

Industrial REL. Workers' Org. - ~~the~~ Urban Training Project

1985

August - December

12/1/85
12/1/85



12/1/85
12/1/85

~~NUM~~ may join ⁽¹⁴³⁾ 7-nation ⁽¹⁵⁰⁾ alliance ^{R. Day}
218/85

THE National Union of Mineworkers (NUM) will decide on joining a new federation of mining unions, spanning seven Southern African countries, when it meets to discuss strike action

General secretary Cyril Ramaphosa said yesterday there was a "strong likelihood" the NUM would join the federation, covering mineworkers from Zimbabwe, Zambia, Zaire, South Africa, Swaziland, Botswana and Mozam-

CLAIRE PICKARD-CAMBRIDGE

bique
About 4 000 NUM members are expected to attend the mass conference in Welkom on Saturday

Ramaphosa said the federation would promote political unity among mine workers, particularly on issues affecting many countries such as government's threat to repatriate foreign workers

Other resolutions at Saturday's conference centre on the date and strategy for strike action

Legal strikes could take place at as many as 27 gold and coal mines where the union is recognised. The union would decide where it would take action

The NUM is demanding a pay rise of 22%, but the Chamber of Mines granted 14,1% to 19,6% increases on minimum rates, implemented on July 1

pany (50% owned by Gencor's Darling and Hodgson (D & H) and 50% by Cape Town entrepreneur Harry Fuchs) went dead against advice from the Cape-end of the project, where some top level people think the decision is a disaster

D & H chairman and chief executive John Hodgson, however, is adamant that the delay is just that "I'm not bold enough to go ahead after what has been happening over the past weeks, but the situation could change at any time," he declares

"I genuinely feel that a year's postponement under the current circumstances, and I stress 'current circumstances', is the right thing to do. It is a prime example of a prestige development and it will go right into the top bracket. You could put it on the market anytime when things are stable."

About R10m has been spent on civil works, including a new bridge to the island, which was purchased a few years ago for R3m, but, in addition to the lost interest, the developers also face an escalation in costs of somewhere between R6m and R10m

Add all this to the price of the 344 houses originally intended to go on the market from R110 000 to R240 000, and there could be a big problem even at very tight margins. Particularly keen tender prices had been achieved on the construction contract — which was to remain in-house through R H Morris — and a lot more than inflation would go into new quotes

Although it could presumably afford to, Woodbridge does not have the option of sitting indefinitely in the hope that an improvement in the market will outstrip the rise in costs, the provincial administration has set next June as the deadline for the start of house construction and there is no guarantee of an extension

The feeling in Cape Town is that Gencor got cold feet on political considerations rather than economic ones. "We think they did not want to be seen taking a risk on a prestige white housing development in the light of all the unrest and problems on their own mines," remarked one source close to the development

Hodgson declines to comment on the rumours which are, of course, bound to fly in the circumstances

F M 2/8/85
MINE LABOUR 1 143

MWU strike threat

The mining industry may be facing yet another dispute, this time involving the right-wing Mineworkers' Union (MWU) and Matthey Rustenburg, JCI's platinum refinery in Wadeville

Last week the MWU held a strike ballot among its 65 members at the plant over the company's decision to restore to the payroll, but not to permit to work, a man accused of assaulting a black worker. This follows a judgment by Industrial Court member S A Erasmus ordering the temporary reinstatement

of Piet Robbertze in terms of S 43 of the Labour Relations Act

MWU general secretary Arrie Paulus says that his executive will be counting the votes later this week, but he refuses to comment further. A Matthey Rustenburg spokesman also declined to comment, saying the company did not wish to "inflammate feelings"

It appears that management is caught in a dilemma. Robbertze's racial attitudes had previously led to several complaints and ultimately a strike by members of Fosatu's Chemical Workers' Industrial Union, and he had been told several times by management to change his attitudes. His full reinstatement may precipitate further unrest

The assault allegedly occurred in early January this year. Following a disciplinary investigation and an appeal, Robbertze was dismissed. The case went to the Industrial Court and judgment was given on July 1. Robbertze's legal representative had argued that in both the initial inquiry as well as the appeal, the employee did not have an adequate opportunity to defend himself. In addition, he argued that the evidence against Robbertze was insufficient to warrant his dismissal

Erasmus concluded that the initial inquiry had been conducted fairly. But he found that the appeal proceedings were unfair because Robbertze's union representative had not been given a record of the inquiry and was therefore unable to represent Robbertze properly

Erasmus found further that, due to the contradictory nature of the evidence, Matthey Rustenburg did not have "reasonable grounds to believe that it was, in fact, the applicant who had committed the assault". He consequently found that the dismissal had been unfair and order Robbertze's reinstatement

It is unclear where this dispute is heading. It remains to be seen how much support there is for industrial action at the plant. The Court order is a temporary one and normally lapses after 90 days. The MWU has no further legal remedy because Manpower Minister Pietie du Plessis has apparently refused to appoint a conciliation board to consider the dispute. This means that the Industrial Court will be unable to make a final order

The dispute is sensitive. It involves black-white relationships and comes at a time when the MWU is under intense pressure to agree to the abolition of the "scheduled person" definition, so opening up the possibility for blacks to advance into 13 previously white-only job categories in the industry

MINE LABOUR 2

D-Day for the NUM

The National Union of Mineworkers (NUM) meets in special conference at Welkom this weekend to decide a course of action in the long-running dispute with the Chamber of

Mines over wages and working conditions in the gold and coal mining industries

Deadlock arose between the union and the chamber in June, when the NUM rejected a chamber offer of wage increases ranging between 14.1% and 19.6%. The union is demanding 22%, plus other improvements in working conditions

Since the NUM held ballots at 17 of the mines where it is recognised three weeks ago (*Current Affairs*, July 19), it has kept observers guessing at its intentions. However, a union spokesman insists "We are going to strike". The purpose of the conference, she says, is merely to plan strategy

Ballot controversy

Controversy over the ballots has continued unabated. Mining industry spokesmen have argued that ballots were not conducted in secret. They further say that, even taken at face value, the 65 000 votes in favour of strike action represent only a minority of miners who had the opportunity to vote, and an even smaller proportion of the workforce at mines where the NUM is recognised. They question, therefore, whether the union has a mandate for strike action. Ballots were not held at Gold Fields and Rand Mines establishments due to disagreements over voting procedures

The union counters that voting figures on the 17 mines would have been higher had it not been for "intimidation" of workers by mine security police, and says it is confident of strong support at mines not balloted. The NUM spokesman concludes that the union has a mandate to strike on all 29 mines where it is recognised. However, she says the union does not intend to call "illegal and wildcat strikes" at other mines where it has membership but is not recognised

143 FM 2/8/85

er and acknowledge there will be difficulties in turning to overseas creditors in the present political climate

There is no consensus at present over the potential or actual disinvestment taking place. One source in the banking community estimates that the impact on the balance of payments will be an outflow of R300m a month in short-term capital. A rand above US\$0,50 would exacerbate this trend, and thus the Bank will be at pains to keep it below this level.

Conversely, the moment the rand drops, the capital outflows would probably diminish, and there could even be a movement back into shares. Says Standard Bank GM Manfred Schutte "Actual disinvestment is not frighteningly high. Last week's figures are on a par with those for April and May."

These developments in the financial markets could have a markedly negative effect on the fundamentals necessary for a recovery, however. Says Standard Bank's Andre Hamersma "The three things that will be affected are inflation, interest rates and the rand. For a recovery, it is essential to get our financial house in order. Now this is going to be that much more difficult to achieve."

Any substantial increase in capital outflows would offset the current account surplus, and result in interest rates sticking at levels too high for a recovery to take place.

The economic uncertainties and a seasonal market shortage have already forced rates to harden. As one economist says "As soon as the seasonal tight period is out of the way, the interest rate decline should continue, but not at the rate we had expected."

"If there are large capital outflows, however, we will have to rely on a further lack of credit to bring rates down. Furthermore, rates will have to be kept higher to protect the rand exchange rate. Clearly, we would have seen prime going down lower if there was no State of Emergency."

The impact on the real economy could also be immediate. Events over the last week have hammered, rather than revived, confidence in the economy. Says Hamersma "Current conditions are not conducive to expansionary plans, and people will hold back on any fixed investment. The mood is affecting expectations negatively at present."

This does not mean there will be no upswing. The movement of funds out of SA has not, as yet, been in fixed investments, but only in negotiable securities. And the fundamentals are still in place for a recovery.

Says Volkskas economist, Adam Jacobs "Exports are doing well, imports are down, stocks are at a low level — there must be an upswing in 1986. These developments will postpone the upswing and the tempo at which it takes place. This is, of course, assuming the situation returns to 'normal'."

"To look on the positive side, it is fortunate we are in fact in a recession with a surplus on the current account. If we were in a boom, with the balance of payments negative, and desperately needing capital, we would be in a disastrous situation."

PENSION REFORM

Union unease

The view from the bottom is not always visible to those at the top. It was this failure in perspective that brought to an end the attempt made in 1981/82 to introduce portability of pensions.

Now that a parliamentary select committee is about to resurrect a concept which previously triggered at least 30 strikes, involving about 27 000 workers, it is essential that everyone who will be affected by any changes to existing arrangements has their say.

Unless the committee involves a broad spectrum of opinion in the planning phases, the later stages will be no more successful than they were four years ago. The problem is that pension portability has different meanings for different people.

The situation has been neatly summed up by Gerhard van Niekerk, Old Mutual's general manager pensions. "When it comes to pensions, you can divide South Africa's pop-



Tucsa's Imrie ... review portability later

ulation into three groups." For those at the lower end of the economic scale, for instance, the question of preserving benefits is entirely academic — employment is occasional and pensions non-existent.

For those who work but are vulnerable to cyclical unemployment, portability is a luxury. Life is a series of crises, and financial reserves are the only means to survive. From this viewpoint, pension funds are a form of compulsory saving. And, given the low interest rate received at resignation, not a particularly profitable form either.

"So those who need preservation most are the people who can least afford it," says Van Niekerk.

It is only those in the third group, the comparatively small number of South Africans who have a reasonable expectation of long-term benefit from their pension funds who see portability as desirable. It means the freedom to change employment without sac-

rificing years of employer contributions.

The "major challenge" to our private sector, according to Van Niekerk, lies with the group in the middle: those who are usually employed but rely heavily on pension money as deferred payment during spells of cyclical unemployment.

"We must find ways to accommodate them within the system," says Van Niekerk. "Before we can really make portability workable we must look at things like unemployment insurance, at old age pensions and the way they are being paid out at the moment. Remedying these shortcomings will improve the image of the whole industry."

The next step would be to get "reasonable consensus between employers, employees and government. Then we must consider how to set aside money for a target minimum pensions system."

A suggestion comes from Sanlam's assistant general manager Tommie Malan. "You could have two funds: one for employer contributions which must be preserved, and another for employee's contributions which can be withdrawn — with interest credited at a rate equivalent to a rate earned at a building society."

The latter could be a provident fund, a form of saving favoured by the unions. This is because benefits are paid out in a lump sum.

Pensions are paid monthly and, according to Phiroshaw Camay of the Council of Unions of South Africa, "our experience is that, quite often, people are swindled because they are not able to read. They receive only part of the payment and some official pockets the rest."

Another criticism he has of pension schemes is that, unless unions have a say in investment policies, funds may be "invested in government stock or anti-union companies."

As for preservation, he believes "the whole idea should be put on ice. They used to call it preservation of pensions. Now they're calling it portability. But it's exactly the same thing, nothing's changed. It is premature and undesirable at this stage."

Ruth Imrie, acting general secretary of the Trade Union Council of South Africa (Tucsa), agrees that portability may be premature — though Tucsa has endorsed the principle of preservation. "The first thing that should be looked at is how to provide people with pensions and then look at portability."

If the success of the scheme depends on a broad consensus in the community, is a select committee the right body to examine the issues?

Imrie has reservations about this. "The body should have been of a broader nature. Employers and employees should have been included," she says.

Van Niekerk and Malan agree but both believe the committee may succeed if everyone concerned is consulted. "If a significant number of interest groups can progressively agree, we should be able to hammer out a

system we can all identify with"

Kobus Meiring, NP MP for Paarl and chairman of the select committee which meets this week, is reluctant to comment on the issue at this stage

FOREIGN EXCHANGE

The R2 billion loss

The extent of the Reserve Bank's foreign exchange losses — R2 billion in the year to March 1985 — is unlikely to recur

The Bank is phasing out forward cover contracts it provides for forex dealings over three years, with the deadline in the latter part of 1987. In terms of these contracts, the RB guarantees a rate on a certain date to those exposed to a forex position. If rates move against the contracting party, the Bank picks up the tab.

In terms of the phase-out, commercial and merchant banks must reduce the amount of their forex "books" written via the Bank by a pro rata one-third each year.

With the phase-out for the first year almost completed, Reserve Bank forex losses will be reduced at the margin for this fiscal year. And, despite the current pressure on the rand, a haemorrhage similar to that which started in August last year is unlikely.

The rand's crash — accompanied by stubborn increases in the value of the dollar and a weak gold price — was unexpected in almost all quarters. The Bank's losses were far exceeded by an estimated R5 billion in the private sector where many positions were taken on an uncovered basis.

Fund its losses

When the Bank has withdrawn from forward cover contracts, it will have succeeded in depoliticising its forex losses. Those exposed to fluctuations in foreign exchange rates will then have to provide their own cover by hedging in the options and futures markets.

The move will relieve the Bank of the awkward responsibility explaining the use of taxpayers' money to fund its losses on forex deals. The R2 billion loss in the 1984-85 fiscal year was equal to 50% of the Treasury's budget.

The Bank purchases a pool of foreign exchange, but because it does not hedge its position by "buying on both sides," its present forex policy will, by definition, always incur losses. And because the rand is thinly traded, it is an "exotic" currency and extremely sensitive to market vagaries.

The thin trading, combined with the unwanted reality that most dollars are earned by a handful of SA gold and mineral producers, has two undesirable consequences. First, when importers perceive that the rand is on a downward trend, they rush to cover forward, selling rands to buy dollars.

This pushes the rand down and dollar earners have a vested interest in waiting for further declines before converting dollars to

rands. This means a scarcity of dollars and further downward pressure on the rand. And because SA is a net importer, there will always be a shortage of dollars.

Perhaps by the time the Bank no longer offers forward cover contracts, the forex market would have been transformed to a money market-type operation. This would be better for a small market. It would also be in line with the wishes of the De Kock Commission on monetary policy, which is yet to be approved by government. ■

LIFE ASSURANCE

Quicker cash

The return of the so-called "incontestability clause" to life assurance in SA will certainly do much to soothe the anxious claimant, although the cost could increase premium ratings slightly in the long run.

Introduced by AA Mutual Life recently, the clause is to appear in all basic assurance plans. Effectively it means AA Mutual will not contest any details that appeared on the original application form for life cover, provided death occurs more than five years after the issue of the policy.

Normally, it is standard practice for insurers, when faced with a claim, to go back to the original policy application to ensure all relevant information has been divulged. For example, whether the applicant has been refused cover before, and on what grounds, or whether the insured had recently visited a doctor, suffered from nervous illness, and so on.

Instead the company will not refer to the application form for purposes of assessing the claim — "even if such declarations and information would have materially affected the assessment of the risk."

Explains AA Mutual MD Brian Benfield: "This shifts the emphasis from the claims stage to the applications stage. Policyholders can now be confident that the beneficiary will be paid out quickly without delays or queries. Application details will not be contested and all that will be required in most instances is a death certificate. This facilitates quicker and more efficient payouts."

Traditionally AA Mutual is heavily involved in mass marketing through direct mail and advertising.

The snag with the 60-month clause is that most problems of non-disclosure, or fraudulent disclosure, occur in the first couple of years.

Mark Winterton, GM (administration) at Liberty Life, points out that it is no secret that most insurance companies look at the first couple of years very carefully. "After this period the claim payment goes through fairly quickly."

Quinton Pretorius, deputy GM (broking division) at Southern Life, sees the major advantage of incontestability as being in the protection it offers clients. However, he explains that most companies do not bother to

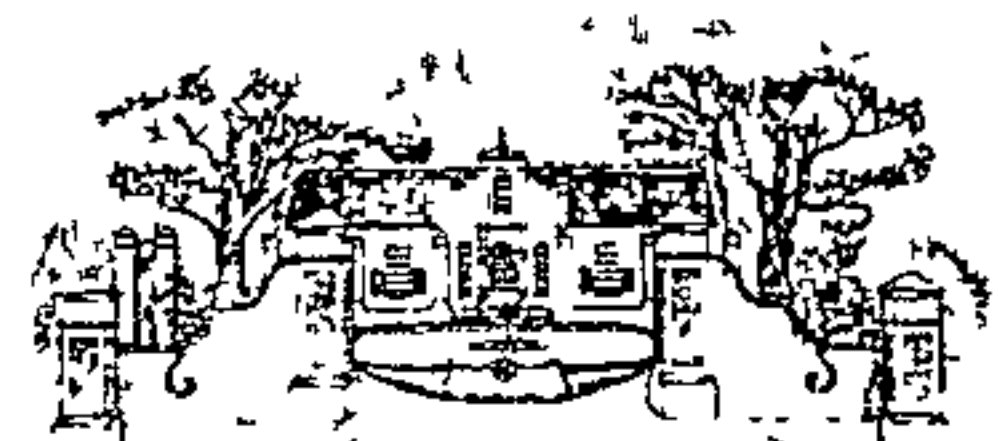
WHY VIN DE NUIT 83



Hand picking grapes at night at L'Ormarins — another first since 1981/82

Wine news for the connoisseur

- As from the 1983 vintage, L'Ormarins Estate Wines carry a special "VIN DE NUIT" (Wine of the Night) neck label
- This label is your guarantee that these select L'Ormarins wines have been made from noble varieties hand-picked in the cool of the night to preserve taste, flavour and aroma
- But the proof of the making is in the tasting. L'Ormarins produced the champion South African white table wine in the 1982/83 season



L'Ormarins

RIESLING • RHINE RIESLING
SAUVIGNON BLANC
BLANC FUME
UNAPASFC SAUVIGNON BLANC

* 19 Gold Medals 1984
Paarl & Cape Wine Show

LOR

Now ballot SOWETAN 2/8/85 strike

THE Metal and Allied Workers Union is to go on strike ballot on August 12 following a dispute with the Dorbyl group over wages and conditions of employment.

This was told to The SOWETAN yesterday by the union's Transvaal secretary Mr Moses Mayekiso, who also said the deadlock had been reached with the company over several issues — including the refusal to meet the union's representatives at plant-level.

The main reason of companies refusing to negotiate with unions at plant-level is that such negotiations should take place at the industrial council. Mawu has refused to sign the IC wage agreement for the metal industries this year and indicated that it will negotiate at ship-floor level.

The Dorbyl dispute affect; Dorbyl Railways Products, Dorbyl Structural Products, Dorbyl Structural Engineering and Dorbyl Forging and Machining Division, where the union's demands include a 40-hour working week without loss of pay, an increase in the long service bonus and the improvement of severance pay.

NUM to debate strike date

JOHANNESBURG
The National Union of Mineworkers' will decide this weekend when its planned strike affecting 28 gold and coal mines will start.

A specially convened conference in Welkom will also discuss the formation of a Southern African federation of mining trade unions.

The NUM claims it has a mandate to strike on the basis of a ballot conducted on 17 of the 28 mines where the dispute is operative.

Mr Cyril Ramaphosa, general secretary of the NUM, said the formation of the miners federation, which has been planned for more than a year, would take place in Zambia or Zimbabwe.

Other countries which are likely to be party to it are Zimbabwe, Zambia, Botswana, Swaziland, Mozambique and Zaire.

It is understood that one of the principle reasons for the federation is that Southern African miners have the same employers — multinationals such as Anglo American and Lonrho — DDC.

Union to see Mayor over strike, boycott

Pietermaritzburg
Bureau

MAWU is to meet the Mayor of Pietermaritzburg and the Chamber of Commerce to discuss the BTR Sarmcol issue, last month's stayaway of black workers and a planned boycott of white shops in the capital

This was decided at a meeting between Fosatu and various community organisations here on Thursday night after an invitation by the Mayor, Mr Robin Dales, for a discussion with interested bodies on the July 18 stayaway

Deputy Town Clerk Derek Wicks confirmed yesterday that a meeting in the City Hall next week would be attended by the Chamber of Commerce, Sakekame, Mawu Natal secretary Geoff Schreiner and the chairman of the Inter-denominational Af-

rican Ministers' Association, the Rev Moses Ntshangase

Mawu said in a statement yesterday that it would meet separately with the Chamber of Commerce to 'explain the details of the dispute at BTR Sarmcol' in the hopes of negotiating a settlement

It was also decided at Thursday's meeting to extend the boycott of white shops to Pietermaritzburg, but details have not been finalised

The statement added that a Mawu representative would appear on British television to outline the dispute

Also, the Trades Union Council had agreed that if invited by Fosatu, it would be willing to send a senior trade unionist to South Africa to investigate the dispute and report back.

White miners allege snub

By Amrit Manga

WHITE miners will strike if the Minister of Manpower, Pietie du Plessis, discriminates against their union during the appointment of conciliation boards

The threat follows an alleged delay by Mr du Plessis in appointing a board to consider the white miners' wage dispute earlier this year

Council of Mining Unions president Arrie Paulus says "The board was set up only after we threatened to strike

"In the case of the black miners, Mr du Plessis acted almost immediately, appointing a conciliation board three days after deadlock was declared"

Reluctant

The Mineworkers Union says it will not tolerate unnecessary delays in future disputes

The threat comes two months after the white union signed a wage agreement with the Chamber of Mines and as tens of thousands of black miners draw up strike plans

Although the white miners reluctantly accepted the wage offer, this is the first time they have voiced their discontent about conduct of negotiations.

Mr Paulus accused Mr du Plessis of practising double standards and discriminating against his union.

"We have a sneaking suspicion that the Minister's haste in appointing a board was prompted by fears that black miners would not hesitate to repeat the 1984 work stoppage which cost millions

"We must accept that he was prepared to take short cuts to resolve the black dispute"

A spokesman for the white union says "This can be interpreted only as an underestimation of our union's potential to take stronger industrial action

"We will demonstrate our strength by taking stronger action next time"

East Drie row

Another mining dispute is brewing. It is between the white union and the management of East Driefontein mine and concerns longer working hours.

Mr Paulus has rejected a scheme which proposes to extend working hours to include

days off granted once every two weeks

The scheme, according to the union, offers prizes to teams that achieve the lowest accident rate

But the prizes can be won only if miners work every Saturday. They would thus have to forego free Saturdays

Longer working hours would be a breach of the 11-shift fortnight agreement, says the union

A miner may, however, volunteer to work but will not be entitled to union protection in the event of injury or infringement of regulations

Damage

Negotiations with black miners are in deadlock. Sources say that talks at Teba, the Chamber's recruiting agent, will end in deadlock as well and a dispute could be declared this week

Neither the Chamber nor its affiliates will speculate on the consequences of a strike

But Mr Paulus says damage could run into millions. "Major damage has already been caused at Gencor's Evander and Beatrix mines and at Western Platinum near Rustenburg"

The need for NUM members to plan tactics is given as the main reason for the two-week delay in action after the strike ballot

A NUM spokesman says a decision to strike if wage talks failed was taken in January. The strike ballot simply reaffirmed the January resolution.



PART OF the 15 000 crowd of black miners who attended the National Union of Mineworkers' congress in Welkom at the weekend

eto man error rap

year-
is to ap-
burg
alleg-
terror
inden
of 470
was
ary 22
appear
ember
that
became
ter of
tional
) On
f that
s left
y to
Swazi-
it is
trans-
via
ween
and
wing
ANC

military training in Tan-
zania, Russia and An-
gola
In November 1977 un-
til March or April 1979
he offered training in
military warfare, sub-
version and/or terrorism
and/or sabotage to other
members of the ANC in
Angola and also in Mo-
zambique
From March-April
1979 to December 1980,
he performed for the
purpose of the realisa-
tion of the objectives of
the ANC, service in
the transport division in
Mozambique
His duties during this
period included among
others the transporta-
tion of trained ANC
members from Maputo
to the Swaziland border
so that they could skip
into the Republic of
South Africa

NUM threatens tough action

By JOSHUA RABOROKO

THE National Union of Mineworkers has threatened to take strong action if the State President, Mr P W Botha, does not withdraw the state of emergency within 72 hours.

The union is to send an urgent message to the President today calling on him to withdraw the threat to repatriate mi-
grants and to lift the state of emergency.

At a Press conference in Johannesburg yesterday NUM's crucial congress, the union's general secretary, Mr Cyril Ramaphosa, said that angry miners will take strong action on August 25 in support of wages and other sensitive issues.

He was sure the action would be supported by the Miners' International Federation and other unions following

discussions with them. The union will also fight any "drastic action" taken by mine managements against miners.

The action will affect 29 gold and coal mines where the union has recognition, but it was also expected that other miners will join.

