acceptance and legal action had become an alternative to striking. Recently, however, the Minister of Manpower had been excluding the consideration of unfair labour practices from the terms of reference of conciliation boards. This has been perceived as unwarranted interference and has raised questions about the value of official dispute settling procedures

Leading labour lawyer John Brand dealt with union recognition and closed shops. Brand said it is generally recognised that a major disadvantage of closed shops is that they can have an adverse affect on an individual's right to freedom of association and also be used to restrict access to skilled jobs.

Anomalies in the law after the Wiehahn-inspired amendments to labour legislation had resulted in the compulsory unionisation of large numbers of Africans through closed shops. Brand labels the process as one of the "grossest abuses of the closed shop in modern labour law"

in my opinion

"Thus abuse contributed significantly to the suspicion and contempt which many African employees and emerging trade unions feel towards the trade union parties and industrial councils who co-operated in the exercise," he says

Nevertheless there are legal strategies which both employers and employees can use to circumvent or challenge closed shops. Brand, however, also said that recent developments in labour had made unions lose faith in legalistic procedures. Unless action was taken, government's success in institutionalising conflict would be eroded

Industrial relations consultant Gavin Brown said several factors indicated that the pattern of emerging unionism in the western Cape would be different to that experienced in the rest of the country

- The Cape workforce is predominantly coloured. As a result, there is a greater degree of cultural homogeneity than in the Transvaal or Natal.
- The workforce is more fully urbanised than anywhere else in the country. Thus the target market of emerging unionism is likely to have a more sophisticated understanding of commercial practice be more acquainted with the capitalistic ethic, be generally better educated and consequently far less afraid to confront white authority structures
- Officials of emerging unions were likely to be older than unionists in other parts of SA and employers would have to deal with more stable levels of commitment and more sophisticated approaches, and
- The high level of community solidarity meant that workplace disputes could quickly develop into major and epic community events

Fm 12/10/84

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16/10/84 (138)

City wage dispute hearing tomorrow

Labour Reporter

THE long-standing wage dispute between the City Council and the 11 000 strong Cape Town Municipal Workers' Association will be aired before the Industrial Court tomorrow

The CTMWA, which represents mainly black municipal workers, asked the Minister of Manpower to declare a formal dispute when it deadlocked with the council over wage increases

In terms of the Labour Relations Act, the dispute goes to arbitration before the Industrial Court. The hearing begins at 9 30am in the Civic Centre

During wage negotiations earlier this year, the CTMWA demanded an increase of nearly 100 percent for lower paid workers, while the council offered 27 percent

The 27 percent increase, which has been paid by the

council since July, brings a labourer's minimum wage from R59,77 a week to about R75

The CTMWA argued that workers needed a "living wage" of at least R116 a week

At a sitting in July the Industrial Court postponed the matter indefinitely because the Minister of Manpower had not at that stage declared a dispute

Workers' living conditions a 'tragedy'

Labour Reporter

THE living conditions of many municipal workers could be described as a "tragedy", a Cape Town trade unionist has told the Industrial Court.

Mr John Ernstzen, secretary of the Cape Town Municipal Workers' Association, was giving evidence at a hearing to arbitrate on a wage dispute between the Cape Town City Council and the association.

He said he had found many of his members living in "abject, overcrowded conditions".

MINIMUM WAGE

The CTMWA is demanding a minimum wage of R116 a week for labourers — an increase of nearly 100 percent. The council offer, implemented three months ago, is 27 percent on the lower grades, bringing the minimum wage to about R75 a week.

Mr Ernstzen said his union canvassed about 6 000 members to work out a formula for a "living wage".

"People are also very concerned about giving a proper and decent education to their children," he said.

The hearing continues today.

Mr J J Human presides, assisted by assessors Mr H J Powell, a former member of the Municipal Service Commission nominated by the council, and Mr A Erwin of the Federation of SA Trade Unions, nominated by the CTMWA.

Mr D Kuy SC, assisted by Mr A Omar and instructed by Cheadle, Thompson and Haysom, appears for the union. Mr H Snitcher QC and Mr J J Gauntlett, instructed by Silberbauers, appear for the council.

Workers seen as 'HP people'

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Times
19/10/84

By RIAAN DE VILLIERS
Labour Reporter

THE majority of over 6 000 Cape Town City Council workers interviewed in a major union investigation lived "from hand to mouth", the Industrial Court was told this week.

Mr John Ernstzen, secretary of the Cape Town Municipal Workers' Association, described them as "hire-purchase people" who

spent their pay packets before they received them and had to borrow money for necessities — including food

He was giving evidence in an industrial court hearing which started on Wednesday to arbitrate in the pay dispute between the CTMWA and the council

Sketching the findings of an eight-month-long union investigation into circumstances among its

11 000 members, he said families attending cinemas were "unheard of" and visits to the beach were "annual occurrences"

Low pay levels led to conflict within homes, resulting in separations and broken marriages

There was a "scramble for overtime" and many council workers undertook after-hours casual labour to make ends meet. Workers were often forced to take young children out of school to help pay off loans

Because rentals were difficult to meet, council workers lived under conditions of "abject overcrowding" leading to "tragic human conditions", he said

When wage negotiations started earlier this year, the union demanded that minimum wages of R59 in the lowest category be increased to R116 — an increase of nearly 100 percent. The council offered R75

When negotiations deadlocked, the parties agreed to arbitration in terms of the Labour Relations Act

Sketching the background to the dispute, Mr Ernstzen said from 1974 to 1979, the position of the bulk of the union's membership had worsened relative to the cost of living

Pay levels

From 1980 workers had also felt increasingly unhappy about their pay

Members resolved last year that a special committee be appointed to evaluate pay levels and formulate a "comprehensive set" of pay demands

The hearing was adjourned yesterday for discussions between legal representatives on the council's grading system

Mr Denis Kuy, SC, instructed by Cheadle, Thompson and Haysom, is appearing for the claimants. Mr Harry Snitcher, QC, instructed by Silberbauers, is appearing for the respondents

The presiding officer is Mr J J Human, with Mr Alec Erwin and Mr G Powell acting as assessors

Threat to jobs mars clothing pay deal

By ROBERT GREIG

CHRISTMAS spending in the Western Cape is likely to rise after a new wage agreement in the clothing and knitting industry, but jobs are in danger.

The agreement, effective from December 13, will put R10-million, including holiday pay, in the pockets of 62 000 workers up to July 1985.

But industry spokesmen warn that reduced consumer demand and rising costs could mean that smaller employers might have to lay off staff.

In terms of the agreement, announced yesterday by the Industrial Council for the Clothing Industry (Cape), minimum wages of qualified machinists will rise to R64 a week from December 13 — a 12,5 percent increase. Qualified machinists form the bulk of the industry's work force.

In 1985, their wages will rise to R72 and on July 1, 1986, to R77 a week.

In the two years to December 1986, machinists will receive a cumulative increase of 32,7 percent, of which 15,5 percent will be in 1985.

The agreement includes higher termination pay and increased Sick Fund and Provident Fund contributions.

Signatories are the Cape Clothing Manufac-

turers' Association, the Cape Knitting Industry Association and the Garment Workers' Union.

"All these increases will inject tens of millions of extra spending power into the economy of the Western Cape over the next two years," said the chairman of the council, Mr A M Rosenberg.

"Holiday pay will be calculated at the new wage rates, and the thousands of workers in the industry earning wages in excess of the minimum rates will benefit, as the wages negotiated tend to ripple through the industry, affecting all wage-earners."

Employers and employees alike welcomed the agreement. They also warned that the coming year would see increased unemployment, especially among smaller firms less able to absorb higher costs.

The general secretary of the Garment Workers' Union, Mr L Petersen, said it was "a very good agreement". But he added that widespread unemployment was expected next year.

The chairman of Sear-

del Investment Corporation, Mr Aaron Searll, said the terms of the agreement were justified. Searll employs 10 000 workers in the Western Cape.

He said employers had a responsibility to lift the level of wages. However, he warned that the time had come when the industry could no longer absorb increases unless productivity improved.

Mr Searll said the increase was "double-edged" in that it would probably affect the fortunes of smaller firms.

Mr R Malcolm, managing director of Bonwit, which employs 2 200 workers, said the agreement was fair. He said it was company policy not to lay off staff.

A spokesman for Assocom, Mr Vincent Brett, said from Durban that though he was not fully acquainted with the industry, "it would appear that employers and employees are forcing themselves out of existence".

"Such an increase, with the downturn in the economy, is likely to exacerbate unemployment," he said.

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Pay-row peace in sight — court officer

Labour Reporter

AGREEMENT in the long-standing pay dispute involving the city's municipal workers can be reached, according to the court officer presiding in the arbitration case.

Mr J J Human, presiding officer of the Industrial Court, told the two sides in the dispute there was a possibility of "curtailing the proceedings and bridging the gap"

The court was told that wage demands put to the City Council by the Cape Town Municipal Workers' Association were based on an evaluation of the work done by union members and on calculations of a minimum living wage

The secretary of the 11 000-strong CTMWA, Mr John Ernstzen, was answering questions by Mr H Snitcher QC, for the council

Comparative

The union has asked for a 100 percent increase in the lower grades to bring a labourer's minimum wage to R116 a week. The council has offered and already implemented wage increases ranging from 12 percent on the higher to 27 percent on the lower grades

Mr Snitcher asked Mr Ernstzen whether the union had collected comparative data on wage rates in other municipalities

Mr Ernstzen said that except for traffic officers, whose wages compared unfavourably with traffic officers in other areas, it had been "very difficult" to get information from other municipalities

Mr Snitcher "You are unable to tell me of a single comparison of wages for labourers, other than traffic officers. I suggest you are not interested in comparative figures for the purpose of this inquiry"

Mr Ernstzen "I deny that"

Orchestra

There was laughter when Mr Snitcher asked Mr Ernstzen on what the union had based the wage demand for a "rank-and-file tutti" — a category applying to orchestra members

"It is very like the name of the man recently awarded the Nobel Prize. Perhaps you and I will both be awarded Nobel Prizes when we are through here," Mr Snitcher told Mr Ernstzen

Mr Ernstzen said the union had only one orchestra member and, to determine her salary, it had asked the advice of the father of a "prominent orchestra member"

Answering questions, Mr Ernstzen said the council did not discriminate racially "on paper" but in practice it did

Union members were often doing more skilled work than that for which they were being paid, he said

Mr Ernstzen denied a suggestion by Mr Snitcher that his union was "following a line put by a group of unions to get a minimum wage accepted in this country"

He said "It is totally untrue that we have been involved with any other union in trying to set minimum levels"

The hearing was adjourned until today to allow the council's legal representatives to study union documents

C. 7ms
4th day
of pay
dispute
hearing 138

Staff Reporter

CITY Council labourers had little chance of promotion and had to wait for "dead men's shoes" before there was a chance of promotion, the Industrial Court was told yesterday

Mr John Ernstzen, secretary of the Cape Town Municipal Workers' Association (CTMWA), said this under questioning by Mr Harry Snitcher, QC, representing the council, on the fourth day of the arbitration hearing on the pay dispute between the CTMWA and the council

Mr Snitcher said a CTMWA poster informing its members of their dispute with the council "was redolent of the black power salute, engendering into the dispute an element of emotion"

There was laughter from a large section of the public in court

Mr Snitcher said the council provided a very important source of income for workers

Mr Ernstzen said that while this was so in theory, it was not always so in practice. He provided evidence of the low number of labourers who had been promoted

The City Council had been "disrespectful" of the wishes of the union which had demanded that the offered increase not be applied until the dispute was arbitrated. The council had, however, increased wages and in doing so had weakened the collective bargaining power of the union

Mr Snitcher said the council had increased the wages "without prejudicing the union's right to arbitration"

The hearing continues

Argus 23/10/84

CITY/NATIONAL

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Council, union settle 3 points

Labour Reporter

THE CITY Council and the Cape Town Municipal Workers' Association today settled three major points of dispute being aired in an Industrial Court

The disputes relate to anomalies in the grading schedule for municipal workers, to job classification and to the union's request for financial reward on promotion

However, the pay row between the council and the union has not been settled and the court will continue its arbitration.

"Lengthy discussions"

Counsel for the City Council, Mr H Snitcher, QC, told the court today that after "lengthy discussions" with the union's legal representatives, "all elements relating to rationalisation within the grading schedule have been removed from the arbitration"

The question of job designation and reclassification will now be negotiated by the union and the council

After today's hearing, city administrator Mr Joe Adams said a document on job rationalisation,

drawn up by the union, would be submitted to the council for consideration

During the hearing Mr Snitcher said the council had acceded to the union's demand for financial reward on promotion

"I am in the happy position to announce that the matter is now out of the arbitration"

Agreement between the union and the council was reached today during a lengthy adjournment

R116 a week

The union's fight for wage increases — it has asked for a minimum of R116 a week for labourers — will now be the sole issue before the court

The court's presiding officer, Mr J J Human, said he was happy to see that the adjournments had been "productive"

The hearing continues tomorrow

Mr Human is assisted by assessors Mr H Powell and Mr A Erwin Mr D Kuy, SC, assisted by Mr A Omar and instructed by Cheadle, Thompson and Haysom, appears for the union Mr H Snitcher, QC, assisted by Mr J J Gauntlett and instructed by Silberbauers, appears for the council

ROOM 24/10/74 12:30 138

Breakaway conference

Mail Reporter

THE United Metal, Mining and Allied Workers of South Africa (Ummawsa), which broke away from the Metal and Allied Workers' Union (Mawu) several months ago, is to hold their crucial first annual conference this weekend.

At stake are the union's political direction and its relationship to the federation of emerging trade unions which is in the process of being formed.

Ummawsa will be deciding whether to register — and possibly join the industrial council for the metal industry — and whether to affiliate to the United Democratic Front.

Ummawsa was formed after the suspension of several Mawu officials for alleged irregularities.

The conference is being held at Hekpoort, near Krugersdorp.

26/10/84
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C. T. W. M.

Dispute centres on wages claim

Staff Reporter

THE CITY Council and the Cape Town Municipal Workers' Association yesterday agreed to settle some major aspects of their industrial dispute out of court.

At an industrial court hearing both parties agreed that the court would arbitrate only on the key issue concerning the CTMWA's demand for a basic living wage

Mr Joe Adams, Deputy City Administrator and acting Town Clerk, yesterday confirmed that some issues under dispute had been removed from arbitration

The council will now, in consultation with the union, negotiate all elements of rationalization within the grading system, and the regrouping and evaluation of all jobs raised in the dispute

The council has agreed to accede to the union's demand for reward on promotion. An employee promoted to a scale with a higher maximum will now also be given an extra notch on promotion

The decision to settle these issues out of court will substantially reduce the length of the hearing

Counsel for the council asked for the adjournment because the documentation had to be revamped after the focus of the arbitration had changed

Mr Denis Kuny, SC, instructed by Cheadle, Thompson and Hayson is appearing for the claimants. Mr Harry Snitcher, QC, instructed by Silberbauers, is appearing for the respondents. The presiding officer is Mr J J Human, with Mr Alec Erwin and Mr G Powell acting as assessors

Argus 24/10/84 (138)

NATIONAL/CITY

Few qualify for council house subsidy, court told

Labour Reporter

ONLY eight percent of members of the Cape Town Municipal Workers' Association, which represents mainly black workers, received City Council housing subsidies, compared to 36 percent of members of the white municipal workers union, an Industrial Court heard today

Mr John Ernstzen, secretary of the CTWA, was answering questions put by counsel for the City Council, Mr H Snitcher SC, in an arbitration to determine a pay dispute

In reply to questions about allowances other than wages paid by the City Council, Mr

Ernstzen said most of his union's members did not qualify for the council's housing subsidy as their income was too low

Of a total housing subsidy of about R293 600, members of the white SA Association of Municipal Employees (SAAME) received R239 695

"I am not making a submission that denies SAAME's members the subsidy, but this portrays a picture of the inability of our members to own houses," he said

Questioned by Mr A Omar, for the union, Mr Ernstzen said all major decisions taken in the union had to be referred to the

rank-and-file membership through a shop stewards' council

Referring to submissions by Mr Snitcher this week that council workers may have been "incited", Mr Omar asked Mr Ernstzen whether he had "created industrial unrest"

Mr Ernstzen replied "On the contrary It is quite a task to explain to workers what the legal provisions are (of the Act forbidding them to strike as they perform an essential service), but it is my duty as general secretary to advise them on industrial law"

Mr J J Human is the presiding officer, assisted by assessors Mr H Powell and Mr A Erwin



Dorbyl Marine employees emerging from the hall where they held a meeting yesterday afternoon.

Morris 24/10/84 *138*

200 workers fired after ignoring work ultimatum

Mercury Reporter

MORE than 200 striking Dorbyl Marine employees were fired yesterday after ignoring a management ultimatum to return to work by noon or be dismissed.

The General Workers' Union maintains that Dorbyl is guilty of an unfair labour practice and will seek action against the company in the Industrial Court.

The employees stopped work last Wednesday when they heard that 16 colleagues, including the chairman of the shop steward committee Mr WS Dlamini, were to be re-

trenched. A series of meetings between the union and the company to have Mr Dlamini reinstated ended in deadlock. The last meeting, held yesterday, included the union's legal representatives.

Yesterday a spokesman for the union, Mr Mike Morris, said the employees saw the inclusion of Mr Dlamini among those who were to be laid off as an attempt to break the union.

'The company has not applied the principle of last in, first out', Mr Morris said.

'The company has refused to consider taking

Mr Dlamini back. It is this they are striking about.'

Mr Morris also protested at the way the company had conducted the retrenchment.

'It was only on Thursday afternoon that we even knew who all the people were who were to be retrenched — the next day. There was no way the union could make effective representation.

'The company also refused severance pay, which is a standard practice, although it is not legally binding.'

Mr Morris described the company's action in handing the employees

an ultimatum to return to work just before the meeting between the union and the company yesterday as 'highly provocative'.

The managing director of Dorbyl Marine, Durban, Mr Rob Deane, said discussions had been held with both the GWU and the S A Boilermakers' Society before the retrenchment.

The Boilermakers' Society, which Mr Deane said was supported by the majority of employees, had accepted the retrenchment after the company had explained that certain alternatives

proposed by the union were not feasible.

'Continued intimidation of members of the Boilermakers' Society and non-unionised employees prevented them from returning to work,' Mr Deane said.

'All the retrenchments were carried out in accordance with the procedures previously agreed with the GWU.

'Management also repeatedly pointed out to the union representatives that if they were not satisfied with the developments they were able to proceed to the Industrial Court to obtain relief

Workers earn too little for house subsidy

Staff Reporter 25/10/84

MEMBERS of the Cape Town Municipal Workers' Association would stop "moonlighting" if their demand for a basic living wage was met, an Industrial Court was told yesterday.

Mr John Ernstzen, CTMWA secretary, said during cross-examination in the hearing of a wage dispute between the CTMWA and the City Council, that CTMWA members did not gain the same benefits as other council employees.

He said only 8,2 percent of CTMWA members qualified for a share in the council's monthly housing subsidy of R293 698. The workers' share was equivalent to 18,39 percent or R54 003.

On the other hand, 36,6 percent of the membership of the white South African Association of Municipal Employees (SAAME) qualified for the subsidy. This was equivalent to 81,61 percent or R239 695.

Most CTMWA members were disadvantaged because of their low incomes and did not qualify for this subsidy because not more than 25 percent of a salary could be used for bond repayments.

Questioned Mr A Omar, for the union, Mr Ernstzen denied that his union was responsible for incitement or creating unrest among workers, as suggested by counsel for the City Council, Mr Harry Snitcher, QC.

Giving evidence on behalf of the CTMWA, Mr S Daantjies, employed by the council for 24 years, said he earned a gross income of R97 a week.

"I'm like a prisoner on weekends because I cannot afford any form of recreation," he said.

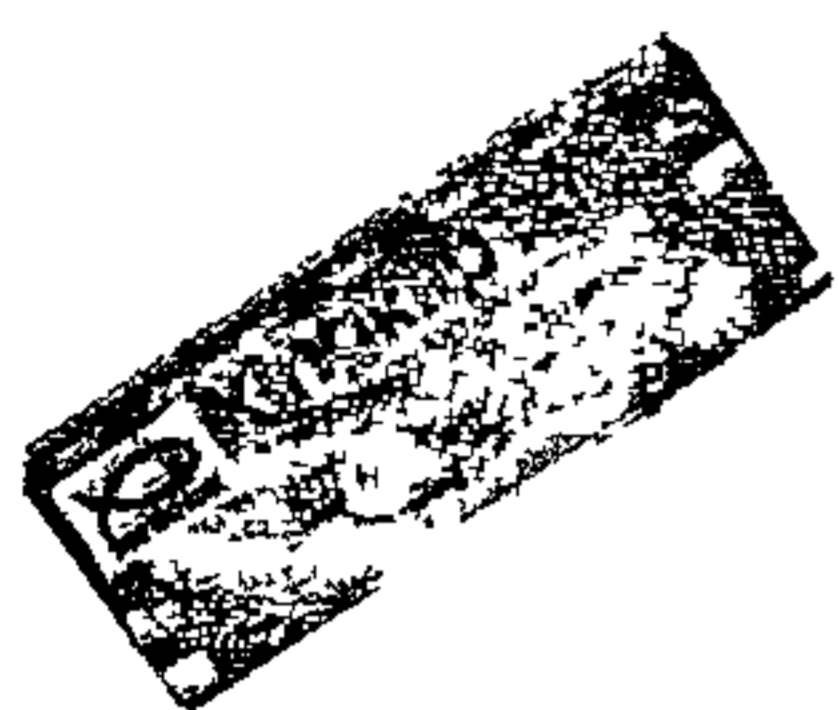
Another witness, Mr John Abrahams, a father of five and employed by the council for 21 years, told the court he earned a gross sum of R97 per week which, after deductions, came to R81.

"I live from hand to mouth," he said, adding that several applications for promotion and better pay had been turned down.

The hearing continues.

Mr Denis Kuny, SC, assisted by Mr Omar, both instructed by Cheadle, Thompson and Haysom, are appearing for the CTMWA. Mr Harry Snitcher, QC, instructed by Silberbauers, is appearing for the council. The presiding officer is Mr J J Human, with Mr Alec Erwin and Mr G Powell.

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simple tricks' said Mr of magicians' he said
 25/10/84
UDF man released

after four months solitary detention

JOHANNESBURG— Trade unionist Amos Masondo has been released without charge after spending four months in solitary confinement

Mr Masondo, an executive member of the General and Allied Workers' Union and a council member of the United Democratic Front Transvaal region, was detained in June under Section 29 of the Internal Security Act

His release has raised hopes in the UDF and some of its affiliates that another member of its Transvaal executive, Mrs Rita Ndzanga, may be released shortly

Mrs Ndzanga, also a colleague of Mr Masondo at Gawu, was held on the same day. She has served several terms of detention — the last one being

in 1981 — but no charges have resulted from any of the previous detentions

The latest person known to have been taken into detention is University of the Witwatersrand post-graduate student Miss Barbara Creecy

Police confirm that Miss Creecy is being held under Section 29 of the Internal Security Act — that is incommunicado, for purposes of interrogation

A close friend said she had become aware Security Police were seeking her last week and had gone to John Vorster Square yesterday expecting a relatively short questioning session. But she had been taken into custody immediately

Police have not commented on the circumstances of the detention — (Sapa)

Last chance

High lead

Ummawusa
to hold
first
congress

Swedh 25/10/84 (138)

THE United Mining and Metal and Allied Workers' Union is to hold its first three-day national congress at the Hekpoort Fellowship Centre near Krugersdorp, starting tomorrow.

The union's assistant secretary, Mr Sam Ntuli, said that the newly-formed union — a breakaway from the Fosatu Metal and Allied Workers' Union (Mawu) — will discuss various issues on the industrial relations front. These include the Labour Relations Amendment Act, the National Manpower Commission



MR SAM NTULI
Ummawusa Secretary.

report, registration, membership, possibility of joining, a federation and trade union unity talks going on at the moment.

Mr Ntuli said that the split that led to Ummawusa was inevitable because of certain irregularities which had occurred in Mawu's ranks. There was a need for a "blacks only" union.

However, they were not deterred by claims that they — Mr David Sebabi, Mr Andrew Zulu, Mr Enoch Gondwana and Mr Ntuli — had been expelled from Mawu.

The union was, he added, at this stage not yet registered and "we are looking at the latest regulations in the Labour Relations Amendment Act and the NMC".

All members are requested to attend

argus 26/10/84 (138) (S.A. 111)

Living wage formula 'is inadequate'

Labour Reporter

COLOURED families in Cape Town living on the breadline are cutting down on food, clothing, transport, medical expenses and recreation to spend more on personal hygiene, housing and insurance, an expert witness told an Industrial Court

Miss Debbie Budlender, a researcher at the South African Labour and Development Research Unit, gave evidence in an arbitration case which concerns a wage dispute between the 11 000-strong Cape Town Municipal Workers' Association and the City Council

Miss Budlender said that poverty datum lines — including the Supplemented Living Level (SLL) of R338,65 a month for a family of five, which were often used to set wages — were not adequate guides

to a "living wage"

Calculated by the Bureau of Market Research at Unisa, the SLL specified theoretical amounts that a family spends on food, clothing, rent, medical expenses, transport and other individual items

The SLL was a measure of day-to-day survival that did not cater for contingencies or long-term survival. Among the items it allowed were

- Two pairs of panties a year and three pairs of stockings for adult women

- One toothbrush a person a year, one medium-sized tube of toothpaste for six people a month and deodorant for adult women only

- Rental of R30,05 a month. Most rents in Cape Town, particu-

larly in newer areas such as Mitchell's Plain, were substantially higher than this

- One cinema show a month for all people over six, two soccer or rugby matches a month, four litres of wine, 200 grams of tobacco and 10 boxes of matches for men over 18, a toy allowance for children, one magazine a month and radio batteries

Recreation was so narrowly defined in the SLL that "even enjoying yourself is a pretty serious matter", Miss Budlender said

- There was no provision for education, child care or creches in the SLL

The hearing is proceeding

The presiding officer is Mr J J Human with Mr H Powell and Mr A Erwin as assessors

IKE VAN DER WATT

Walking the tightrope



Ike van der Watt is general secretary of the 45 000-strong multi-racial SA Boilermakers' Society. The union has separate branches for whites, coloureds, Asians and Africans, although decisions are made jointly at the top level. He spoke to the FM about his union's relationship with other unions.

FM Your union is able to co-operate simultaneously with unions as diverse as the militant non-racial Metal and Allied Workers' Union (Mawu) and the exclusively white rightwing Mine Workers' Union (MWU). How do you explain this unique position?

Van der Watt: Our union has had white, coloured and Asian members ever since 1919. It has had black members since 1980. This has meant that we have worked with all kinds of groups who sometimes have a different approach to problems. We also learnt a long time ago that a trade union's main function is to represent the interests of its members. In order to do that effectively you have to look at the interests of *all* workers and this forces us to communicate with other organisations. Don't you think there is a conflict of interest between black and white workers in SA today?

Not to the extent that many believe. Blacks and whites have different priorities and problems but this doesn't necessarily mean that there is tremendous conflict between them.

The Council of Mining Unions (CMU), to which you are affiliated, recently declared a dispute with the Chamber of Mines over the chamber's intention to integrate its pension fund. How do you justify your participation in this dispute when your union is multi-racial?

We accept the philosophy of democracy and when you belong to an organisation not all decisions go your way. If you refuse to belong to an organisation whose decisions sometimes go against your beliefs there would be very few organisations around. We express our views within the caucus of the CMU and our position is quite clear. We decided to stay inside and accept the majority view. But that doesn't mean we go along with this decision and we make it quite clear at all meetings that we don't. But I don't believe it would be in our interests to pull out of the CMU. If we did that we would end up without an organisation to belong to and that is not wise.

Doesn't this cause conflict within your own union among members who are not white?

Obviously the possibility is there. But I believe that we have enough contact and understanding within our union to understand the problems. If the Boilermakers had supported the majority CMU view it would have been totally rejected by our members. But we did not.

Do you have to speak in favour of the majority CMU view at meetings with the chamber to discuss this issue?

No. If we pulled out of the talks there would be no-one from the union side to grasp at any possible solution to this problem. We will be watching very

carefully for the slightest opening to swing this issue around, and I still believe we will be successful.

Don't you think your attitude will harm your relationships with the other CMU unions?

We have been walking this kind of tightrope for so long we have become quite expert at it.

It is a question of all the CMU unions accepting each others' *bona fides*. We know where they stand and they know where we stand.

The Boilermakers and Mawu recently conducted a joint strike ballot in the wage dispute at Highveld Steel and Vanadium and some members of both unions participated in a brief work stoppage at Highveld's five plants in September. Does the co-operation which exists at the top levels between the Boilermakers and Mawu permeate down to the shop-floor?

The co-operation that has occurred in the dispute speaks for itself and goes further than one would have expected. There are people trying to create divisions.

Highveld's management, for instance, gave R150 bonuses to those workers who didn't join the September stoppage. This caused tension between black and white workers. Despite this we are still able to work with Mawu. That says a lot for the mutual understanding between the two unions.

Not all your members participated in the Highveld stoppage. Why?

The strike was aimed at specific job categories and at specific sections of the plant. Obviously people working outside those areas were not affected.

26/10/84

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Poverty level 'full of fallacies'

Staff Reporter

THE minimum subsistence level on which wages were based was "full of fallacies and anomalies which expect human beings to be machines", an Industrial Court was told yesterday

Expert witness for the Cape Town Municipal Workers' Association, Ms Debbie Budlender, a researcher at the University of Cape Town-based South African Labour and Development Research Unit (Saidru), said in papers submitted to the court that

"We need to ask whether the maintenance of health and decency is

what we normally term 'living', or is it mere existence"

The 11 000 strong CTMWA, in a wage dispute with the City Council, is demanding a minimum wage of R116 per week.

In the research document presented to the court, Ms Budlender said the popularly-used poverty datum lines, the Minimum Living Level (MLL) and the Supplemental Living Level (SLL)—both designed by the University of South Africa—had several inherent "anomalies"

"The MLL does not constitute a living wage

And it has been empirically proved that the MLL living level is not reached until the wage is at least equal to the SLL and by extension the SLL is also not a living level

"Human beings are not plants for which some might argue that one can calculate fairly exactly the scientific requirements for existence

"Living necessitates the requirements for full psychological and mental as well as physical existence. Poverty datum lines had been constructed with increasing accuracy and sophistication, which gave a false sense of security," Ms Budlender said

"People will not be happy to earn just enough to keep body and soul together if they see people around them living in the lap of luxury

"They feel that if they contribute to creating the wealth of a society, they have a right to a share in that wealth"

Data submitted on the basis of a 1980 Unisa Bureau of Market Research in the Cape showed that an average coloured family of five with an average annual income of R2 500 to R2 999 overspent on essentials such as rent, insurance, washing and cleaning and personal care

'Crude stereotype'

This went against the "crude stereotype" that coloured people "drink their money away", she said. This showed that "more people are insuring against an insecure future", she added

Although access to coloured education was free, the subsistence level models did not make provision for post-secondary education

"In effect this condemns the children of all those who are living at this low level to low-paying jobs, which means that they in turn will live at low levels. This goes against all notions of equal opportunity."

The hearing continues today

Mr Kuy, SC, assisted by Mr A Omar, both instructed by Cheadle, Thompson and Haysom, are appearing for the CTMWA. Mr Harry Snitcher, QC, assisted by Mr J J Gauntlett both instructed by Silberbauers, are appearing for the council. The presiding officer is Mr J J Human, with Mr Alec Erwin and Mr G Powell

August 26/10/84
~~27~~
**Police detain
UDF pamphleteer**

Staff Reporter

(138)

A member of the Grand Bazaars Support Committee has been detained by police while distributing pamphlets

An official of the Retail and Allied Workers' Union (Rawu) said today the man had not yet been charged and was being held in police custody. With other supporters of the campaign he was handing out pamphlets at Bellville station when he was detained.

He is a member of the United Democratic Front.

The pamphlets asked people to support workers on strike at Grand Bazaars by not buying from the supermarket.

A spokesman at the Bellville police station confirmed that the man was in custody and that no charges had been laid yet.

29/7/84
C. Times #138

'Unacceptably high wages put jobs at risk'

Staff Reporter

IF wage demands were made "unacceptably high" it could result in unemployment, an Industrial Court was told on Friday

Mr Harry Snitcher, QC, representing the City Council in its wage dispute with the Cape Town Municipal Workers' Association said this during questioning of Ms Debbie Budlender, a researcher at the University of Cape Town-based South African Labour Development and Research Unit and an expert witness for the CTMWA

"Unions' demands for unreasonably high wages often end in more money for some, and no jobs for many," he said

The 11 000-strong CTMWA is demanding a minimum living wage of R116 a week and rejects the council's unilateral 12 percent increase in July

In evidence to the

court, Ms Budlender pointed out that the accepted poverty levels on which wages were based were inadequate measures for a living wage

Mr Snitcher said Ms Budlender attempted to "torpedo" or "modify" these accepted poverty standards in her critique of the Supplemented Living Level (SLL) and the Minimum Living Level (MLL) of the University of South Africa (Unisa)

He said her statistics—based on a 1980 survey of Unisa's Market Research Bureau—which showed that coloured families of five with an average annual income of R2 500 to R2 999 overspent on insurance by 124 percent—were "a distortion of real life".

"This is the data the SLL is based on and if it is a distortion, then this proves that there is something wrong with the SLL," Ms Budlender replied

Responding to her cri-

tique of the poverty levels which made no provision of post-secondary education, Mr Snitcher said: "One of the problems we have in South Africa is that we are spending on universities for those who can most afford it"

The now-scrapped coloured labour preference policy in the Western Cape and the influx control laws prevented a "depressive effect" on wage structures in the Western Cape, he added Ms Budlender replied that such a conclusion could not be prejudged

Another witness and a CTMWA projects organizer, Miss Alison Curry, in papers to the court, said 52,5 percent of her union's employees earned below the requirements of the Supplemented Living Level The council's unilateral 12 percent wage increase in July did not improve CTMWA members' income patterns, she said

Sweeter
30/10/84
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Top union man dies

By JOSHUA
RABOROKO

THE FIRST Annual conference of the United Mining and Allied Workers' Union came to an abrupt end when it was announced that the union's vice-president had died after he was admitted to the Kalafong Hospital at the weekend.

Mr Douglas Mchunu, of Duduza township, apparently drowned while union members were swimming at the Hekpoort Fellowship Centre, near Krugersdorp on Friday night.

The union was forced to postpone the conference, which started on Friday and was scheduled to end on Sunday. Another conference will be convened soon to complete the discussions, according to union sources.

Wages

The new Labour Relations Amendment Act, low wages and close co-operation among black emerging trade unions featured prominently at two other conferences attended by over 1 000 workers in Pretoria and the Witwatersrand at the weekend.

The unions — Council of Unions of South Africa (Cusa), and the Black Health and Allied Workers' Union (Bhawusa) — also made scathing attacks on the labour laws, especially the migratory labour system.

CTMWA

evidence fabricated?

C. Times 3/11/84

Staff Reporter

THE evidence of the Cape Town Municipal Workers' Association's chief witness was "misleading" and "fabricated", it was alleged in the Industrial Court yesterday.

Mr J J Gauntlett, appearing for the City Council in its wage dispute with the CTMWA, told the court that documents submitted to the court by the witness,

Miss Alison Curry, were "false and fabricated".

Miss Curry is projects organizer for the CTMWA.

Mr Gauntlett told Miss Curry during cross-examination that she had lied in her evidence on Monday and yesterday, after she had admitted that she did not submit all the source documents relating to her testimony, as she had claimed earlier.

Counsel for the council said only 73 survey questionnaires relating to living conditions of labourers were received, as opposed to the 178 the witness reported. Another 14 survey questionnaires submitted yesterday were "fabricated" by Miss Curry, Mr Gauntlett told the court.

Miss Curry replied that some questionnaires were lost during their return from a computer data-processing firm. She told the court it was a "grave error" on her part to have submitted the evidence in the first instance.

Her survey was "illustrative" and not a "descriptive" one, she repeated to the court.

Mr Gauntlett told Miss Curry that she could not repudiate her in-depth survey with such "alacrity". As far as the CTMWA was concerned it was "a normative moralistic approach", he added.

Mr Denis Kuny, SC, for the CTMWA, told the court that his client's wage demand was not based on Miss Curry's survey on workers' conditions, but was based on the justification of a basic living wage of R11 000 a year. The CTMWA is demanding a minimum living wage of R16 a week — an increase of nearly 100 per cent. The council offered R75.

Mr Kuny, SC, assisted by Mr A Omar, both instructed by Cheadle, Thompson and Haysom, is appearing for the CTMWA. Mr Harry Snitcher, QC, assisted by Mr J J Gauntlett, both instructed by Silberbauer, is appearing for the City Council.

The presiding officer is Mr J J Human, with Mr Alec Erwin and Mr G Powell acting as assessors.

Argus 31/10/84

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COURTS

Municipal union official admits she misled court

Labour Reporter

A CAPE Town Municipal Workers' Association official has admitted misleading an Industrial Court arbitration to determine a wage dispute

Mr J J Gauntlett, appearing for the City Council, yesterday told Miss Alison Curry, projects organiser for the union, that survey questionnaire forms on which her evidence about municipal labourers' living conditions was based, were "manufactured" and "fabricated"

During cross-examination, Miss Curry admitted that questionnaires handed into the court at the request of the council's legal team were drawn up by her last Friday, based on data on a computer print-out compiled earlier

Apologising to the court, Miss Curry said she could not

find the original questionnaires, completed by 60 labourers, which formed the basis of her survey. She reconstructed the originals from the completed results

"I made a grave error. No one else in the union is to blame for it"

She said neither the secretary of the CTMWA, Mr John Ernztzen, nor the union's legal team was aware that she had lost the original forms

"I was in such a state of mind that I did not think of it," she said

"Brutal truth"

Mr Gauntlett replied "To tell you the frank and brutal truth, we are not concerned with your state of mind"

Miss Curry said she should have handed in the original computer print-out containing data on the household budgets of 60 labourers and said no

original forms were available

"But you produced the forms and knew that we would look at them and see that they were bright and white and shiny. You knew that we would see a liberal use of Tippex. You knew that we would find part of each form completed and the rest blank," Mr Gauntlett said

"I honestly don't know where the original forms are. I was so scared of the court thinking that the survey was fictitious that I produced those," Miss Curry said

Describing a report by Miss Curry on labourers' living standards as "intellectually dishonest", Mr Gauntlett said the "living wage" it recommended of R505,27 a month was calculated after an "emotional" mass meeting of council workers had demanded R2,53 an hour — equivalent to a monthly wage of R505,27

KOM 11118 (220) 138

Police raid union office

Political Reporter

THE offices of the Orange-Vaal General Workers' Union were raided yesterday and an organiser, Mr Johnson Hlubi, has been detained by the Security Police, according to a spokesman for the union

He said police raided the office yesterday and took Mr Hlubi away

Police were asked yesterday to comment, but had not replied by last night

Argus 11/14

Unions condemn bus fare increase

Staff Reporter

TRADE UNION spokesmen said today the City Tramways bus fares increase was a shock and a burden that would "make living impossible" for many working families.

City Tramways has announced that Peninsula fares will increase by 12 percent on Sunday.

The National Transport Commission has granted the higher fares after an application heard in September.

City Tramways' application said the increase was "necessary because of the general increase in operating costs".

A union official said today the increases would be a factor in wage negotiations.

"This news has come as a great shock to us," said Mr John Ernstzen, general secretary of the Cape Town Municipal Workers Association.

"The union will very seriously have to analyse the implications for its members and workers in general

(Turn to Page 3, col 3)

Argus 11/14

Union 'shock' at 12 percent hike

(Continued from Page 1)

"Whatever further action might be taken would probably be in consultation with other organisations whose membership will be similarly affected."