Demands

Mr Ramaphosa said the miners are demanding a "living wage", job reservation to be scrapped, May Day to be a public holiday and improvement of working conditions.

Meanwhile thousands of black miners had a crucial meeting at Philip Smith Hall in Thabong, Welkom, at the weekend.

The emotion-charged meeting was marked by

the chanting of freedom songs, tribal dancing and power-packed speeches made by officials of the National Union of Mineworkers.

The mood was tense as delegates rejected the final wage offer made by the Chamber of Mines and resolved to take action at gold and coal mines.

The meeting, which lasted the whole of Saturday night was almost like a night vigil as speaker after speaker made scathing attacks at the Government's apartheid laws and the Chamber of Mines for refusing to pay workers "a living wage".

Mr Cyril Ramaphosa, the general secretary of NUM, said the "intransigent attitude" of the

Chamber had angered thousands of miners. We tried to negotiate in good faith with the mine management, but they have refused to listen."

Applauded

He was applauded when he said the miners would resist any form of oppression against them, either by the government or mine managements.

The congress resolved to

- take industrial action as from August 25,
- call on the President to remove the threat to repatriate miners,
- call on the President to withdraw the state of emergency,
- disaffiliate from the Councils of Unions of SA (Cusa), and
- form a federation of mining unions in Southern Africa.

The union has also demanded that the chamber and the government should scrap job reservation on the mines and improve working conditions of black miners.

PERSONNEL AND TRAINING MANAGEMENT

To improve your prospects for a senior position in the field of Personnel and Training Management you will require a high standard of Business Education.

At the Eden Management College you will receive a sound and practical course in Personnel and Training Management by attending classes every Saturday from 9 am to 12.15 pm.

240 000 workers set to go out

143

2

NUM strike could cripple gold industry

Day

5/8/85

The National Union of Mineworkers (NUM) has voted to go on strike from August 25 at 18 gold mines and 11 collieries

As many as 240 000 black workers could be involved in the dispute which centres on wages and working conditions

And NUM general secretary Cyril Ramaphosa said at a press conference yesterday that the congress had had "great difficulty" in stopping representatives from non-recognised mines taking action

The union is not certain what action could be taken at non-recognised mines, but believes 70% of the workers on gold mines and 20% on the coal mines would consider going on strike

The union also resolved at a mass congress on Saturday that all white businesses near mining towns would be boycotted unless the state of emergency was withdrawn within 72 hours (effective from today)

The congress, was attended by 450 voting delegates and 12 000 non-voting delegates

CLAIRE PICKARD-CAMBRIDGE

NUM president James Motlatsi said the congress had also decided that the union would immediately call a "national strike of all miners and stop all mines" if the government proceeded with its threat to repatriate migrant workers

The union is calling for the State President to withdraw his threat immediately or face NUM authorisation of action by members

Motlatsi said the delay in the institution of the strikes was to give employers a limited time to make realistic offers. Failing this the strike would go ahead as planned, he said

Ramaphosa said another reason for the delay was to give the union time to communicate strike plans to all its members

The strike could cripple the vital gold mining industry at a time when pressure is mounting overseas for economic sanctions

The NUM said that the De Beers Namaqualand Division also faced

strike action on August 25 if it cannot improve its offer

Motlatsi said the NUM was disaffiliating from the Council of Unions of South Africa (Cusa) immediately due to their lack of seriousness regarding moves for the formation of a new federation of unions

The NUM is presently locked in wage disputes with the Chamber of Mines (Gold and Coal), De Beers, Duvha colliery and The Employment Bureau of Africa (TEBA)

The union has been advised that strike action on unrecognised mines would not be illegal because all mine workers were affected by the dispute

Johan Liebenberg, industrial relations advisor to the Chamber of Mines, said yesterday that the chamber would dispute the legality of possible strikes at non-recognised mines "We believe the union is only entitled to take strike action at recognised mines which were originally part of the dispute"

He said the chamber would study statements made by the union and issue a formal response today

NUM strike could cripple gold industry

Union ready for biggest strike in history of South Africa's mines

By Sheryl Raine

5/8/85 STAR 143

On August 25 a potential 400 000 black miners could launch the biggest strike in the country's mining history, according to National Union of Mineworkers' (NUM) general secretary, Mr Cyril Ramaphosa.

The NUM reports its paid-up membership is 100 000, it has many more signed-up members and it cannot rule out the participation of other miners in the strike.

Representatives from more than 30 news-gathering operations, including foreign radio and television teams crammed into a small office of the NUM in Johannesburg yesterday to hear Mr Ramaphosa and the union president, Mr James Mollai, spell out their plan of action for the next three weeks.

UNANIMOUS VOTE

The Press conference followed a late-night congress in Welkom at which 450 delegates voted unanimously in support of strike action to drive home demands for across the board wage increases of 22 percent. The Chamber of Mines implemented increases ranging from 14,1 to 19,6 percent on July 1.

Mr Ramaphosa declined to say how long the strike would last. He also said the exact number of strikers was difficult to predict.

He said the union had the support of the Miners' International Federation which represents miners in most western nations as well as Latin America.

NUM members will however get no financial assistance during the strike. The union has no strike fund.

What was the NUM's attitude to mineworkers who did not wish to join the strike?

"We accept the concept of freedom of association and action. Workers who want to work will be allowed to do so. Our members will not intimidate," said Mr Ramaphosa.

What impact would the strike have on the country's most important industry?

"We are well-organised in all Anglo American mines as well as Goldfields. We are recognised at only one Gencor mine but have applied for recognition at four others. The union is recognised at one Anglo Vaal mine," he said.

"We reckon up to 70 percent of gold mines would be affected and about 20 percent of coal mines. Two diamond mines could also be involved. The NUM is due to have a meeting with De Beers at a conciliation board hearing this week. If they don't come with realistic offers we will strike," said Mr Ramaphosa.

A deadline, until which the union would be prepared to consider revised pay offers, has been set. He would not reveal the date.

Last September when, the union estimated, about 64 000 black miners went on strike, employers made a last-minute pay offer which came too late to avert insubstantial action.

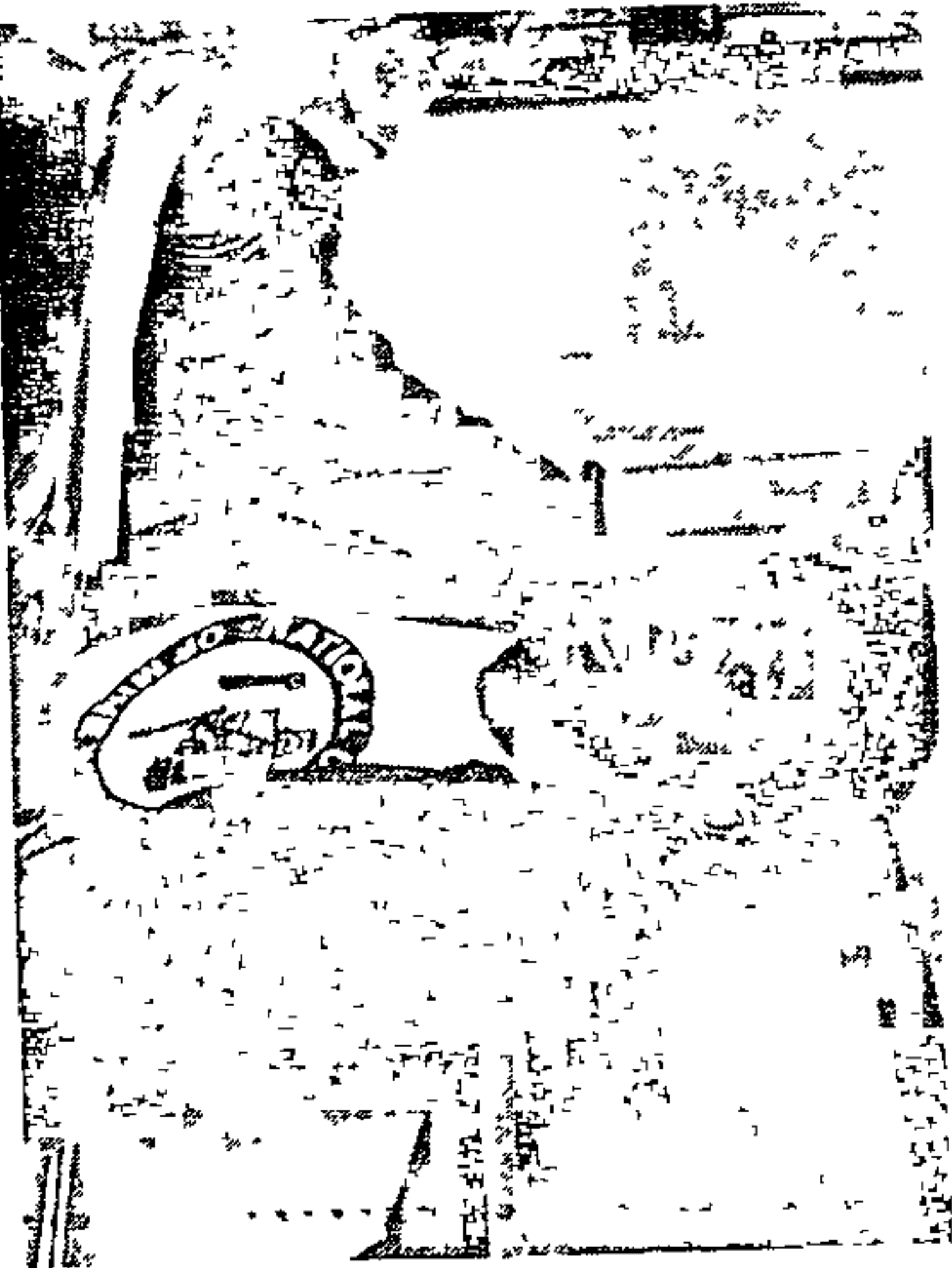
Mr Ramaphosa did not believe the state of emergency would affect the strike. Only two NUM branches fell within emergency areas and these were Springs and Westonaria.

Asked whether the union feared the outbreak of violence during the strike he said:

"We expect managements to use their security police forces and to block communication between strike committee officials and the national executive. We are constantly worried about violence and the actions of mine security forces and the police," said Mr Ramaphosa.

The union was not concerned about widespread dismissals and immediate repatriation of strikers.

"We have serious doubts that the industry would want to commit economic suicide by dismissing more than 200 000 workers. We have no estimates of what such a dismissal would cost the mines but when they dismissed 17 000 workers from Vaal Reefs earlier this year it cost about R20 million. We expect the impact of this strike to be the greatest in the industry ever," said Mr Ramaphosa.



The general secretary of the National Union of Mineworkers, Cyril Ramaphosa, answered questions on the planned strike.



The Free State regional chairman of NUM, Mr Tefo Phate, tells how he saved an alleged informer from miners. Pictures by Juda Ngwenya.

A MAJOR confrontation between black miners and the Chamber of Mines is looming. The chamber does not believe that it will come to anything because, they say, only a minority voted for a strike that the National Union of Mineworkers (Num) is threatening to support a demand for bigger pay increases.



MINERS "NUM has brought us hope"

The chamber offered and in the end unilaterally gave increases of between 14,1 and 19,6 percent NUM — which has a membership of 110 000 — is demanding 40 percent

In the current recession, the chamber's offer looks impressive — very few companies are offering these percentage increases

Confrontation looms on mines

SOWETAN

143 ~~2/3~~ ~~2/10~~ 5/8/85

Simple

NUM's response is very simple "Nineteen percent of what?"

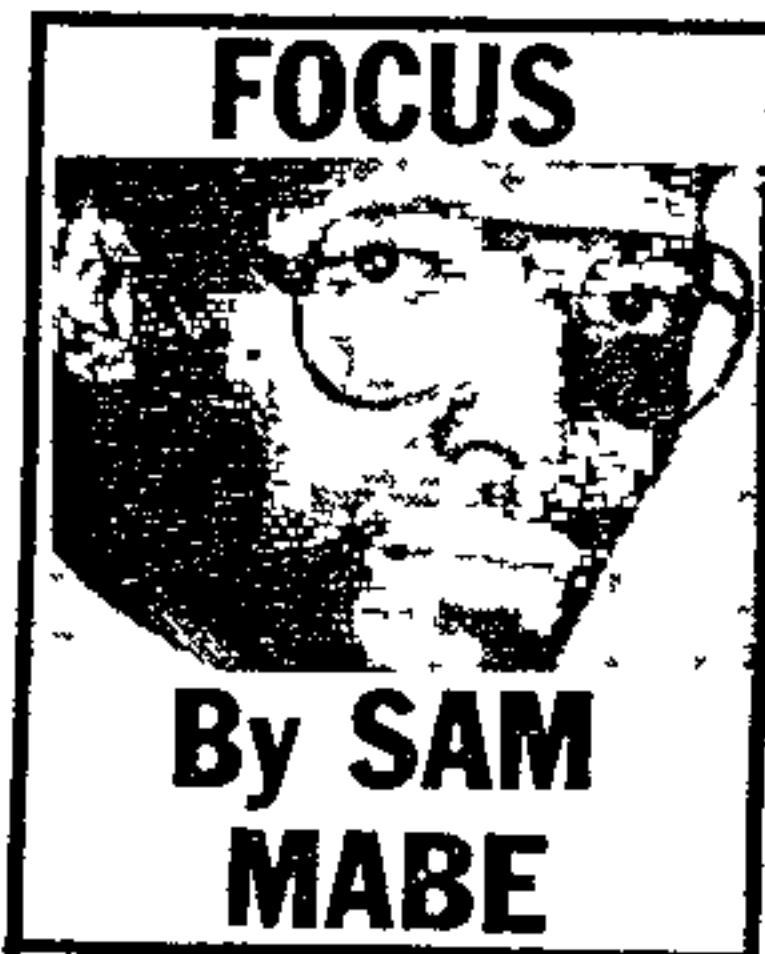
Before the July increases the minimum pay for surface workers on the mines was R136 and for underground workers it was R166 a month. The minimum pay in the highest category, Category 8, was R455 for surface workers and R526 for underground ones.

A spokesman for the chamber estimates that the companies spend another R110 a month on each worker for accommodation, food, transport from the miner's home to the mine and back, medical care and recreational facilities.

NUM says this is peanuts when considering the profits that the mines are making.

The SOWETAN spoke to miners at the weekend.

Mr X is a matriculant from the Transkei and is



By SAM MABE

a clerk on a mine. He has been working for the same mine since 1977 and now earns R386 a month. Before the July increases he was getting R341 a month.

He has a wife and four children, two at high school.

His salary scale does not entitle him to a house in the married quarters of the mine, so he has been allocated a bed in the single men's compound.

His wife and children are still with his in-laws in Khutsong Township, Carletonville, and every night he risks arrest by going to join them there. The trips from the mine to Khutsong every

working day cost him R30 a month.

Whatever food, accommodation or recreation the mine might provide, he still has to provide for his family. He still has to pay for the family's accommodation, food, transport, medical care and recreational facilities.

"The National Union of Mineworkers has brought us hope because we are now able to talk about our pay and our working conditions," he says.

Wife

"Management tries very hard to discredit the union, but we shall overcome. I am sure of that."

Mr Y is from Mafeking in Lesotho. He started working for the mine in the transport section in 1972 and was later promoted to locomotive driver. He is now a team leader and earns R520 a month.

He has a wife and five children back home in Lesotho.

"Life is not easy with the pay we get here. Our wives have to buy things like mealie meal on credit and some of my colleagues have had to be called back home urgently to settle their families' debts."

"And anybody who absents himself from work for two days is dismissed summarily."

"We know that letters are being circulated to some people here warning them that they will be fired if they go on strike."

"This is because management knows very well that many workers support the union and they will agree to go on strike after the meeting in Welkom," said Mr Y.

Mr S M is a driver and earns R350 a month. He has been working at the mine since 1980.

He has a wife and three children and says that having to maintain a family in Lesotho while in Carletonville was difficult for him.

He does not know yet if he has been given an

increase.

He said "I joined the union because I was told that it would help me get higher wages than I get now. I am very anxious about the strike we will be having here soon because it might get our bosses to pay us better."

"I send my wife R80 every month with the rest I pay accounts for the furniture I bought for her. It costs a lot to transport it from here to Lestoho, but I need to show my wife that I am working," said Mr S M.

A spokesman for the chamber, Mr Johann Liebenberg, said an average minworker's wages before the July increases was R370 a month and that it has now gone up by about 16 percent to R429.

He confirmed that the minimum wages were between R136 a month and R455, depending on the worker's category.

He said the lowest paid workers get 19,6 percent increases and the highest paid were given 14,1 percent.

Here are the minimum wages set by the chamber before the July increases.



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

age increases

Simple

NUM's response is very simple "Nineteen percent of what?"

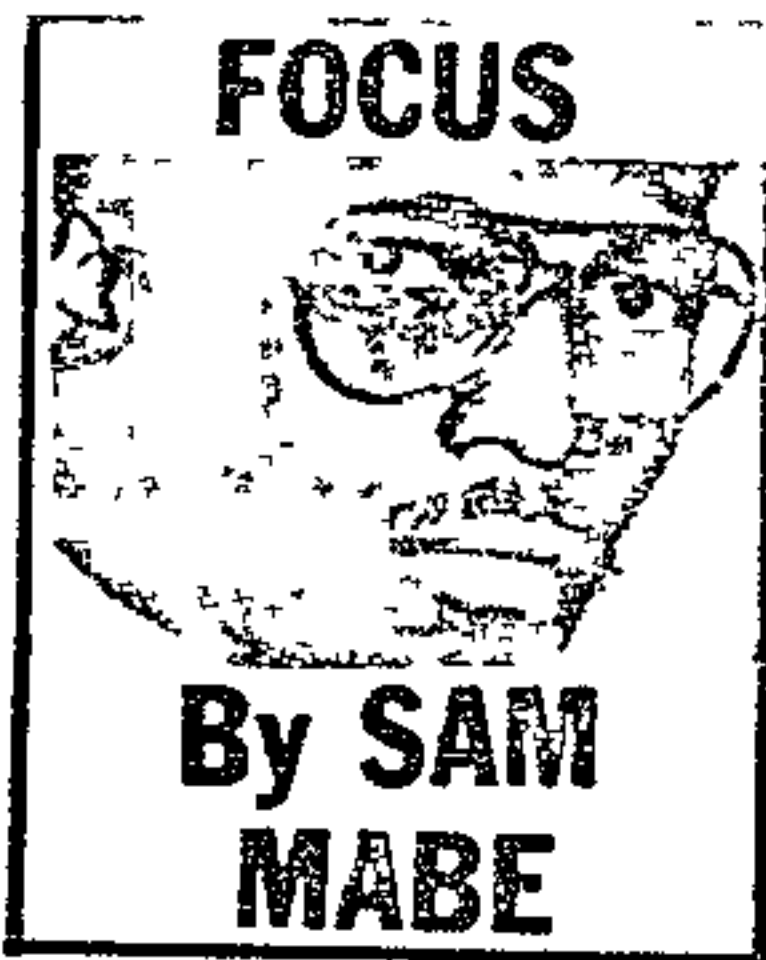
Before the July increases the minimum pay for surface workers on the mines was R136 and for underground workers it was R166 a month. The minimum pay in the highest category, Category 8, was R455 for surface workers and R526 for underground ones.

A spokesman for the chamber estimates that the companies spend another R110 a month on each worker for accommodation, food, transport from the miner's home to the mine and back, medical care and recreational facilities.

NUM says this is peanuts when considering the profits that the mines are making.

The SOWETAN spoke to miners at the weekend.

Mr X is a matriculant from the Transkei and is



a clerk on a mine. He has been working for the same mine since 1977 and now earns R386 a month. Before the July increases he was getting R341 a month.

He has a wife and four children, two at high school.

His salary scale does not entitle him to a house in the married quarters of the mine, so he has been allocated a bed in the single men's compound.

His wife and children are still with his in-laws in Khutsong Township, Carletonville, and every night he risks arrest by going to join them there. The trips from the mine to Khutsong every

working day cost him R30 a month.

Whatever food, accommodation or recreation the mine might provide, he still has to provide for his family. He still has to pay for the family's accommodation, food, transport, medical care and recreational facilities.

"The National Union of Mineworkers has brought us hope because we are now able to talk about our pay and our working conditions," he says.

Wife

"Management tries very hard to discredit the union, but we shall overcome. I am sure of that."

Mr Y is from Mafeking in Lesotho. He started working for the mine in the transport section in 1972 and was later promoted to locomotive driver. He is now a team leader and earns R520 a month.

He has a wife and five children back home in Lesotho.

"Life is not easy with the pay we get here. Our wives have to buy things like mealie meal on credit and some of my colleagues have had to be called back home urgently to settle their families' debts."

"And anybody who absents himself from work for two days is dismissed summarily."

"We know that letters are being circulated to some people here warning them that they will be fired if they go on strike."

"This is because management knows very well that many workers support the union and they will agree to go on strike after the meeting in Welkom," said Mr Y.

Mr S M is a driver and earns R350 a month. He has been working at the mine since 1980.

He has a wife and three children and says that having to maintain a family in Lesotho while in Carletonville was difficult for him.

He does not know yet if he has been given an

increase.

He said: "I joined the union because I was told that it would help me get higher wages than I get now. I am very anxious about the strike we will be having here soon because it might get our bosses to pay us better."

"I send my wife R80 every month with the rest I pay accounts for the furniture I bought for her. It costs a lot to transport it from here to Lestoho, but I need to show my wife that I am working," said Mr S M.

A spokesman for the chamber, Mr Johann Liebenberg, said an average minworker's wages before the July increases was R370 a month and that it has now gone up by about 16 percent to R429.

He confirmed that the minimum wages were between R136 a month and R455, depending on the worker's category.

He said the lowest paid workers get 19,6 percent increases and the highest paid were given 14,1 percent.

Here are the minimum wage scales set by the chamber before the July increases.



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

The reproduction or broadcast without permission of articles published in this newspaper on any current economic, political or religious topic is forbidden and expressly reserved to The Argus Printing and Publishing Company Ltd under Section 12(7) of the Copyright Act 1978.

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

Date set for legal strike by 400 000 on 29 mines

ARGUS 5/8/81
143

Argus Correspondent

JOHANNESBURG. — The National Union of Mineworkers (NUM) is to launch what could be the mining industry's biggest strike ever on August 25 to drive home its demand for a 22 percent wage increase.

The strike could involve 400 000 miners at 29 gold and coal mines represented by the Chamber of Mines, as well as other mines.

The strike date was set at the NUM's special national congress in Welkom on Saturday night and announced at a Press conference at the union's headquarters in Johannesburg yesterday.

In reaction, the Anglo American Corporation has disputed the NUM claim that the miners are willing to strike.

An Anglo spokesman said "We are disappointed at NUM's declared intention to strike as we do not believe NUM has a clear mandate."

The company's indications were "that the majority of our workers are satisfied with the wage award"

The union has also threatened to call a national strike if President P W Botha does not withdraw his threat to expell all foreign black workers in South Africa. Migrants constitute 40 percent of the union's membership

Boycott

The NUM has also threatened to boycott white businesses near mining towns if Mr Botha does not lift the state of emergency within 72 hours, starting today.

The congress, at the Philip Smit Hall in Thabong township, was attended by 450 voting delegates and about 12 000 observers

The NUM also resolved to disaffiliate from the the Council of Unions of South Africa (Cusa), because of Cusa unions' "lack of seriousness regarding moves taking place for the formation of a new federation"

The new federation of unions should be formed not later than the end of this year, the resolution said

In another resolution, the NUM called for the formation of a federation that would include miners' unions in South Africa, Zimbabwe, Zambia, Swaziland and Mozambique

Cape Times 5/8/85 (21/12/85) 100
Chamber: Majority will work

JOHANNESBURG. — well received, the statement said
The mining companies represented by the Chamber of Mines do not believe that the majority of their black employees are in support of strike action, the chamber said last night

The chamber based its view on the fact that the NUM had not obtained a mandate for a strike and that, with few exceptions, the wage increases granted from July 1 were

In the present economic circumstances the increases granted on the chamber's member gold and coal mines this year were extremely good, the statement said.

However, in keeping with the open-door policy with the trade unions, even after deadlock was

◆◆◆◆
To page 2



Cape Times 5/8/85



From page 1

reached in recent negotiations, the chamber gave the NUM an opportunity to produce final realistic bottom-line proposals, it said

Those proposals, amounting to increases equivalent to 32 percent on gold mines and 41 percent on coal mines, were unrealistic, the chamber said

Following these futile attempts to reach agreement, the employers accepted that there was no possibility that an accommodation could be

reached with the NUM
The chamber welcomed the undertaking that there would be no intimidation of the workforce. It was confident that if this was adhered to, the majority of employees would go to work.