A spokesman for the General Workers Union said the increase was "terrible"

"City Tramways are overburdening the already overburdened worker and the increase will make their living impossible

"We totally reject the bus fares increase," said a spokesman for the Food and Canning Workers Union and the African Food and Canning Workers Union. "It comes at the worst time for the working class as a whole who make use of the public transport.

"Our union will have to take these increases into consideration in wage negotiations"

A spokesman for the executive committee of the Western

Cape Traders' Association said. "We are alarmed and annoyed at the intention of City Tramways to further increase the bus fares

"With the present disastrous economic climate the association wishes to warn City Tramways not to push city commuters any further.

"The association is of the firm opinion that the Government should nationalise City Tramways and run it on a non-profit basis"

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Witness lied to
CTMWA
Inquiry court

Staff Reporter

source material relating

A WITNESS for the Cape Town Municipal Workers Association this week told an industrial court that she repudiated part of her testimony after admitting that it was "not scientific".

Miss Alison Curry, a CTMWA projects organizer and witness, also said that she had lied, misled the court, and fabricated some of the documents which were part of her testimony on the living conditions of City Council labourers.

Under re-examination by Mr Denis Kuny for the CTMWA, Miss Curry told the court that her association was not equipped to perform a detailed and scientific survey of living conditions of labourers and that she repudiated the whole of her survey submitted to the court.

The 11 000-strong CTMWA and the council are in a wage dispute. The CTMWA is demanding a minimum living wage of R116 a week—an increase of nearly 100 percent.

Earlier this week under cross examination by Mr J J Gauntlett, for the council, Miss Curry admitted that she had lied and had misled the court by giving an impression that all the original

to the survey was submitted to the court.

Counsel for the council said only 73 survey questionnaires were received and not 178 as Miss Curry claimed. The other 105 had disappeared, she told the court.

Another 14 questionnaires submitted to the court by Miss Curry were "fabricated" from computer processed data, Mr Gauntlett told the court.

However, under re-examination by Mr Kuny for the CTMWA, Miss Curry denied that she "deliberately excluded" information regarding bonus payments from her testimony, as it was put to her under cross-examination by Mr Gauntlett.

"I was scared and under pressure during cross-examination and take full responsibility for what I have done," she said.

The hearing continues on December 3.

Mr Kuny, SC, assisted by Mr A Omar both instructed by Cheadle, Thompson and Haysom is appearing for the CTMWA. Mr Harry Snitcher, QC, assisted by Mr Gauntlett and instructed by Silberbauers, is appearing for the City Council. The presiding officer is Mr J J Human, with Mr Alec Erwin and Mr G Powell acting as assessors.

ROM 2/11/84 (138) (137)

Union starts legal action

DURBAN — Representatives of workers at Allied Publishing have started formal proceedings to bring the company before the Industrial Court, or to pave the way for a legal strike because they allege management has breached an agreement to negotiate.

The Commercial, Catering and Allied Workers' Union of South Africa (CCAWUSA) has applied to the Minister of Manpower, Mr P du Plessis, to set up a conciliation board to resolve the dispute which involves 250 workers.

Mr Kevin McCullough, personnel manager of Allied, confirmed the firm had received the application for a conciliation board, and had handed it to attorneys.

In September about 100 workers went on strike over pay and the recognition of their trade union, but returned to work after

three hours of negotiation.

At the time, Mr C Eyles, provincial director of Allied, said "The workers returned to work after we agreed to discuss the resolution of (their) grievances with the trade union."

Mr Important Mkhize, local organiser of CCAWUSA, said the workers agreed to return to work on condition that their union and the company held wage talks, and the parties also agreed to negotiate and sign a formal recognition agreement.

"However, when we met management refused to negotiate wages and said increases would only be considered in April, 1985."

The Minister has 30 days in which to appoint a conciliation board. If he fails to do so, or if no agreement can be reached, the union has the legal right to call for strike action. — Sapa.

DOM 3/11/84
Lay-offs
hit
motor
industry

PORT ELIZABETH — The ripple effect of the recent retrenchments within the motor industry has begun.

Local motor retail outlets are laying off staff and at least two component manufacturers are to go on short time.

Pioneer Ford have retrenched 10 of their 160-member work force and have decided not to replace those who resign.

From January to June this year, car sales averaged 927 a month. In September, the number of car sales dropped to 392

Nissan is to retrench within the next few weeks, it is believed

Mr Gakiem Abrahams, regional secretary of the Motor Industry Combined Workers' Union, said successful negotiations this week had averted the retrenchment of 120 workers at a component manufacturing company, Dorbyl Automotive Products. But there would be short time instead.

Silverton Radiator Services engineering branch and Welbit Joinery were also on short time.

Ford retrenched 235 employees yesterday — bringing to 1 469 the total number of retrenchments within the motor industry over the past two months

It was learnt yesterday that 660 people — about 10% — of Ford's workers have been laid off in the past two months — Sapa

Trade union pair found not guilty of visiting black area without permits

Labour Reporter

TWO Cape Town trade unionists were today found not guilty in Strand Magistrate's Court of being in a black hostel area without permission

Mr John Ernstzen, 44, and Miss Merle Brown, 26, both officials of the Cape Town Municipal Workers' Association, were charged with being in the Lwandle hostel grounds on September 25 without a permit

Mr Ernstzen, secretary of the CTMWA, said he went to Lwandle to tell a Gordon's Bay municipal worker of the outcome of negotiations with the Gordon's Bay town engineer after the worker had been dismissed

He was not aware that Lwandle was a black township. The worker gave him instructions to turn off the national road and go through Lwandle to a bus terminus.

Referring to a police caravan which the Western Cape Development Board used to monitor blacks' entry into the Western Cape, Mr Ernstzen said he saw it when he turned off the national road.

SIGN

"I saw people on the right-hand side of the road as I turned but no one paid any attention to me. I was concentrating on trying to find the terminus"

Mr Ernstzen denied seeing a sign about 500m from the turn-off saying Lwandle was a black area

He became aware of it when a Development Board official, Mr Marius Mulder, asked him

whether he had a permit and took him to offices at the edge of Lwandle

Mr Mulder said he saw Mr Ernstzen's car turn past the caravan and about 10 minutes later went to investigate

He said "I went to the hostels and saw the accused talking to a black man outside their vehicle. I asked if they had permission to be there. They said they were from the Municipal Workers' Union and had come to see a black man because he had been dismissed from the Gordon's Bay municipality"

HONOURABLE

In cross-examination Mr A Omar, for the accused, asked Mr Mulder if he had any reason to doubt that the accused were union officials

"He seemed to be an honourable man. I accepted his word," Mr Mulder said

Mr F van Rooyen, for the State, said the State found it difficult to believe that a person who had worked for the CTMWA for 20 years was not aware of the rules and regulations regarding blacks.

Evidence was that the accused had previously dealt with another black man from the Gordon's Bay municipality who also lived in Lwandle. The notice board was unobscured and evidence was that he had driven slowly past it, Mr van Rooyen said

Finding both accused not guilty, the magistrate, Mr JD Theron, said he believed the accused told the truth and felt they acted in a reasonable manner

Big pay rise for builders

By PAUL DOLD
Financial Editor

THE Western Cape building industry has awarded major pay increases to its 36 000-man labour force which is part of a new deal to upgrade the industry's productivity

The increased pay for 10 000 artisans and 26 000 labourers will be a significant boost to the Western Cape economy ahead of the Christmas season

The chairman of the Industrial Council for the Building Industry, Mr Harry McCarthy, announced yesterday that agreement had been reached with the unions for the minimum wage of artisans to be increased by 22,4 percent and unskilled workers by 24 percent effective from mid-November

Mr McCarthy emphasized that the increases did not mean a similar jump in building costs. Many workers are being paid far above the minimum wage. The increases include substantial travel and inclement weather allowances which have not been increased for a number of years

Negotiations with the Building Workers' Union, the SA Woodworkers Union, the Amalgamated Society of Woodworkers, the Amalgamated Union of Building Trade Workers and the South African Operative Masons' Society began nine months ago

The minimum hourly wage for artisans (the industry works a 40-hour week) is R4,30 an hour while labourers receive R1,75, with fringe benefits

The increases are linked to a restructuring of labour within the national industry, providing for 3 levels — artisan, craftsman and master craftsman

In future skilled workers will only be recognized once they have completed either a three-year apprenticeship or a four-year term of learnership at the new Building Industry Training College at Belhar

New union
Stok 12/11/04
plans a
boycott

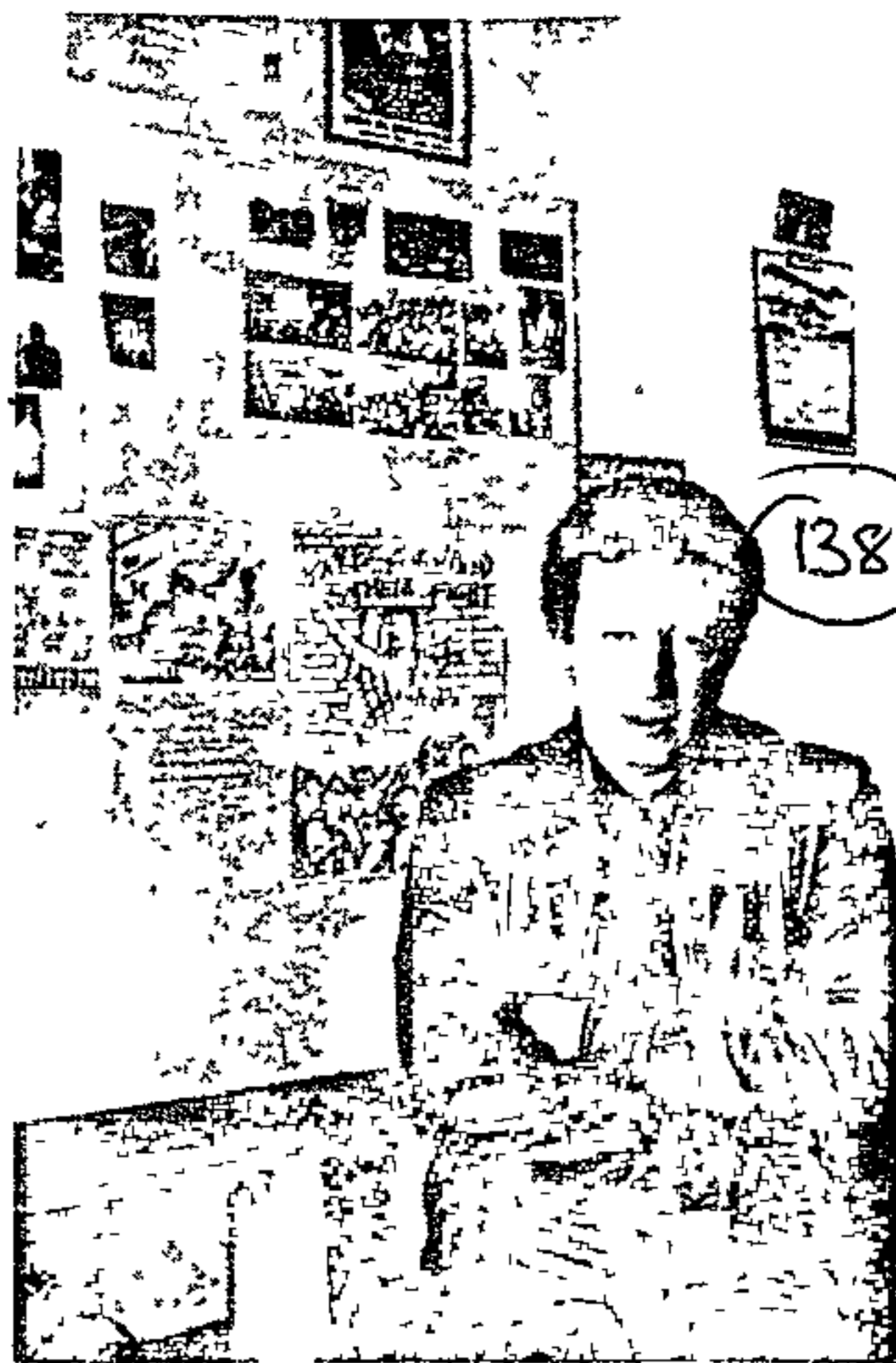
Labour Reporter

The newly-formed Retail and Allied Workers' Union (Rawu) is to take boycott action against Pick 'n Pay after the dismissal of a shop steward from the chain's Doornkloof, Verwoerdburg branch last week

Mr Donsie Khumalo, general secretary of the union, said the woman was dismissed when she attended a union meeting last week

The union had decided to launch a boycott of Pick 'n Pay products as a result of the action

However, Mr Nic Els, manager of the Northern Transvaal division of Pick 'n Pay said the shop steward had been fired for refusing to listen to management instructions



GWU's Lewis fighting layoffs
 FM 16/11/84

legal strike since November 2. The plant has been brought to a standstill as workers who are members of two other unions — the SA Boilermakers' Society and the Electrical Industrial Workers' Union (EWIU) — are also out.

Tensions at the plant have been building up for some time. Mawu originally declared a dispute some months ago because of Wispeco's refusal to negotiate substantive issues with the union at plant level. The company states that it is not prepared to support plant-level bargaining on issues that are covered in the main agreement of the giant National Industrial Council for the Iron, Steel, Engineering and Metallurgical Industry.

Wispeco subsequently retrenched 95 workers from all three unions, including a senior Mawu shop steward, and refused to negotiate on severance pay with Mawu outside the industrial council. This brought matters to a head, and Mawu members, who had qualified to go on a legal strike because of the council's failure to settle the dispute, downed tools.

Says Mawu's Geoff Schreiner: "The position adopted by Wispeco is totally naive and unworkable. Collective bargaining has to take place at a whole range of different levels, depending on the issues to be negotiated. This is the pattern that has developed internationally, and even Seifsa has suggested that matters such as severance pay could be negotiated at plant level. The workers are caught in a situation in which Seifsa is saying one thing and the company another."

Schreiner drew a parallel between this dispute and a legal strike which occurred some months ago at another Durban metal

company, Hart, in which the issue was also plant level versus industrial council bargaining. The Hart dispute was resolved when management agreed to negotiate a long-service allowance for workers at plant level.

A Wispeco spokesman countered that agreement had been reached with the boilermakers and the EWIU that retrenched workers would receive payment for 10 shifts in lieu of notice. "Management cannot agree to demands that would result in employees with a different union affiliation receiving different benefits," he said.

At Dorbyl Marine, between 250 and 300 members of the General Workers' Union (GWU) have been on strike for the past month over the retrenchment of 15 employees, among them the plant's senior shop steward, Winnett Dlamini. GWU's Dave Lewis has accused the company of victimising Dlamini. The union has lodged the dispute with the metal industrial council and has applied to the Industrial Court to have the workers reinstated.

The union claims it has warned the company's board of directors in the past that Dorbyl's retrenchment policies would lead to conflict. Lewis says the conflict is caused by three provisions of Dorbyl's retrenchment procedures:

- The company gives as little notice as possible of retrenchments. This prevents full discussion on alternatives to retrenchment. In this case, the possibilities of voluntary early retirement by some employees and the relocation of others were not considered.
- It does not follow the system of last-in, first-out (lifo) properly. Many of the 16 who were laid off, including Dlamini, were long-serving employees. They were retrenched because they had only recently been transferred to new departments and were regarded by management as first in, and
- Retrenched workers do not receive severance pay and are normally given only one shift's notice.

Dorbyl says the retrenchments were carried out in terms of a procedure agreed to between the company and the union. The required two weeks' notice was given to the union and alternatives were discussed "at length". Management has also denied that the lifo system was being instituted unfairly.

In a statement, Dorbyl said: "Since the dismissals, many employees have indicated that they wish to return to work, but fear intimidation." The company states that a number of violent incidents have occurred.

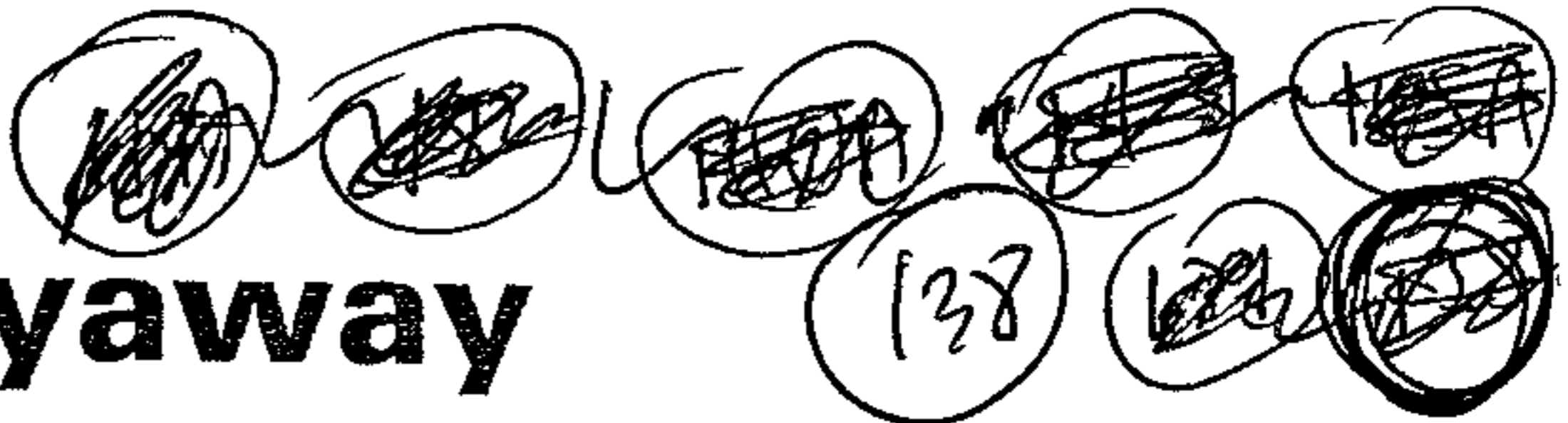
LABOUR DISPUTES

Retrenchment ripple

Layoffs in the metal industry have become a major point of contention between trade unions and employers, as two current strikes in Durban vividly illustrate.

At window-frame manufacturer Wispeco, which is a member of the Steel and Engineering Industries Federation of SA (Seifsa), 300 members of the Metal and Allied Workers' Union (Mawu) have been on a

Behind the stayaway



Nothing that has happened in this highly traumatic year did as much to jolt white South Africa as last week's stayaway by the Transvaal's urban black community. And so it should have.

According to labour analysts, between 300 000 and 800 000 workers participated in the mass protest — making it the biggest in SA history.

It was not the violence which accompanied it that shocked. Sadly, most people have become accustomed to almost daily reports of death, mayhem and destruction. Nor was it the effective re-statement of how dependent this country is on the contribution of black workers — and how vulnerable commerce and industry are to the withdrawal of their labour. That is keenly recognised. The impact came from the realisation of exactly how deep the level of black discontent has become.

It was this factor which led union groupings like the Federation of SA Trade Unions (Fosatu) and the Council of Unions of SA (Cusa) as well as the independent Commercial, Catering and Allied Workers' Union (Ccaawusa) to support the call for *azikhwelwa* ("we don't ride"). As the Labour Monitoring Group (see box) has pointed out, the stayaway marks a new phase in the history of protest against apartheid — the beginning of united and concerted action by organised labour, students and community groups. And the unions are playing a key role.

The prospect of a stayaway arose when the Congress of SA Students (Cosas), an affiliate of the United Democratic Front (UDF) which has been in the thick of the education protests, called on student, community and worker organisations to get together to discuss the education crisis and civic and labour problems.

Unrealistic demands

When it became apparent that a stayaway was on the cards it became certain that other UDF-affiliated trade unions and organisations would support it. Hence the participation of the SA Allied Workers' Union (Saawu) and the General and Allied Workers' Union (Gawu), both of which have long been associated with black community political issues, the Vaal Civic Association, the Federation of SA Women, the East Rand People's Organisation, the Release Mandela Committee — and other UDF organisations, although the UDF itself as a collective body was not involved. The United Mining, Metal and Allied Workers of SA (Ummawosa), which split from Fosatu's Metal and Allied Workers' Union in mid-

The effectiveness of last week's stayaway was largely attributable to the involvement of the black unions. This was the first large-scale involvement of organised labour in politics since the Wiehahn reforms — and presages new directions in black politics as a whole.

year (and is widely expected to join the UDF), also joined in.