The chamber did not wish to comment on the NUM's ultimatum to the government over the state of emergency and the possible repatriation of foreign workers, the statement concluded — Sapa

NUM set to strike on 29 coal, gold mines

From PHILLIP VAN NIEKERK

JOHANNESBURG. — The National Union of Mineworkers (NUM) has set August 25 as D-Day for the country's mining industry.

Following a conference in Welkom, the NUM announced yesterday that it would proceed with a legal strike on at least 29 gold and coal mines, De Beers' Namaqualand Diamond Mine and the Employment Bureau of Africa (Teba).

And Mr Cyril Ramaphosa, general secretary of the NUM, said thousands of members on mines not yet recognized by the Chamber of Mines would participate as well.

The union estimates that at least 200 000 workers will be involved while the spill-over factor could push the figure up to 400 000, affecting more than 70 percent of the country's gold-mining production.

The decision to set a strike date follows a long-standing dispute and deadlock between the chamber and the NUM over wages and a range of other issues, and a strike ballot conducted on 17 mines three weeks ago.

This was one of several key decisions taken at the conference, from which the press was barred and which the union claimed was attended by 450 delegates and 12 000 members. Other resolutions included

● A warning to the State President, Mr P W Botha, that if he proceeded with his threat to repatriate foreign migrant workers, the NUM would call a national strike of all its members.

● A call for the state of emergency to be withdrawn within 72 hours, failing which all white businesses near mines would be boycotted.

● Support for the formation of a new federation of mining unions embracing the whole of Southern Africa, and a resolution that the new super-federation of emerging unions be formed no later than the end of this year.

The mining houses have indicated they are not prepared to increase their offer of between 14,1 percent and 19,6 percent implemented at the beginning of July.

The NUM is asking for 22 percent across the board, increases in holiday leave allowance, a shorter working fortnight and inclusion in talks on scrapping of job reservation.

Miners name day for strike action

Mercury Correspondent

JOHANNESBURG—The National Union of Mineworkers yesterday said it would call a strike in the country's mining industry on August 25

Following a conference in Welkom, the NUM announced it would strike on at least 29 gold and coal mines, De Beers Namaqualand diamond mine and The Employment Bureau of Africa (Teba)

Immediate reaction from the employers claimed that the NUM was overstating its strength

Sapa reported last night that the mining companies represented by the Chamber of Mines did not believe the majority of their black employees were in support of strike action

This applied to the mining industry as a whole, as well as to the 29 mines where the NUM proposed to strike

But Mr Cyril Ramaphosa, general secretary of the NUM, claimed that thousands of union members on mines not yet recognised by the chamber would be participating as well

Warning

The union estimated that at least 200 000 workers would be involved and more than 70 percent of the country's gold mining production would be affected

The strike was one of several decisions taken at the conference, from which the Press was barred and which the union claimed was attended by 450 delegates and 12 000 members

A warning was issued to President Botha that if he proceeded with his threat to repatriate foreign migrant workers, the NUM would call a national strike of all its members

The meeting also called for the state of emergency to be withdrawn within 72 hours, failing which all white businesses near mines would be boycotted

A resolution was passed to withdraw from the Council of Unions of S A over its 'lack of seri-

ousness regarding moves towards a new federation of unions

Support was expressed for the formation of a new federation of mining unions embracing the whole of southern Africa, and a resolution that the new federation of emerging unions be formed no later than the end of this year

Mining houses have already indicated they are not prepared to increase their offer of between 14.1 percent and 19.6 percent implemented at the beginning of July

The NUM is asking for 22 percent across the board, increases in holiday leave allowance, a shorter working fortnight and inclusion in talks leading to the scrapping of job reservation, Sapa reported

Wage offer

The chamber statement said its view that strike action was not supported by the majority of black mineworkers was based on the fact that the NUM had not obtained a mandate for a strike and that with few exceptions, the wage increases granted from July 1 were well received on the mines

In the light of prevailing economic circumstances and the increases granted in other industries, the wage rises implemented on the chamber's member gold and coal mines this year were extremely good, the statement said

The NUM appeared to have timed its proposed strike in order to elicit a further wage offer from the employers

The statement also said the chamber welcomed the undertaking it understood was given at the Press conference that there would be no intimidation of workers

It was confident that if this was adhered to, the majority of employees would go to work

The chamber did not wish to comment on the NUM's ultimatum to the Government over the state of emergency and the possible repatriation of foreign workers, the statement concluded

STRIKE:

PHW

Chamber

STAR

143

disputes backlogs

By Michael Chester and Chris More

The National Union of Mineworkers (NUM) and the Chamber of Mines, at loggerheads over wage increases, are also in conflict over the number of strikers who would participate in a strike called by the union for August 25.

NUM general secretary Mr Cyril Ramaphosa pre-

the aegis of the Chamber could join the strike, and if workers on other mines join in, the total could reach 400 000

He says the strike will be the biggest yet to hit South Africa's most important industry

But Chamber of Mines President Mr Clive Knobbs says about one in 10 miners is likely to be willing to join the strike

This implies that only 24 000 of the 240 000 working on Chamber mines will participate

Mr Knobbs told *The Star* "The NUM has no clear mandate on strike action Only a small minority is trying to push the majority into a stoppage

If the NUM keeps its word and enforces no intimidation, the vast majority of miners will want to stay at work

He said that, apart from the strike, mines were concerned about the long-term damage to industrial relations

Job reservation

Theoretically, a nationwide stoppage would cause the loss of R21 million a day in gold production alone

The Chamber implemented increases of 14,1 percent and 19,6 percent on July 1 The union is demanding a 22 percent across-the-board increase participation in talks with white unions on job reservation, and other issues

Anglo American said "We believe most workers on Anglo mines do not want a strike, nor do we as a company wish to see this kind of action"

In another decision which could have far-reaching implications, the union has threatened to call a national strike if President Botha does not withdraw his threat to expel all black foreign workers in South Africa

The NUM would lose 40 percent of its members if he acted on the threat The union has also threatened to boycott white businesses near mining towns if Mr Botha does not lift the state of emergency within 72 hours from today

New federation

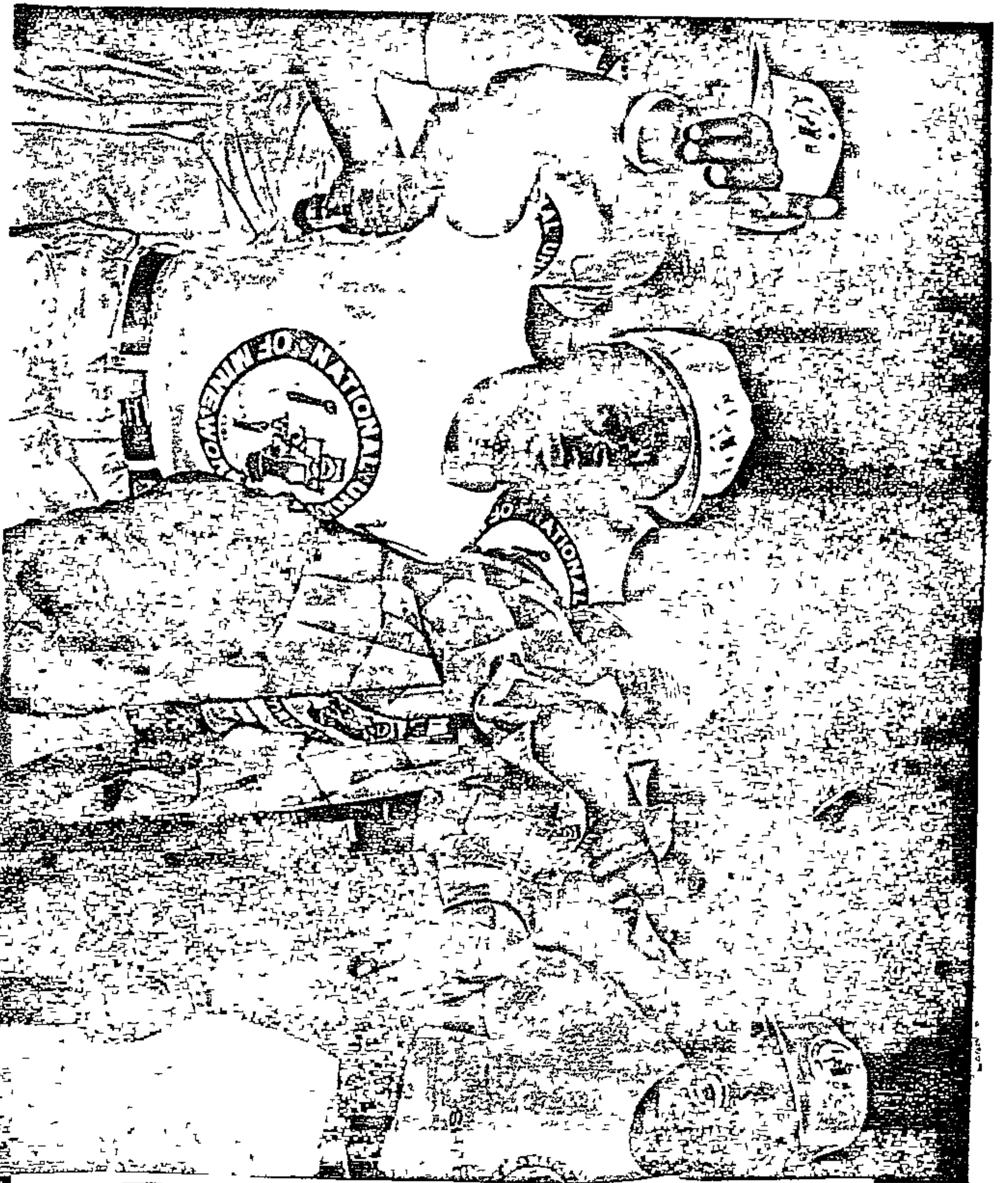
These were some of the resolutions passed at the union's special national congress at the Philip Smit Hall in Thabong Welkom, on Saturday, and announced at the NUM headquarters in Johannesburg yesterday

In another development the union resolved to disaffiliate its membership from the the Council of Unions of South Africa (Cusa) due to Cusa unions' lack of seriousness regarding moves taking place for the formation of a new federation

The resolution added that the new federation should be formed not later than the end of this year

Yet another congress resolution was that the union should form a federation which would involve miners' unions in South Africa Zimbabwe, Zambia Swaziland and Mozambique

On the issue of the wage dispute, Mr Ramaphosa said the NUM resolved to allow a limited period for various employers to make realistic offers if acceptable offers were not forth-



Delegates march into the Philip Smit Hall in Thabong, Welkom, singing freedom songs and chanting slogans at the special congress of the National Union of Mineworkers

Coming from employers within a certain period the strike would take place as planned

The union was willing to negotiate any realistic offer he said

On the question of the President's threat to repatriate about 1,5 million black foreign workers from South Africa, of whom about 40 percent are NUM members Mr Ramaphosa said the union's national executive committee would finalise an ultimatum at a meeting today and convey it to the President

NATIONAL STRIKE

"Should the State President attempt to proceed with his ill advised threat, our union would immediately call a national strike of all miners and stop all the mine until he reversed whatever action he might have taken," added Mr Ramaphosa

Union ready for biggest strike in history of mines — Page 15

Mawu warns employers on flexibility

By Sheryl Raine

143
The Metal and Allied Workers' Union (Mawu) has warned that there will be no peace in the metal industry until employers become more flexible about negotiating at all levels including plant level

At present the industry has a highly-centralised negotiating structure. Minimum wages are negotiated at industrial council level with a united employer body, the Steel and Engineering Industries Federation (Seifsa) and two union federations

STAR
5/8/85
Employers are generally reluctant to embark on plant-level negotiations even if certain of these employers are able to pay better wages than the minimums agreed upon by the industrial council

Seifsa maintains that issues cannot be negotiated at two different levels and that plant level bargaining may lead to confusion in the industry

Centralised bargaining can also prevent unions using wage gains achieved at one plant to win improved wages at another plant

Transvaal Mawu orga-

niser Mr Moses Mayekiso said on Friday that this year was a crucial one for employers to reconsider their stand on negotiation practices

Mawu has announced that following the failure of the union to reach agreement with Dorbyl on plant-level bargaining for wage increases, and the failure of the industrial council to reconcile the two parties, Mawu will hold referendums at four Dorbyl plants to gauge the support of workers for strike action

The voting will take place at four Dorbyl plants on August 12

Mawu has warned that a strike vote will also be taken in companies belonging to the Metkor group as soon as Dorbyl becomes part of this group of companies

Mawu recently called a strike at Siemens involving more than 1 000 workers

The union has demanded the following from Dorbyl

- A minimum wage of R3,50/h and an across-the-board increase of 50c/h

- A 40-hour working week with no loss of pay

- Long service bonus increases of 20c/h for each hour worked at Dorbyl, payable at the end of an employee's service

- Family accommodation at affordable rents for all workers regardless of residential qualifications in terms of section 10 of the Group Areas Act

- Severance pay of four weeks pay for each year worked.

The company rejected all demands except the demand concerning housing. Dorbyl has asked for concrete proposals concerning this issue.

Dorbyl's industrial relations officer, Mr MS Bunce, did not return *The Star's* call

Society to lodge dispute?

The South African Boiler-makers' Society is today expected to lodge a formal dispute with the Industrial Council for the Metal Industry over what the union feels is the unfair dismissal of 36 of its members from Ferralloys in Machadodorp.

Although all 36 of the workers at Ferralloys have been reinstated, they have lost accumulated benefits which the union hopes to win back for them.

The SABS says the 36 were involuntary partici-

pants in a strike by 350 workers organised by the Metal and Allied Workers' Union (Mawu) two weeks ago.

The strike was in sympathy with 975 workers who were dismissed from BTR Sarmcol in Howick in April.

Members of the SABS say that they were intimidated by Mawu officials into taking part in the strike.

Certain SABS members have made statements to the police concerning the intimidation

STAR 5/8/85 143
The SABS is still at this stage seeking an urgent meeting with Mawu's executive to try to defuse the situation but so far efforts to arrange a meeting have been unsuccessful," a SABS spokesman said.

Both Mawu and the SABS belong to the International Metalworkers' Federation.

Mawu has said that the union called a general meeting at the company and consulted all workers about the proposed strike.

Maritzburg shops

now facing boycott

STAR

143 5/8/85

In a further effort to force the British-owned multinational BTR Sarmcol to negotiate, the Metal and Allied Workers' Union (Mawu) and community organisations will extend the boycott of white shops in Howick to Maritzburg

Mawu and Sarmcol have been in dispute since the dismissal in April of nearly 1 000 workers who struck over the recognition of the union

The union has said a meeting would be held this week to decide on the date and duration of the proposed boycott

In the meantime, union and community representatives would meet the

mayor of Maritzburg and organised commerce and industry to discuss the Sarmcol issue

Mawu would hold a further meeting with the Maritzburg Chamber of Commerce to "facilitate" the reopening of negotiations between the dismissed workers and Sarmcol

A residents' meeting would be held on Saturday to report back on the various meetings, Mawu said

Pointing out the scope of the campaign to force Sarmcol to negotiate, the union said the issue had been raised in the British Parliament and had been taken up by the British Trades Union Congress

Strike date set by miners' union

D.D. Dispatch OS: 08:55

Transvaal News Bureau
JOHANNESBURG — The National Union of Mineworkers (NUM) has set August 25 as D-day for the country's mining industry.

After a conference in Welkom, the NUM announced yesterday that it would proceed with a legal strike on at least 29 gold and coal mines, De Beers' Namaqualand Diamond Mine and the Employment Bureau of Africa (Teba)

Mr Cyril Ramaphosa, general secretary of the union, said thousands of NUM members on mines not yet recognised by the Chamber of Mines would be participating as well

The union estimates that at least 200 000 workers will be involved while the spill-over factor could push the figure up to 400 000, affecting more than 70 per cent of the country's gold mining production

The decision to set a strike date follows a long-standing dispute and deadlock between the chamber and the union over wages and a range of other issues, and a strike ballot conducted on 17 mines three weeks ago.

This was one of several key decisions taken at the conference, from which the press was barred and which the union claimed was attended by 450 delegates and 12 000 members. Other resolutions included

● A warning to the State President, Mr P W Botha, that if he pro-

ceeded with his threat to repatriate foreign migrant workers, the union would call a national strike of all its members

● A call for the state of emergency to be withdrawn within 72 hours, failing which all white businesses near mines would be boycotted

● A resolution to withdraw from the Council of Unions of SA (Cusa), over Cusa's "lack of seriousness" regarding the moves towards a new federation

● Support for the formation of a new federation of mining unions embracing the whole of Southern Africa, and a resolution that the new super-federation of unions be formed no later than the end of this year

Announcing the resolutions at a press conference yesterday, Mr Ramaphosa said there would be a limited period for the chamber to reach settlement with the union

Legal strikes over three other disputes — at Namaqualand Diamond Mines, at Duvha, a non-chamber coalmine, and the Johannesburg depot of Teba — are to start on the same day unless settlement can be reached

The mining companies represented by the Chamber of Mines do not

believe that the majority of their black employees are in support of strike action, the chamber said in a statement last night

This applied to the mining industry as a whole as well as to the 29 mines where the NUM workers proposed to call a strike on August 25, the statement said

The chamber statement said its view that strike action was not supported by the majority of black mineworkers was based on the fact that the union had not obtained a mandate for a strike and that, with few exceptions, the wage increases granted from July 1 were well received on the mines

The union appeared to have timed its proposed strike in order to elicit a further wage offer from the employers

In keeping with the open-door policy with the trade unions, even after deadlock was reached in the recent negotiations the chamber gave the union an opportunity to come forward with final, realistic bottom-line proposals, it said

Those proposals, amounting to increases equivalent to 32 per cent on gold mines and 41 per cent on coal mines, were totally unrealistic, the chamber said

Asked what the union would do if the mining houses dismissed striking workers en masse, Mr Ramaphosa said they would be "committing economic suicide" if they fired 200 000 workers at once

He said workers who did not want to strike would be allowed to work as, he said, the union respected the concept of freedom of association

NUM now wants out

SUNETAN
6/8/85
6/8/85
THE National Union of Mineworkers is to quit the Council of Unions of South Africa.

143
The NUM took his decision at its special congress at the Phillip Smith Hall in Thabong near Welkom at the weekend. The union claims membership of over 240 000 black mineworkers.

The union intends joining the proposed "super federation" aimed at uniting thousands of black workers in South Africa.

Two other unions — the Hotel Liquor and Catering Workers Union (HLCWU) and a faction of the South Af-

rican Black Municipal and Allied Workers Union (Sabmawu) — have left the federation. The HLCWU was sacked and a split of Sabmawu has disaffiliated.

Addressing a press conference at the weekend, the NUM's general secretary, Mr Cyril Ramaphosa, said their withdrawal was due to Cusa unions' lack of seriousness regarding the moves towards the formation of a new federation.

"We have resolved that the new federation should be formed not later than the end of the

year," Mr Ramaphosa said.

The union will also proceed with a federation which will involve miners' union in South Africa, Zimbabwe, Zambia, Swaziland and Mozambique.

The NUM was formed in 1982 after a need for black mineworkers to form a trade union. It is affiliated to the Miners International Federation and supported the British NUM during its strike recently.

A Cusa spokesman said that they have not yet received a letter of disaffiliation from the NUM.

ARGUS 6/8/85 ~~311~~ ~~273~~ ~~152~~ ~~177~~ (143)

Miners' strike threat unsettles gold market

Argus Foreign Service

LONDON — Gold dealers are nervously watching events in South Africa to see whether the strike threat by black miners will give the gold market the fillip they have so long awaited

For months gold has been a poor investment. Even sales of the Kruger rand have suffered so much that marketing agents have stopped publishing monthly sales figures

While gold rose a little in London yesterday to \$323,50 an ounce, Kruger rands of one ounce were only one pound higher on Friday's price at £239,88

The apparent indifference of the market largely reflects the view that a strike, if it comes, will not last long

HIGHER YIELD

Dealers point out that a strike would have to be prolonged before it affected supplies enough to move the price

What worries the market is the political conditions which the miners appear to be attaching to their claim for a 22 percent pay increase

Ironically, bad news could be good news for investors. Lower share prices mean that the yield — the percentage a dividend is of the share price — will rise. Political worries could so depress share prices as to make the shares attractive again

In Zurich Swiss bankers see little chance of an immediate price boom because of the planned strike, reports Reuter

Gold dealers and economist said there was scope for a price rise in the medium term, but only as deterrents to investment — low inflation and high real interest rates — recede

They saw good chances for a revival of the currently quiet market once investment in stocks and bonds became less financially attractive

"After the strike news I had expected to have some orders. But there is just no interest," a dealer at a major Swiss bank said

6/8/85 (143) B Day

NUM bid to flex its muscle

THE threat by the National Union of Mineworkers to boycott white shops in mining areas if government fails to lift the state of emergency is the result of pressure from members for involvement in issues affecting the community

NUM general secretary Cyril Ramaphosa said yesterday it was the first time the union planned to act on a political issue not overtly linked to material demands "Mineworkers have not had a vehicle for protesting against certain issues and want to use their organisational muscle to express concern"

Labour lawyer Halton Cheadle said NUM's wage dispute with the Chamber of Mines was not related to its demands for the lifting of the emergency and the withdrawal of government's threat to repatriate migrant workers

He said a boycott of white shops in this

CLAIRE PICKARD-CAMBRIDGE

situation would not be illegal

Ramaphosa said members had chosen a boycott as a weapon because they had used this method in protesting against prices and conditions relating to concession stores, liquor outlets and taxis

Mining towns where white shops could be affected by the threatened boycott include Klerksdorp, Orkney, Stilfontein, Welkom, Odendaalsrus, Virginia, Carletonville and Witbank

The NUM executive intends finalising its plans today on approaching government about the emergency and the threat to migrant workers

The 72-hour deadline the union has imposed on government expires tomorrow

● See Page 6

Strike threat worries mines

CML Times 6/8/85
143

From PHILLIP VAN NIEKERK

JOHANNESBURG — Anglo American, the mining house most in the firing line if the National Union of Mineworkers strike goes ahead on August 25, is viewing the threat with grave concern

Mining sources said yesterday there were moves within the industry to make a renewed offer to the NUM in a bid to settle the dispute which could cause widespread disruption to the production of gold

The decision to proceed with a strike on at least 28 gold and coal mines was taken at a special conference of the NUM at the weekend

Backing

The NUM claims that at least 200 000 and possibly as many as 400 000 workers would back the strike, disrupting up to 70 percent of the country's gold production and 20 percent of coal production

Mr Bobby Godsell, Anglo's industrial relations adviser, said yesterday the corporation took the strike threat very seriously but did not believe the NUM had an emphatic mandate from its members

This was echoed by Mr Clive Knobbs, the president of the chamber, who said the NUM had no clear mandate and only a small minority were trying to push the majority into a stoppage

He said with few exceptions the wage increases granted from July 1, 1985, were well received on the mines

'Rude shock'

But Mr Cyril Ramaphosa, general secretary of the NUM, said the union had expected this reaction, and that the mining houses were going to "get a rude shock" on August 25

Mr Godsell said that from the Anglo side they would not want a strike and would prefer to see the dispute settled, though not at any price

"We think the award already made of between 14 percent and 19,6 percent is fair and reasonable, but the

PHILLIP VAN NIEKERK

sibly as many as 400 000 workers would back the strike, disrupting up to 70 percent of the country's gold production and 20 percent of coal production.

Mr Bobby Godsell, Anglo's industrial relations adviser, said yesterday the corporation took the strike threat very seriously but did not believe the NUM had an emphatic mandate from its members

This was echoed by Mr Clive Knobbs, the president of the chamber, who said the NUM had no clear mandate and only a small minority were trying to push the majority into a stoppage

He said with few exceptions the wage increases granted from July 1, 1985, were well received on the mines

'Rude shock'

But Mr Cyril Ramaphosa, general secretary of the NUM, said the union had expected this reaction, and that the mining houses were going to "get a rude shock" on August 25

Mr Godsell said that from the Anglo side they would not want a strike and would prefer to see the dispute settled, though not at any price

"We think the award already made of between 14 percent and 19,6 percent is fair and reasonable, but the chamber has stated that it is willing to listen to any realistic proposal from the union"

Talks

The NUM is demanding 22 percent across the board, improvements in other fringe benefits and inclusion in the talks between the chamber and white miners aimed at an agreement to replace job reservation

Mr Godsell said a separate deal between Anglo and the NUM was not on the cards as the Anglo group had committed itself to industry-wide bargaining.

A chamber statement yesterday said that following the deadlock the employers accepted there was no possibility that agreement could be reached with the union and "nothing has occurred to change this view"

the Facts correction service,
☎ 24-2233 (Mon to Fri)
Cape Times, Box 11,
Cape Town
(Registered at the GPO
as a newspaper)

By SOWETAN
REPORTER

Cusa pulls out of unity talks

143
6/8/85
SOWETAN

CUSA, the second largest trade union federation in the country, has pulled out of the unity talks.

An executive member of the organisation, the Council of Unions of South Africa, said this decision was taken at a weekend executive meeting. This now means that two federations are out of the talks.