The umbrella Transvaal Regional Stayaway Committee — which organised the protest — made demands which included the withdrawal of the army and police from the townships, and a halt to rent increases. In addition, all detainees and political prisoners were to be released, and all dismissed workers reinstated. "Unfair" gst and taxation were to be withdrawn, and there were some educational demands, too

— that student representative councils be democratically elected in black schools, and the age restrictions on black pupils be abolished, along with corporal punishment.

It was obviously unrealistic to expect that all these demands would be met. Yet, given the disparate aims of the organisations involved, it is natural that they should have been articulated.

There is no doubt that without the contribution of Cusa, which is a UDF affiliate, Ccaawusa and particularly of Fosatu, the stayaway would not have been as effective as it was. It has given rise to a perception that unions have crossed the Rubicon which divides purely union interests from political issues.

Why did Fosatu — whose almost exclusive concentration on shop-floor issues has accounted for its strength and success — become embroiled in the stayaway? Since its formation in 1979 the federation has avoided direct political action. The two notable exceptions were the one-hour nation-

WHERE IT HIT						
Stayaway Participation Rates by Sector						
% Participation	Metal	Chemical	Food	Auto, Building & Transport	Retail	Total
90-100	12	8	14	3	5	42
80-89	1	2	—	2	3	8
70-79	1	1	—	—	—	2
60-69	1	1	1	1	—	4
50-59	2	—	—	1	—	3
Below 50	7	—	5	—	—	12
Totals	24	12	20	7	8	71

Source: Labour Monitoring Group



Fosatu's Erwin ... articulating a need for 'clear protest action'

(11A) (152) (140A) (143) (145A) (139) (138)

wide work stoppage after the death in detention of trade unionist Neil Aggett in 1982, and the campaign this year against the coloured and Indian elections. Therein lies the answer.

Says Fosatu's education secretary Alec

Erwin "Our attitude is clear. If something affects our organisation and our members we will respond. This action was undertaken because the situation in the Transvaal is very serious — in our view close to civil war — and needed clear protest action.

Cosas came up with the initial student demands. We chose to back them and added other issues like getting the army out of the townships. However, we will only undertake such action in serious situations and when our members feel it is appropriate."

Some labour observers have drawn attention to other factors. They point out that one of the issues underlying the Ummawosa/Metal and Allied Workers' Union (Mawu) split was a deep-rooted dissatisfaction with Fosatu's reticence about political involvement. This is hotly denied by Erwin, who told the FM "There was division in the Mawu leadership, and corruption. But we are perfectly happy that the Ummawosa split did not relate to political issues. That was a rationalisation in hindsight on their part." Nonetheless, Erwin does acknowledge that there are tensions within Fosatu, although he says the federation does not regard these as being unhealthy.

What of the response of employers? Unions report that, barring Sasol, which in one of the biggest mass dismissals sacked 6 500 workers — decimating Fosatu's Chemical Workers' Industrial Union in the Transvaal — very few employers took action against their employees for participating in the stayaway.

According to Tony Ewer, chairman of the Transvaal Chamber of Industries' Labour Affairs Committee "A lot of soul-searching was done among employers. I think there was a lot of sympathy for the situation many of their employees found themselves in, in view of the intimidation that took place preventing them from getting to work." Ewer stated unequivocally, however, that employer response would harden if there are any more stayaways, as has been rumoured.

In general, white reaction has been to blame it all on agitators. Then, in evaluat-

STAYAWAY PATTERNS

Saldm

Last Monday's and Tuesday's stayaway elicited an average 60% response in the PWV area — with anything up to 800 000, and not less than 300 000 people participating. It was most successful where strong trade union organisation and community and student organisation coincided. The numbers involved in the stayaway are considerably higher if the approximately 400 000 students who boycotted school on those two days are included.

These are the findings of the Labour Monitoring Group (LMG), an academic body which has produced a preliminary analysis of the stayaway. The group used the SA Labour and Development Research Unit's directory of trade unions as its data base and attempted to contact all firms in the PWV area which have a recognition agreement with an independent union. Responses were received from 71 firms. Six firms refused to divulge information.

Other findings of the group are

- Unionised factories gave overwhelming support to the stayaway with some 70% of the companies in their sample reporting a stayaway rate of over 80%.
- The unionised factories were concentrated in the East Rand and the Vaal — the areas where the stayaway rates were highest.

The LMG points out that even though it could not canvass the Pretoria area, because of the limitations of its sample group, it is known that the stayaway in Atteridgeville township was almost total. However, commuters from Bophuthatswana went to work as usual. The pattern was similar in Brits with township dwellers supporting the stayaway and commuters working normally.

In the areas where the stayaway was most intense — the Vaal, East Rand and Atteridgeville — school attendance was also negligible. It seems, the LMG says, that workers readily identified the demands of the students for democratically elected student representative councils with their own struggle for independent representation in the factories.

□ All sectors where unions were present were equally affected. Mining was an exception, with lack of participation being attributed to isolation from the townships and the aftermath of the recent strike.

□ The stayaway did not weaken on the second day. 56% of establishments

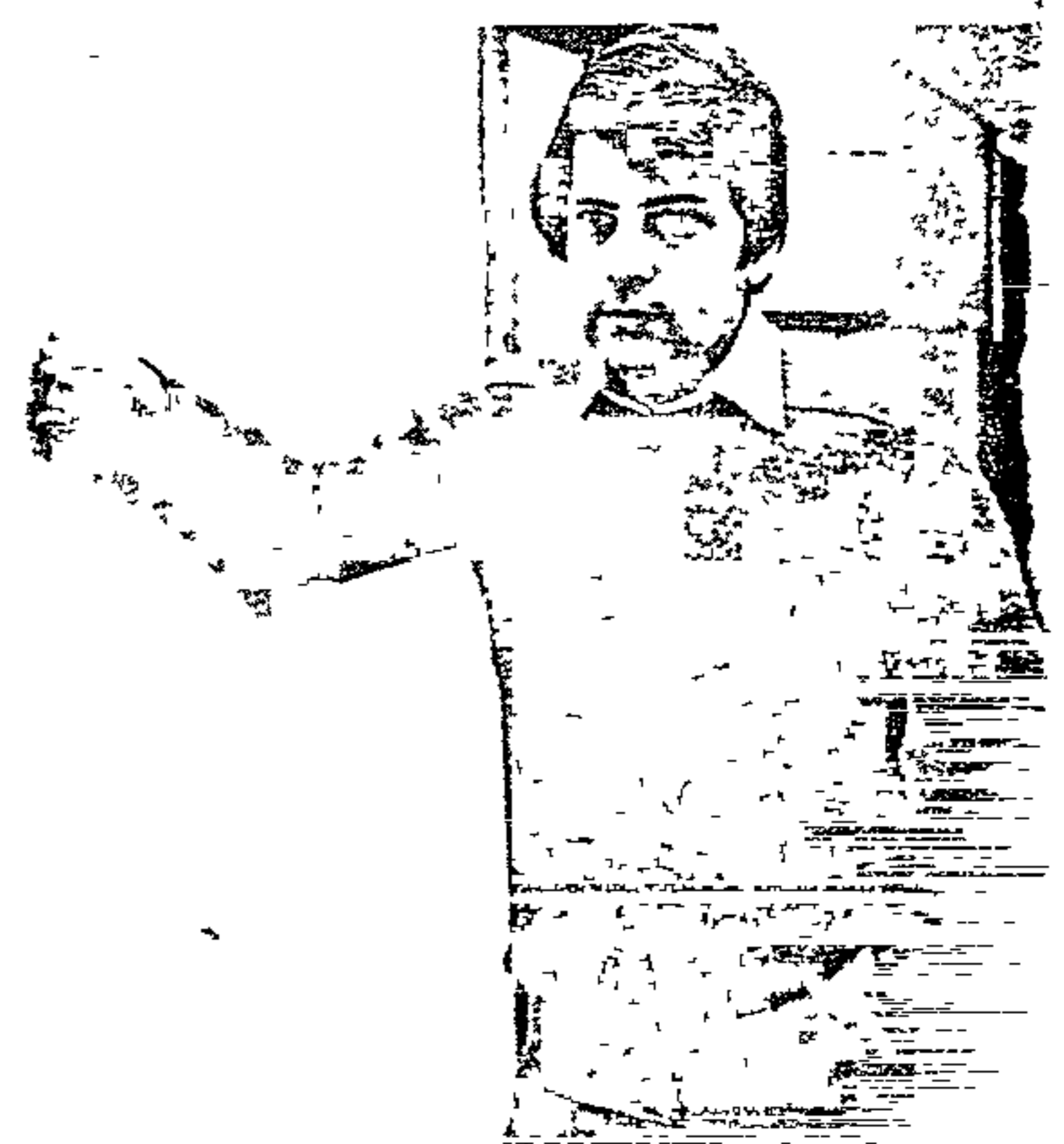
maintained the same level of stayaway on both days, 20% weakened, and 24% actually intensified on Tuesday. This is seen as significant, as in the past extended stayaways have failed — such as the call for a five-day stayaway in November 1976 which simply petered out.

□ There was no significant difference in the response of migrants and township dwellers to the stayaway. The LMG says that migrants formed a significant proportion of the workforce in nine of 71 establishments surveyed. In five of these there was more than 90% participation. The high level of migrant worker involvement, the LMG comments, suggests a critical weakening of the influence of Inkatha on the Rand. Forced to choose between loyalty to Inkatha and to their unions, many supported the stayaway. Inkatha chief Gatsha Buthelezi's vocal opposition to the stayaway call distances him even further from the mainstream of opposition in SA, the LMG claims.

□ None of the employers interviewed envisaged disciplinary action. The most common response was to deduct wages for the two days' absence. Some employers treated it as paid leave, others, more sympathetic, accepted employees' accounts of intimidation and paid wages in full.

The LMG states that Sasol's hardline approach revealed the vulnerability of workers during a stayaway. "Most employers were taken by surprise by the success of the stayaway and were unsympathetic to what they saw as a political strike, unrelated to the workplace. Any future stayaways are likely to be met by a harsher management response. Already some employers are calling for a trimming down of the workforce, and could well use stayaways as a pretext for retrenchment."

The LMG concludes that the decision to resort to a stayaway reflects the absence of political rights for blacks, and that as long as blacks are refused access to political power the stayaway will re-emerge as a weapon. In the past the State has responded to such demonstrations of power in a repressive manner with the result that legitimate protest has been forced underground or into exile. A similar response in the present situation would have far-reaching international repercussions and further deepen the internal crisis.



Cusa's Camay ... stayaways highly selective

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face to face

PIETIE DU PLESSIS

The view from Pretoria



Pietie du Plessis is the Minister of Manpower. He spoke to the *FM* about the stayaway

FM: What is government's view of the role of unions in politics?

Du Plessis: The legislator's intentions are clearly outlined. In this regard, the Act stipulates that no trade union shall affiliate with any political party nor shall it grant financial or other assistance or endeavour to influence its members with the object of assisting any political party. From the foregoing, it is clear that the obligation rests with trade unions to further the interests of their members as far as conditions of employment, safety at work and related matters are concerned.

Given that blacks have no representation in central government, is it not inevitable that unions will become involved in politics and that stayaways become a legitimate form of protest?

As you are aware, the political dispensation of urban blacks is presently the subject of an investigation by a special Cabinet committee which is giving priority attention to the matter and

which is hearing evidence from black leaders and other interested parties. In these circumstances, it is desirable to allow the committee full opportunity to consider the matter with due regard to all relevant factors.

For the present, blacks have the opportunity, through the governments of national states and black local authorities, to participate in the decision-making process in so far as it relates to matters affecting their interests. I should like to emphasise that, apart from the legal position as already outlined, I do not regard it desirable for trade unions to involve themselves in political matters. To encourage and participate in stayaways could in the long run only serve to destabilise labour relations, with all its concomitant effects for the workers and the community at large.

Does the Department of Manpower approve of the restraint most employers have displayed in not taking action against workers who failed to report for duty during the stayaway?

The department has always maintained the principle of non-interference in the private relationships of employers and employees. This attitude is emphasised by the impartial role the department is often called upon to play in cases where the utilisation of the dis-

pute-settling machinery of our labour legislation becomes an issue. In this regard, for example, I may mention that the department has already had more than 200 applications for the establishment of conciliation boards for the settlement of labour disputes this year where, in almost all instances, officials of the department preside as impartial chairmen.

If unions continue to involve themselves in political affairs, would government consider taking action against them, such as bannings or other measures? If so, please specify. The *FM* notes that several people involved in organising the stayaway have been detained by the security police. Could you comment?

The government is responsible for the maintenance of law and order, and although trade union personalities are not singled out in terms of the security legislation of our country, there should be no doubt that trade union personalities who become involved in actions where the security of the State is threatened would equally be dealt with in terms of the relevant legislation.

There should be no illusion in this regard, as the government has made it clear on a number of occasions that it would not tolerate destabilising activity in any sphere, including that of labour relations.

ing what it means, to question why the black masses indulged in an action obviously against their economic interests at a time of high unemployment. And there was alarm at revolutionary statements and threats of a general strike from the Transvaal Regional Stayaway Committee's Thami Mahi (see page 56).

There was intimidation. But to focus on only that is to miss the point. Industrial sociologist Professor Eddie Webster of Wits has defined a stayaway as "a general withdrawal of labour which does not (usually) arise out of a specific work-place dispute but articulates broader political and sometimes economic demands."

Erwin states "This was action against certain government policies rather than against employers. Sasol? We expected to pay some costs. To have stood back and done nothing would have created serious problems between our members and their children."

In such a situation the fact that blacks cannot exercise their political rights in the central Parliament means that unions with black members inevitably come to articulate their grievances. This is a reality



Wits' Webster ... broad political issues involved

which no statute like the Labour Relations Act's prohibition on union affiliation to political parties can hope to quash. A basic problem is that the liberalism which has been so marked in the labour field since the Wiehahn Commission has not been matched in other spheres. "Unions everywhere in the world — but in SA in particular — are obliged to take up political issues," says Erwin.

The massive response to the stayaway has raised fears that emotions will run so high that someone will call for a general strike. But it does not follow that the large black union federations will indulge in stayaways at the drop of a hat. Says Erwin, "We don't entertain any illusions as to how difficult it is to pull off a stayaway — unlike other organisations which don't have membership on the factory floor." However, not all unions share Fosatu's sentiments. Ummawosa, for instance, told the *FM* that it would support any future stayaways.

What is pertinent is that union groupings like Fosatu and Cusa understand the limitations of stayaways. As Webster has stated, stayaways "remain demonstrations, not organised challenges... Clearly the danger

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of dismissal is considerably greater in periods of high unemployment. Finally, lacking co-ordinated organisation and the financial resources for a long strike, workers cannot stay out for long."

Cusa general secretary Phiroshaw Camay has stated: "Right now another stayaway would just weaken our position. We would just lose effect if we did that. Employer attitudes would be much tougher. We cannot pursue all our demands in a stayaway. We can only use it in some instances. One uses stayaways for issues of principle and core issues. Workers have been battered for a whole year: retrench-

ments, unemployment, bad pay, gst, township rents increases — it's all cumulative. There are irretrievable forces acting in our community and we needed to react to them."

Unfortunately, while there has to be law enforcement, the police do not seem to have helped matters — and the presence of the army in townships is regarded as provocative. Law and Order Minister Louis le Grange would do well to reconsider the handling of the unrest. For example, the detention of the stayaway organisers and especially of Fosatu president Chris Dlamini has only added to an inflammatory

situation

"The stayaway was a very clear show of mass discontent with specific government policies. It was the clearest and most substantial message that has got across for many decades," says Erwin.

If government ignores what happened last week it threatens the future of all South Africans. It is clearly folly to believe that homeland leaders and community councillors are the real black leaders. Like it or not, it is organisations like the African National Congress and black trade unions that really count. It is to them that government should be talking.

FOSCHINI

First-names and efficiency

That Foschini deserves its blue-chip status is undeniable. After all, how does one argue with a compounded earnings growth of 22% over five years? Edgars managed only 6% growth in the same period, and blue-chip Woolworths 18%. In addition, over the past two years, while the retailing recession was at its worst, Foschini has had the edge on both of these larger competitors.

As always, the reasons for the group's success are many. But among the most important must be its rare corporate culture, that combines the involvement of family ownership with the efficiency of professional, decentralised leadership in a diversified group. That chairman Stanley Lewis has been able to merge these seemingly incompatible styles is undoubtedly to his credit.

If there is one managerial quality that the clothing industry has always respected it's "gut-feel". The term describes an ability to predict — months in advance of a new season — what the fickle female public is likely to buy. But with the industry becoming more competitive, and the consumer more sophisticated, gut-feel alone can no longer ensure a successful season. The recessionary years have concentrated managements' attention on other skills.

Good marketing techniques, tight asset management and strict control over productivity have become essential adjuncts to the gut-feel quality — that, nevertheless, remains important. For companies like Foschini the computer has become an indispensable ally. The fashion world is risky, but by providing retailers with a constant flow of data, the computer has reduced some of the margin for error.

The hundreds of cashiers that staff the group's stores are, in effect, also computer operators. Each time they enter a sale, details of the garment's size, colour and style are recorded on a computer disc locked inside the cash register. At the end of each day, Foschini's central computer in Cape Town dials into the hundreds

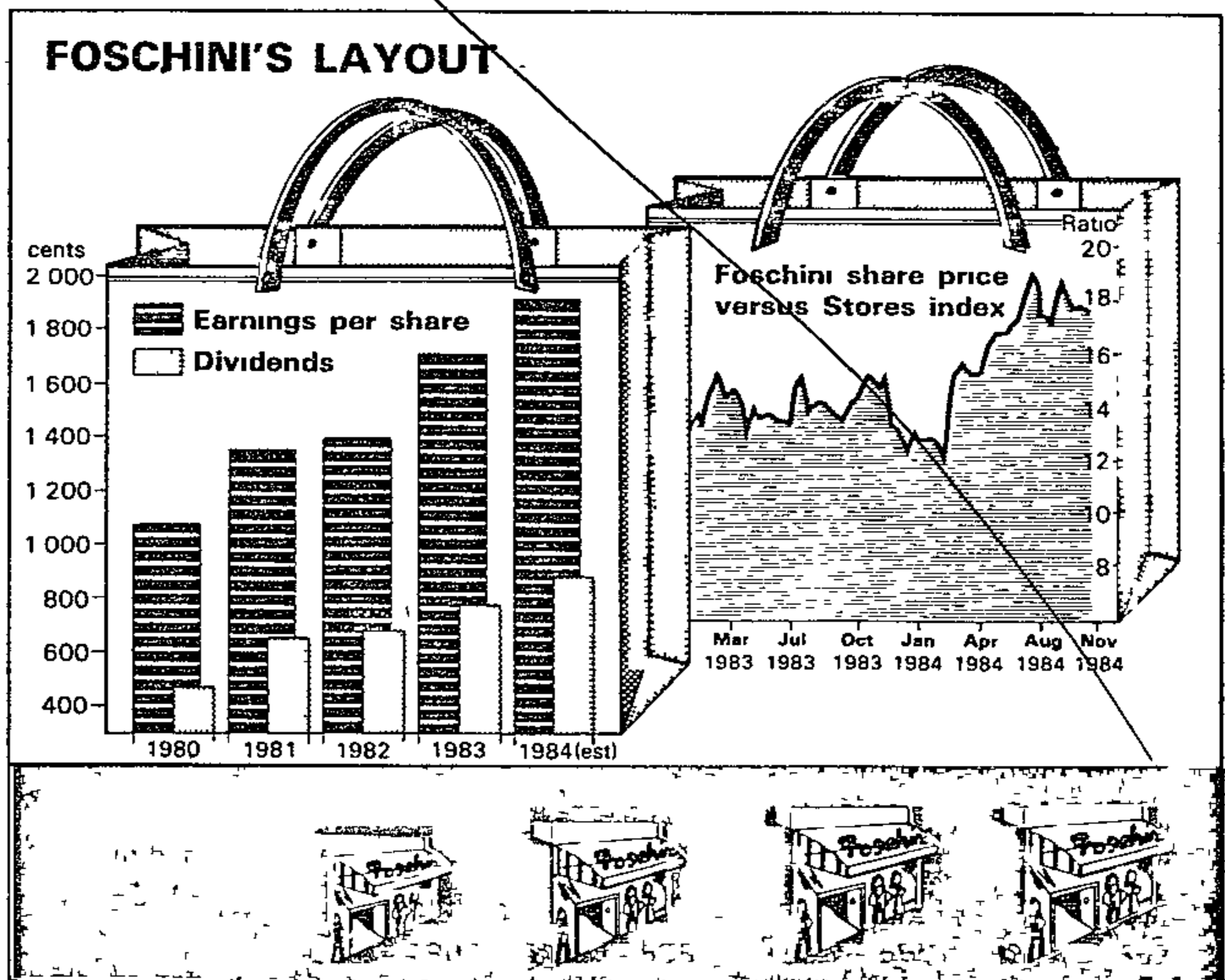
of cash registers located throughout the country, and transfers their recorded information into its own memory bank. The data is then collated, and a printed summary of the day's sales is produced, in time to be presented the next day to Lewis, with his morning coffee, so to speak.