By last week affiliates of the Azanian Congress of Trade Unions had not been invited and will no longer be part of the proceedings.

Meanwhile, unions that are affiliated to the United Democratic Front (UDF) are also considering their future

in the talks. For the moment they are still part of the talks, but it is an open secret that they already have second thoughts.

The remaining participants in the talks are Fosatu, the UDF unions, Cape Town Municipal Workers Association, General Workers Union, Food Canning Workers Union and the Commercial, Catering and Allied Workers Union.

The next round of talks is tomorrow at

Ipelegeng Centre

The absence of Cusa and Azactu unions brings to an end the tenuous togetherness of black unions in the country and they are now taking their traditional positions — those believing in black leadership and black consciousness against those who accept non-racial principles or see nothing wrong with having whites as leaders in black trade unions.

Another new development in the unity talks is the withdrawal of the National Union of Mineworkers from Cusa. NUM is part of the talks. The unity talks are aimed at forming a giant federation of huge industrial orientated unions.

• See Page 4.



COLLEGE OF MARKETING

Mawu, 143
 mayor meet
 amicably
 Pietermaritzburg
 Bureau STR
 A DELEGATION from the
 Metal and Allied Work-
 ers' Union met the Mayor
 of Pietermaritzburg and
 senior municipal officials
 yesterday to discuss the
 one-day stayaway of black
 workers here last month.
 The Mawu delegation
 was led by the Natal sec-
 retary, Mr Geoff Schre-
 iner. Also present was the
 chairman of the Inter-de-
 nomination African
 Ministers' Association,
 The Rev Moses Nshan-
 gase, and the chairman of
 the Pietermaritzburg
 Agency for Christian
 Social Awareness, Mr Pe-
 ter Kerchoff.
 In a statement after-
 wards, Mayor Robin
 Dales said the meeting
 had been very amicable.
 Mawu is due to meet
 the Pietermaritzburg
 Chamber of Commerce to-
 day to discuss the BTR
 Sarmcol issue.

ing
 2-
 be
 of
 85
 ing

Road
 73677
 ex
 nes

art
 and the
 as and
 the re

at seriously

We think the award already made of between 14 percent and 19.6 percent is fair and reasonable, but the chamber has stated that it is willing to listen to any realistic proposal from the union.

The NUM is demanding 22 percent across the board improvements in other fringe benefits and inclusion in the talks between the chamber and white miners aimed at an agreement to replace job reservation.

Mr Godsell said a separate deal between Anglo and the NUM was not on the cards as the Anglo group had committed itself to industry wide bargaining.

A chamber statement yesterday said the employers accepted there was no possibility agreement could be reached with the union and 'nothing has occurred to change this view'.



... passed ... males and he

S A A cas 'expe to gr

Mercury Col.
CAPE TOWN
ber of Sou
with AIDS
related c
could now
ed to grow
ording to
Spracklen,
departmen
cine at Som
pital

Commenting
firmation
Capetonia
disease, Dr
said he tic
ticipated
the number
patients w
ning
'There are no
firmed AID
the country
are two

Strike row

SOWETAN

6/8/85

THE CHAMBER of Mines has disputed the legality of possible strikes called by the National Union of Mineworkers on August 25 at all mines where it has a presence.

In a statement yesterday the chamber said the mining companies it represented did not believe that most of their black employees supported strike action.

The chamber was reacting to a resolution taken by the NUM at its special congress held in Thabong Welkom at the weekend. The union has voted to strike at all mines where it is recognised and not recognised.

Mine dispute 'not linked to emergency'

STAR 6/8/85

143

The pay dispute between the Chamber of Mines and the National Union of Mineworkers had no connection with the state of emergency, nor the State President's recent statement concerning foreign labourers in South Africa, although "there were those trying to create this impression", the Minister of Manpower, Mr Piet du Plessis, said last night.

He said in a statement in Pretoria that the emergency applied to only 36 of South Africa's 265 magisterial districts, and that none of the mines involved in the pay dispute was situated in the 36 affected districts.

SABC-TV news quoted him as saying the Government had taken note of the wage dispute, but would not "get involved".

The Government's standpoint was to encour-

age the parties to make full use of existing machinery to settle disputes.

"Experience has shown that when both sides negotiate in a spirit of reconciliation and reasonableness, and communications channels are kept open, differences are always settled."

Mr du Plessis said he regretted the "misuse" made of the President's warning to the UN Security Council that sanctions would not only affect South Africa's economic stability and development, but that of Southern Africa as well.

Sanctions would reduce job opportunities for both local and foreign labour, so Mr P W Botha's warning that 1,5 million foreign workers' jobs would be in jeopardy in the event of sanctions was "well timed" — Sapa

Six unions join forces to act on emergency

Six trade unions, representing several hundred thousand workers, will take action to protest against the state of emergency and the "repression of political rights" in South Africa.

The Federation of South African Trade Unions, the Commercial, Catering and Allied Workers' Union, the Food and Canning Workers' Union, the National Union of Mineworkers, the Cape Town Municipal Workers' Association and the General Workers' Union

at the weekend blamed the "apartheid state" for the "crisis"

They also condemned the repressive measures being used to suppress political opposition to the "apartheid state"

The Council of Unions of South Africa has called for the release of all people held under security laws, for black political groups to be unbanned and for negotiation aimed at a "democratic South Africa"

143 STAR 6/8/85

Strike row

SOWETAN
6/8/85
143

THE CHAMBER of Mines has disputed the legality of possible strikes called by the National Union of Mineworkers on August 25 at all mines where it has a presence.

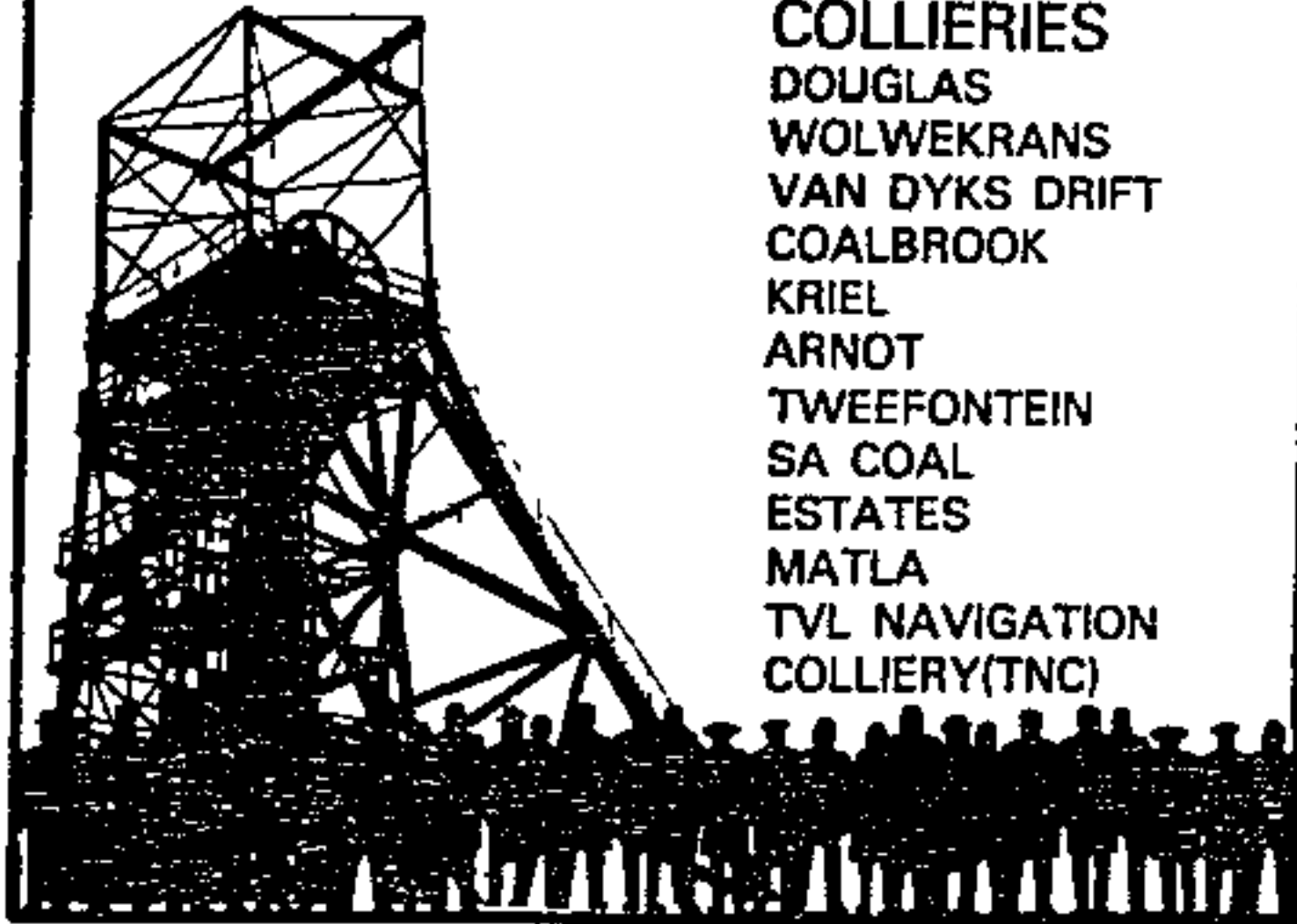
In a statement yesterday the chamber said the mining companies it represented did not believe that most of their black employees supported strike action.

The chamber was reacting to a resolution taken by the NUM at its special congress held at Thabong Welkom at the weekend. The union has voted to strike at all mines where it is recognised and not recognised.

**CHAMBER MINES AT WHICH NUM IS
RECOGNISED AND CALLING FOR STRIKE
ACTION**

GOLD MINES

NORTH AND SOUTH DIVISIONS	
WESTERN HOLDINGS	
SAAIPLAAS HOLDINGS & WELDOM DIVISIONS	
WESTERN DEEP LEVELS	
MINE HOSPITAL, NORTH & SOUTH DIVISIONS	
PRESIDENT STEYN	WEST DRIEFONTEIN
ELANDSRAND	BLYVOORUITZICHT
KLOOF	EAST DREIFONTEIN
PRESIDENT BRAND	VAAL REEFS
MARIEVALE	EAST & WEST DIVISION
HARTEBEESTFONTEIN	FREE STATE GEDULD



COLLIERIES

DOUGLAS
WOLWEKRANS
VAN DYKS DRIFT
COALBROOK
KRIEL
ARNOT
TWEEFONTEIN
SA COAL
ESTATES
MATLA
TVL NAVIGATION
COLLIERY(TNC)

**Mine strike
143 25
compromise
B. Day 7/8/85
still possible**

CLAIRE PICKARD-CAMBRIDGE

A LAST-MINUTE compromise between the Chamber of Mines and the National Union of Mineworkers (NUM) is still possible before the threatened deadline for strike action on August 25. But timing is critical, for the NUM claims the momentum of strike mobilisation could not be quickly reversed.

Johann Liebenberg, industrial relations adviser to the Chamber of Mines, would not comment yesterday on whether the Chamber would reopen negotiations. He denied that there had been pressure from Anglo American — which stands to be foremost in the firing line — to reopen negotiations or improve the offer.

Bobby Godsell, Anglo American's industrial relations consultant, has stressed that the corporation does not want a strike and would prefer a settlement. However, he has not specified whether Anglo wishes to reopen negotiations.

The NUM says it is prepared to consider an improved offer, but believes a last-minute settlement would cause great problems because the momentum of strike mobilisation could not be halted. It says the last-minute settlement with the Chamber last year created problems for both parties because about 64 000 workers on Anglo mines went out on strike although agreement had been reached at the eleventh hour.

The NUM has not specified up till when it can consider a new offer and declines to reveal whether it will compromise its demand of a 22% wage increase and other improvements. Timing will be crucial if a settlement is to be reached, for the NUM maintains that it takes them three weeks to call meetings with all their shaft and shop stewards.

Bottom line

Liebenberg, in turn, believes the union did not respond seriously to the chamber's final attempt to reach a negotiated settlement and says the union's bottom line of a 22% wage increase with other benefits amounted to an actual increase of 32% on gold mines and 41% on collieries.

Asked whether the Chamber viewed the strike threat seriously, Liebenberg said he saw the threat as a strategy to induce employers to negotiate further.

However, the Chamber did not want a strike and was "convinced employees do not want a strike either. This had been indicated in the ballot and ever since wage increases were implemented on July 1," he said.

About 100 000 workers have already been out on strike in the mining industry this year, a much higher figure than in the recent past. For this reason many believe the strike threat is a strong reality and could be the largest strike in South Africa's labour history.

However, Liebenberg maintains that if a strike were to occur he did not believe there would be the "big bang" which was being predicted, because most workers would go to work.

Mark Anstey, director of the Institute for Industrial Relations in Johannesburg, said yesterday that he believed the importance of reaching agreement before the deadline dates was "critical" in the current environment.

"I'm hoping the two parties will realise the consequences of losing control. We do not need a repeat of last year, which left seven dead and hundreds injured."

In many ways we have already had a repeat of last year with disagreements about the strike ballot and the support that can be commanded, he said. Preparedness of both parties to bargain was vital and "brinkmanship" — in this context of the current socio-political environment — was inadvisable.

Controversy

"What we saw last year and are seeing this year is a certain amount of brinkmanship by both parties, because pressures are involved and there is a great deal of waiting and watching of each other's moves. The current environment places enormous strains on both parties and the consequences have great social and political implications," he said.

Because the two parties have a fairly new relationship, one can expect testing with both parties assessing each other's actual power, commitment to the bargaining process and willingness to move under pressure.

There has also been controversy between the two parties when it comes to figures. The NUM, who claim a membership of 150 000, have said that they hope to call out 240 000 workers on the 29 recognised Chamber mines. The Chamber says its records reveal that there are 226 000 workers on the 18 gold mines and 11 collieries which were originally involved in the dispute. And it believes most workers will not respond to the strike call.

The union in turn have warned that, although they are only calling for strikes on recognised mines, action could spill over to non-recognised ones, bringing out as many as 400 000 workers.

Sadness at Cusa pull out

(143) SOWETAN 7/8/85

THE withdrawal and exclusion of two major trade union federations from the unity talks was disappointing and a terrible blow to moves for the formation of a "super federation".

This is the view of most trade unions interviewed yesterday following the withdrawal of the Council of Unions of SA (Cusa) and the exclusion of the Azanian Congress of Trade Unions (Azactu) from the unity talks.

Cusa's nine affiliates have resolved to pull out of the talks because of what they termed "an attempt by some unions to hijack this federation" and those unions who do not believe in the principle of black leadership.

The trade union unity talks takes place in Johannesburg today amid tension and confusion among the participants.

Ccawusa's general

secretary Mrs Emma Mashinini said the withdrawal of Cusa from the talks was "disappointing", especially because they were included in the original summits.

Fosatu's president Mr Chris Dlamini said the federation was surprised by the move. They were due to hold an urgent meeting last night to discuss the issue.

Azactu did not wish to comment on Cusa's withdrawal from the talks.

Mr Samson Ndou, president of the UDF-affiliated General Workers' and Allied Workers' Union (Gawu), said Cusa and its affiliates should have raised their problems at the talks and not withdraw without informing other unions.

Other unions, GWU, Fcwu and Ctwa, will give their comments once a formal report has been made to unions today.

Stayaway! Workers get Jobs back

THE Industrial Court has ordered a Johannesburg company, Advance Laundries Ltd, to reinstate workers sacked for staying away from work during last November's stay-away.

The case was brought to the court by the Cusa-

affiliate, SA Laundry, Dry Cleaning, Dyeing and Allied Workers Union (SALDC-DAWU) The union al-

By Labour Reporter

leged that the company had committed an unfair labour practice by firing the workers.

The workers said on November 4 last year, pamphlets calling for a stayaway were distributed in Soweto and other townships.

They went to work and informed their employers about the possible outbreak of violence when they returned from work. They asked

for permission to be allowed to go home.

However, they were not allowed to do so and they defied instructions and went home at 2 pm.

The following day they were dismissed for staying away from work.

The stayaway was called for November 4 and 5.

The court found that the dismissal of the workers was unfair because the employers neglected, failed and/or refused to hold a proper

disciplinary enquiry before dismissing the employees.

The workers are to be reinstated retrospective from February, 1985, to be paid normal hours of work for the period of unemployment to the date of re-employment.

The union's general secretary, Mrs Agnes Molefe, told The SOWETAN yesterday that the ruling was "a victory for the union and might set a precedent for other unions."

August 1985

Firm may talk ¹⁴³ to union over ~~157~~ sacked workers ~~177~~

Hopes rose today that a month-long deadlock between BTR Sarmcol in Howick, Natal, and the Metal and Allied Workers' Union (MAWU) could soon be broken, with a public declaration by the company that it is not opposed to negotiations with the union.

The dispute centres on the dismissal in April of about 1 000 workers who went on strike to back demands for recognition of the union.

The company, which is a British multinational, dismissed the workers and started replacing them with new labour, an action which led to the dispute spilling into the surrounding black townships of Maritzburg and Howick.

With the support of local community organisations, the union has been campaigning against the company to force it to reopen negotiations on the reinstatement of the dismissed workers.

PREVIOUS STAND

Last month, the groups launched a stayaway in Howick and Maritzburg which received considerable support, prompting business leaders in the area to openly suggest a meeting between the parties.

In an apparent departure from its previous stand, Sarmcol today said it would be willing to discuss to any propositions the union would make.

BTR chairman in South Africa, Mr Peter Fatherly, said the company had received the union's proposals and it was possible that a meeting with the union would take place "in the future".

He said the matter would still be discussed internally before a response to the union's propositions was made and a date set for the meeting.

The union could not be reached for comment at the time of going to press.

The Council of Unions of South Africa (Cusa) have pulled out of the talks aimed at a giant federation of emerging trade unions, but they still believe in a united front of progressive unions

Cusa's president, Mr James Themba Mndaweni spoke to The SOWETAN this week about their withdrawal from the talks and outlined the future of one of the country's largest trade union federation

He says Cusa believes in black leadership at the shop-floor because it operates in a country which is racist, undemocratic and which exploits the large black majority. "Racially disadvantaged people need re-education and training so that they can take their rightful place in their country. We need to develop a leadership which serves the community

"We believe in developing the awareness and consciousness of the black community which has been denied its rightful leadership role in South Africa," he added

Cusa pulled out of the talks because it is opposed to the conditional invitation of unions, especially the exclusion of the black consciousness-orientated Azanian Congress of Trade Unions (Azactu)

It was apparent last June when Cusa unions had mixed feelings about the unity talks that they would pull out as they sided with Azactu on the question of black leadership as opposed to the principle of non-racialism

He charges that there are individuals in the talks who are trying to hijack the unity moves in order to meet the deadline for inauguration. This has created problems among Cusa unions

After the June meeting in Soweto Cusa was not invited to other talks, but



Mr James Mndaweni Unions oppose apartheid.

some members were They did not attend as they had no mandate to do so. Added to this is the fact that the feasibility committee on which Cusa was represented, did not want to extend its membership to include newcomers. "We believe that there should be no domination at the talks by anybody. Every union should be given a chance to voice its views on the draft constitution, which, it appears, will be forced on other unions," Mr Mndaweni said

Cusa's withdrawal coincides with the disaffiliation of one of its strongest and largest unions — the National Union of Mineworkers (NUM), due to lack of seriousness shown by other Cusa affiliates towards the unity moves

NUM represents about half of the total membership of Cusa which is estimated at 300 000

Cusa was established in September 1980 with a combined membership of almost 30 000 in seven unions, and at the end of 1983 it had twelve affiliates with more than 160 000 members

It is still growing at a phenomenal rate, Mr Mndaweni claimed. "We actually created NUM and the Vukani Black Guard and Allied Workers Union," he says with a smile

Cusa affiliates are Food Beverage Workers Union (FBWU), S A Chemical Workers Union (SACWU) Steel Engineering and Allied Workers Union (SEAWU), Building and Construction

Cusa's out of talks - but they'll fight on

FOCUS

Sowetan

143

By JOSHUA RABOROKO

Workers, Union (BCAWU) S A Laundry, Dry Cleaning and Dyeing Union (SALDCDWU), Transport and Allied Workers Union (TAWU), United African Motor Workers Union (UAMWU) and Textile Workers Union (TWU). Part of the South African Black Municipal and Allied Workers Union (SABMAWU) has disaffiliated and the Hotel, Liquor and Catering Trade Workers Union has been expelled

Cusa is not affiliated to any political organisation, but supports organisations such as the United Democratic Front (UDF) and the National Forum in their fight for national liberation

Although the federation does not belong to any political organisation, it has actively participated in calls for stay-away from work, it has condemned the detention without trial of leaders, called for the scrapping of apartheid and the release

of political prisoners. It has also called on the government to lift the state of emergency and support the consumer boycott

"The continued presence of the South African Defence Force and South African Police members in black residential areas is disturbing. The government should withdraw its forces to avoid confrontations."

He urges multinationals to stop new investments while apartheid exists, restrict the sale of Krugers, withdraw all investment which supports the apartheid system, terminate involvement in so-called homelands and cease all supplies of whatever nature which assist the apartheid machinery

Turning to the Labour Relations Act, he says the act does not protect workers fully, especially legal strikers

He believes that strikers are the fundamental and ultimate weapon in the hands of labour and people are going to learn to live with them

However, the working class has engaged in stay-aways from work and concluded

somer boycotts as another means to fight employers. This has been illustrated by the number of such moves in the country currently

He deplores the involvement of police in industrial relations matters. Police have been called to disperse workers on strike, even after they have followed the necessary steps stipulated in the Act. The Industrial Council will only be effective if it is modified

"Cusa unions opted for registration under protest in the post Wiehahn legislative changes, as an indication of their bona fides to assist in the creation of sound industrial relations in the country," he says

He urges the government to scrap present system of education, release political leaders, make a statement of intent that all belong to South Africa, make a declaration of intent scrapping the community councils, tricameral parliament and the homeland systems, recognise urban political organisations such as the ANC, PAC and others and show willingness to negotiate with all race groups

"If the government does not heed this call, time will run out and the results might be bitter," he concluded

Anglo concern at strike threat

JOHANNESBURG — Anglo American, the mining house most in the firing line if the National Union of Mineworkers (NUM) strike goes ahead on August 25, is viewing the threat with grave concern.

And mining sources said yesterday there were moves within the industry to make a renewed offer to the NUM in a bid to settle the dispute which could cause widespread disruption to the country's gold production.

The decision to proceed with a strike on at least 28 gold and coal mines, was taken at a special conference of the NUM in Welkom at the weekend.

Business Day Correspondent

The NUM claims that at least 200 000 and possibly as many as 400 000 workers would back the strike, disrupting up to 70% of the country's gold production and 20% of the coal

Bobby Godsell, Anglo's industrial relations adviser, said yesterday the corporation took the strike threat very seriously but did not believe the NUM had an emphatic mandate from its members.

This was echoed by Clive Knobbs, the president of the chamber, who said the NUM had no clear mandate and that only a small minority was trying to push

the majority into a stoppage.

"The union has not obtained a mandate for a strike and with few exceptions the wage increases granted from the July 1, 1985, were well received on the mines," he said.

But Cyril Ramaphosa, general secretary of the NUM, said the union had expected this reaction and that the mining houses were going to "get a rude shock" on August 25

However, industry sources said yesterday that the chamber could well put forward a proposal to the NUM in the next few days in an attempt to bring the dispute to an end.

MINE LABOUR

Long fuse, big bang?

It may be that SA is heading for the most effective strike ever by black workers. Relations between the Chamber of Mines and the National Union of Mineworkers (NUM) have reached an all-time low.

Neither side seems prepared to shift position, although it is clear that some room for manoeuvre exists on both sides. The comparatively long lead-time set for the commencement of the strike may well be significant.

On some issues, the gulf seems unbridgeable. Yet, when the tactical options of brinkmanship are exhausted, it is not beyond the negotiating skills, and the residual good faith of both camps, to work out a compromise.

At its special conference in Welkom this weekend, the NUM resolved to take strike action at the 29 chamber mines where it is recognised, as well as at Rand Mines' Duvha Colliery, De Beers Namaqualand and the Employment Bureau of Africa (Teba) where disputes also exist. But action was delayed until August 25, to allow time "for the various employers to make realistic offers."

Responding to the NUM conference decision, the chamber says it gave the union an opportunity to make a "final, realistic" proposal. But its attempts to reach agreement proved "futile." Employers have thus accepted that there is "no possibility that an accommodation could be reached with the NUM." The chamber's industrial relations adviser, Johann Liebenberg, refuses to say whether employers are still open to any new offer. In any event, it seems that neither the chamber (or any individual mining house), nor the NUM, has any intention of making a new proposal.

The chamber's final offer — which was implemented on its 99 gold mines and collieries on July 1 — includes wage increases ranging from 14,1% to 19,6% on minimum rates, and other improvements in working conditions. The NUM demands a 22% across-the-board increase and further improvements in working conditions. It also seeks participation in talks between the chamber and predominantly white unions over the abolition of the "scheduled persons" definition. The chamber estimates that the total union demand would represent an overall increase of 32% on gold mines and 41% on collieries.

The gap in the lowest wage categories is not great — a matter of about R4/month. But it widens considerably in the semi-skilled categories. Disputes over other aspects of working conditions include a four hours/fortnight difference in proposals for working hours on gold mines, and 12 hours/fortnight on collieries. There are also de-

mands for further improvements to shift allowances, overtime pay, paid leave on May Day, and the controversy over participation in job reservation talks.

The war of words which has raged since deadlock was reached shows that the gulf in perceptions over employer and union attitudes and NUM strength is even wider than the differences in negotiating positions.

Some industry sources say privately that they believe the NUM went into the negotia-



Ramaphosa

Liebenberg

tions "looking for a strike." On the other hand, in an interview with the FM, NUM general secretary Cyril Ramaphosa had harsh words to say about employer attitudes. "We are tired of the chamber's arrogant attitude, they do not take the union seriously. Negotiations are a farce. They arrive at the talks with their minds made up and expect us to make all the concessions. This is what the strike is really all about," he says. He adds that only if the employers make it clear they are prepared to "negotiate in good faith," will the NUM be prepared to talk further.

Liebenberg replies that employer representatives, like unions, negotiate in terms of mandates given by their principals. "Good-faith bargaining does not mean a totally open-ended brief," he says. Anglo American industrial relations consultant Bobby Godsell concurs. "We want a settlement. A strike will not be good for the industry, shareholders, workers or the country. But we cannot settle at any price."

Liebenberg is sceptical about NUM claims that it can mobilise nearly a quarter of a million workers in a strike. "It can probably measure its strength by the strike ballot result — about 65 000. But, even then, it is necessary to take account of the voting irregularities," he says.

But, counters a NUM spokesman, more people would have voted were it not for management obstruction. She adds that Gold Fields and Rand Mines members, who were not balloted because of union disagreements with management over procedures,

indicated strong support for the strike at the conference.

Ramaphosa says the NUM is not calling for strike action at mines where it has members but is not recognised. But, he adds, some members at these mines have indicated their intention to participate, "and if they do we will support them."

He says that the conference had detailed discussions on conduct during the strike, and the union will be issuing thousands of pamphlets in an attempt to ensure that no violence ensues. He says there will be no intimidation of people who wish to work. "Members contravening the call will be subject to disciplinary action in terms of the union constitution. This can amount to suspension of membership or expulsion. No action can or will be taken against non-members," he says.

The chamber has welcomed this undertaking, but adds that if it is adhered to "the majority of employees will go to work."

So SA waits for the big bang. Given the intransigent stance of the parties, it appears that nothing less than a last-minute compromise can avoid a strike. Right now this looks unlikely. A call for mediation now would imply loss of face. Resources of tolerance and patience appear exhausted. But there is a great deal at stake. ■

PARTY POLITICS

Congress time, ahoy

The State of Emergency and related crises have compounded already complex problems facing the main white political parties as their annual congress season draws near. There is little doubt that the current situation will be uppermost on agendas of both the ruling Nationalist and opposition parties.

In particular, key tests await the National Party (NP) at its two main congresses in Pretoria (starting September 19) and Port Elizabeth (September 30), and the Progressive Federal Party (PFP) at its federal congress in Durban, starting August 30. Besides the Pretoria and Port Elizabeth congresses, the two other NP congresses will be in Bloemfontein on September 9-11, and in Durban on August 15-16.

Ironically perhaps, the State of Emergency could make President P W Botha's task at the congresses easier than might have been the case. It has become clear that NP leaders have lost the close touch they once had with grassroots supporters. In this climate, many expect government to make important policy announcements aimed at dealing with the

end, he said

Strikers (143) reinstated

STAR 9/16/85

Siemens has agreed to reinstate more than 1 000 workers who were dismissed last month after a pay dispute

The workers went on strike to support demands for an across-the-board R1/h increase

The case of 40 workers who have been suspended following allegations of intimidation during the strike has been referred for mediation

The Metal and Allied Workers' Union said yesterday it had declared a dispute with Siemens over the company's refusal to negotiate the R1/h increase but a company spokesman said he was unaware of this move



1985 11/16/85

ST
-
V
J
-
i

GFSA queries strike targets

(143) B. Day
9/8/87

CLAIRE PICKARD-CAMBRIDGE

GOLDFIELDS of South Africa says the National Union of Mineworkers is no longer recognised at two of the company's administered mines where the union is calling a strike.

The NUM has included Coalbrook colliery and East Driefontein as targets for strikes although management recently withdrew union recognition at them. The union was representing these mines when a dispute was declared with the Chamber of Mines over wages and working conditions.

Goldfields has not indicated whether it wishes to contest the legality of strike action.

A Goldfields spokesman said yesterday that the company wished to clarify the notice of withdrawal of recognition at the

mines. Notice had been issued to the union in March after membership dropped below 50%.

Both recognition agreements were cancelled at the end of June, at the time when deadlock was reached in the union's negotiations with the Chamber.

The NUM says its membership at these two mines is rising again. It argues that the dismissal of some of its members at East Driefontein, and the fact that "workers are not regarded as employees when they go on leave — which can last up to three months — caused the union's representation to drop a few months ago".

IN a simple, sparsely furnished office overlooking Johannesburg's busy Wanderers Street sits one of the most powerful men in the labour movement in South Africa — Mr Cyril Ramaphosa

Being at the helm of a trade union that is currently having the mine bosses — and it is rumoured also the Minister of Energy and Mineral Affairs Mr D W Steyn — on edge is a demanding task

At weekends when most people go out and enjoy themselves, Mr Ramaphosa holds meetings

The National Union of Mineworkers is only three years old, yet it boasts a membership of 230 000, making it the fastest-growing — if not the largest — trade union in the country

And the phenomenal growth of the union is attributed to the leadership of its secretary general

Detained

In a sector that employs about 480 000 black miners, everybody is expecting the soft-spoken "non-practising" lawyer to reach the 300 000 mark before the end of the year

Born in Johannesburg in November 1952, Mr Ramaphosa attended school in Soweto and the Northern Transvaal. In 1972 he enrolled at the University of the North for a BProc degree

In 1974 he was elected branch chairman of the now-outlawed South African Students Organisation (Saso). Shortly thereafter he was detained for 11 months because of the Viva Frelimo rally

On his release in 1975 he was denied re-entry



Mr CYRIL RAMAPHOSA

FOCUS

By **SEFAKO NYAKA**

into Turfloop
In 1976 he registered with the University of South Africa, but was again detained. He re-registered the following year, signed up for his articles and qualified in 1981

But by then he was disillusioned with law and began working for the legal unit of the Council of Unions of South Africa (Cusa)

In 1982 at Cusa's congress it was resolved that a mineworkers union be formed. He was asked to head the organising committee. NUM was born in December 1982 and Mr Ramaphosa was elected its general secretary

Six months later NUM made its first breakthrough when the Chamber of Mines, the country's largest mining employers' body, officially recognised the union. This was the first time in 46 years the chamber had officially recognised a black trade union for miners

Mr Ramaphosa stays alone in a duplex flat in Jabulani, Soweto. Like his office, his flat is devoid of all affluent trappings that would otherwise betray the stature of the man

Mr Ramaphosa's marriage to the daughter of a former Venda opposition party leader did not work out, and it would not be exaggerating to say that he now seems married to the union — and it is working out

There were no children from his marriage

And Mr Ramaphosa does not mind the long hours that went into and still go into organising the first legal strike by the union

"It is a fulfilling job that offers a sense of achievement that I did not find in a legal practice. I find practising law to be too mercenary

In fact he regrets that he has never been a miner

His main targets are increased wages for miners and the scrapping of job reservation

Mr Ramaphosa has been said by some to be an adherent of the Black

Peaceful

Cyril

143

SOWETAN

can be

28/8/85

a raging

bull

Consciousness philosophy, while those in the BC camp label him characterist

He, on the other hand, is quick to point out that he believes in the worker leadership. "We have to build a strong worker organisation at the workplace, thereafter it will automatically start spilling over into other areas

Exploited

"If you start on other issues you are not able to build a strong union, cohesive in nature and strong enough to tackle issues outside the workplace"

Mr Ramaphosa believes workers do not have to be told that they are exploited as a class by the capitalist system

"The aim of our union is to arouse the working class consciousness among the miners"

Mr Ramaphosa is not a man who gets easily rattled. He believes that the stature and strength of NUM have been enhanced by its commit-

ment to negotiating and resolving through legal channels

Although the National Students Federation blew out of all reasonable proportion Mr Ramaphosa's meeting with his British counterpart, Mr Arthur Scargill, he bears no malice against them

As we sat chatting in his office, a group of NUM "negotiators" returned from talks with the management of the Rand Refineries

His eyes light up "It's a dispute," comes the report from one of the delegates

"Really?" he enquires

It is obvious that Mr Ramaphosa is committed to resolving issues as peacefully as he possibly can

But once his patience — and that of the miners — gets strained, then he becomes a raging bull

Ask the mine bosses and others who have crossed his path while he was negotiating better deals for the thousands of mine-workers

143
~~SECRET~~
UNION UNITY TALKS

F M 9/18/85
The base narrows

The withdrawal of the Council of Unions of SA (Cusa) from the unity talks aimed at forming a new federation of emerging trade unions will inevitably narrow the base of the proposed new body. But it is unlikely to be a deathblow to the plans.

Cusa's announcement coincides with the National Union of Mineworkers (NUM) decision to disaffiliate from the organisation due to "lack of seriousness" shown by other Cusa affiliates toward the unity moves. The NUM represents about half of the total membership of Cusa unions.

It became apparent in June that at least some Cusa unions had mixed feelings about the unity moves when they sided with the black consciousness Azanian Confederation of Trade Unions (Azactu) at a meeting on the issue of white leadership. This, it transpires, is a major reason for Cusa's withdrawal.

According to a statement issued this week, Cusa believes that "because of the present oppressive and exploitative system of apartheid, the black workers have reservations about participating in talks which do not enforce the principle of black leadership."

The remaining members of the unity talks — Fosatu, the Food and Canning Workers' Union, the Cape Town Municipal Workers' Association, the General Workers' Union, the Commercial, Catering and Allied Workers' Union and the NUM — which strongly support the principle of non-racialism, have been distinctly cool toward Cusa since then. They have made it clear that participation in the new federation depends on support for this principle. Cusa says this is an example of "the white policy of divide and rule."

There has not yet been any formal response to Cusa's announcement. A further round of unity talks is due to be held on Wednesday this week where the matter will be discussed. The loss of Cusa's SA Chemical Workers' Union and the Transport and Allied Workers' Union will probably be viewed as particularly disappointing. Apart from the NUM they are Cusa's two most influential unions. Nevertheless, Cusa's withdrawal also means there will be fewer delays caused by ideological squabbling.

Although they were invited to one meeting in June, it was never likely that Azactu would be linked to the unity moves. It remains to be seen whether any of the unions allied to the United Democratic Front (UDF) will participate in the establishment of the new federation. ■

The countdown to a strike on 29 gold and coal mines in South Africa has begun. The cost of such an action would run into millions. The human costs would be incalculable. SHERYL RAINE traces the development of the National Union of Mineworkers and examines the strike issues.

Countdown to a strike

W/E Africa
10/18
21/13/14/15

JOHANNESBURG — The small room was crammed with media people. Union files were stacked on the floor. The general secretary, Mr Cyril Ramaphosa, entered wearing a yellow union T-shirt with a National Union of Mineworkers logo.

After a sleepless night at a congress session, the hands of NUM president Mr James Motlatsi shook with fatigue and possibly, nervousness as he told local and foreign newsmen that his union would strike on August 25 to drive home a wage demand of 22 percent across the board.

That was the scene at No 5 Wanderers Street at the start of the week.

At the Chamber of Mines building, press conferences take place in a high-ceilinged, spacious room. There are padded chairs set around a large oval table, tea and biscuits served from a tray, pencil and paper for each reporter. Officials wear suits.

Nothing could more effectively highlight the differences between the two parties.

The union is an awakening giant flexing its newfound muscles, maturing quickly but still fraught with growing pains.

The Chamber is an established giant trying to cope with a changing labour-relations field. And the changes have come rapidly.

Barely three years ago there was no NUM. Now the union is threatening to call out on strike 240 000 mineworkers on 18 gold and 11 coal mines.

The number, threatens NUM, could hit 400 000 if miners on mines where the union is not yet recognised join their colleagues.

The Chamber says only one in every 10 miners will strike. Miners, they say, are happy with the increases implemented on July 1, which ranged from 14.1 percent to 19.6 percent.

What do the percentages mean?

The Chamber's increases for surface workers ranged from R24 to R66.

There is no doubt that the battles have begun.

Born in 1982 out of a resolution adopted at the national congress of the Council of Unions of South Africa (Cusa) NUM came into being in reaction to Western Transvaal mine riots.

This week the union disaffiliated from Cusa in order to continue to take part in important unity talks for the formation of a federation of emergent unions in South Africa.

Recruiting strategy

NUM's signed-up members now total 150 000 and paid-up members 100 000 according to union figures.

Mining houses deny this and put the membership at about 80 000.

The union's early recruiting strategy was to sign up team leaders, supervisors and administrative workers. This gave it a core of more permanent members than underground migrant labour.

More recently NUM has recruited migrant labourers at all levels. Its president is a Lesotho national.



Mr Cyril Ramaphosa

Despite a growing number of competent union officials, the union still relies disproportionately on its charismatic, shrewd and legally-informed general secretary, Mr Ramaphosa.

At times he and his union's resources appear over-stretched. There are very few within the industry, however, who do not speak of him

people Union files were stacked on the floor. The general secretary, Mr Cyril Ramaphosa, entered wearing a yellow union T-shirt with a National Union of Mineworkers logo.

After a sleepless night at a congress session, the hands of NUM president Mr James Motlatsi shook with fatigue and possibly, nervousness as he told local and foreign newsmen that his union would strike on August 25 to drive home a wage demand of 22 percent across the board.

That was the scene at No 5 Wanderers Street at the start of the week.

At the Chamber of Mines building, Press conferences take place in a high-ceilinged, spacious room. There are padded chairs set around a large oval table, tea and biscuits served from a tray, pencil and paper for each reporter. Officials wear suits.

Nothing could more effectively highlight the differences between the two parties.

The union is an awakening giant flexing its newfound muscles, maturing quickly but still fraught with growing pains.

The Chamber is an established giant trying to cope with a changing labour-relations field. And the changes have come rapidly.

Barely three years ago there was no NUM. Now the union is threatening to call out on strike 240 000 mineworkers on 18 gold and 11 coal mines.

The number, threatens NUM, could hit 400 000 if miners on mines where the union is not yet recognised join their colleagues.

The Chamber says only one in every 10 miners will strike. Miners, they say, are happy with the increases implemented on July 1, which ranged from 14,1 percent to 19,6 percent.

What do the percentages mean?

The Chamber's increases for surface workers ranged from R24 to R66 a month, bringing the minimum wage up to between R160 and R521.

Increases for underground workers ranged from R25 to R69 a month, bringing the minimum wage up to between R191 and R595 a month.

The union demanded increases ranging from R37 to R122 a month for surface workers to bring their minimum wages to between R173 and R577 a month.

Labour battles

For underground workers NUM demanded increases ranging from R45 to R142 a month, which would bring the minimum monthly wage to between R211 and R668.

Other disputes include the issue of NUM participation in job reservation talks with white mine unions, leave and death benefits.

Labour experts have often predicted that the country's fiercest and most important labour battles would begin when black mineworkers mobilised and that the socio-political implications would be far-reaching.

Born in 1982 out of a resolution adopted at the national congress of the Council of Unions of South Africa (Cusa), NUM came into being in reaction to Western Transvaal mine riots.

This week the union disaffiliated from Cusa in order to continue to take part in important unity talks for the formation of a federation of emergent unions in South Africa.

Recruiting strategy

NUM's signed-up members now total 150 000 and paid-up members 100 000, according to union figures.

Mining houses deny this and put the membership at about 80 000.

The union's early recruiting strategy was to sign up team leaders, supervisors and administrative workers. This gave it a core of more permanent members than underground migrant labour.

More recently NUM has recruited migrant labourers at all levels. Its president is a Lesotho national.



Mr Cyril Ramaphosa

Despite a growing number of competent union officials, the union still relies disproportionately on its charismatic, shrewd and legally-informed general secretary, Mr Ramaphosa.

At times he and his union's resources appear over-stretched. There are very few within the industry, however, who do not speak of him with respect.

Lost man-days

In the first 18 months of its existence the union was not involved in any major strikes.

However, in the first quarter of this year it accounted for nearly 170 000 lost man-days due to strikes, compared with about 70 000 lost man-days from strikes in all other sectors put together.

It was NUM which launched the first legal strike by black mineworkers, last September. Although agreement between the Chamber and NUM came at the last minute, it was too late to avert a strike.

The union claims that at one time 64 000 mineworkers were on strike. The union won some concessions and, it says, thousands of new members as a result of the strike.

Violence flared however and the human costs are still being reflected in civil claims for alleged shootings, assaults and unlawful arrests.

en 1 ~~naa been~~ |

er
w-
to
of
e-
sh
(p
ji-
ie
id
10
re
s-
r-
is
a
b
-

Chamber of Mines 143 'won't raise pay offer'

JOHANNESBURG—The president of the Chamber of Mines, Mr Clive Knobbs, says the chamber does not intend increasing the wage offer it made six weeks ago

Commenting on claims that the chamber intended revising its offer to the National Union of Mineworkers (NUM), he described the offer made to gold mine and colliery workers as an 'extremely good one' The offer was implemented on July 1

The chamber saw no reason why another offer should be made — especially as the workers had accepted the wage increases, he said

At a mass meeting at Welkom last weekend, the NUM voted to strike from August 25 at the 18 gold mines and 11 collieries where the union is recognised It expects at least 240 000 workers to take part. — (Sapa)

10/8/85

MERCURY



Chamber digs in over mining wage offer

CHAMBER of Mines president Clive Knobbs said the chamber did not intend increasing the wage offer made six weeks ago.

Commenting on claims that it intended revising its offer to the National Union of Mineworkers, he said the offer was an "extremely good one"

It was implemented on July 1

The chamber saw no reason why an-

other offer should be made — especially as the workers had accepted the wage increases, he said.

At a mass meeting at Welkom last weekend the NUM voted for a strike from August 25 at the 18 gold mines and 11 collieries where the union is recognised. The union also announced that a boycott of white businesses would come into force in towns near the affected mines on Wed-

nesday last week, unless the State of Emergency were lifted. The boycott failed to materialise, but a union official said it was still being organised at mine level

A trade union official told 3 000 people at the University of Cape Town on Friday that other unions would support the strike — Sapa

Mine union fears strike violence

The National Union of Mineworkers (NUM) has claimed it has had to face intimidation of "alarming proportions" from management and the South African Police as the August 25 strike date draws near

A union spokesman said that its vice-president, Mr Elijah Barayi had received death threats in connection with the proposed strike from unknown people

QUESTIONED

Two other union officials, Mr Kenny Mosime and Mr Paul Nkuna, had been questioned about the strike for four hours last week by Security Police, said the spokesman

The union alleged that several unspecified mine managements had threatened workers with dismissal if they participated in the strike and that at other mines, managements had bought guns and armoured vehicles for use against strikers

"It is clear that mine managements and the South African Police are embarking on a cam-

paign of blatant intimidation and harrassment against mineworkers. Managements and the police seem bent on turning a peaceful strike into a bloodbath," the NUM spokesman added

The union said it noted with concern statements by the Chamber of Mines that it was not prepared to improve its wage offer, and reaffirmed its willingness to consider realistic offers from employers

The union spokesman said the strike was gaining momentum among workers and that strike committees had been elected at branch and regional level

She said it was hoped the boycott of white shops in mining towns in response to the declaration of the state of emergency would be "in full swing" in a few days

Repeated attempts to reach Chamber spokesmen for comment early today were fruitless. Comment from the police was not available at the time of going to press

SACTU supports NUM strike call

The South African Congress of Trade Unions (Sactu) has come out in full support of a national strike of mine workers called by the National Union of Mineworkers on August 25.

The Congress has called on all black miners and unions to unite in the face of "the onslaught by the mining magnates and the regime of apartheid".

In a statement to The

SOWETAN yesterday, Sactu said miners were affected by poverty wages, job reservation, dangerous working conditions, dehumanising living conditions, separation from their families and suffering.

Sactu has praised the NUM for the decision to

take strike action on August 25 if the wage demand is not met by mining magnates,

• give the apartheid regime 72 hours to lift the state of emergency or else instruct its members to boycott white businesses near the mines and,

• warn the regime that if the State President, Mr P W Botha, carried out his threat to repatriate migrants in the event of economic sanctions against South Africa, a general strike would be called

143

Strike talks inconclusive ^(143.) ^{B Day} 4/8/85

CLAIRE PICKARD-CAMBRIDGE

AN NUM-Chamber of Mines meeting ended inconclusively yesterday after talks over the union's threatened mass strike

A chamber statement said it had invited NUM representatives to discuss the union's intended strike. Both parties restated their positions but no decisions were taken.

The meeting was the first between the parties on this issue since deadlock was reached on June 28.

The chamber denied that it would increase its basic wage offer — ranging between 14.1% and 19.6% — which was implemented on July 1 for the 550 000 gold and coalminers on chamber-member mines. It added that the wage in-

creases, combined with improvements in other benefits, represented an increase of 32% for black workers on gold mines and 40% on coal mines.

The NUM, which claims a signed-up membership of 150 000, is demanding a 22% across-the-board increase. It is also demanding other improvements in employment conditions and participation in talks between the chamber and the white Mineworkers' Union on the scrapping of job reservation.

Abolition of the scheduled person definition will end job reservation in 13 white-only job categories.

Bid to avert miners strike fails

A meeting yesterday between the Chamber of Mines and the National Union of Mineworkers (NUM) in a bid to avert a proposed strike ended "inconclusively".

A spokesman for the Chamber said last night "The Chamber of Mines has, at its invitation, met representatives of the NUM to discuss the union's intended strike and means of averting it."

"The parties restated their known positions and the meeting ended inconclusively."

The meeting was held six days before the August 19 deadline set by the union for the Chamber to make a new pay offer.

Failure to reach agreement could result in thousands of miners downing tools on August 25.

S' DIARY — By JOSHUA RABOROKO



SOUTH AFRICA's mining industry is heading for a major strike by black mine workers on August 25

'SUPER FED' MAY FLOP

• Two unions, the Black Allied Mining and Construction Workers Union and the United Mining, Metal and Allied Workers Union, have deadlocked with Samancor over wages and other conditions of employment. The unions are considering declaring a dispute and going on strike if management does not meet their demands.

14/8/85
• It may be that South Africa is heading for the most effective strike by black workers. Relations between the Chamber of Mines and the National Union of Mineworkers have reached an all-time low. **SWETAN**

Neither side seems prepared to shift posi-

tion, although it is clear that some room for change exists on both sides comparing the lead time given for the commencement of the strike. 143 200

However, the union has reiterated that it was prepared to continue the strike which might be worse than the 1922 mine labour unrest. Mine managements have said they are not prepared to make another offer. All that is left is for the mine bomb to explode. 200

• A GROUP of trade unions representing thousands of workers has issued a hard-hitting statement threatening nation wide action if the state of emergency is not lifted.

Meeting fails to resolve dispute



Mineworkers look certain to strike

16/8/85 STAR

143

By Mike Siluma

With just nine days to go before the strike date set by the National Union of Mineworkers (NUM), there seems to be little hope of a settlement being reached between the union and employers

NUM has a wage dispute with the Chamber of Mines and other mining concerns

It has threatened to call a strike on August 25 at 29 gold and coal mines belonging to the Chamber unless a settlement is reached

Workers at other mining concerns where disputes exist are also expected to join the strike

After holding a ballot at some of the affected mines, NUM said it had overwhelming support for strike action, a claim which was rejected by the chamber

The union is asking for an across-the-board 40 percent monthly rise, which would bring minimum wages for surface workers to between R173 to R577 — depending on gradings. While it asked for minimum rates for underground workers to be raised to between R211 and R668

The chamber offer, rejected by the

NUM but implemented on July 1, raised surface minimum wage rates to between R162 and R524

Underground rates were increased to between R193 to R600

The Chamber said that coupled with employees' fringe benefits — amounting to R122 — its offer was "reasonable"

The fringe benefits are made up of food — R66, single accommodation — R17, annual transport allowance — R11, daily transport allowance — R15, entertainment — R6, medical attention — R7

But the union has rejected this argument. NUM general secretary Mr Cyril Ramaphosa says the dispute covered the workers' earnings and had nothing to do with fringe benefits

Mr Ramaphosa said NUM members were still determined to go on strike but would accept a realistic offer.