"We have tried to remove some of the

guesswork from fashion retailing, and to replace it with effective market information," he says.

For Lewis and his executives, the daily report is an essential barometer of market taste. A style which is popular in the chain's Rosebank store may be a loser in Messina, and management must react quickly to this information. The unpopular styles in Messina may be removed or allocated elsewhere, while stocks of popular styles in Messina may be increased.

As the season advances, the merchandise mix in each store changes in response to local demand, and every store assumes its own identity. The system also enables each store to run at minimum stock levels, since styles which are about to run out can be



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Ccawusa hits out at wave of detentions

THE NATIONAL executive committee of the Commercial Catering and Allied Workers' Union yesterday said that the continued detention of trade unionists will worsen industrial relations in South Africa.

In a statement after the NEC's meeting in Johannesburg, Ccawusa's president, Mr Jonas Ledwaba, said that they condemned "in the strongest terms" the detention of unionists and demanded their immediate release.

Several trade union leaders, including Mr Phrashaw Camay of the Council of Unions of SA (Cusa), Mr Chris Dlamini of Fosatu, Mr Mongesi Radebe, Mr Duina Nkosi, both of Ccawusa, and Mr Johnson Hlubi were detained during a police swoop last week.

Mr Ledwaba said that they have appealed to the Minister of Manpower, Mr P T C du Plessis to indicate on their behalf to the Minister of Law and Order, Mr Louis le

Grange, that the detention of these leaders will "aggravate the situation in the country."

"The detention of trade unionists will worsen the industrial relations in South Africa, especially at a time when the country is reeling from an economic repression," he said.

Referring to the rumour of a proposed stayaway from work next week, Mr Ledwaba said his union disassociated itself from

such actions. After investigation it was discovered that "some elements were spreading these rumours which are not genuine."

Meanwhile the general secretary of the Orange-Vaal General Workers' Union, Mr Phillip Masia, who was arrested for being in possession of banned literature on Friday, appeared in the Vereeniging Magistrate's Court yesterday.

Union might strike

Mali Reporter

THE United Mining, Metal and Allied Workers' Union of South Africa (UMMAWOSA) is considering calling a legal strike against Raleigh Cycles in Springs

Raleigh Cycles is owned by a United Kingdom firm — Tube Investments

An UMMAWOSA spokesman said yesterday the dispute arose when the company refused to negotiate wages with the union at plant level and insisted that all negotiations take place at industrial council level.

A company spokesman

confirmed yesterday that deadlock had been reached and said the matter would now be referred to the Minister of Manpower

● In another development yesterday 121 members of UMMAWOSA were dismissed by the Maksal Tubes company in Springs after downing tools on Friday in support of a dismissed shop steward

The company said the shop steward was dismissed because he was found asleep on duty and had already received a final warning after other complaints

Mercury 20/11/84

Indians welcome jobs offer

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Mercury Reporter

THE Public Servants Union, mouthpiece of more than 1200 Indians employed in State departments, schools and hospitals, yesterday welcomed the prospect of the creation of more jobs for Indians in the new public service attached to the House of Delegates

Union chairman Pat Pather said the announcement by the House's Chief Minister, Mr Amichand Rajbansi, that more than 1000 jobs were to be created was 'very encouraging and reassuring'

He said as long as the selection of applicants was made 'strictly on merit' the union would give its blessing and full support for the initiative

Mr Rajbansi, who is also a member of President Botha's Cabinet, said yesterday before leaving for a Pretoria meeting he would not rest until jobs were also made available for Indians in

other State departments and in provincial administrations

Of the 10 000 Indian youths writing Senior Certificate examinations right now, more than 6 000 would be looking for jobs in the new year — and he expected the civil service would attract many young men and women, he said

The role of Indian public servants will be underlined by Dr James Gilliland, Director-General for Administration for the House of Delegates, at the Public Service Union's annual meeting at Durban's Springfield College of Education at 2 pm on Friday

The meeting will also be addressed by Mr Pat Samuels, president of the Teachers' Association of South Africa, on the role of staff associations and by Mr J C Olivier, deputy general manager of the (white) Public Servants' Association

Ummawusa deadlock

THE United Mining, Metal and Allied Workers' Union of South Africa has deadlocked with Marksal Tubes in Springs following the dismissal of more than 100 workers during a two-day strike at the plant.

The workers, all members of Ummawusa, stopped work last Friday after their shop steward was dismissed. They were dismissed on Monday when they refused to work.

Mr Enoch Gondongwana, the union's secretary, told *The SOWETAN* yesterday that they held talks with management on the issues, including the reinstatement of the sacked workers.

Workers' rights

"We reached a deadlock when management refused to accede to the workers' demands. We will continue to fight for the workers' rights in another round of talks to be held soon," he added.

A company spokesman said the workers were warned in August that if they resorted to industrial action they would be dismissed. On Friday 32 per cent of the workforce remained in the canteen and did not return to work.

Meanwhile the union has declared a dispute with a British-owned company, Raleigh Cycles in Springs, following a deadlock in wage demands. The union is demanding a minimum of R2,50 per hour.

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Union accuses 3M of breaking Code

THE COMMERCIAL, Catering and Allied Workers' Union has accused an American company operating in South Africa, 3M, of not adhering to the Sullivan Code of Conduct and refusing to bargain with them in "good faith."

The accusations follows a deadlock in wage negotiations reached between the union and management at a meeting which referred the matter for mediation yesterday.

Mr Joseph Mokoena, told the SOWETAN yesterday that the American company had earlier told them that they were willing to pay the workers satisfactory wages.

But, he continued, the union was surprised during the wage negotiations when 3M made it "impossible for us to believe their utterances," and also made them aware that they intended sacking workers.

He said that the union has asked for a wage increase of R150 per month for all workers who earn between R400 and R500, R100 increment for workers earning R501 and upwards or a R150 across the board increase.

Refuted

However, the company's PRO Ms D Jensen, has refuted claims that the company was refusing to bargain in good faith. She said the company has always believed in bargaining in good faith with any trade union representing its workers.

She denied that the company was not adhering to the Sullivan Code and said "the negotiations are continuing and we hope that the mediator will solve the matter soon."

But Mr Mokoena said that the company was willing to give workers a maximum increment of R99 and refused "to up" the offer. "We regard this as a sheer violation of the code because these overseas companies are making a lot of money in South Africa, yet they refuse to pay our members," he said.

"We have also suggested names of top lawyers to mediate in the deadlock, but the company has been reluctant to accept these names. We shall press for these demands until our members are satisfied," Mr Mokoena said.

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Over 3 000 were laid off this month

MORE than 3 000 black workers have been retrenched from their jobs this month.

Trade unionists and employers have predicted that more workers will be laid-off when factories go on vacation for the Christmas holidays next month

About 540 workers, members of the United African Motor and Allied Workers' Union, in Rosslyn near Pretoria, employed by Nissan,

have been retrenched by the company.

UAMAWUSA's assistant general secretary told The SOWETAN yesterday that they battled hard to reduce the number because management had originally intended to retrench 870 workers

They have also managed to negotiate a wage agreement with management for the rest of the workers at the plant. The wage package in-

cludes improved working conditions and an attendance bonus.

He indicated that more than 360 employees at Motorware — Magnis Truck Corporation near Pretoria are to be retrenched, but "we are still locked in negotiations with management on the aspect."

A spokesman for the Fosatu-affiliate Metal and Allied Workers' Union (Mawu) said that more than 500 of its members at different companies have been laid-off this month following the country's economic recession

"We are battling to negotiate a better deal for them with management. However, employers have indicated that they have no choice

because of the country's economic recession," he said

African Cables in Vereeniging is to retrench some 750 workers, in Port Elizabeth, Ford has retrenched 1 150 workers and Volkswagen in Uitenhage has retrenched 680 employees.

Nissan's industrial relations director, Mr C V Strydom, confirmed the retrenchments, but said he could only supply details at a later stage

Meanwhile General Motors has retrenched 449 workers and will shut down for an extended 7½-week Christmas holiday. Altogether some 5 000 workers in the motor manufacturing industry have been retrenched since January this year.

Sowetan

CAPE TOWN 28/11/80

Lie detector tests on City chain store staff

Staff Reporter

STAFF at the Wynberg branch of Pick 'n Pay have been subjected to polygraph (lie detector) tests

The tests have been applied by a stock loss investigation company, which was called in this month to investigate the disappearance of small quantities of money

Mr John Barry regional manager of Pick 'n Pay, yesterday confirmed that the polygraphs had been used in the investigation but said no-one had been charged

Not admissible

Polygraph tests are widely used in America but results are not admissible in court unless the defendant agrees to it

A spokesman for the Department of Justice in Pretoria said yesterday it had no knowledge of the use of polygraphs in South Africa

Mr Frank Sims, chairman of the Security Organization of South Africa, said polygraphs were widely used by firms investigating stock losses. The

results of the tests were not admissible in court, Mr Sims said

"I have seen a demonstration of a modern polygraph and found it to be quite effective," he said

Mr Barry said he did not think use of the polygraph was unusual and that the test would give employees the opportunity to prove their innocence

Mr Chris Bond, manager of Lodge Services, the stock theft investigation company used by Pick 'n Pay confirmed that his firm used polygraphs

Reliable

He said only qualified instructors operated the detectors and results of tests in other cases had been used in court. He found results to be reliable

Professor Peter du Preez, of the Department of Psychology at the University of Cape Town, said the results of the polygraph tests would be open to different interpretations

"The machine detects emotional responses and not lies," he said

The interpretation of results would depend on many different factors including the circumstances under which the tests were taken and the qualifications of the tester

UNION
CALL TIME 29/11/84
angered
by lie
detector

Staff Reporter

THE National Union of Distributive Workers is "incensed" by the use of lie detectors on staff suspected of stock theft, the general secretary, Miss Dulcie Hartwell, said yesterday

The Wynberg branch of Pick 'n Pay confirmed on Monday that staff had been subjected to polygraph (lie detector) tests

Polygraph tests are not admissible as evidence in court cases unless the defendant agrees to it

Mr Frank Vermeyer, general manager of the Adderley Street branch of Stuttafords, yesterday confirmed that a lie detector had been used in two instances recently when the theft of jewellery and money had been discovered

'Major loss'

Mr Vermeyer said staff pilfering made up "one of the single major losses in any retail operation" in the case of the branch of Stuttafords which he managed, losses from pilfering amounted to up to R250 000 a year

He said the matter of lie detectors was a "very sensitive" issue and he emphasized that staff were not forced to take the test. Only one member of staff had refused when asked

Asked if he knew the tests were not admissible as court evidence, he said the object of the exercise was "prevention"

Nonetheless, a member of staff had confessed to a theft after the tests were carried out and this matter was now in the hands of the police, he said

Objections

Mr Vermeyer said he hated having to resort to such measures but it was necessary in the light of the fact that about 75 per cent of pilfering was attributable to staff

Miss Hartwell said the union had objected in the past to the use of lie detectors and did so again

The union's protest had been conveyed to Pick 'n Pay yesterday and a meeting with management requested

"One of the reasons we are so incensed is that even though we negotiate on a number of other matters involving staff, this was never raised," said Miss Hartwell

● Our correspondent reports from Johannesburg that polygraphs are being used by two major retail chains there

Pick 'n Pay and Dions confirmed yesterday that they used the machines on staff both before and after they were employed, and reported that the method was successful and likely to continue

No Sasol ^{STAR} 29/11/84 workers yet re-employed

Labour Reporter

Thousands of dismissed Sasol employees had applied for their jobs back but none had so far been re-employed, a spokesman for the corporation said yesterday.

Since the company had changed its policy and agreed to consider applications from nearly 6 000 employees dismissed from Sasol 2 and 3 after the two-day regional stayaway on November 5 and 6, there had been a "marked increase" in applications from these ex-employees, said the spokesman.

After the mass firing, nearly 2 000 new workers were recruited to work at the two oil-from-coal plants in Secunda.

Sasol maintains it can keep the two plants running at full production for as long as it takes to recruit a new workforce.

The 5 100 workers who lost their jobs for their participation in the stayaway constitute just under half of the total Secunda workforce.

Earlier this week Chief Gatsha Buthelezi, Chief Minister of kwaZulu, met Sasol managers to urge them to re-employ dismissed workers.

He asked that if former employees were prepared to sign a declaration that they were not organisers of the stayaway, and did not participate in intimidating fellow workers, they could be recruited.

He asked that workers' positions as new employees be reviewed after three months when management could decide whether to reinstate them in former positions.

Smoking row ends up in court

CAPE TOWN — A man who complained that a pipe smoker in a restaurant was bothering him was attacked by the man's companion, the Cape Town Magistrate's Court heard today.

Mr Henry van Embden was giving evidence in the trial of Americans Mr John Harvey Vidal (30), of Oakland in the US, and Mr Howard Richard Gordon, (49) of California.

They have pleaded not guilty to charges of assault with intent to do grievous bodily harm, common assault and crimen injuria after an incident last week.

It is alleged that they hit and kicked Mr van Embden, tried to gouge Mr Harold Leibowitz's eyes out and slapped and hit Mrs Gillian van Embden.

Mr van Embden said that when he complained to Mr Gordon for a second time, he (Mr Gordon) pushed the pipe under his nose and said it was unlit. Mr van Embden pushed the pipe away and was then attacked by Mr Vidal.

The hearing continues — Own Correspondent

WOM 29/11/84
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Long dispute ends in pay rise

By PHILLIP VAN NIEKERK

AFTER 18 months of wrangling, Checkers and the Commercial, Catering and Allied Workers' Union (CCAWUSA) have signed a national recognition agreement — and at the same time ended their wage dispute by agreeing to increases of R46 a month.

The agreement provides the union with recognition at all stores where it has a majority of members.

CCAWUSA claims to have majority membership at Checkers as a whole — about 10 000 workers out of the company's total labour complement throughout the country of 16 000.

A statement by the union yesterday said it came at a time of "tense" relationships between the union and Checkers management and that there had been numerous accusations of a "poor" management attitude to workers.

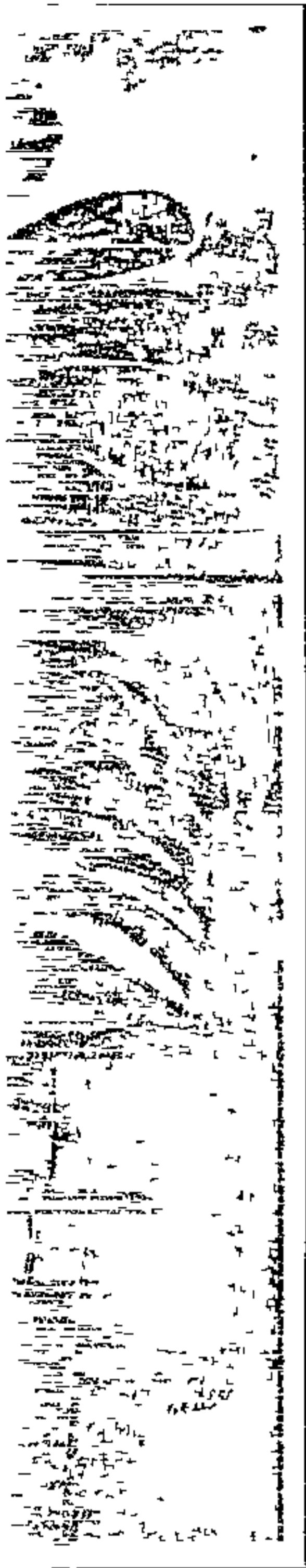
The statement said the negotiations had started 18 months ago after widespread industrial unrest at Checkers and had been marked by deadlocks, stoppages and disputes.

CCAWUSA said Checkers had had an average of 1,3 strikes a week over the past two years.

A Checkers spokesman, however, said they "looked forward to a continued constructive relationship with the union".

The wage increases — which are effective from December 1 — mean that Checkers staff will get a R46 increase on their anniversary date of employment.

The Checkers spokesman said the increases included the statutory minimum wages.



Envas, 120 cm by 135 cm)



the art of wine

members at the four plants They returned to work after four days without winning any gains in response to a management ultimatum to return or be dismissed

Both AECI and Sacwu have declined to comment on the progress of the talks Saawu could not be contacted

In other developments in end-of-year wage negotiations

The Commercial, Catering and Allied Workers' Union of SA (Ccawusa) has declared disputes with 3M and Checkers At 3M the union has rejected an across-the-board offer of R61/month and is demanding increases ranging from R100 to R150 A 3M spokesman says the company is still willing to negotiate provided the union reduces its demand to more "realistic" levels

A Ccawusa spokesman argues that the US parent company pays a minimum \$4/hour and that the local subsidiary is "taking advantage of cheap black labour" in SA The dispute, which involves 280 employees, is being referred to mediation

The Checkers dispute has also been referred to mediation which is due to begin this week

The Paper, Wood and Allied Workers' Union (PWAU) is to negotiate wages at plant level with Mondi and Sappi after rejecting an employer offer for an 18c/hour increase at the Industrial Council for the Pulp and Paper Manufacturing Industry

Breakthrough

According to PWAU, this constitutes a breakthrough as previous efforts to convince the two companies to negotiate outside the council have been unsuccessful The irony is that PWAU, an affiliate of the Federation of SA Trade Unions, has been a vociferous critic of the industrial council system It only joined the council after Sappi and Mondi refused to negotiate at plant level

There has been speculation that the reason the two companies agreed to this step, after resisting it for so long, is that they could not agree on whether to increase the wage offer at the council Spokesmen for both Sappi and Mondi declined to comment The two other major companies in the industry, Nampak and Carlton Paper, have already granted PWAU this concession

Industrial council negotiations in the troubled eastern Cape motor industry are in progress The parties are tight-lipped about developments, although one employer source says some clarity about whether any agreement is imminent should emerge this week after a further meeting between the parties

The decline in the motor vehicle market has led to thousands of retrenchments in recent months There has also been unconfirmed speculation that the amalgamation of Ford and Amcar will lead to a "rationalisation" programme which will shrink the Ford plant and make up to 2 000 more workers redundant

WAGE NEGOTIATIONS
Recession blues

The annual wage negotiations at African Explosives and Chemical Industries (AECI) have reached a critical point as unions report the company's latest offer back to their members Twelve unions are negotiating on behalf of the 15 000 workers at AECI's Modderfontein, Somerset West, Midlands (Sasolburg) and Umbogintwini plants

According to a union source, the company has rejected the unions' 20% demand and has made a counter offer of 13% for lower-paid workers and 10% for more skilled ones AECI's offer will raise the minimum wage in the company to R408 90 a month

The SA Chemical Workers' Union (Sacwu), an affiliate of the Council of Unions of SA, represents the majority of black workers while the SA Allied Workers' Union (Saawu) represents a small portion Other unions involved include the SA Boilermakers' Society, the Amalgamated Engineering Union, the SA Iron, Steel and Allied Industries Union, the SA Electrical and Allied Workers' Union, and five other all-white conservative unions

Boilermakers' assistant general secretary Okkie Oosthuizen says he "doubts that the unions will accept the company's offer " He foresees the possibility of a dispute being declared with the support of most of the unions

The black unions, though, are likely to tread cautiously this year Last year's wage dispute led to the first-ever national legal strike by more than 8 000 Sacwu and Saawu

Continued on page 51

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MINES PENSIONS

Right wins a round

A rightwing backlash over proposals to integrate the mining industry's main pension fund has been averted. The Chamber of Mines has backed down on the issue following the declaration of a dispute by the all-white Council of Mining Unions (CMU).

The dispute has a complicated history. The CMU, which represents some 25 000 workers, approached the chamber two years ago to ask for the amalgamation of the Mine Employees Pension Fund (MEPF) and the Provident Fund. It also wanted the rules amended to allow members to draw one-third of pension in a lump sum on retirement.

According to CMU chairman Arrie Paulus, the negotiations proceeded smoothly with only minor difficulties regarding the percentage the mining employers were prepared to pay from the provident fund into an amalgamated pension fund.

The trouble started when the chamber introduced a new element into the negotiations. It insisted that amalgamation of the funds would be dependent on the CMU agreeing to a change in the pension fund's constitution to allow for membership of blacks, coloureds and Indians who do the same work as whites.

The chamber's proposal resulted from a 1982 agreement with the Federation of Mining Unions (all of whose members also belong to the CMU) that blacks, coloureds and Indian artisans should be trained on the mines. The first black artisans are due to qualify at the end of the year. The chamber's industrial relations adviser Johann



MWU's Paulus ... possibility of separate agreements

Liebenberg says the chamber undertook that, wherever possible, workers would get the same benefits as their white counterparts.

The CMU declared a dispute with the chamber early in October, alleging that the chamber had committed an unfair labour practice. At the time Paulus, who is also general secretary of the ultra-conservative Mineworkers' Union, writing in its newspaper, *Die Mynwerker*, accused the chamber of trying to integrate all mining industry structures "by stealth".

In terms of the settlement reached on October 30, the chamber has now dropped integration as a condition for merging the MEPF and the Provident Fund. Says Paulus in the latest issue of *Die Mynwerker*: "We are glad that the amalgamation has now become a reality. At the same time we must regret the unnecessary delay caused by the negotiators on behalf of the chamber. If they had not been so stubborn the amalgamation would already have been in operation since the beginning of this year, which would have meant a bigger pension."

Inferior fund

But Paulus also warns his members: "It is, however, obvious that the chamber has by no means given up its plan to make non-whites members of the amalgamated pension fund." Paulus argues that the chamber has admitted that the pension fund for blacks which was established in 1970 is "inferior". "We would suggest that the chamber live up to its liberal tradition by improving that fund. Why should only some non-whites be favoured by allowing them to join the 'superior' fund?" he writes.

Did the chamber take fright at the CMU's hard-line reaction to its proposals? Liebenberg insists this is not the case. "We weighed up whether we would win or lose an unfair labour practice case in the Industrial Court. We came to the conclusion that either way we would not achieve our objective of opening the fund to blacks, coloureds and Indians and commutation of pensionable benefits. Therefore, in the interests of the employees concerned we decided to split the two issues," he says.

According to Liebenberg, talks on the incorporation of blacks, coloureds and Indians into the amalgamated fund will follow. Says Liebenberg: "Paulus is trying to make out that we will try to surprise the CMU, but we gave notice on October 30 that we are not going to abandon our desire to allow certain classes of blacks, coloureds and Indians into the amalgamated fund."

This could presage yet more conflict between the chamber and the CMU. Paulus, who has levelled scathing criticism at the chamber's negotiators in *Die Mynwerker* over the past few months, writes: "the trade unions cannot stand idly by while the chamber's negotiators harm their interests by dragging their feet and all sorts of 'clever' little tricks. If the chamber's negotia-

tors are not going to mend their ways, the union men will in their own interests have to resort to an alternative approach. It may be that union men will have to insist on separate agreements with the individual mining houses."

DETENTIONS

Business cools off

The conflict between government and organised commerce and industry over the detention of trade union leaders in the wake of the November 5 and 6 stayaway seems to be cooling down.

After heated public protest that the roundup of unionists would endanger industrial peace, the Associated Chambers of Commerce (Assocom) and the Federated Chamber of Industries (FCI) have adopted a more conciliatory stance. The reason seems to be that court action will be taken against the stayaway organisers. According to the SA Police, investigations are underway and dockets will be forwarded to the Attorney General.

Assocom and the FCI appear to have been placated by assurances from Law and Order Minister, Louis le Grange and Manpower Minister, Pietie du Plessis that the detainees will be brought to court as soon as possible. FCI director, Johan van Zyl, says his delegation was given some confidential information about the detentions, although they were told there were other details that "could not be divulged".

The FCI agreed with government that "stayaways are destructive and potentially dangerous" and Assocom says it accepts "that the law must now take its course".

No indications

Both bodies emphasise, however, that detainees should be charged as soon as possible. They were not given any indication of when this would happen. Assocom says it also drew attention to "the urgent need for the authorities to address the economic and political fundamentals of urban black unrest".

The Afrikaanse Handelsinstituut, which was also party to the protest against the detentions, is due to meet the two ministers later this week.

Assocom says that any differences of opinion were handled in a "frank and friendly manner". Van Zyl tells the *FM* he is "quite happy" with the outcome and is looking forward to further meetings.

However, while expressing general consensus with Assocom's view, Michael Wright, chairman of Associated Commercial Employers, says a crucial question remains unanswered. Wright says it must be assumed that the unionists were detained for their role in the stayaway, but argues that this is not sufficient reason for the detentions. "If there are other reasons, we should be told about them," he says.

CAPE Terminals 30/11/84

Third union quits Tucsa 'refugee camp'

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Staff Reporter

THE Engineering Industrial Workers Union of South Africa has pulled out of the Trade Union Council of South Africa (Tucsa) after a 25-year affiliation because of the "unacceptable" all-white constitutions of several Tucsa affiliates.

Yesterday the general secretary of the 26 000-member union, Mr Leslie Davadoss, said Tucsa had been informed of the decision this week.

The withdrawal of the union makes it the third to have left the council in the past two years. Last year the Boilermakers Union left Tucsa, followed by the Motor Industries Combined Workers Union.

In a statement Mr Davadoss said the union's resignation had been given "a lot of thought over the past few years."

"We had to take cognizance of the fact that the rank and file have been questioning our continued affiliation with Tucsa for a long time," he said.

A look at some Tucsa affiliates showed Tucsa was becoming "something of a refugee camp for the conservative unions who have left their previous associations and are now look-

ing for a cloak of respectability"

No effort was being made to open up their membership to all races. If Tucsa were to demand this from these unions it would boost its image locally and internationally.

Mr Davadoss said there was "no excuse" for unions who insisted on staying white when labour legislation made provision for unions to be non-racial.

Racially exclusive

The Engineering Industrial Workers union had been "called to task" by the International Metal Workers Federation (IMF) in mid-1981 because of its racially exclusive constitution. This had since been changed. The IMF demanded that all affiliates were non-racial and this was a principle that has to be upheld.

The union was not contemplating joining up with any of the other union federations "at this point."

Miss R Imrie acting general secretary for Tucsa said that Tucsa regretted the union's decision and that a statement would be issued when the matter had been discussed with other senior Tucsa office bearers.

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Steward is back at work

Mail Reporter,

A SHOP STEWARD of the Retail and Allied Workers' Union (RAWU) has been reinstated at the Doornkloof Pick 'n Pay in Pretoria after being dismissed for attending a union meeting during the two-day stay-away on November 6.

The general secretary of RAWU, Mr Donsie Khumalo, had threatened to organise a national consumer boycott against Pick 'n Pay because of the dismissal.

Mr Khumalo said management had requested stewards not to attend the union meeting on that Tuesday because of the shortage of staff resulting from the stay-away.

However, shop stewards at the Doornkloof branch had not been informed of the request

RDM 4 12/84 (138)

IN a unique dispute for this country, CCAWUSA and the National Union of Distributive and Allied Workers (NUDAW) have threatened take action over the use by companies of polygraphs or lie detector machines.

Pick 'n Pay and Dions have said they use them on their staff, while according to the company which administers the tests, 50 companies around the country use them.

The companies involved cannot see anything wrong with using the machines.

"Shrinkage is a major problem in the South African retail trade. We have to use all the ways we can to keep it to a minimum," says Mr Errol Ashman, of Lodge Security.

The unions think it is inhuman, degrading and insensitive and unless the companies stop doing it soon, it could blow up into a major dispute.

ADM 4/12/84 138 (22)

Union considers merger moves

Labour Correspondent

THE country's second-oldest union, the Engineering and Allied Workers Union (EAWU), may cease to exist early next year.

Union officials are exploring a merger with another union.

The suggestion is to be discussed at an EAWU congress likely to be held early next year.

Officials are considering a merger because the union faces mass retrenchment of members, particularly at the Meyerton firm African Cables.

It is not yet clear which union EAWU would merge with, but the likeliest candidate is UMMAWUSA, the United Mining, Metal and Allied Workers Union.

An EAWU spokesman said the union had held merger talks with both UMMAWUSA and the Electrical and Allied Workers Union.

It planned similar talks with other unions, he added. It is understood, however, that, if a merger takes place, it would probably be

with UMMAWUSA.

EAWU's history dates back to the 1960's, when it was one of two black unions which refused to leave the Trade Union Council of SA when Tucsa closed its doors to African unions in 1969. It was then expelled from Tucsa.

EAWU was a founder member of the Federation of South African Trade Unions (Fosatu), but was also expelled.

Recently EAWU dismissed its general secretary Mr Calvin Nkabinde, charging that he had neglected union affairs.

The union's spokesman said membership had dropped to about 2 000 by the time Mr Nkabinde was dismissed, and officials were trying to rebuild the union.

"But mass retrenchments, particularly at African Cables, mean it may no longer be sensible for us to continue as a separate union. We might be stronger if we merged with another union and pooled our resources," he said.

RDM 4/12/84 (138)

Checkers and union wrangling at an end

LABOUR WEEK by PHILIP VAN NIEKERK

ONE of the longest and toughest recognition negotiations on record ended this week when Checkers and the Commercial, Catering and Allied Workers Union (CCAWUSA) signed on the dotted line

To add to the tension surrounding the wrangling — which lasted a full 18 months — was a wage dispute, which was

also settled last week

The strain on industrial relations imposed by the disputes — including the large number of strikes before negotiations began — tell in the figures

According to CCAWUSA, Checkers experienced about 135 strikes over the past two years

That in the end they could agree at all says

something for the process by which agreement was reached — mediation, which is rapidly increasing its importance in industrial relations in this country

Though it doesn't always work, the use of a mediator to bring disputing parties voluntarily together, rather than other forms of settlement such as arbitration, is on the upswing

Recent union dissatisfaction with the industrial court could mean an even greater swing towards 'going it alone' — and using agencies such as the Independent Mediation Service in settling disputes

Of course, mediation could never answer the problem all of the time, simply because to be successful it depends on the active willingness of both parties to co-operate and find a settlement

Workers and trade unions are going to need the industrial court as protection against unfair labour practices for some time to come

CAPE TOWN 6/12/80

Living wage 'not defined'

Staff Reporter

EVIDENCE put forward by the Cape Town Municipal Workers' Association (CTMWA) had failed to establish what a "living wage" was, Mr Harry Snitcher, QC, told an Industrial Court hearing yesterday.

Mr Snitcher was opening the case for Cape Town City Council in the Industrial Court hearing to arbitrate in the wage dispute between the council and the CTMWA.

'Not proper'

The 11 000-member CTMWA has demanded an increase that would represent a 100 percent increase in minimum wages on the grounds that this would be a "basic living wage".

Mr Snitcher said he would lead evidence to show that the "so-called living wage formula" put forward by the CTMWA was "not a proper formula to be used to formulate wages".

The CTMWA's emphasis on an employer's duty to pay a "socially responsible wage" was designed to create an atmosphere which detracted from the proper function of wage determination which was the duty of the court, he said.

The first witness called by Mr Snitcher, Mr Abraham Martinus Brand, a senior lecturer in Manpower Management at the University of

Stellenbosch, presented a lengthy document to the court, arguing against points raised in evidence presented by the CTMWA.

Mr Brand contended that the approach of the CTMWA in calculating a living wage was flawed because the union had seized upon "arbitrary figures" in respect of the cost of rent and education.

Figures calculated by the CTMWA for these costs were "contrived, unrepresentative and without adequate factual foundation", he said.

Mr Brand said the union had seized upon the figure of a five-member household upon which to base its calculations, while there was clear evidence that the average household size among CTMWA members employed in the J903 and J904 categories was 2,4 members.

'Benefits'

Calculations by previous witnesses called by the union had not taken into consideration benefits of up to 30 percent of the cash wage that municipal workers received.

Mr Denis Kuy, SC, assisted by Mr A Omar, both instructed by Cheadle, Thompson and Haysom, is appearing for the CTMWA. Mr Snitcher, assisted by Mr J Gauntlett, both instructed by Silberbauers, is appearing for the City Council. The presiding officer is Mr J J Human, with Mr Alec Erwin and Mr G Powell acting as assessors.

Sanetor 6/12/84 138

Petrol-bombers hit at unionists

PETROL-bombers this week hit at two leading trade unionists in the Eastern Cape in what seems to be vengeance attacks by opposition groups.

The home of Thomas Fekile Kobese, a national organiser of the Motor Assemblies, Components and Allied Workers' Union (Macwusa) was petrol-bombed in Uitenhage on Monday morning.

His two brothers, Leslie Kobese (22) and Richard Zolile Kobese, who narrowly escaped

death, have been admitted to the Livingstone and Uitenhage hospitals with serious injuries.

Leslie was burned on the body and Zolile suffered glass cuts on his hands when they tried to escape the flames that engulfed their home.

The burning of Mr Kobese's home follows the stoning of his house in the neighbourhood last Thursday.

Mr Emsen Banda, the Uitenhage branch executive of Macwusa said that his kombi was

stoned and set alight by vandals, causing damage estimated at over R3 000.

The three attacks come in the wake of verbal clashes between trade union members and civic leaders in the area regarding usage of facilities, including community halls.

Macwusa and its sister union, General Workers Union of South Africa (Gwusa), have condemned "the atrocities caused by our enemies to the homes and properties of the two unionists."

Mwasa holds talks

THE Southern Transvaal region of Mwasa is to hold a mass meeting on Sunday, to report back to members on current national wage talks which entered their fourth day in Johannesburg yesterday.

The meeting, scheduled to start at 9 30 am, will be held at the DOCC hall in Orlando East

Regional chairman Mr Sam Mabe has appealed to all members to attend the meeting which he said would also focus on preparations for regional and national congresses which are being planned for early next year

"We have so far had three rounds of talks with the managements of Argus and Saan newspaper groups and the fourth round of talks was held yesterday. After which it will be necessary to hear from members how they feel about management's offer," Mr Mabe said

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Hotel in 'slave wages' dispute

By STEVEN FRIEDMAN
Labour Correspondent

A BLACK trade union yesterday charged that a well-known Magaliesburg hotel was paying workers "slave wages" — and criticised an official industrial council for allowing it to do so.

The union, the Commercial, Catering and Allied Workers Union, charges that some workers at the Happy Valley Hotel were employed at a wage of R50 a month — "less than most domestic servants earn".

But its general secretary, Mrs Emma Mashinini, added that workers' pay slips showed some were paid only R3 this month, because the hotel had deducted the rest of their pay after alleging they had stolen company property.

She added that the hotel was able to pay low wages because it had an exemption from the industry's industrial agreement, which sets minimum pay.

"What use to workers are industrial councils if they allow employers to pay wages like these?", she said.

The union's allegations about wages at Happy Valley come in the wake of a

dispute between it and another Magaliesburg hotel, Mount Grace, accused of paying workers less than the legal minimum.

Yesterday, a spokesman for the hotel denied Mrs Mashinini's charges. He said the minimum wage was R80 a month.

He confirmed pay had been deducted after alleged thefts, but said he had done this on the advice of the police. "They suggested that instead of firing workers, I deduct the money."

Mrs Mashinini said she had become aware of wages at Happy Valley after workers complained to the union and produced their pay packets. These showed, she said, the highest-paid worker, who had been employed for seven years, was receiving R100 a month.

According to Mrs Mashinini, Happy Valley is covered by the hotel and liquor industrial council agreement, but was granted an exemption from the minimum wages in it some ten years ago.

The union on the council was unaware of the exemption and planned to challenge it, she said.

New milestone for black health union

Labour Correspondent

A UNIQUE trade union for black health workers has won its third recognition agreement — and its first in Pretoria.

The union, the Black Health and Allied Workers Union of SA (BHAWUSA) was formed spontaneously by workers at a Johannesburg pharmaceutical company. It is unique among local emerging unions because it has no full-time officials.

A union statement yesterday said BHAWUSA had signed a full recognition and procedural agreement with Pretoria Wholesale Druggists late last week. The agreement it added, followed a year of negotiations.

The statement noted that the agreement was BHAWUSA's third in the two years since it was formed. The other two are with SAPDC, the company

where the union was formed, and Lancet Laboratories.

BHAWUSA's president, Mr Tlou Komape, said yesterday the agreement covered the company's Pretoria head office as well as two branches, one in Pretoria and one in Johannesburg.

It gave the union the right to negotiate wages and to bargain on issues such as retrenchment and maternity rights, he added.

Meanwhile, BHAWUSA's attempts to organise nurses and other workers in hospitals — in particular the South Rand Hospital in Johannesburg — have been hampered by two rival organisations which are seeking to dissuade these workers from joining it, according to Mr Komape.

The two organisations are the SA Nursing Association, and the Hospital Employees Association which operates at State hospitals.

CAPE TOWN 7/12/86

Evidence on City labourers' wages

By MARTINE BARKER

THE basic wage paid by the Cape Town Municipality to its labourers compared "well" with market rates, Mr A Brand, lecturer in Manpower Management at the University of Stellenbosch, told an Industrial Court hearing yesterday

Mr Brand was giving evidence for the second day in the hearing to arbitrate in the pay dispute between the 11 000-member Cape Town Municipal Workers Association (CTMWA) and the municipality

Mr Brand contended that although the average wage paid to municipal workers was below the market rate it did not follow "that this justifies a general wage increase" for labourers

A problem in structure of wage scales in the municipality meant that individuals might be kept at the top of one job category and be unable to be promoted to the

next, said Mr Brand

This problem could not be resolved by "piece-meal tinkering" with the structure but by a "pending job evaluation exercise"

Mr Brand said any meaningful assessment of wages received by employees had to include fringe benefits

A 13th cheque added 8,33 percent to yearly wage earnings. If this was taken with such benefits as two weeks annual leave, pension fund and medical aid contributions, labourers added 30,83 percent to their earnings

Mr Denis Kuny SC, assisted by Mr A Omar, both instructed by Cheadle, Thompson and Haysom, is appearing for the CTMWA. Mr Harry Snitcher, QC, assisted by Mr J Gauntlett, both instructed by Silberbauers, is appearing for the City Council

The presiding officer is Mr J J Human, with Mr Alec Erwin and Mr G Powell acting as assessors

MINE JOB BARS

Discord threatens talks

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Talks aimed at scrapping the last remaining job reservation determination on the mines are threatened by discord between the Chamber of Mines and the industry's registered trade unions. At issue is the chamber's insistence on admitting the black National Union of Mineworkers to a proposed mining industry industrial council.

The proposal for an industrial council forms part of the talks to change the present racially based definition of the "scheduled person" in the Mines and Works Act. This effectively bars blacks from obtaining certificates to do skilled work on the mines. The bar applies to 11 certificates of which the blasting certificate is seen as the one most crucial for black advancement.