The Chamber also said it was willing to consider realistic proposals from NUM.

However a meeting this week between the parties failed to resolve the dispute

Mr Ramaphosa said De Beers had raised its offer to 12 percent which NUM was considering

[Faint, illegible text on the left margin, possibly bleed-through or handwritten notes.]

Strike only days away

W/K/Agus
1/14/73
Weekend Argus
Correspondent

JOHANNESBURG — Just eight days before the strike date set by the National Union of Mineworkers (NUM) there seems to be little hope of a settlement between the union and employers — at least according to recent statements by both parties

The union has a wage dispute with the Chamber of Mines and other mining concerns

It has threatened to call a strike on August 25 at 29 gold and coal mines belonging to the chamber unless settlement is reached

The union is asking for an across-the-board 40 percent rise, which would bring minimum wages for surface workers to between R173 and R577 depending on job grade

Minimum rates for underground workers would be raised to between R211 and R668

The chamber's offer, rejected by the NUM but implemented on July 1, raised surface minimum wage rates to between R162 and R524

Underground rates were increased to between R193 and R600

Fringe benefits

The chamber argues that, coupled with employees' fringe benefits, its offer is "reasonable" The fringe benefits amount to R122

But the union's general secretary, Mr Cyril Ramaphosa, says the dispute was over earnings and had nothing to do with fringe benefits

Mr Ramaphosa says workers were still determined to go on strike but would accept a realistic offer

The chamber has also said it was willing to consider realistic proposals from the union

**Trial of
Tawu's 62**

B. Day 18/8/85

THE trial of 62 Transport and Allied Workers' Union members was this week postponed to November 11 by the Potchefstroom Magistrate's Court

They are accused of holding an illegal strike at Western Greyhound's Potchefstroom bus depot on May 30

Miners meet to plan strike

JOHANNESBURG — Miners' leaders held strategy talks yesterday to plan a nationwide walk-out set for this coming Sunday in South Africa's gold and coal mines

A National Union of Mineworkers (NUM) official said the union's general-secretary, Mr Cyril Ramaphosa, was in Kimberley yesterday for talks with union members, but no details would be released until today **DISPATCH**

A mass meeting of the union on August 4 decided to strike over pay and gold industry experts say a walk-out could severely hit bullion production

19:08-85
Industry analysts fear that a strike could turn violent. The NUM has accused some mining companies of stock-piling armoured personnel carriers and shotguns to use against strikers

The NUM wants a 22 per cent across-the-board pay rise. The mines paid 14,1 to 19,6 per cent increases on July 1

Gold analysts say a strike could cost the mining industry about R500 million a week, but do not expect it to last long. Most mines have about a month's production in reserve

● A meeting this weekend of independent trade unions expressed support for the planned strike, a Federation of South African Trade Unions spokesman said yesterday

Representatives of Fossatu, the Food and Canning Workers Union, the Commercial Catering and Allied Workers Union, and the Cape Town Municipal Workers Association expressed strong support for the miners' struggle for a living wage and for their planned strike

The spokesman said the unions were horrified to learn of the "appalling" minimum wages paid on the mines — R136 a month to surface workers and R166 for underground workers

The unions also criticised the chamber's continued perpetuation of the system of job reservation and its refusal to discuss the removal of the system with the NUM — Sapa

A dispute as miner's strike looms

The Argus correspondent in Johannesburg reports on a legal wrangle over the possibility of this month's miner's strike spreading to mines where the National Union of Mineworkers is not officially recognised

AS the build-up to the proposed wage strike by black miners grows, so does debate about the legality of potential strikes on mines where the National Union of Mineworkers (NUM) is not recognised

The NUM has claimed majority support for a strike among the more than 200 000 black mineworkers at 29 Chamber of Mines mines

But the chamber says the union is recognised at only 27 mines after it lost recognition in June at two of the mines, East Driefontein and Coalbrook

The NUM publicity officer, Miss Manoko Nchwe, said that while the union had not gone out of its way to

organise strikes at mines where it was not recognised, chances were that workers at these mines would support the strike

If workers at non-recognised mines also struck the total number of workers on strike could reach 400 000

Miss Nchwe said the union's legal advice was that wage negotiations with the Chamber of Mines had covered the mining industry's entire black workforce

A leading Johannesburg labour lawyer says that a strike by workers at non-NUM-recognising mines would be legal — if wage negotiations had covered all the black miners in the industry

"According to section 65 of the Labour Relations Act, no employee may strike until a dispute has been referred to the Conciliation Board. The wording suggests that a person does not have to be a member of a union to take part in such a strike"

However, the chamber's industrial relations adviser, Mr Johan Liebenberg, said the dispute affected only those mines where the NUM was recognised and a strike by workers at other mines would be viewed as illegal

The chamber has also rejected the results of a strike ballot held by the NUM last month, claiming "widespread irregularities"

Cape Times
19/8/85

Boyceott
monitor

143

DURBAN — A group of independent trade unions at the weekend set up a national committee to monitor consumer boycotts, a Federation of South African Trade Unions (Fosatu) spokesman said here yesterday

Fosatu, the Food and Canning Workers' Union, the Commercial Catering and Allied Workers' Union and the Cape Town Municipal Workers' Association decided at a meeting at Wilgespruit "to co-ordinate their involvement in the consumer boycott on a national scale" and have set up a national committee to monitor boycotts, the spokesman said

The weekend's decision was a result of a meeting two weeks ago where the unions discussed whether to launch a national consumer boycott against the state of emergency

The meeting also expressed support for the planned August 25 strike by the National Union of Mineworkers and for the "miners' struggle for a living wage" — Sapa

NUM bid to head off strike

143
B. Day 20/8/85

THE National Union of Mineworkers has presented a revised package of demands to the Chamber of Mines in an attempt to avert next week's threatened mine strike

It was not clear last night whether the new package would contain enough concessions to lead to a last-minute agreement. A union spokesman said they were still demanding a 22% across-the-board increase

Instead of demanding May Day as a paid holiday, however, the NUM now wants workers to be let off early on May 1

The NUM is no longer demanding participation in all the talks between the Chamber and white miners on the scrapping of job reservation. Instead, it says it will agree to separate talks between the chamber and various unions, although it wishes to be party to a joint meeting before agreement is reached on the issue.

Indications are that both parties may be looking for a settlement before Sunday but there is still a gap to be bridged in union demands and the Chamber's offer of the 14,1% to 19,6% increase which was implemented on July 1

CLAIRE PICKARD-CAMBRIDGE

Representatives from both parties met yesterday at the request of the union. This was the second meeting since a deadlock was declared on June 28

A Chamber spokesman said its representatives would convey the union's revised demands to its principals and that another meeting between the parties might be held in the next two days

The United Democratic Front has expressed its "total support for the demands of the NUM" and is calling on the Chamber to accede to worker demands

The UDF warns that it is considering united action if violence is used against mineworkers in the event of a strike. It says it is also establishing strike solidarity committees throughout the country

Meanwhile the NUM says its boycott of white shops in most mining areas is likely to start on Friday

SAPA reports that the Federation of South African Trade Unions (Fosatu), the Food and Canning Workers' Union, the Commercial Catering and Allied Workers' Union (Ccaawusa) and the Cape Town Municipal Workers Association, have expressed support for the miners

Strike threat: ~~27~~
Argus 20/8/85
Miners revise ~~28~~
their proposals ~~143~~

Argus Correspondent

JOHANNESBURG — In an apparent bid to avert a strike at 29 gold and coal mines, the National Union of Mineworkers (NUM) has tabled revised proposals in negotiations with the Chamber of Mines

A union statement after yesterday's meeting said the revised proposals were that workers be allowed to finish two hours earlier on May 1 and that negotiations on job reservation be held separately "in the meantime", but that all parties hold joint negotiations before agreement is reached

PAY INCREASE

But the union's demand for a 22 per cent across-the-board pay increase remains

The NUM's original demands had included that May 1 be recognised as a public holiday and that the union be included in negotiations on job reservation with white unions.

The chamber had said it would refer the revised proposals to its principals and hold further negotiations tomorrow, she added

A chamber statement confirmed that the NUM had presented a revised set of demands during a meeting which had been requested by the union

The chamber's representatives had undertaken to convey the union's demands to their principals and it was possible that another meeting would be held within the next two days

Mine strike disastrous bishops

By Sheryl Raine

20/8/85
hours early that day

The South African Catholic Bishops Conference (SACBC) fears that a miners' strike would be disastrous and could lead to widespread violence and immense suffering.

It has urged the Chamber of Mines to contribute to resolving the deadlock with the National Union of Mineworkers

The president of the SACBC who is also the Catholic Archbishop of Durban, Archbishop Denis Hurley, held a meeting last night with two priests and three bishops from various mining areas

The clergy reported that the situation was growing increasingly tense as the countdown continued for a miners' strike called by the NUM for August 25

In an apparent bid to avert the strike at 29 gold and coal mines, the NUM approached the Chamber yesterday with revised demands

The NUM is still asking for a 22 percent across-the-board pay rise compared with implemented Chamber rates ranging between 14,1 and 19,6 percent

But it has pruned demands for a May 1 workers' holiday to a request for workers to go off two-

The NUM also suggested that instead of joint negotiations of white and black unions on job reservation, negotiations be held separately "in the meantime", but that all interested parties hold joint negotiations before agreement is reached

The Chamber says it will refer the revised proposals to its principals and hold further negotiations on Wednesday

SUBSISTENCE

"Confrontation is looming on SA mines with the possibility of a mass strike next week," said Archbishop Hurley

"A large proportion of mineworkers are earning below subsistence wages, even after the July increase

"Now that workers are unionised they are demanding a living wage, a wage that enables them to provide decent support for themselves and their families

"It is essential that all employers in South Africa come to terms with the legitimate demands of workers

"This is all the more necessary because if the strike does occur it could lead to widespread violence and immense suffering"

NUM ¹⁴³
revises
20:08:85
demands

JOHANNESBURG —
The National Union of
Mineworkers tabled re-
vised proposals in nego-
tiations with the
Chamber of Mines yes-
terday. DISPATCH

A union statement
said last night the re-
vised proposals were
that workers be allowed
to finish work two hours
earlier on May 1 and that
negotiations on job res-
ervation be held separa-
tely "in the meantime",
but that all interested
parties hold joint nego-
tiations before agree-
ment was reached.

The pay demand was
for 22 per cent across-
the-board.

The union had de-
manded that May Day be
recognised as a public
holiday and that the
NUM be included in ne-
gotiations on job reser-
vation with white
unions — Sapa



THE NATIONAL Union of Mineworkers delegation led by general-secretary, Mr Cyril Ramaphosa (right), leaving the Chamber of Mines' offices after a meeting yesterday.

NURSING STUDENTS
fong Hospital, near
yesterday claimed of
colleagues die
weekend after
they had unsuccessful
tried to
contact the person
in charge of the
nurses' home for
four hours.

The students, who refused to be identified for fear of victimisation, said the main gate leading to the nurses' home was always locked and the nurses could only contact the person in charge through the intercom

Desperate

"The woman either ignored our desperate calls for help or was fast asleep. It was only after we had contacted our colleagues who were working at the theatre that we finally took the sick nurse to the casualty ward, where she died a short while later," one of the students said

Dr D van Rooyen, superintendent of Kala-fong Hospital, said he could not comment but promised to investigate

143 20/8/85 SOWETAN
NUM makes new demands

THE National Union of Mineworkers and the Chamber of Mines met yesterday to discuss revised NUM demands.

By
JOSHUA RABOROKO

Although neither party disclosed details, *Sapa* reports that NUM upped its pay demands to 22 percent across the board when it tabled its revised proposals

The union had earlier sought 20 percent increases, said NUM official Miss Manoko

Nchwe
 Miss Nchwe said other revised proposals were that workers be allowed to knock off two hours earlier on May 1 and that negotiations on job reservation be held separately "in the meantime," but that all interested parties hold joint negotiations before

agreement was reached

The meeting took place in a tense atmosphere behind closed doors

The NUM delegation, led by its general secretary Mr Cyril Ramaphosa and president Mr J M Motlatsi, presented revised demands to the chamber

The chambers' industrial relations adviser, Mr Johan Liebenberg, told **The SOWETAN**

after the meeting that the NUM made revised demands. He would not give details of these demands

"We are calling on our members to consider the proposals and another meeting will take place soon," he said. He speculated that the meeting might take place tomorrow

NUM's spokesman said "We approached the chamber to see whether they will be prepared to listen to our demands"

The spokesman would not give details of the revised demands for what they described to be "strategic reasons"

The parties have deadlocked on several issues and the union has called for a national strike on August 25 - - -

In your SOWETAN today

- We FOCUS on a mother's anxious search for her 15-year-old daughter detained under the emergency regulations, and on other children in jail.
 - The SOWETAN Spotlight team visit a township "where virtually nothing ever happens" — and find that things DO happen.
 - Showbiz writer Elliot Makhaya gives you a close-up of Abey Cindi, consistent and inexhaustible musician
 - Nat on Tuesday, a must for your Tuesday morning chuckle . . .
- And lots, lots more in your brighter SOWETAN.

NEWS SELLING EXPLODE

Unless strike can be averted today

South Africa's ¹⁴³mine industry is set to explode this week when the National Union of Mineworkers (NUM) calls out over 240 000 black miners to go on a legal strike, unless something dramatic happens ^{SAWETAN}

Several attempts have been made by the union and the Chamber of Mines to avert the strike which might spill blood — the last of such meetings takes place in Johannesburg today

In a bid to avoid what industrial relations experts say might be a repeat of the "1922 mine unrest" the union and the chamber held a crucial meeting on Monday where the union made revised demands ^{21/8/85}

The union has called for a national strike to take place on Sunday at 29 gold and coal mines in South Africa

• The country's largest ever black trade union federation, with initial support of up to 400 000 workers, is to be launched at the end of November

After more than four years the super federation of emerging trade unions will hold its inaugural congress on November 30 and December 1

However, all the unions participating in the formation of the giant federation are due to meet in Durban today to finalise major issues

Critics say the federation will not be complete with the absence of the Council of Unions of SA (Cusa) and the Azaman Congress of Trade Unions (Azactu) Both believe in black leadership

• Black trade unions' consumer boycott of white-owned shops is gaining momentum with more unions calling for boycotts A group of independent trade unions has set up a national committee to monitor the boycotts

In the latest development the South African Allied Workers Union (Sawu) has called for a boycott of tombstones made by Bekkerrust Company in Rustenburg following the dismissal of workers at the plant over wages and working conditions



TUCSA's Ruth Imrie



12 MONTHS TO PAY

Pay as you wear

R99

Dep. R30
R17 x 8 mils



R199

Dep. R57
R17 x 12 mils

14ct Gold Wedding Ring Set

SUNLORD QUARTZ

MAANNE

BRANCHES AT Johannesburg - 96 Eloff St (between Kerk and Jeppe Sts) Tel 29 5331 Johannesburg - 174 Jeppe St cor Eloff (next to CNA) Tel 23-6069 Benoni - 21 Voortrekker St Tel 54-7937 (Between Ellenres and Rheingold)

300 000 BRANDS WORTH OF
GOODS TO CLEAR AT LESS 50%
Only at LA GENTE
DOORS OPEN 7:30am TO 6pm - ALL CREDIT CARDS WELCOME

Revue Cardin

DOUBLE-BREADED
BLAZERS
WERE R299⁹⁵

Revue Cardin

ALL WOOL 3-PIECE
SUITS
WERE R399⁹⁵

Revue
Sungform

SUITS
WERE R399⁹⁵

Vickers

2 and 3-PIECE
SUITS
WERE R279⁹⁵

Workers
fail to be
reinstated

143

STAR
The Industrial Court has ruled that 42 members of the SA Chemical Workers Union (SACWU) who went on strike at Pharma Natura (Pty) Ltd earlier this year and were dismissed, have no right to reinstatement 21/8/85

The court found that the workers had acted defiantly to induce the company to adhere to their demands "that shop steward elections be held in an autocratic manner".

It said the ensuing work stoppage constituted a strike, and that the workers' contracts of employment were terminated because of the strike.

SACWU argued that the company had issued an ultimatum to workers to return to work or face dismissal in a situation of confusion and that the ultimatum was not initially understood

The court said the company had corresponded and met with the union on various occasions and that ultimatums to return to work had been issued on more than one occasion

It did not accept that workers had failed to understand the ultimatum

Strike violence feared

By JOSHUA RABOROKO

TRADE unions, community based organisations and church groups fear widespread violence and immense suffering if more than 240 000 black mine-workers go on strike this week.

And, the United Democratic Front (UDF) has joined the chorus of international organisations when it announced that it will take strong action if the violence erupted during the strike.

The African Mining and Allied Workers' Union (Amawu), the UDF and the South African Catholic Bishops' Conference, have warned that the threatened mass strike action could lead to violence.

The Pan Africanist Congress (PAC) and the trade union wing of the Afri-

can National Congress (ANC) and the South African Congress of Trade Unions (Sactu), have also pledged their support for the demands of the miners.

The National Union of Mmeworkers (NUM), representing thousands of black miners in South Africa, meet with the Chamber of Mines today in a bid to avert the national strike.

The union presented revised demands to the chamber on Monday to test the icy water between themselves and the managements' organisation.

Mr Murphy Morobe, acting UDF publicity secretary, said the UDF was consulting with its affiliates and trade unions on the possibility of solidarity action.

Strike solidarity committees were being formed throughout the country.

143

21/8/85

MINE UNIONS ROW LOOMING

By JOSHUA RABOROKO

SOWETAN 21/8/85

THE silver cup is broken. Two of the country's black miners' unions are at each others throats for control of the industry's black labour force, numbering about 500 000 workers.

The two are the National Union of Mineworkers (NUM), led by Cyril Ramaphosa and the Black Allied Mining and Construction Workers Union (Bamcwu), led by Phandelani Nefolovhodwe. Incidentally, the two leaders share the same alma mater, the highly volatile University of the North (Turloop)

Until recently, the two unions have had a gentleman's agreement not to cross each other's paths. But the emergence of the new federation, instead of

drawing them nearer to each other, has them fighting tooth and nail

Also, black South Africa's traditional political positions, black nationalism and multi-racialism, have now reared their heads. The National Union of Mineworkers, previously regarded a black consciousness organisation, now espouses non-racialism while the Black Allied Mining and Construction Workers Union remains in the black consciousness fold

NUM's Cyril Ramaphosa. BAMCWU's Phandelani Nefolovhodwe.

Talks

In addition, Cyril Ramaphosa, tipped as the next secretary of the new super federation, is the man who signed the letter, barring BC unions from talks on the new federation

The National Union of Mineworkers (NUM) and the Black Allied Mining and Construction Workers Union (Bamcwu) have made claims and counter-claims of "poaching" at mines in the Transvaal

Their squabble started when the two unions recruited members on the Ender and Kimberley mines a few months ago. Both claim to have substantial membership at these mines

Bamcwu's publicity secretary, Mr Motsumi Mokhine, said they started organising members at De Beers' diamond mines in Kimberley. Shortly thereafter the NUM started organising at the mine

"There soon emerged a clash of interests when our members claimed that they were being forced to join NUM. We objected to this claim and our members promised us support and continued membership

"We have a large membership at this mine, but NUM is now trying to recruit our members," he charged

"We have a verbal agreement that we will not interfere where one union is organising. We find this very strange and arrogant

Mine strike postponed as wage offer amended

By Mike Siluma and Sheryl Raine

STAR 22/8/85
The National Union of Mineworkers has postponed a strike planned for Sunday — involving 29 mines and a potential 240 000 black miners — until September 1 to discuss new and complex wage offers made by mining houses

Negotiations with the Chamber of Mines started at 4 30 pm yesterday and carried on into the night, ending at 2 30 am today. The union agreed to present various new wage offers to members on 18 gold and 11 coal mines for consideration.

The NUM will report back to employers on August 28.

GUARANTEE GIVEN

Last night the chamber asked for and was given a guarantee by the NUM that no premature industrial action would be taken by the union on recognised mines and the NUM has undertaken to do all it can to avert industrial unrest on unrecognised mines where it has members.

Mine security personnel are, however, on the alert. The president of the chamber, Mr Clive Knobbs, claimed there had been intimidation on mines affected by the current negotiations.

The most significant move in the latest talks is that parties to the chamber broke ranks to make separate wage offers. Until now the chamber has stood firmly united.

Labour relations consultants today viewed the multi-faceted chamber offer as a significant crack in the formidable facade of the mining industry and an important victory for the NUM.

143
First signs of movement on the deadlock between the union and the chamber came on Monday when the union compromised on leave demands and job reservation talks.

When the parties met again yesterday employers made new wage offers, some of which fell far short of union demands.

The Chamber of Mines implemented wage increases ranging from 14,1 to 19,6 percent on July 1. The union was demanding a 22 percent across-the-board rise.

New offers follow warnings from various quarters of immense suffering and violence in the event of a strike.

The latest offers tabled by the mining houses early today were as follows:

- Anglo American, which would be the worst affected if the NUM were to call a strike, offered additional wage increases amounting to 2,8 percent which would have the effect of increasing wages by a total of 16,9 percent to 22 percent. Anglo also offered a 10 percent increase in holiday leave.

INCREASED LEAVE

- Rand Mines offered an additional R4 a month on coal mines and a 10 percent increase in holiday leave allowance on gold mines.

- Gold Fields and Anglovaal offered a 10 percent increase in leave.

- Gencor refused to make any offer.

The possibility of a strike still cannot be ruled out but there appears to be hope that industrial action can be averted at Anglo American mines. A strike is more likely at Gencor, Gold Fields and Anglovaal mines.

NUM, chamber in talks

THE National Union of Mineworkers and the Chamber of Mines were last night locked in crucial talks aimed at averting a national strike by black mineworkers countrywide

The meeting was adjourned at 5.45 pm and was expected to resume at 9 pm because both parties wanted to reach a settlement

During the adjournment NUM's general secretary Mr Cyril Ramaphosa said "We adjourned the meeting because we want to reach a settlement with the mine bosses"

A chamber spokesman said they still have to talk to their members about the demands made by the union

143

22/8/85

Sowetan

21.55
28.7

49.25

Last-ditch mine talks under way

143
B. Pay
22/3/67
reproduction by All rights reserved

THE National Union of Mineworkers and the Chamber of Mines were holding intensive last-minute talks yesterday in an attempt to reach agreement before threatened strikes now only three days away.

The NUM's revised demands, presented to the Chamber on Monday, have fuelled speculation that a strike could be averted.

The two parties met yesterday afternoon and adjourned just before 6pm, with the intention of resuming them at 9pm. Neither party would reveal what the developments were at that stage.

The NUM is still demanding an across-the-board increase of 22%, as against the Chamber's offer of 14.1% to 19.6% which it implemented on July 1.

However, the union has agreed to accept current conditions regarding annual leave, working hours, and leave and shift allowances.

It also wants workers to finish two hours early on May Day, instead of de-

CLAIRE PICKARD-CAMBRIDGE

manding the day as a paid holiday. It accepts that it will not participate in all the talks between the Chamber and white miners on the scrapping of job reservation.

Instead, it is agreeing to separate talks between the Chamber and the unions, as long as it is involved in at least one joint meeting before an agreement is reached.

The Chamber, previously estimated that the union's demands represented an increase of 32% on gold mines and 41% on collieries. It is understood that the NUM's revised demands represent little more than 22%.

The union has threatened strikes at the 29 gold and coal mines of Chamber member where the NUM was recognised before deadlock was reached in negotiations on June 28. NUM recognition has subsequently been withdrawn at two Gold Fields-administered mines.

CAPE TIMES 23/8/55

Offers by mines leads NUM to delay strike

143

From PHILLIP VAN NIEKERK

JOHANNESBURG — Anglo American the largest of the mining houses, has broken ranks with the rest of the Chamber of Mines in offering new wage increases to avert a large-scale strike by the National Union of Mineworkers (NUM)

The NUM yesterday announced that it had postponed for a week the strike which was due to start on Sunday, to report back to its members the Chamber's revised offer

The Chamber with the exception of Gencor, is offering an increase of 10 percent to the annual holiday leave allowance, but no improvements in basic wages

One other mining house, Rand Mines, like Anglo is offering additional increases of R4 across-the-board to workers at its collieries

The new offers are in addition to the increases of between 14,1 and 19,6 percent which the Chamber paid at the start of July this year

The NUM has decided to recommend neither acceptance nor rejection of the revised offer which was placed before it at a marathon meeting which ended in the early hours of yesterday morning

The offer by Anglo, which employs about 80 percent of the union's membership, affects workers on its gold and coal mines and amounts to increases of between 17 and 22 percent in response to the NUM's demand of 22 percent across the board

Mr Johan Liebenberg, the industrial relations adviser to the Chamber, told a press conference yesterday that the "conciliatory" move by the Chamber was a new development

"The chamber's wage offer does not apply across the board to all union members on all recognized mines," he said

"Mining houses other than Anglo and Rand Mines felt that the increases granted in July were more than fair and were generally well accepted by their employees"

211/143

talks between the Chamber of Mines and the National Union of Mineworkers (NUM), the union initiated a further meeting on Monday where it tabled a revised set of demands

The NUM's wage proposal remains the same — 22% across-the-board. But it has dropped almost all of its demands relating to other aspects of working conditions. The one exception is a demand that workers should be released from duty two hours early on May Day. The union previously demanded a full day's paid leave on May 1.