In 1982 government accepted a Wiehahn Commission recommendation to deracialise the definition by changing the word "scheduled" to "competent". It asked the chamber, the unions and the mining industry officials associations to come to agreement on the issue within a "reasonable time". However, mindful that it is a deeply divisive issue, government added that measures should be taken to ensure the job security of white workers in the mining industry.

As a result, the two other crucial issues in the talks are

- A security of employment agreement for white mine workers, and
- The future industrial relations structure in the mining industry. In essence, this involves establishing an industrial council.

After several years of hold-ups the talks began in earnest in March. Until now, much of what has taken place in the meetings has been shrouded in secrecy as the chamber and the unions agreed not to speak to the press. But the *FM* understands that most of the negotiation so far has centred on the creation of an industrial council.

Unregistered unions

It is clear that most of the unions favour a council and the *FM* understands that parties have virtually agreed on a constitution. But a dispute has arisen over the chamber's attempt to include unregistered unions in the proposed council. According to one source, the chamber's initial proposal that unregistered unions should become members of an industrial council was rejected. It then compromised, proposing that unregistered unions should at least be able to be party to council agreements.

At present, the National Union of Mineworkers (NUM) is the only unregistered union the chamber recognises, but

others could be recognised in the future.

The most overt objection to the chamber's proposals comes from the Mine-workers' Union (MWU). Several other unions are also opposed to the move. The *FM* understands from impeccable sources that the chamber has told the unions that if they do not agree to a package deal to settle all three elements in the talks, it will



MWU's Paulus ... predicting the chamber may somersault

not do anything about the second most important element — measures to secure the employment of white workers.

The union's main objection is that the Labour Relations Act stipulates that only registered trade unions may become members of industrial councils and that the chamber's proposals boil down to a contravention of the Act.

MWU general secretary Arrie Paulus says the chamber may have confidential information about possible changes to the Act at its disposal which the union does not have. But he predicts "We must not be surprised if the chamber makes a *bolle-makisie* (somersault) in the not-too-distant future."

Another trade unionist told the *FM* "We want an agreement in which the security of employment becomes part of an agreement which can be monitored and implemented by the chamber. This is something we are going to have to construct. There is no way we will change the scheduled person definition without that guarantee. The chamber has authority to enter into agreements with the unions and associations. But it does not have authority to monitor and implement them. And now the chamber has said that unless we agree to a package deal it is not

going to implement the industrial council or do anything about the security of employment."

Chamber industrial relations adviser Johann Liebenberg confirms that the major difference between the chamber and the unions has been the issue of admitting unregistered trade unions to a proposed industrial council.

Says Liebenberg "At no stage did the chamber propose that unregistered unions should be full members of an industrial council. We fully realise that it is not permissible in terms of the Labour Relations Act. At the very beginning of our talks we proposed to the unions that unregistered unions be accommodated informally in an industrial council in one form or another, if it is established. That stance has not changed in all our discussions. Now we have to decide whether we are going to change that stance."

"If the industrial relations structure in the mining industry is to be revised drastically to cater for the challenges of the Eighties and beyond, the revision must provide for a unitary industrial relations system, not one system for registered trade unions representing mainly white workers and another system for unregistered trade unions representing black workers."

He weighs up the chamber's options "If we insist on unregistered trade unions being catered for in some form or another in an industrial council we may be seriously jeopardising this opportunity of achieving fundamental revision of the present industrial relations system. On the other hand, if we do not insist now on the unregistered trade unions being accommodated in one way or another in the industrial council, we will have to continue with the dualistic system until such time as the unregistered unions decide to register."

NAMIBIA

An internal option

Handwritten: (Signature) PM 7/12/84

With negotiations on a Cuban withdrawal from Angola at least temporarily bogged down, the push for an internal Namibian solution through a fully-fledged interim government is gaining momentum.

Optimism that a breakthrough on the Angolan-Namibian question could be obtained on the basis of new proposals from the MPLA government faded when the Joint Monitoring Commission (JMC) of SA and Angolan troops failed to agree on a final SA withdrawal from Angola two weeks ago. SA Foreign Minister Pik Botha's angry

TUCSA (138) (134) Another union quits

The Trade Union Council of SA (Tucsa) has lost another major affiliate — the 26 000-strong Engineering Industrial Workers' Union of SA (EIWU). According to the union, it decided to disaffiliate from the council because of the "exclusivist attitudes" of a number of Tucsa affiliates who exclusively organise skilled, mainly white, workers.

The EIWU has a non-racial constitution and structure. Its membership is predominantly coloured and Indian, but it has a small number of white members and about 6 000 blacks. Ironically, the EIWU's decision comes two-and-a-half months after the annual Tucsa conference resolved to build closer ties with emerging unions.

EIWU acting general secretary Leslie Davadoss declines to name the unions to which his union is objecting. However, he indicates that they include unions which joined the council relatively recently. The *FM* understands that the main targets of EIWU's antagonism are the Mine Surface Officials' Association and the Artisan Staff Association.

Davadoss also criticises the approach of the whites-only and craft unions which are party to the National Industrial Council for the Iron, Steel, Engineering and Metallurgical Industry. He says that at this year's wage negotiations at the council those unions decided that "labourers were ex-

pendable" and agreed to low wage increases for them.

Davadoss says he sympathises with the stand taken by the Metal and Allied Workers' Union and the SA Boilermakers' Society when they refused to sign the agreement and claims that the EIWU only signed because its members would have forfeited certain benefits.

However, he indicates that the EIWU does not plan to ally itself with any of the emerging union groupings. He says they have been "hijacked by academics who have never been on the shop-floor" and emphasise political issues while losing sight of the workers they represent. "You can't feed suffering workers with slogans," he says.

Nevertheless, when EIWU's interests coincide with those of other unions it will cooperate with them on an *ad hoc* basis, he says.

There has been speculation that the resignation in July of the EIWU's previous general secretary Archie Poole paved the way for the union's disaffiliation from Tucsa. Poole was seen as a staunch Tucsa supporter and was a member of the council's National Executive Committee for seven years. He resigned in order to run (successfully) for election to the House of Representatives.

Davadoss, however, denies any link between Poole's resignation and the EIWU's decision to disaffiliate and says the union has been considering its position in Tucsa for some years. Poole's position is to be filled from February next year by the union's current president, Aubrey Benn.

The EIWU's move follows the withdrawal from Tucsa of the SA Boilermakers' Society in September last year and the Motor Industries Combined Workers' Union four months ago. The National Union of Furniture and Allied Workers, the SA Footplate Staff Association and five smaller unions have also disaffiliated since the 1983 Tucsa conference.

Tucsa's acting general secretary Ruth Imrie says the organisation "deeply regrets" EIWU's disaffiliation.

white resentment to grow, with a resultant deterioration in race relations at the workplace.

There are indications of union dissatisfaction with the Industrial Court, says the report, and it appears that this channel for the settlement of labour disputes will become less prominent. It predicts that this trend will be speeded up as leadership positions in the emerging unions are transferred from white intellectuals to union members who have come up through the ranks. "The ability, patience and training which are a prerequisite for the successful deployment of such tactics will be lessened," says the report.

Similarly, the days of lengthy recognition agreements containing complicated procedures are numbered. Industrial Court judgments have established the requirement to bargain with a representative union, and unions are likely to rely increasingly on their numbers rather than contracts to enforce their demands.

But companies which take a tough stand against unions are not likely to find a long-term solution to the problems of racial polarisation and political unionism. "Failure to leaven the right blend of firmness with sensitivity, tact and patience will only accelerate what are already disturbing signs," the report says.

Possibly the only companies which have a chance of escaping these developments, the report says, are those which recognised unions at an early stage and have since formed "mature relationships" with unions and their employees. In these situations, the parties have experienced the advantages of orderly collective bargaining.

Soweto 7/12/84 (14099) (343) (138)

Mawu launches boycott

THE SOUTH African Municipal and Allied Workers' Union has called for a boycott of malt, sorghum beer and liquor outlets owned by the Oranje-Vaal Development Board.

The boycott, which includes other products of the board, has been launched following the dismissal of more than 17 workers at two subsidiaries of the board — M and B Jwala Ba-Sesotho (Pty) Ltd and Big S Sorghum Brewery in Sebokeng

The decision to launch the boycott was taken at the union's special meeting of shop stewards, executive members and other officials, held in Vereeniging this week

The meeting follows the sacking of workers at M and B company, which the union claims is owned by the board, last week. They were fired after going on

strike protesting against the dismissal of colleagues

The union's general secretary, Mr Phillip Dlamini, said that they had also discovered that workers at Big S, owned by the board, were unfairly treated and underpaid

"We decided to take collective action because the board officials and so-called owners of the M and B company have consistently refused to talk to us, despite numerous attempts to get them round the table," he said

"We want our members to be treated fairly and be reinstated in their jobs without any conditions. We have appealed to the Council of Unions of South Africa's affiliates and other international organisations for support"

"We have also briefed law-

yers to look into the matter," he added

Unfair

M and B's manager, Mr K Scholtz, said that a boycott against the companies products would be unfair. M and B was not owned by the development board. It was owned by the QwaQwa Minister of Water Affairs, Mr S K Masumo, who was chairman of the now defunct Vaal Urban Bantu Council

He said the workers were warned that if they went on strike they would be dismissed. They were asked to collect their money, but had refused

"We always wanted to negotiate in good faith with the union leaders, but they have let us down. Our doors are still open for them to discuss the matter with us"

CAPE Times 8/12/84

Facts not checked — expert

Staff Reporter

MR A M BRAND, senior lecturer in Manpower Management at the University of Stellenbosch, yesterday told an industrial court hearing that he had not checked the accuracy of the material on which he based calculations presented to the court as evidence

Mr Brand, giving evidence in the hearing to arbitrate in the wage dispute between the Cape Town Municipal Workers Association (CTMWA) and the Cape Town City Council, acknowledged this during cross examination by Mr Dennis Kuny, appearing for the CTMWA

He said there had not been enough time to do full investigations for his evidence which showed that the average household size of municipal labourers was 2,4 Mr Brand has argued that the figure of a 5-member household on which the CTMWA based its demand for a "living wage" is not representative of the real size of workers' households

Tax forms

Mr Kuny argued that Mr Brand had no grounds for claiming he had "clear evidence" for saying that the average household size of CTMWA workers was 2,4 He asked Mr Brand if he had checked whether the information he based his calculations on — taken from tax forms filled in by workers when they began working for the municipality — had ever been updated

Mr Brand said he did not know Mr Harry Snitcher, appearing for the Cape Town City Council, interjected that he had told the court earlier the forms were updated "from time to time"

documents were available they would show a different picture to the one arrived at by Mr Brand

In further cross-examination Mr Kuny quoted from a document presented to the court in which Mr Brand criticised a survey conducted for the CTMWA and set out criteria for assessing the credibility of research Among these Mr Brand said the question should be asked "Does the design answer the research question?"

'Best material'

Mr Kuny argued the tax forms on which Mr Brand based his calculations of household size were not designed to show the household size of employees The questions did not show if a worker was living with a woman without being married to her, he said Such information could alter calculations

Mr Brand acknowledged this but added the tax forms were the best material available on which to make calculations.

Training

Mr Brand's document had also stressed the importance of the proper training of research interviewers so as to ensure that all questions were properly understood, said Mr Kuny. He submitted it was not known whether the details of questions on the forms had ever been explained to employees filling them in and it was also not known whether all questions had been answered by all employees

Mr Brand said the guidelines he had set out were for the purpose of scientific research To apply them stringently in business situations would be "unrealistic" The hearing continues next week

Mr Denis Kuny SC, assisted by Mr A Omar, both instructed by Cheadle, Thompson and Haysom, is appearing for the CTMWA Mr Harry Snitcher QC, assisted by Mr J Gauntlett, both instructed by Silberbauers, is appearing for the City Council

The presiding officer is Mr J J Human, with Mr Alec Erwin and Mr G Powell acting as assessors

Too little

Mr Kuny said he was dubious about this since workers in the categories being discussed were earning too little to pay tax Changes in family size would make no difference to the workers' tax obligations He asked for the original documents to be made available for him to study

Mr Kuny said he suspected that if updated

W12 VI 812 185 (138)

Company doesn't want to talk — union

By STEVEN FRIEDMAN
Labour Correspondent

A BRITISH company Raleigh Cycles has been accused of refusing to talk to union shop stewards at its Springs plant — a claim which it has denied

The claim is partly the result of a recent visit to South Africa by Mr R A L Roberts, chairman of Tube Investments, the British company which owns Raleigh

Shop stewards of the United Mining, Metal and Allied Workers' Union of SA (UMMAWUSA) asked to meet Mr Roberts to discuss grievances, but were turned down

The chairman of UMMAWUSA's shop stewards committee at the plant, Mr Alfred Motseni, claimed this week that local management was also refusing to talk to the stewards

He said the stewards wanted to dis-

cuss wage increases with Raleigh and to complain that although the plant was closing for four weeks at the end of the year, some workers were being paid for only three

But Raleigh's personnel director, Mr P G Nel, said the issues raised by Mr Motseni had been discussed with shop stewards "at length"

The company was against negotiating wages with unions outside an official industrial council.

Employees at Spar stores halt work

Labour Reporter

FOUR Spar stores in Natal were hit by labour problems on Saturday after about 100 workers stopped work in support of their demand for more pay and recognition of their union

Mr Jay Naidoo, a spokesman for the Commercial Catering and Allied Workers' Union of South Africa, CCAWUSA, said yesterday that the union was seeking an urgent meeting with the management today to help resolve the impasse

Originally six Spar stores were affected, but workers from the Spar Store at St George's Street and the Westville Foodliner returned to work on Saturday

According to Mr Naidoo, workers of Kloof Spar Foodliner, City Square Foodliner in Pietermaritzburg, Hammersdale Foodliner and Daytona Foodliner on Durban's beachfront

were still out on Saturday

He said police had been called to some of the stores on Saturday and had dispersed the employees

The workers were demanding a salary in-

crease of R80 a month and recognition of their union. They were also asking for the reinstatement of two employees who were dismissed recently

Management of Spar could not be reached for comment yesterday

Argus 11/12/84 (138) ~~138~~

TV a necessity for poor people — court told

Labour Reporter

TELEVISION was the only form of entertainment for many people living on the breadline, an Industrial Court has been told

Mr Denis Kuny SC, for the Cape Town Municipal Workers' Association, yesterday told a hearing to arbitrate on a wage dispute between the CTMWA and the council that TV was becoming a necessity rather than a luxury

Cross-examined by Mr Kuny, Mr Martin Brand, senior lecturer at the University of Stellenbosch graduate school of business, said he could not understand why some workers bought television sets with their annual bonuses rather than refrigerators

Mr Kuny replied that people living in poorer areas were afraid to go out at night or could not afford the transport for other forms of entertainment.

CHALLENGED WAGE FIGURES

Earlier Mr Kuny challenged comparative wage figures produced by Mr Brand

Mr Brand had compared the actual minimum of R1,65 an hour paid by the council with gazetted minimums laid down by industrial councils in other industries. In many cases industries paid more than the legal minimum, Mr Kuny said

Mr Kuny also challenged Mr Brand's calculation that the average household income of municipal labourers was R463,80 a month

Although, according to a union survey, only 32 percent of municipal labourers' wives worked, Mr Brand had averaged the extra income earned across all households

"This presents an incorrect picture. If I were one of the 68 percent of labourers without a working wife my income would be R386,50 a month"

Referring to Mr Brand's evidence on benefits received by labourers, assessor Mr Alec Erwin asked whether annual leave, which employers were legally obliged to provide, constituted a "quantifiable monetary benefit"

"Yes. Leave constitutes a cost to the employer," Mr Brand said

Only 4 stores hit by strike

11/21/84

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Mercury Reporter

A SPOKESMAN for Spar stores said yesterday it was incorrect to say that Spar as a whole had labour problems or striking staff

The spokesman was referring to a strike in four Spar stores during the weekend when about 100 employees stopped work in support of more pay and recognition of the Commercial, Catering and Allied Workers' Union of South Africa (CCAWUSA)

The spokesman said the firm had urged the employees to return to work while their grievances were being considered. They had refused to comply and had been dismissed following warnings

Illegal

He said there were more than 100 Spar member stores in Natal and the labour difficulties had been restricted to a group of stores owned by Brown's Retail

The spokesman alleged that the strike was illegal

The company had appointed works councils in many of the stores to air grievances

'In this case we have had no communication at all through these channels from our staff of any grievances,' he said

The spokesman said workers who had not gone back to work in spite of adequate warning had been dismissed

He said discussions had been held with the union in the past but the union had not yet provided proof of union membership as repeatedly requested by the company

warns

Cape Times
12/12/84

On Wages

Staff Reporter

THE migrant labour system, as well as influx control and the coloured labour preference policy in the Western Cape, had kept wages for unskilled labourers artificially high, Professor J L Sadie, a professor of economics, told an industrial court hearing yesterday.

He was giving evidence in the hearing to arbitrate on the wage dispute between the Cape Town Municipal Workers Association and the Cape Town Municipality, in which the 11 000-member association is demanding a "living wage".

Euphemism

Professor Sadie, a former director of the Bureau for Economic Research, told the court that additional forces which caused the "contrived scarcity" of unskilled labour and higher wages in the Western Cape were trade unions who catered for the interests of their members only.

He said it made "absolute economic nonsense" to raise wages according to increases in the cost of living. This would perpetuate the spiral of "senseless inflation".

To raise municipal rates in order to pay a big increase would be "unjust to others", he said. If a living wage was defined as being what people needed to survive, it had to be noted that needs for different employees would be different according to their circumstances and their frugality.

'Contrived scarcity'

The term "living" in the demand for a "living wage" could easily become a euphemism for middle-class comfort. Professor Sadie warned that paying workers wages that were not determined by the free market would mean that "price itself out of the international market".

The hearing continues. Mr Denis Kuy, SC, assisted by Mr A Omar, both instructed by Cheadle, Thompson and Haysom, is appearing for the CTMWA. Mr Harry Snitcher, QC, assisted by Mr J Gauntlett, both instructed by Silberbauers, is appearing for the City Council. The presiding officer is Mr J J Human, with Mr Alec Erwin and Mr G Powell acting as assessors.

Mercury 17/12/84 (138)

Dispute move after firings

Mercury Reporter

THE Commercial, Catering and Allied Workers' Union has declared a dispute with Brown's Retail, which controls 11 of the

Spar grocery stores in Natal

This move follows the dismissal of 180 workers at eight Spar outlets in Natal after they stopped work in support of more pay and recognition for their union. All eight outlets are owned by Brown's Retail.

Mr Jay Naidoo, an organiser for the union, said yesterday that the union had applied to the Department of Manpower for a conciliation board hearing.

He said employees at three of the stores had asked to see the management, but the management had refused to accede to this request and the workers had been dismissed.

Mr Naidoo said the executive committee of the union would hold a special meeting to consider the dispute.

Mr Dennis Love, a personnel manager for the Spar chain, was not available for comment yesterday.

Mediator fails to solve Ccawusa dispute

By JOSHUA RABOROKO

A MEDIATOR has failed to settle a wage dispute between the Commercial, Catering and Allied Workers Union (Ccawusa) and an American company operating in South Africa, 3M.

A Ccawusa spokesman told The SOWETAN that the US parent company paid approximately R6 per hour and that the local subsidiary was taking "advantage of cheap labour" in South Africa

The dispute, which involves about 280 workers, was referred for mediation when the parties were unable to reach an agreement on the matter

Increase

3M has offered the bargaining unit an R80,50 per month across the board increase, effective from January 1 for a period of one year to January 1986 This represents a 20 percent increase for the lower paid workers

The union is demanding an increase of R100 across the board, effective from January 1, 1985 for a period of one year.

The union's spokesman said that management was not prepared to meet their demands The parties have been involved in wage negotiations since October

Fighting

"We shall continue fighting for our members' rights in the plant and hope that the dispute will be settled soon," the spokesman added

3M's public relations officer, Ms Deme Jansen, confirmed that the mediator had been unsuccessful in settling the matter.

Meanwhile Ccawusa has declared a dispute with giant supermarket, Checkers The issue was also referred to mediation which is due to begin next week

Cape Times 13/12/86

Sadie opposes 'living wage'

Staff Reporter

THE number of unskilled workers without full employment in South Africa would grow to more than five million by the end of the century if present labour practices continued, Professor Jan Sadie, emeritus professor of economics at the University of Stellenbosch, told an Industrial Court hearing yesterday.

Arguing against paying workers a "living wage", Professor Sadie said a "living wage" which caused labour to be overpriced meant a "no-wage situation for millions".

Giving evidence in the hearing to arbitrate on the wage dispute between the 11 000-member Cape Town Municipal Workers Association and Cape Town Municipality, Professor Sadie said there would be less capital available for the creation of jobs the more the country's national in-

come growth was absorbed by wage rises.

A policy of paying a "living wage" had to be weighed up against the "poverty and squalor" of those whose chances of employment were lessened by such wage practices.

He argued that the ripple effect of a "disproportionate rise in wages" of employees of Cape Town Municipality would mean there was a danger that the Western Cape would become an economic backwater, and that the action of the municipality in respect of wage policy could be emulated by others.

The hearing continues.

Mr Denis Kuy, SC assisted by Mr A Omar, both instructed by Cheadle, Thompson and Haysom, is appearing for the CTMWA. Mr Harry Snitcher, QC, assisted by Mr J Gauntlett, both instructed by Silberbauers, is appearing for the City Council. The presiding officer is Mr J J Human, with Alec Erwin and Mr G Powell acting as assessors.

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the metal sector as its factories are more capital intensive and employ fewer artisans. Another factor is that economic conditions for the two are not always similar, which means that they have different priorities when it comes to wage negotiations.

Nevertheless, Uys emphasises that the advantages of membership of the engineering council are considerable and that no move away from it is likely in the foreseeable future. One major consideration is that the infrastructure and benefits offered by the council are substantial.

In addition, no move would be considered without the agreement of all employers and unions concerned, and it is unlikely that the unions, as well as a number of employers, would agree to it. A further obstacle would be that while the PMA is strongly representative of the industry in the Transvaal, it is less representative in Natal and the western Cape.

The *FM* understands that the Plastics Industry Group Committee of the industrial council is due to meet next March to discuss the matter. The committee will be asked to recommend to the council a suitable and clear definition of the plastics industry so that all companies will know whether or not they are covered by the council's agreement.

Uys believes that the PMA has not been sufficiently active within Seifsa, and it intends to "play a greater role in the future" so that the interests of the plastics industry are better catered for.

Seifsa director Sam van Coller says the situation is very complex and it will take a great deal of discussion before it is sorted out. He adds "Seifsa itself doesn't have a view and it is up to the employers and the unions in the plastics sector to decide on their future direction."

MINING INDUSTRY

Closed shop tangle

A legal dogfight about the closed shop in the mining industry has moved a step further. Last week, the 3 300-member SA Technical Officials Association (Satoa) lost its appeal against a Supreme Court decision that the court has the power to review an Industrial Court judgment which went in the association's favour.

At the heart of the case is the mining industry's unique combination of closed shop and allocation of occupations agreements. This has the effect of ensuring that all mine workers, barring blacks and learners, have to belong to a union or an officials association to which they are allocated by occupation.

The Mine Surface Officials Association (MSOA) and the Underground Officials Association (UOA) signed combined closed shop/allocation of occupations agreements with the Chamber of Mines in 1969. However, a complication arose when the Satoa,



White miners ... allocated by occupation

which only represents two categories of workers — reduction plant employees and winding engine drivers — was formed in 1973.

Satoa agreed with the chamber that it would not have closed shop facilities. It also agreed that employees in the two categories who work on the mine surface would be able to choose between joining it or the MSOA, while underground workers would have the same choice with regard to the UOA. In addition, it agreed that Satoa members would be allowed to resign to join either the MSOA or the UOA if they wished, but that MSOA and UOA members would not be able to resign to join Satoa. This agreement is known as the "one way traffic rule" in the mining industry.

Satoa declared a dispute over the "one way traffic rule" in 1981. At the end of that year, the Industrial Court handed down a judgment which stated that the rule was an unfair labour practice. However, MSOA and UOA contended that the court had included all officials in the mining industry — even those for whom Satoa is not registered — in its consideration of the case and took the judgment on review to the Supreme Court.

When the case came to court, Satoa countered by alleging that the Supreme Court did not have the right to review Industrial Court decisions. The Supreme Court ruled against it and Satoa then took the matter on appeal. Satoa legal representatives argued that the Industrial Court is

not only a court of law, but also has a status equal to that of the Supreme Court.

Last week's decision means that the Supreme Court now has the right to go ahead with its review of the Industrial Court's ruling that the mining industry closed shop and allocations of occupations agreement is an unfair labour practice.

Commenting on the Appellate Division's judgment, MSOA general secretary Robbie Botha said "We are very pleased that the decision went our way. If the Industrial Court's finding is implemented, it will mean the wholesale destruction of the closed shop and allocation of occupations agreements in the mining industry. And it will have an effect beyond that as well."

Botha told the *FM* that his association is hoping that Satoa will decide to throw in the towel and take up a 15-month-old MSOA offer to amalgamate their two unions. "If they don't accept the offer it will be a tragedy for the interests we both represent," he says.

But Satoa general secretary Harry Mallet-Veale rejects the idea. "The MSOA did make us an offer and we had discussions but they broke down completely. I don't think amalgamation is on the cards and I don't see it happening in the near future."

"The Industrial Court gave a judgment that the closed shop is an unfair labour practice, and we intend in the long run to see that its judgment will be implemented and adhered to. We must get something out of all this."

ROM 14/12/84 (138)

Union says: No merger

By STEVEN FRIEDMAN
Labour Correspondent

THE country's second-oldest emerging trade union, the Engineering and Allied Workers Union (EAWU), has decided against merging with a rival union

This means it will continue to exist as a union with its own identity despite a decline in its fortunes which led officials to consider merging with a metal union

Officials said a merger might be necessary because mass retrenchments threatened the union's survival — particularly as it followed a period of decline with membership dropping to about 2 000

No decision had been taken on which union EAWU would have merged with, but the likeliest candidate was thought to have been the United Mining, Metal and Allied Workers Union of South Africa (UMMAWUSA), which was formed recently by officials expelled from the Metal and

Allied Workers Union

A union spokesman said yesterday that the suggestion for a merger was put to a recent congress at which all EAWU branches were represented. It was rejected.

"Delegates insisted that we maintain our identity," he said.

The union's new president, Mr Ephraim Tsotetsi, said the decision against a merger was final.

Officials will now make an effort to rebuild EAWU into a shop floor force.

EAWU's history dates back to the 60s when it was one of two black unions that refused to resign voluntarily from the Trade Union Council of South Africa when Tucca barred black unions in 1969.

● The congress also elected new office-bearers for EAWU. Besides choosing Mr Tsotetsi as president, Mr Zachariah Mochane was elected general secretary, Ms Polly Sibanyoni vice-president, and Mr Benjamin Makhubu treasurer.

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Detained trade unionist released

REMY
11/12/84
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Mall Reporter

A SHOP STEWARD of the Commercial, Catering and Allied Workers' Union (CCAWUSA), Mr Duma Nkosi, has been released after six months in detention.

Mrs Emma Mashinini, general secretary of CCAWUSA, said yesterday Mr Nkosi's release followed massive pressure on the Government by trade unions in Europe.

She said the most vocal was the Dutch union federation, the Federatie Nederlandse Volksbeweging (FNV), which had sent

letters to the South African authorities calling for Mr Nkosi's release.

Mr Nkosi is a shop steward at Makro in Johannesburg, which has branches in the Netherlands. He was detained on June 4.

"Now that our shop steward has been released without charge, we wonder why he was detained at all in the first place," Mrs Mashinini said.

Mr Nkosi's release follows the appearance in court last week of CCAWUSA's Vaal secretary, Mr Mongezi Radebe, on charges of high treason.

15/12/84
Sacked

workers

backed

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Labour Reporter

REPRESENTATIVES of a number of community bodies met in Durban yesterday to offer assistance to about 150 employees of Spar who were dismissed following a strike at some of its chain stores

Mr Important Mkhize, branch organiser of the Commercial Catering and Allied Workers' Union of South Africa, CCAWUSA, said afterwards that the meeting expressed sympathy with the sacked workers and pledged its support to fight for their reinstatement.

The union had since declared a dispute with the company

Workers from four Spar stores in Natal went on strike last Saturday in support of more pay and recognition of their union

A company spokesman said the firm had urged the strikers to return to work while their grievances were being considered, but they refused

Checkers re-hires sacked workers

THE GIANT SUPERMARKET, Checkers, has agreed to re-employ members of the Commercial Catering and Allied Workers' Union (Ccawusa) dismissed at two plants

Ccawusa's general secretary, Mrs Emma Mashinini said management has finally agreed to re-employ the workers after what she termed "hard negotiations between the union and the company"

In Tzaneen about 50 workers and

13 in Waterkloof were dismissed following industrial actions over wages

She refuted reports that the union had declared a dispute with the supermarket over wages

"We are pleased that management is prepared to reinstate our members. It is not a healthy thing for people to lose jobs at this time of high unemployment, escalating cost of living and recession"

Saweta 17/12/84



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Workers' grievances 'ironed out'

Labour Reporter

THE dispute over wage increases for Allied Publishing workers in Durban has been settled, according to a spokesman for the workers

Mr Jay Naidoo, local organiser of the Commercial, Catering and Allied Workers' Union of South Africa, CCAWUSA, said yesterday that various grievances, including pay, had been amicably ironed out at recent talks between representatives of the union and the management

'We also succeeded in narrowing the wage gap between Allied workers in the Transvaal and Natal

'Local employees were earning about 11 percent less than their Transvaal counterparts, but the latest increase which we managed to persuade the company to grant effectively narrowed the gap down to about six percent --

'Our aim is to have the wage gap totally eliminated,' he said, adding the workers were pleased with their wage increases

Mr Kevin McCullough, personnel manager of Allied Publishing in Natal,

yesterday confirmed that the dispute had been settled and said that after lengthy discussions between the management and union representatives, including CCAWUSA's general secretary in Johannesburg, Allied's present recognition agreement with the union had been extended to Natal

'Minimum wage scales will be adjusted from December 10 when the amended agreement was signed

'In addition management offered to make a further adjustment to Natal workers' minimum wage scales effective from April next year, immediately prior to the implementation of the 1985/1986 wage scales to be negotiated with CCAWUSA in March

'The overall effect of the wage adjustment ranges between R6,78 and R19,10 a week,' he added

By STEVEN FRIEDMAN
Labour Correspondent

THE Spar retail chain has agreed to meet the Commercial, Catering and Allied Workers' Union (Ccawusa) for talks on an eight-day-old strike at eight Spar Natal stores, the union's general secretary, Mrs Emma Mashinini, said yesterday.

Mrs Mashinini said the strike was continuing — but complained Spar was only willing to meet Ccawusa on January 3.

But Mr Bevan Ratchliffe, Durban manager of the Brown Group, which owns the Natal Spar stores, yesterday denied the strike was continuing. He said it had ended after "a couple of days" and said stores had returned to normal.

Questioned on the proposed meeting, he would only say: "We talk to the union all the time."

The strikes were prompted by union recognition demands and charges that management was "harassing" union members. About 150 workers in at least three Natal towns and cities — Durban, Maritzburg and Hammarsdale — took part.

Mrs Mashinini said strikers had been picketing the homes of company directors and the affected stores. They had been arrested twice, but later released, she said.

"The strike is continuing and we want to settle it — but the fact management will only meet us in two weeks' time will obviously delay this. We cannot understand why they won't meet us earlier," she said.

Meanwhile, 130 workers at a Chamdor company, Betta Sanitary Ware, were fired this week after striking in protest at a company decision not to award them bonuses as it is in provisional liquidation. They were told they could apply for re-employment on January 7.

A worker source said yesterday this was the second consecutive year workers would not receive a bonus.

A company spokesman confirmed the worker source's statement but refused to comment on whether the plant would re-open under new management next year.

ROM 20/12/84 (138)

Spar to meet union over dispute

Mercury 20/12/84

Store protest — 7 freed after arrest

Labour Reporter

SEVEN people were arrested by police following demonstrations outside Spar stores in Durban and Westville, but they were later released without being charged, a senior police spokesman in Pretoria confirmed yesterday

Mr Jay Naidoo, local organiser of the Commer-

cial, Catering and Allied Workers' Union of South Africa, said the protest was against the dismissal of 150 workers from eight Spar stores in Natal following a strike over a wage dispute

The strikers also asked that the company recognise the union

Mr Naidoo said all seven were released after the union lawyers got in touch with the police. No charges were laid against them

The protesters were arrested outside the Dayton Spar Foodliner at the beachfront and at the Westville Foodliner. Placard demonstrators at the Bluff branch of Spar were ordered by police to move

Dismissals

The demonstrations were aimed at focussing public attention on recent dismissals from the Spar chain stores

Mr Dennis Love, personnel manager of the Browns group whose Browns Retail runs the Spar stores, declined to comment yesterday, but last night Mr Naidoo said the company had offered to meet the union on January 3 to resolve the dispute

Col J Venter, of police headquarters in Pretoria, told the Mercury yesterday that the seven had been released immediately after their arrest and no charges had been laid against them

By CATHY SCHNELL

UNIONS have agreed on a wage freeze at PE Tramways to enable the company to hold back fare increases because of the region's economic circumstances and rising unemployment

Two of three unions concerned have backed the company "to the hilt" and the third is still discussing the issue

Other political and business leaders were also consulted, Mr C T Coetzer, managing director of PE Tramways, said today

Wage increases could only be granted if fares were increased, as the company had to pay the increased wages out of present profits

"To increase bus fares in the present times of unrest and unemployment would be short-sighted," Mr Coetzer said

Two of the three bus unions have pledged their full support to this move. The other union, the Transport and Allied Workers Union, are to discuss the issue further with management

Mr Robert Nelson, chairman of the Port Elizabeth Bus Workers Union, said strikes, violence and even boycotting of the bus service by commuters could have resulted had bus fares been increased in the

Unions at bus firm agree to pay freeze

present economic climate

The Bay Bus Worker's Union also supported this move to the hilt, Mr Nelson said

Mr Coetzer said the company would continue to negotiate with the unions. When an agreement was reached on a wage adjustment, an application would be made to the Local Road Transportation Board for an increase in bus fares

The time lapse between the date of making such an application and the date of introducing higher bus fares was difficult to predict — but would be about four months, he said

The last bus tariff increase was more than 18 months ago

Wages were increased in

June last year — and service increases were awarded in December 1983

Meanwhile, PE Tramways's profits for the past 5½ months are more than R1 million less than expected

The company's operating costs during this period were almost R2 million up on the first five months of the financial year in 1983

The number of passengers had started to decrease as far back as August — the first sign of high unemployment

The company had been forced to retrench 11 workers and also, by not replacing staff who either left or were fired, had reduced their labour force by 138 people. A total of 21 buses had been taken off the road.

Proof 21/12/84

138

ROM 21/12/84 (138)

Union declares dispute over pay increases

By STEVEN FRIEDMAN
Labour Correspondent

THE Commercial, Catering and Allied Workers' Union (Ccawusa) has declared a dispute with a Johannesburg company, African Sales, which centres around two key bargaining issues.

Ccawusa wants the company to grant its 70 workers an "across-the-board" pay rise of R25 a week each, but the company insists it will grant pay rises "on merit"

and that some workers will receive more than others.

This has led to deadlock, and the union has declared a wage dispute.

The union also claims that African Sales is guilty of an "unfair labour practice" because it allegedly bypassed the union in negotiations and appealed directly to workers to accept merit increases. The company denies this.

Ccawusa has also lev-

elled other charges against the company, which have been denied.

African Sales says there is no dispute between it and the union about the total amount to be paid out in pay rises — but that it is "management's prerogative" to reward some workers with higher increases than others.

A union statement said African Sales accepted the idea of across-the-board

rises at one point, but then produced minutes at a negotiating meeting which did not reflect this.

The company then "unilaterally" offered to pay workers merit increases of R12,50 to R22,50, and decided "arbitrarily" to hold meetings with workers "to try to influence them".

It said the union believed this was an unfair labour practice.

Spar gives details of store strikes

Finance Editor

RECENT trade union activity, in which 150 people were fired, focused on the Browns Retail group and not Spar stores as a whole, Mr P R Heber-Percy, chairman of Spar South Africa, said in a statement to the Mercury yesterday

Striking staff were given several formal and informal warnings earlier this month that the strike was illegal and refusal to resume work could lead to their dismissal

The refusal of 150 people to return to work led to their firing, Mr Heber-Percy said. Each striking worker was given a last chance to reconsider and 'some did so and returned to work'

Mr Heber-Percy said management was convinced of, and terribly distressed by, the knowledge that many of the dismissed staff did not 'wish to take part in the strike and were intimidated'

Browns had since hired some temporary workers and would offer jobs to some of the fired people who qualified in certain categories of work

He pointed out that Browns owned only 23 stores out of more than 100 Spar member stores in Natal and that Browns had problems in only eight of these stores. They employ about 550 people

'The Spar organisation itself is not experiencing labour problems,' he

said

Outlining the dispute, he said the management of Browns Retail had tried to adopt a most co-operative attitude in dealing with the trade union's (CCAWUSA's) request to represent all their employees

Management allowed access to the stores in Durban and Pietermaritzburg, but 'this was abused' with a diminution of productivity and a considerable decrease in the goodwill and co-operation between store managements and staff

Mr Heber-Percy said they had held many meetings with the trade union and 'no real conclusion' had been reached and there were 'stalling tactics from the union who could not show us a constitution which allowed them to have Indian members'

More than 30 percent of Browns Retail staff is Asian

'Nor were they able to prove, to our satisfaction, that they did represent a majority of our staff'

Mr Heber-Percy said some workers who were claimed as members by the union were 'not subscription-paying union members'

'The goodwill shown by management in co-operating with the union was regrettably not reciprocated'

The managing director of Browns Retail, Mr John Limbouis, held regular

meetings with staff at every store, giving them a chance to air grievances and problems

He also shared with them the problems of poor productivity and 'asked them to pull together better'

Early in December, he visited most of the stores to tell them performance was better, that there would be a 13th cheque, and called for any grievances or problems

'We are not aware of anything that was asked for that has not been attended to. Matters raised were settled there and then'

Mr Heber-Percy said that within two days of the last of these meetings, a large number of the black staff at four stores 'staged an illegal strike'

However, a large number did not strike and most of the other 23 stores were unaffected

'When asked for reasons, completely new grievances were trotted out — none of which had been aired at the meetings or through the grievance procedures made available to staff'

'A ridiculous wage demand was made and recognition of the trade union demanded — neither of which had been mentioned previously'

'There were several incidents of vicious threats being made by striking staff against those who were working — including threats against the safety and health of their families.'

The original four strike-bound stores were followed by another four in the next two days — but not all the staff struck

'It was quite obvious to us that the union was orchestrating this illegal strike,' Mr Heber-Percy said

He said the last official communication between management and the trade union was on November 19 when Browns discussed membership claims with them, but there had been no response to this letter

128/12/84
Firm
fires
400 for
strike

By PHILLIP VAN NIEKERK

MORE than 400 workers at Union Carbide's Tubatse Ferrochrome plant in the Eastern Transvaal have been fired after stopping work to demand the dismissal of a white supervisor who assaulted a black worker

The company insists that the supervisor has already been disciplined for the offence with a reprimand and final written warning

The workers — who were fired last Friday — said their union, the United Mining, Metal and Allied Workers of South Africa (UMMAWSA), was still prepared to negotiate with the company

Mr C S Robertson, group employee relations manager for Union Carbide South Africa, said that the supervisor had been found guilty of manhandling under the joint union-company grievance procedures

"The departmental manager disciplined him by giving him a final written reprimand. But the union said they were still not happy and wanted him dismissed"

A union spokesman said it was the third time the white supervisor had assaulted a black worker

"We fear that if supervisors are not fired according to the company's disciplinary code they will take advantage of their situation, knowing they are well-protected by management," he said