It has decided to accept the *status quo* in working hours, leave and shift allowances and annual leave. It has also accepted that it need not be involved in the talks with white miners over the scrapping of job reservation, and will hold separate discussions with the chamber on the issue. However, it does wish to be party to a joint meeting before the chamber formalises an agreement with representatives of white mine labour.

According to chamber estimates, the previous NUM demand represented an overall increase of 32% on gold mines and 41% on coal mines. The latest proposal is only fractionally above 22%. NUM general secretary Cyril Ramaphosa considers it a substantial move. "We have done this for the sake of reaching agreement. The chamber's response will indicate how serious they are about wanting a settlement," he says.



NUM's Ramaphosa ... trying to avoid a strike

At the time of going to press the chamber's principals were considering the proposal in preparation for a further mid-week meeting. With negotiations at a delicate stage, industry spokesmen were unwilling to comment on prospects for a settlement.

The NUM proposal applies to the chamber's Employment Bureau of Africa (Teba) in addition to gold and coal mines. Although negotiations are separate, settlement on the mines would most likely lead to a settlement of the Teba dispute.

The NUM dispute with De Beers Namaqualand was settled last week. The parties have agreed to a 12% wage hike —

this a compromise over the NUM's 15% demand and the company's 11% offer. They agreed to postpone discussions on other matters in dispute including merit increases, May Day, travel allowances and maternity leave.

The one wage dispute which shows no signs of progress is at Rand Mines' Duvha Colliery where the NUM represents a majority of the 971 black work force. A conciliation board meeting last Thursday ended in deadlock and there are no plans for further discussions. Ramaphosa says a strike, beginning on Sunday, is likely. Duvha MD Alan Cook says the union and the company were "miles apart" at the conciliation board meeting. He says wage increases implemented on June 1 were generally well-received. ■

BOTHA'S MANIFESTO

Between the lines

Political analysts are still trying to work out what State President P W Botha's "Political Manifesto" really is all about. What, they ask, was there in the speech that could possibly amount to "crossing the Rubicon?"

At least two Cabinet Ministers — P W Botha and Chris Heunis — and one deputy Minister — Louis Nel — frantically tried afterwards to tell the world why the speech was so important, but they merely succeeded in confusing the issue even more.

The President made only one thing abundantly clear: government does not intend releasing Nelson Mandela from prison.

Clearly, there is some in-fighting in the Cabinet. Despite his demals, P W Botha *did* oversell the President's speech in Vienna. And Gerrit Viljoen *did* warn beforehand that everything that is said, must be within the parameters of grand apartheid. And F W de Klerk *did* make it clear that he would have had problems if the President had gone too far.

Conservative Party leader Andries Treurnicht touched a raw nerve when he appealed this week to "Cabinet ministers such as F W de Klerk, Louis le Grange and Hendrik Schoeman, who do not believe in powersharing with blacks," to make a stand against it.

Some NP-watchers believe that P W Botha's pathetic performance in front of the world's media could shorten his term as president. He was apparently planning to step down as president and NP leader some 18 months before the 1989 general election to give the new man a chance to dig himself in, but now it is rumoured that he may have to do this towards the end of next year. Many leading Nationalists are said to come to the conclusion that their leader has, in fact, got feet of clay. This can also heat up the race for the presidency between Heunis, De Klerk, P W Botha and Viljoen — with Viljoen the current favourite.

Last Thursday's address was supposed to have contained an announcement of SA citizenship for all blacks, but Botha only got as

far as repeating the old policy that no homeland will be forced to accept independence and blacks with tribal ties to such a non-independent homeland are still regarded as SA citizens. He said exactly this in April.

The next day Foreign Minister P W Botha actually went further. He explained in a TV interview that government's policy is that an independent homeland can now *revoke* independence and its citizens can regain their SA citizenship.

That sounded like real progress. But then Constitutional Development and Planning Minister Chris Heunis muddled it again when he told a TV interviewer on Sunday night "As regard the citizens of these (independent) states, the President has indicated before, and he has repeated that indication, that the question of restoration of citizenship to those citizens living within the borders of SA, is a matter that has been negotiated and discussed with the leaders of the independent states."

When asked whether that meant states may be given the option to relinquish independence, he replied "I don't think it is for SA to decide whether they want to be independent or not. That is a decision that had been taken by those countries and they are, in this case, the masters of decision in this regard."

And, when asked whether a request to give up independence would be sympathetically considered, Heunis said "No, there are no indications in this specific regard. As a matter of policy, the SA government still believes that the granting of independence is part of the solution in relation to the political development of the black communities."

Thus, on the question of citizenship there seems to be no change. A fourth generation Xhosa-speaking Sowetan is still a citizen of Transkei or Ciskei. The chances that a Mantanzima or a Lennox Sebe is going to give up "independence" and power are very slim indeed.

Speculation also had it that the President was going to say something important on influx control. He merely said he considers it outdated.

As long ago as on July 26 this year, Co-operation and Development Minister Gerrit Viljoen said on TV that the influx control laws will be totally revised in the next parliamentary session. The changes, he said, will be to make it as easy for blacks to urbanise as it is for other groups, and to scrap the parts of the present Act that make provision for jailing blacks for technical offences relating to carrying their pass books on them all the time.

Botha also stubbornly told the world that he is not going to make a statement of intent. "I am not prepared to make it. Not now and not tomorrow," he said. He added that he believed it wrong to prescribe the structures within which future political participation for all South Africans will take place.

It was another clear example of the contradictions that now riddle Nationalist thinking. Three days before the Durban speech,

FM 23/8/85

MINE LABOUR

~~143~~

143

Last minute talks

A flurry of eleventh-hour activity has raised real hopes that the strike in the mining industry due to begin on Sunday can be averted Following last week's exploratory

FM 23/8/81

65

NUM CONSIDERS NEW WAGE OFFERS

THE NATIONAL Union of Mineworkers has called off a proposed national strike by black miners to discuss new wage offers made by the mining houses during a crucial meeting yesterday.

sowetan
This was announced at a Press conference in Johannesburg by the Chamber of Mines' industrial relations advisor, Mr Johan Liebenberg, after the chamber and NUM reached agreement during an eight-hour meeting.

The union has agreed to consider new wage offers to members on 29 gold and coal mines and the chamber confirmed that it would convey the latest developments to its members

In a significant turn-about, parties to the chamber made separate offers to miners who had voted to take industrial ac-

tion on Sunday.

Mr Liebenberg said the latest offers tabled by the mining houses yesterday were:

- Anglo American, which would have been the worst affected had the NUM strike went ahead, offered additional wage increases amounting to 2,8 percent which would increase wages by a total of 16,9 percent to 22 percent

In addition Anglo offered a and a 10 percent increase on holiday leave allowance

- Rand Mines offered an additional R4 a month on coal mines and a 10 percent more on holiday leave allowance

- Gencor refused to make any offer

23/8/85
Mr Liebenberg said these increases would be from September 1

NUM 143 disputes claims

THE National Union of Mineworkers has disputed claims by the Black Allied Mining and Construction Workers Union that it was "poaching" its members at mines in the country.

The two unions have made claims and counter-claims of control over the workers after squabbles from ways and means of recruiting members

SOWGATAN
NUM's spokesman said Bamcwu had neglected its members on some of the mines

The members approached NUM for membership 23/8/88

"We have accepted them. We fail to see how the union can make claims that we are poaching their members when in fact the mistake is theirs."

■ ■

Anglo makes new mine wage offer

Transvaal Bureau JOHANNESBURG — In addition to the increases of between 14,1 and 19,6 per cent which the Anglo American, the largest of the mining houses, has broken ranks with the rest of the Chamber of Mines in offering new wage increases to avert a large scale strike by the National Union of Mine workers (NUM).

The union announced yesterday it had postponed the strike, due to start on Sunday, for a week while it reports the revised offer to its members.

The chamber, with the exception of one mining house, Gencor, is offering an increase of 10 per cent to the annual holiday leave allowance, but no improvements in basic wages.

One other mining house, Rand Mines, is like Anglo, offering additional increases of R4 across-the-board to workers at its collieries.

The new offers are in

addition to the increases of between 14,1 and 19,6 per cent which the chamber paid out to black miners at the beginning of July this year.

The union has decided to neither recommend to its members that it accept or reject the revised offer which was placed before it at a

marathon meeting which ended in the early hours of yesterday morning.

The offer by Anglo, which employs about 80 per cent of the union's membership, affects

workers on its gold and coal mines and amounts to increases of between 17 and 22 per cent in response to the union's demand of 22 per cent across-the-board.

Mr Johan Liebenberg, the industrial relations adviser to the chamber, told a press conference yesterday that the "conciliatory" move by the chamber represented a new development.

23:05:65

Mxenge brother detained

Dispatch Reporter

EAST LONDON — A Ciskei Government clerk, Mr Monde Mxenge, and three other men have been detained by the Ciskei Security Police

Mr Mxenge is a brother-in-law of the murdered civil rights lawyer, Mrs Victoria Mxenge

DISPATCH

The detention of Mr Mxenge, 27, Mr Yoyo Faba, 27, Mr Thafeni Mayoyo and Mr Mamkeli Manana was confirmed

yesterday by the Ciskei police liaison officer Lieutenant Matuso Ngwendu

He said they were being held under Section 26 of the security laws

Dr Fumbata Mxenge said his younger brother and Mr Faba were picked up by the police on Sunday Mr Mayoyo was arrested last Thursday and Mr Manana on Friday

Dr Mxenge said the

day after Mrs Mxenge's burial at Rayi near King Williams Town two weeks ago, the Ciskei Police came to his Rayi home and conducted a search. He claimed the police had also harassed his father, Mr Johnson Mxenge, and had kicked chairs

The head of the Ciskei Security Police, Brigadier T Takane, said yesterday Dr Mxenge should have laid a charge against the police

23:08:85

Miners hold back on strike action

By ZB MOLEFE

THE massive strike which threatened South Africa's mining industry is off - for now.

The National Union of Mineworkers and the Chamber of Mines have provisionally called off Sunday's strike, and will resume talks next week.

And by yesterday, mine managements were keeping their fingers crossed that the industry's 550 000 black employees would accept this week's new pay package

Sunday's strike, besides shaking the country's coal and gold industries, would have only added to the tension in South Africa's townships, which are already reeling from security force raids and other upheavals

There were also shudders throughout the economy when it became known that organisations like the United Democratic Front would back the striking miners

The UDF has already mobilised massive consumer boycotts throughout the country, and there were fears of further



solidarity action with striking miners

This week's Chamber of Mines offer, which was released early yesterday, means that Sunday's strike has been effectively postponed to September 1

This will, however, depend on next Wednesday's talks between the two parties when Num reports back on its members' response

In a statement hours after the talks, Num said "The Chamber presented extremely complex offers to our union which, if accepted or rejected outright, could have divided our membership"

Num also pointed out that the offers were not uniform and in some respects were "far too short of what we had demanded"

In some respects, though, they were "close to what we had demanded"

This week's offer varied between the five owners of the country's 29 mines

A breakdown of the offers are

- Anglo American Offered an extra 2.8 percent, increasing black wages from between 16.9 percent and 22 percent

- Rand Mines Offered an additional R4 to black miners on its coal mines and an additional 10 percent increase on holiday leave allowance for black employees on its gold mines

- Goldfields and Anglo Vaal Offered only a 10% increase on holiday leave allowance

- Gencor Refused to make any offers

Commenting on the offers, Num said it found that Goldfields, Rand Mines and Anglo Vaal were the most unacceptable - while the Anglo offer "requires a further movement to enable us to reach settlement"

CASH 'n CARRY * GST / STANDARD/E

2 500 call ¹⁴³ for Sarmcol lawyers and ^{Mercury 26/8/85} union to meet

Pietermaritzburg Bureau

ABOUT 2 500 people called for an 'urgent meeting' between the lawyers of BTR Sarmcol, Howick, and the Metal and Allied Workers' Union to resolve a four-month-old dispute which started when 950 workers were dismissed this year

The call came after Mr Chris Dlamini, president of the Federation of South African Trade Unions, submitted a 'bottom line position as a solution to the dispute' to members of the local community at a meeting in Pietermaritzburg on Saturday

Before the start of the meeting police used tear-gas to disperse a group of youths who marched with a banner from the hall at the Edendale Lay Centre into nearby streets

Important

Tear-gas was also used at the end of the meeting when some people walked up the road with a banner Tear-gas canisters landed in buses and the properties of nearby residents and shops

Mr Dlamini said it was important for Sarmcol and the union to negotiate as the dispute had led to general unrest in the Howick-Pietermaritzburg area

'We call on the legal advisers of both parties to meet as a matter of urgency to discuss their differences in the recognition agreement,' he said

Nearly two years of negotiations collapsed in April when BTR Sarmcol refused to recognise Fosatu This led to a strike by the entire workforce and their subsequent dismissal from the company

The six-point proposal from Fosatu asked the company to re-engage the dismissed workers over a period of a month according to an 'agreed programme'

'Where the company has serious allegations against any employee, his case must be heard before an agreed arbitrator and where the State has charged an employee with a serious offence, the person must be suspended pending the outcome of the case,' the proposal read

It also said workers should be placed back in their previous positions and at their former salaries and conditions of employment

The proposal also called on the 'assistance of the Pietermaritzburg Chamber of Commerce and other appropriate bodies to make representations to the authorities to help Sarmcol expand its production to allow those presently employed to keep their jobs'

ANGLING

THE weekend's fresh to strong south-westerly winds along the Natal Coast marred competition angling in the seventh heavy tackle round

des Benz 240D (aircon/auto),
a 1.8 Sprinter, Toyota Hi-Ace
later Microbus, Alfa 2000 Exec,
Niesel, Ford Escort XR3, Alfa
Pulsar 1.4
Chevy Commo-
VW Golf

board and trailer, Alfa Veloce
5 SL, Motorcraft boat with Volvo
trailer, Mazda B1600 LDV, Mazda
craft ski boat with 2 x 55hp motors
983 Mazda 323 Hatchback, Alfa 33,
Sierra 1.6 GL SW, Peugeot 504 GR
issan 1800 LDV's, Ford Cortina 3.0L,
LE 4x4, Nissan Langley 1.3 AT

At instructions from the Reposses-
er of Barclays Western Bank Ltd,
Late Model Motor Cars and Light
s in the Repossession Warehouse.

26TH AUGUST AT 7.00 P.M.

AY'S REMINDER
TION TONIGHT
SSESSED MOTOR
VEHICLES

Coastal Auctioneers

Aucor

SH OR BANK ENDORSED
LY, PAYMENT ON DAY OF
FURTHER PARTICULARS
ARTIN AUCTIONEERS

ESDAY 28TH AUGUST. ALL
to Exceptions).
no later than Monday 2nd
IS NOTE: All goods must be
etc. etc.

ITY: Kitchen unit doors,
ounters, bar counter & 3
ments, large quantity heavy
p paint, liquor cabinets,
rest, chairs, large quantity
ables, lamps (large quantity),
es, stoves, cast iron garden
nails, vegetable racks,
antity carpets, pots, pans,
pedestals, kitchen units,
s suites, h/boards, dining
tel Furniture Comprising:

30 a.m.
985 at 31 Kitchener Street,

All set for union talks

By JOSHUA RABOROKO

THE Black Allied Mining and Construction Workers' Union is prepared to meet the National Union of Mineworkers to resolve their problems of poaching members.

Bamecwu's publicity secretary Mr Molsomi Mokhine said his union did not see the NUM as rivals in the mining industry hence their traditional preparedness to withdraw from mines originally organised by them

Both unions have made claims and counter-claims of poaching members in the mining industry. However, they have disputed the claims

In a statement to The SOWETAN at the weekend, Mr Mokhine said they had mutual respect

for each other, despite NUM's confession that they were poaching "our members"

"This to us makes mockery of their apparent commitment to endeavours to unite workers and their organisations, both in this country and abroad. It is unfortunate that the poaching of our members plays in the hands of management which always welcomes a divided workforce

"We hope that NUM will withdraw from the mines we have already organised. We see this as an encroachment into the rights of workers to establish themselves as a formidable bloc to project and further their aspirations," the statement said

Mr Mokhine said it was for this reason that

they wish to meet NUM and discuss the matter

However, NUM was not prepared to comment on the proposed meeting

SOWETA

143

26/8/85

Violent strike warning

JOHANNESBURG

South Africa's most powerful black union warned yesterday that crisis meetings of its members at vital gold and coal mines were likely to lead to a potentially violent strike on September 1.

The National Union of Mineworkers (NUM) last week suspended plans for 230 000 miners to strike yesterday after a last-minute pay offer. But it said yesterday that mine owners were trying to split the union.

DISPATCH

Emergency meetings to decide on the offer began on Thursday and will continue until tomorrow.

26:08:85

The Chamber of Mines employers' group said on Thursday that mining companies had split into three groups to avert a strike.

Anglo American Corporation upped its pay offer while General Mining and Union Corporation stuck at 14,1 to 19,6 per cent rises. The NUM is seeking an across-the-board 22 per cent increase — Sapa-RNS

MINERS RUMBLING

AN official of the National Union of Mineworkers said yesterday it was the feeling of members to go out on strike on September 1 "because they were being divided by the latest pay offers from mine managements"

The NUM last week suspended plans for over 240 000 miners to go on strike on August 25 after a last minute pay offer.

Emergency meetings to decide on the offer began last Thursday and will continue today

A union spokesman said. "The feeling of our members is that they want to go out on September 1 because they feel they are being divided by the latest offer"

Anglo American Corporation upped its pay offer while General Mining Corporation stuck at 14,1 to 19,6 percent rises The NUM is seeking an across-the-board 22 percent increase

Meanwhile, about 150 members of the Fosatu-affiliate Metal and Allied Workers Union (Mawu) who went on strike last week in support of plant level bargaining at a British multinational. Frys Metal in Wadeville, returned to work yesterday

Mawu's Transvaal secretary, Mr Moses Mayekiso said the company had originally agreed to grant workers a 17c rise outside wages negotiated with the Steel Engineering Industries Federation of

By JOSHUA RABOROKO

SA (Seifsa). The company then made certain demands which made the workers to reject the offer. These demands included health and safety measures at the plant.

143

Sowetan

27/8/85

SOWETAN Tuesday, August 27, 1985



McCANN ERICKSON 40178/E

25 Kloof miners hurt in night of violence

CALL - Trucks 27/8/85

From PHILLIP VAN NIEKERK
JOHANNESBURG — About 25 miners were injured at Gold Fields' Kloof goldmine near Westonaria on Sunday night as workers took industrial action despite the National Union of Mineworkers' decision to postpone their strike over wages for a week.

And at Iscor's Hlobane colliery near Vryheid more than 1 800 miners downed tools yesterday afternoon after management told them that they would not receive increases.

Iscor's public relations manager, Mr Piet du Plessis, said workers had been briefed last week that increases were ruled out because of the economic situation.

The NUM postponed the strike in the face of a fresh offer from the Chamber of Mines last week, with Anglo American offering an extra three percent wage increase and the other mining houses marginal increases in fringe benefits.

An NUM spokesman said yesterday

they been unable to communicate the postponement to Kloof miners, as management had forbidden them to hold open-air meetings.

A Gold Fields spokesman said the open-air arena was for tribal dancing and they had offered the NUM the use of the training centre hall instead.

During the unrest, which started during Sunday's night shift, 13 miners were arrested and about 25 injured as police used dogs, teargas and rubber bullets to disperse workers.

An SAP spokesman said about 3 000 miners had stoned mine buildings on Sunday night, causing severe damage to mine property, and injuring five SAP members.

But the mine spokesman said about 300 workers involved in an illegal picket of the hostel gates had been dispersed by police and mine police.

Mr Cyril Ramaphosa, general secretary of the NUM, said that after police were brought in to break up a peaceful picket, the workers were forced to go underground at gunpoint.

D A S S I

25 injured as police break up miners' ^{Mercury} wage action

Mercury Correspondent

JOHANNESBURG—About 25 miners were injured at Gold Fields' Kloof mine near Westonaria on Sunday night as workers took industrial action in spite of the National Union of Mineworkers' decision to postpone its strike over wages for a week.

And at Iscor's Hlobane colliery near Vryheid in Natal, more than 1 800 miners downed tools yesterday after the mine management told them they would not receive increases.

An Anglo American spokesman denied reports of industrial action at the Vryheid Corona Colliery adjoining Hlobane, and said there had been no unrest.

The NUM postponed the strike in the face of a fresh offer from the Chamber of Mines last week, with Anglo American offering an extra 3 percent wage increase and the other mining houses marginal increases in fringe benefits.

Gunpoint

During the unrest, which started during the night shift on Sunday, 13 miners were arrested and about 25 were injured as police used dogs, tear-gas and rubber bullets to disperse workers.

Mr Cyril Ramaphosa, general secretary of the NUM, said that after police had been brought in to break up a peaceful picket, the Kloof workers had been forced at gunpoint to go underground.

At Hlobane more than 1 800 workers from the afternoon shift refused to go underground yesterday.

Iscor's public relations manager, Mr Piet du Plessis, said workers had been told last week that the company would be unable to grant increases because of the economic situation.

Miners expect decision on pay increases today

Argus Correspondent

JOHANNESBURG — The National Union of Mineworkers (NUM) expects to know today whether its members accept or reject a revised pay offer made by the Chamber of Mines last week, the secretary-general of the union, Mr Cyril Ramaphosa, said yesterday

Mr Ramaphosa said the union had not been able to hold a report-back meeting at Kloof Gold Mine in the Western Transvaal because the owners, Goldfields of SA, had refused the union permission to use the mine's arena, which could hold 13 000 people

He said they were instead allowed to use a hall more than 1,5km from the mine hostel which could seat only 100 people

A spokesman for Goldfields said the company usually gave permission to the union to address miners in categories for which the union was recognised and the hall offered to the

union would have been adequate for the purpose

Kloof is the only mine which is known to have experienced unrest during the weekend, with management reporting pickets by more than 200 mineworkers

The union is to give its members its response to the revised offer tomorrow. A strike which was to have started last Sunday was postponed late last week to September 1

Other mines where the union has a dispute are those belonging to Anglo American, Gencor, Rand Mines and Anglo Vaal

Mr Ramaphosa said the union was expecting conciliation boards to try to resolve wage disputes with the Chamber's manpower-recruiting arm — Teba — and the Nuclear Fuel Corporation

He said the union would hold a members' meeting to decide on a course of action following a conciliation board deadlock with Duvha colliery

The union is demanding a 22 percent across-the-board monthly wage rise

Fre-

Turbo Ac iny

- Turbo-pc efficiency
- Designed in and out
- 3-year gi-
- Trade-ins
- Excellent
- Turbo fast
- Technolo

ADU

The Ti
Pod

Phone the C
for a

(02

'Progressive

Miners hurt as violence flares

DISPATCH

Dispatch Correspondent

JOHANNESBURG — About 25 miners were injured at Gold Fields' Kloof goldmine at near Westonaria at the weekend as workers took industrial action despite the National Union of Mineworkers' decision to postpone their strike over wages for a week. 27.08.65

At Iscor's Hlobane colliery near Vryheid in Natal more than 1800 miners downed tools yesterday afternoon after management informed them that they would not receive increases. Talks between management and union representatives were continuing, Sapa reported.

An Anglo American spokesman said there had been no unrest at any of their mines.

The NUM postponed the strike in the face of a fresh offer from the Chamber of Mines last week, with Anglo American offering an extra three per cent wage increase and the other mining houses marginal increases in fringe benefits.

A NUM spokesman said yesterday they had been unable to communicate the postponement to Kloof miners, as management had forbidden them to hold open-air meetings.

A Gold Fields spokesman said they had offered the NUM the use of a hall at the training centre to address their members.

During the unrest, which started during the night shift on Sunday 13 miners were arrested and about 25 injured.

A spokesman for the SA Police said a large group of about 3000 miners had stoned mine buildings on Sunday night, causing severe damage to mine property, and injuring five members of the SAP.

The spokesman for Gold Fields said about 300 workers were involved in an illegal picket of the hostel gates just before the night shift was due to begin and had been dispersed by the SAP and mine police.

Hlobane miners return to work

A three-day strike at Iscor's Hlobane Colliery ended late yesterday afternoon with management "standing firm" in its refusal to grant an additional salary increase, public relations manager Mr Piet du Plessis said last night.

Trouble started on Monday when about 1500 miners refused to go underground after demanding rises of 14 to 19 percent in addition to those granted in

July as a result of negotiations between the National Union of Mineworkers and the Chamber of Mines.

But, in discussions yesterday with National Union of Mine-workers members on the mine and NUM chief Mr Cyril Ramaphosa, management was asked to arrange for the release of two members arrested for alleged intimidation.

"If we could meet that request, they agreed they would in-

fluence their colleagues to go back to work. We agreed and they have gone back to work," Mr du Plessis said.

He could not say if the two miners arrested on Monday had been freed.

Earlier it was reported that Iscor had begun dismissing Hlobane mineworkers when they failed to comply with an ultimatum to return to work yesterday morning. — Sapa

143

STAR

28/8/85

28/8/85

Colliery workers 143 still on strike

The 1800 workers who
downed tools over wages
at Iscor's Hlobane coal
mine near Vryheid on
Monday were still on
strike late yesterday, an
Iskor spokesman said
today.

The spokesman said
workers had been told
they had to return to
work today. He would
only know later if they
had done so.

STAR
The spokesman said
earlier the workers had
gone on strike after being
told they would not be
getting pay increases.

They had initially ac-
cepted this but had
struck after National
Union of Mineworkers
(NUM) officials had
raised the issue anew
with management.

28/8/85
The NUM general sec-
retary, Mr Cyril Rama-
phosa, said today mine
management had refused
to talk to the union and
would not allow officials
to enter mine premises.

He said the union had
no recognition agreement
with the mine yet.

Miners fired after strike over wages

SEVERAL hundreds of black mineworkers at Iscor's Hlobane Colliery near Vryheid have been fired after a two-day strike in support of high wages and working conditions. *sowetan*

The miners, members of the National Union of Mineworkers (NUM), were dismissed after failing to comply with an ultimatum to return to work yesterday *29/8/85*

Iscor's public relations officer, Mr Piet du Plessis, said the exact number of the workers affected was not certain, although most of the colliery's workforce of about 4 300 black workers appeared to have been involved in the strike

Incidents of intimidation also appeared to be occurring on the mine, the officer said

Meanwhile placard carrying members of the Chemical Workers' Industrial Union employed at Union Liquid in Germiston yesterday went on strike over wages

143

Seven mines face strikes on Sunday

29/10/85

The National Union of Mineworkers will recommend the acceptance of revised wage deals at about 20 gold and coal mines but has decided to strike on Sunday at seven mines at which wage offers were rejected

After a meeting with the Chamber of Mines last night, the NUM said that more than 60 000 workers would strike at the following mines

Anglo Vaal's Hartebeesfontein (18 000 workers), Gold Fields' Kloof (14 000), East Driefontein (13 000), West Driefontein (13 000), Gencor's Marievale (1 200), Matla Coal (2 000) and Transvaal Navigation Colliery (1 500)

The Chamber said that, after a lengthy period of negotiation in which all avenues of conciliation were pursued, it hoped that, for the vast majority of the union's members, the dispute would now be resolved

But the NUM has warned that, should the mines affected by the strike decide to take action against union members, the entire membership of the union at all mines would take solidarity action

The Chamber of Mines implemented increases ranging from 14 to 19 percent on July 1. The union was demanding a 22 percent across-the-board increase

Gencor refused to improve on chamber rates while Anglo Vaal and Gold Fields were prepared to offer only an additional 10 percent increase in the holiday allowance

Rand Mines has brought its wage offer into line with that of Anglo American by offering a further 2.8 percent on top of the implemented chamber rate and, in addition, the two companies will grant a 10 percent increase in the holiday allowance

JCI has agreed to bring its offer into line with Anglo American and Rand Mines even though it does not recognise the NUM on any of its mines

The NUM's negotiating committee said it would be prepared to recommend to its members that the offers made by Anglo, Rand Mines and JCI be accepted and said the companies would be informed of members' reaction on Friday

Mr Kallie van der Colf, manpower director of Anglo American's gold division, said "We are pleased that the negotiating process has again been successful and we are confident that the NUM's recommendation of our offer will be accepted by its members. We remain convinced of the benefit of the collective bargaining process and this settlement again proves the value of endeavouring to establish sensible labour relations"

60 000 miners to strike

From PHILLIP VAN NIEKERK

JOHANNESBURG — The National Union of Mineworkers (NUM) last night decided to press ahead with strike action on South African gold and coal mines, but could call off the strike at mines owned by two mining houses

A NUM spokesman said they had decided to recommend a settlement to their members at Anglo American and Rand Mines, which have offered additional pay increases

Warning

But the legal strike at seven Anglovaal, Gencor and Gold Fields mines involving more than 60 000 workers, is due to start on Sunday, after these mining houses refused to increase their offers yesterday

The union has warned of solidarity action by its entire membership if the mines hit by the strike take action against their members

The NUM announced its decision at a final meeting with the Chamber of Mines yesterday after the NUM had spent a week reporting a fresh offer back to its members

The NUM said the chamber's partial offer made last week in which Anglo offered additional pay increases but most of the other mining houses offered only a 10 percent increase in holiday leave allowances was not acceptable.

Into line

The chamber then made a revised offer, by bringing increases at Rand Mines and Johannesburg Consolidated Investments (JCI), which is not party to the negotiations, into line with the Anglo offer

Anglo has been offering increases on average 2.8 percent higher than the chamber's increases of July 1 over which wage talks deadlocked

The vast majority of the union's membership is on Anglo gold mines and the NUM is to recommend to its members that they accept these offers

The NUM spokesman said the offers made by Goldfields and Anglovaal were rejected as was the stand of Gencor which has refused to offer any additional increase

Iscor

The union told the chamber they would be recommending to their members at Rand Mines and Anglo that they accept the offer

The NUM said the mines which would be affected included Hartbeesfontein, Kloof, East Driefontein, West Driefontein and Marievale gold mines as well as the Matla and Transvaal Navigation Collieries coalmines

● Meanwhile, Iscor has begun dismissing some of the 5 300 workers at its Hlobane colliery near Vryheid in Natal who have been on strike since Monday

Two of
Nir
hel
CAPE T... among n... while cov... College in...
The othe... Leeson o... Gubb, a... News and... Time ma... France-P... van der M... men work...
Miss L... morning, as... Democrat... left the a... Koopman...
Return

TODAY
CATERING
EQUIPMENT
TO BE
AUCTIONED
TURN TO THE
AUCTION PAGES
IN TIMES
CLASSIFIED

(143) ~~143~~ B. Day
39/8/85
NUM to strike at five mines

THE National Union of Mineworkers is to go ahead with strike action which could affect 62 000 workers on Sunday at five gold mines and two collieries administered by Gencor, Gold Fields and Anglovaal.

The NUM said last night that these companies had refused to improve their offers to an acceptable level. They are calling for strikes at Hartebeesfontein, Kloof, East Driefontein, West Driefontein, Marievale, Matla and Transvaal Navigation Colliery.

Rand Mines and Johannesburg Consolidated Investments (JCI) yesterday improved their offers for gold and coal mineworkers by an additional 2.8% in

CLAIRE PICKARD-CAMBRIDGE

wages and by 10% in the holiday leave allowance to bring them into line with Anglo American.

The union is recommending that members accept the offers from Anglo, Rand Mines and JCI and will inform the Chamber of their members reaction on Friday.

The union warn that if the affected mine managements take action against members, the entire membership of the union on all mines would take solidarity action "because Gold Fields, Gencor and Anglovaal have now become the enemies of all mineworkers"

Strike: miners decide

Dispatch Correspondent

JOHANNESBURG — The National Union of Mineworkers (NUM) last night decided to press ahead with strike action on South African gold and coal mines, but could call the strike off at mines owned by two mining houses

A spokesman for the NUM said they had decided to recommend a settlement to their members at Anglo American and Rand Mines, which have offered additional pay increases

But the legal strike at seven Anglovaal, Gencor and Gold Fields mines, involving more than

60 000 workers, is due to start on Sunday, after these mining houses refused to increase their offers yesterday.

29.08.85
And the union has warned of solidarity action by its entire membership if the mines hit by the strike take action against their members

The union announced its decision at a final meeting with the Chamber of Mines yesterday after a week spent reporting a fresh offer back to its members

The union said the chamber's partial offer made last week, in which Anglo offered additional pay increases, but most

of the other mining houses a 10 per cent increase in the holiday leave allowance, was not acceptable

The chamber then made a revised offer, by bringing increases at Rand Mines and Johannesburg Consolidated Investments (JCI), which is not party to the negotiations, into line with the Anglo offer

Anglo have been offering increases on average 2,8 per cent higher than the chamber's increases of July 1 over which wage talks deadlocked

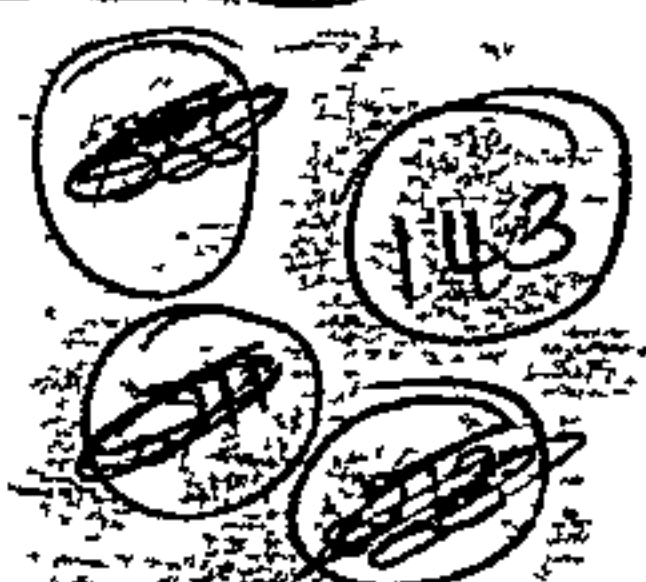
The majority of the union's membership is on Anglo goldmines

Strike

will

affect

7 mines



E-POST
29.08.85

JOHANNESBURG — The National Union of Mineworkers will recommend the acceptance of revised wage deals at about 20 gold and coal mines but has decided to call a strike on Sunday at seven mines where wage offers were rejected

After a meeting the Chamber of Mines last night the NUM said more than 60 000 mineworkers would strike at the following mines

Anglo Vaal's Hartebeesfontein (18 000 workers), Gold Fields' Kloof (14 000), East Driefontein (13 000), West Driefontein (13 000), Gencor's Marievale (1 200), Matla Coal (2 000) and Transvaal Navigation Colliery (1 500)

The chamber said that after a lengthy period of negotiation in which all avenues of conciliation were pursued, it hoped that as far as the vast majority of the union's membership was concerned the dispute would now be resolved

However, the NUM has warned that should the mines affected by the strike decide to take action against union members, the entire membership of the union in all mines would take solidarity action "because Gold Fields, Gencor and Anglo Vaal have now become enemies of all mineworkers"

The Chamber of Mines implemented increases ranging from 14% to 19% on July 1. The union was demanding a 22% across the board increase

Gencor refused to improve on chamber rates, while Anglo Vaal and Gold Fields were prepared to offer only an additional 10% increase in the holiday leave allowance

Rand Mines and Anglo American will probably escape the strike on about 20 mines. These mining houses employ 86% of the union's paid up members on gold mines and 77% on collieries and would have been the worst affected by strike action

Rand Mines has brought its wage offer into line with that of Anglo American by offering a further 2,8% on top of the implemented chamber rate and, in addition, the two companies will grant a 10% increase in the holiday leave allowance

JCI has agreed to bring its offer into line with Anglo American and Rand Mines even though it does not recognise the NUM on any of its mines.

The NUM's negotiating committee said it would be prepared to recommend to members that the offers made by Anglo American, Rand Mines and JCI be accepted and said the companies would be informed of members' reaction tomorrow

Wage offer accepted, but 7 mines to strike

Argus Correspondent

JOHANNESBURG — The National Union of Mineworkers will recommend the acceptance of revised wage deals at about 20 gold and coal mines but has decided to strike on Sunday at seven mines where wage offers were rejected

After a meeting with the Chamber of Mines last night the NUM said more than 60 000

mineworkers would strike at the following mines

Anglo Vaal's Hartebeesfontein (18 000 workers), Gold Fields' Kloof (14 000), East Driefontein (13 000), West Driefontein (13 000), Gencor's Marievale (1 200), Matla Coal (2 000) and Transvaal Navigation Colliery (1 500)

The chamber said that after a lengthy period of negotiation in which all avenues of conciliation were pursued, it hoped that as far as the vast majority of the union's membership was con-

cerned, the dispute would now be resolved

However, the NUM has warned that should the mines affected by the strike decide to take action against union members, the entire membership of the union in all mines would take solidarity action "because Gold Fields, Gencor and Anglo Vaal have now become enemies of all mineworkers"

The Chamber of Mines implemented increases ranging from 14 to 19 percent on July 1. The union was demanding a 22 percent across the board increase

Gencor refused to improve on chamber rates while Anglo Vaal and Gold Fields were only prepared to offer an additional 10 percent increase in holiday leave allowance

Rand Mines and Anglo American will probably escape the strike on about 20 mines

These mining houses employ 86 percent of the union's paid up members on gold mines and 77 percent on collieries and would have been the worst affected by strike action

Big mining houses braced for strikes

GOLD FIELDS, one of three mining houses threatened by strikes starting on Sunday, said it was worried and disappointed at the prospect of industrial action at its Kloof, West Driefontein and East Driefontein mines.

"We can only hope that they do not happen or are on a reasonably small scale," a spokesman said.

Goldfields believed increases it has implemented were fair.

Anglovaal, which is facing a planned strike at Hartebeesfontein, said it had warned workers they

CLAIRE PICKARD-CAMBRIDGE

would be breaking their terms of service if they went on strike

A spokesman said Anglovaal questioned the union's ability to call a full-scale strike after the "poor response" of workers to the union in recent balloting and at a recent meeting in Welkom. He said the union was recognised only in two surface categories, representing 6.2% of the total black workforce of 17 000

"We are also telling our employ-

ees we will protect those who want to work from intimidation and violence," he said

Gencor mining manpower director Naas Steenkamp declined to comment yesterday about Sunday's planned strikes

Three mines belonging to Gencor are threatened — Marrevale, Matla and Transvaal Navigation Colliery. According to management records, the extent of unionisation ranges between 54% and 31% on these mines, which employ a total of about 4 600 black workers.

The union rejects claims that it does not have enough support and warns that members at other mines will strike in sympathy if affected managements deal harshly with striking workers.

□ JCI's George Nisbet, a former president of the Chamber of Mines, said JCI's additional offer, bringing it into line with Anglo American, was not a "surprise" move, as reported by *Business Day*

He said a Press statement had been issued last week indicating that JCI would match the Anglo American offer if it were accepted.

Govt under fire for Cosas ban

By NKOPANE MAKOBANE

THE South African Government yesterday came under more attack for outlawing the Congress of South African Students — the UDF-affiliated student organisation.

At the University of the Witwatersrand, hundreds of students yesterday heard several speakers condemn the Government for its latest action at a protest meeting arranged by the Azanian Students Organisation (Azaso) and the National Union of South African Students (Nusas)

The Council of Unions of South Africa (Cusa) said repression and oppression will not solve the problems faced by the country. Further banning and detentions will not cure the sickness of the apartheid system. The banning of Cosas, it said, indicated the action of a bankrupt Government with its back to the wall.

The National Parents Ad Hoc Committee said the rejection of the SRC constitution by the Department of Education and Training had shown the intention to ban the organisation.



LOOK AT THOMAS MKHARI!

Thomas is now a happy and successful computer professional. He works at one of the biggest insurance companies earning an excellent salary. If you want to follow in Thomas's footsteps start now. Come to 54 De Korte Street Braamfontein to the

**COMPUTER ACADEMY
OF SOUTH AFRICA**



S 9842

Su
Ye
Br

Num may call strikes

143
~~215~~

SOWETAN
30/8/85

THE National Union of Mineworkers will call a national strike at all mines in the country if action is taken against its members at seven Gold Fields, Gencor and Anglovaal mines on Sunday.

The union has called more than 60 000 mineworkers to go on strike at the seven mines after negotiations with the Chamber of Mines on Wednesday evening

By
JOSHUA RABOROKO

It said strikes would go ahead at Hartebeestfontein, Kloof, East Driefontein, West Driefontein, Marievale, Matla and Transvaal Navigation Colliery, because the three mining houses had refused to make acceptable offers

In a surprise move at this week's meeting, the Johannesburg Consolidated Investment — which is not involved in the dispute because the NUM is not recognised on its mine — joined three coal mines and one gold mine in the Rand Mines group in aligning itself with an offer previously made by Anglo American

Offers

The union has recommended that members accept the offers from Anglo, Rand Mines and JCI and will inform the chamber of its members' response today

"The entire membership of the union in all mines will take solidarity action because Gold Fields, Gencor and Anglovaal have now become enemies of all mineworkers," said a NUM spokesman

The chamber appeared to have averted a major strike when the union provisionally accepted proposals from two of the five major mining groups involved in the chamber-NUM dispute

It said after a lengthy period of negotiation in which all avenues of conciliation were pursued, it hoped that as far as the vast majority of the union's membership is concerned the dispute will not be resolved

Contact

Back into the frying pan

In the annual game of Russian roulette that wage negotiations between the National Union of Mineworkers (NUM) and the Chamber of Mines has become it seems that this year the firing pin will fall on an empty chamber — or at least one where the powder is not altogether dry.

But the pattern whereby a massive confrontation is avoided only when the doves of the industry eventually conclude higher wage agreements than the hawks, cannot continue forever. The events of last week (see box) have placed severe strains on managements in all camps, as well as on the union.

Not surprisingly, the big talking point is Anglo American's substantially higher offer. In 1984 a last-minute agreement was

reached when the company agreed to introduce the leave allowance scheme — a marginal improvement on its original offer. At the time the NUM was recognised only at eight mines — seven of them belonging to Anglo. At the eighth — Gold Fields' Kloof — it had minimal membership.

At a press conference last week the chamber was at pains to present a unified front. Said its industrial relations adviser Johann Liebenberg: "If our members' needs are such that we need to be more flexible we will be flexible. We have demonstrated it."

And chamber president Clive Knobbs, who was also present at the high-powered conference, was quick to point out that it is

Anglo American's last-minute wage offer last week may mean that a major labour confrontation on the mines will be averted this year. But the cost of this move is bitter conflict with some of its competitors.

not unusual for the different groups to give differential increases.

Indeed, this has sometimes happened over the years. But the big difference this time round is the extent of the differential and the presence of the NUM. And the tensions are beginning to show.

Throughout the dispute Anglo spokesmen have repeatedly stressed that a separate deal was not on. There were reports that Anglo pressured the other companies to agree to a higher settlement. Having done so up to conciliation board level, it was determined that the settlement should be a common one.

But as the NUM's strike threat loomed closer it was clear that while there was equality in wage offers, Anglo's potential losses were unequalled. A glance at NUM membership statistics throughout the industry (see table) shows that well over 80% of union members work at Anglo gold mines and collieries. And in the strike ballot last month nearly three-quarters of the 65 000-odd "yes" votes came from Anglo employees.

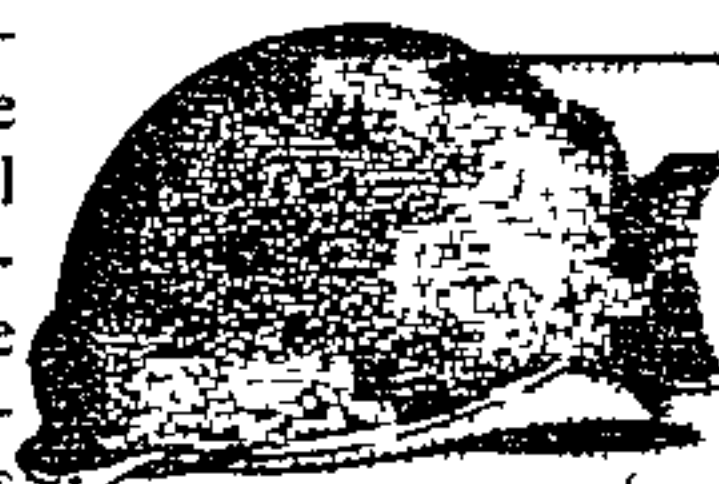
The company had much to gain from making an improved offer.

But miners working for Anglo's (and JCI's) competitors who would not gain much (if anything) from the new deal are likely to view the development with displeasure, if not anger. This is not good news for those companies.

Gencor mining manpower director Naas Steenkamp insists that even if Gencor's work

force was as highly unionised as Anglo's, the company would be bound to stick to its guns for philosophical and economic reasons.

"Gencor believes in a steeper wage curve — people doing skilled work should be paid relatively better than those at the bottom. This is an incentive for employees to better



THE LINE-UP

Company	Gold		Coal	
	Work force	NUM membership	Work force	NUM membership
Anglo American	163 000	66 000	20 000	3 600
Anglovaal	26 800	2 200	—	—
Gencor	97 000	467	18 400	1 300
Gold Fields	69 500	8 300	—	—
Rand Mines	68 200	2 400	7 000	1 800

Source: Chamber of Mines

Anglo manpower director Kallie van der Colf says Anglo entered the negotiations with two objectives: firstly to negotiate on an industry basis, and secondly to reach a settlement with the NUM. But, he says, it was not prepared to achieve either aim "regardless of cost."

THAT WAS THE WEEK THAT WAS

The NUM's compromise demand tabled last week kept the wage proposal at 22%. But all demands relating to other aspects of working conditions were dropped except for one whereby workers should be given two hours off on May Day. The union also softened its demands over participation in job reservation talks between the chamber and representatives of white labour.

In response, the individual mining houses broke with the common stance they had publicly adopted until then. The new offers, which will be implemented on September 1 if the union accepts them, are as follows:

□ All companies except Gencor will increase holiday leave allowances by 10%

In most cases they are presently 50% and will thus go up to 60%.

□ Anglo American will increase wages by R4 to R15. When added to the July 1 package, this represents increases of 17% to 22% on the 1984-1985 chamber minimum rates. JCI has said it will do the same even though the NUM is not recognised at any of its mines.

□ Rand Mines will pay an additional R4 across-the-board at its collieries but not on gold mines, and

□ Anglovaal, Gold Fields and Gencor do not intend increasing wages at all.

If any or all of these offers are accepted by the union, each company is to decide for itself whether these improvements will be extended to mines and job categories

where the union is not recognised. Anglo has indicated that all black employees in the relevant job grades will benefit.

The chamber has guaranteed that in job reservation and security of employment talks with representatives of white labour it will not introduce into an agreement any racial provisions affecting the interests of NUM members. "None of the companies are willing to make any concessions on the NUM's May Day demand."

The union has agreed to postpone any strike action to September 1 while it reports these developments back to its members.

The union was due to respond to the offers on Wednesday.

themselves," he argues. He points out that while in the lower grades Gencor wages are in line with chamber minimum rates, in the more skilled categories the company is among the highest payers.

"Market forces should be a major factor in establishing entry wage levels," Steenkamp says. He adds that as wages are artificially pushed to higher levels, the mechanisation option becomes more attractive, implying fewer employment opportunities.

Anglo industrial relations adviser Bobby Godsell is not impressed. "That is a hoary old argument. It implies we have an insidious choice between technical advancement and better employment conditions."

He argues that wage rates are not a fundamental determinant of the type of mining technology employed. "The choice of technology is determined by technological factors. Only when there are two available methods able to deliver almost equivalent results do wage rates become critical. That is certainly not the case in gold-mining now," he says.

Using the coal-mining industry as an example, he says that Anglo has always kept up with the latest technological advancements when this has been economically viable. He agrees that technological advancement may destroy jobs in the short term, but it is necessary for industrialists to take a medium- and long-term view.

He disputes the implication that Anglo wages are at an artificially high level. "Anglo is thoroughly committed to market-determined wages. But we recognise that unions are an important part of that market-

place. Collective bargaining and the willingness of people to work is what determines market-related wage levels.

Steenkamp contends that Gencor differs economically as well as philosophically from some of its competitors. "Our mines do not compare with those high-grade mines owned by Anglo and Gold Fields. A 20% cost increase would put 10% of our reserves out of reach." With labour representing more than 50% of total costs, a 22% wage increase

He also expresses concern with the pattern that has developed whereby negotiations continue after deadlock has been reached at the conciliation board. Says Steenkamp, "It is totally contrary to collective bargaining conventions for cherries to be held in reserve after the bargaining process has ended at the conciliation board."

But Godsell defends Anglo's moves. "Collective bargaining is a dynamic process," he comments.

It is not only the mining houses that are unhappy. The NUM accusation that the mining houses are deliberately attempting to divide the union is born more out of frustration than fact — the mining houses are themselves divided. But, nevertheless, the NUM faces a serious dilemma.

The Anglo offer comes very close to the union's demands, and accepting it would benefit the vast majority of NUM members. But, particularly in the light of the Anglo offer, it finds the other proposals unacceptable. However, a strike in

which Anglo employees do not participate would expose the union's weaknesses in other parts of the industry and would probably be doomed to failure.

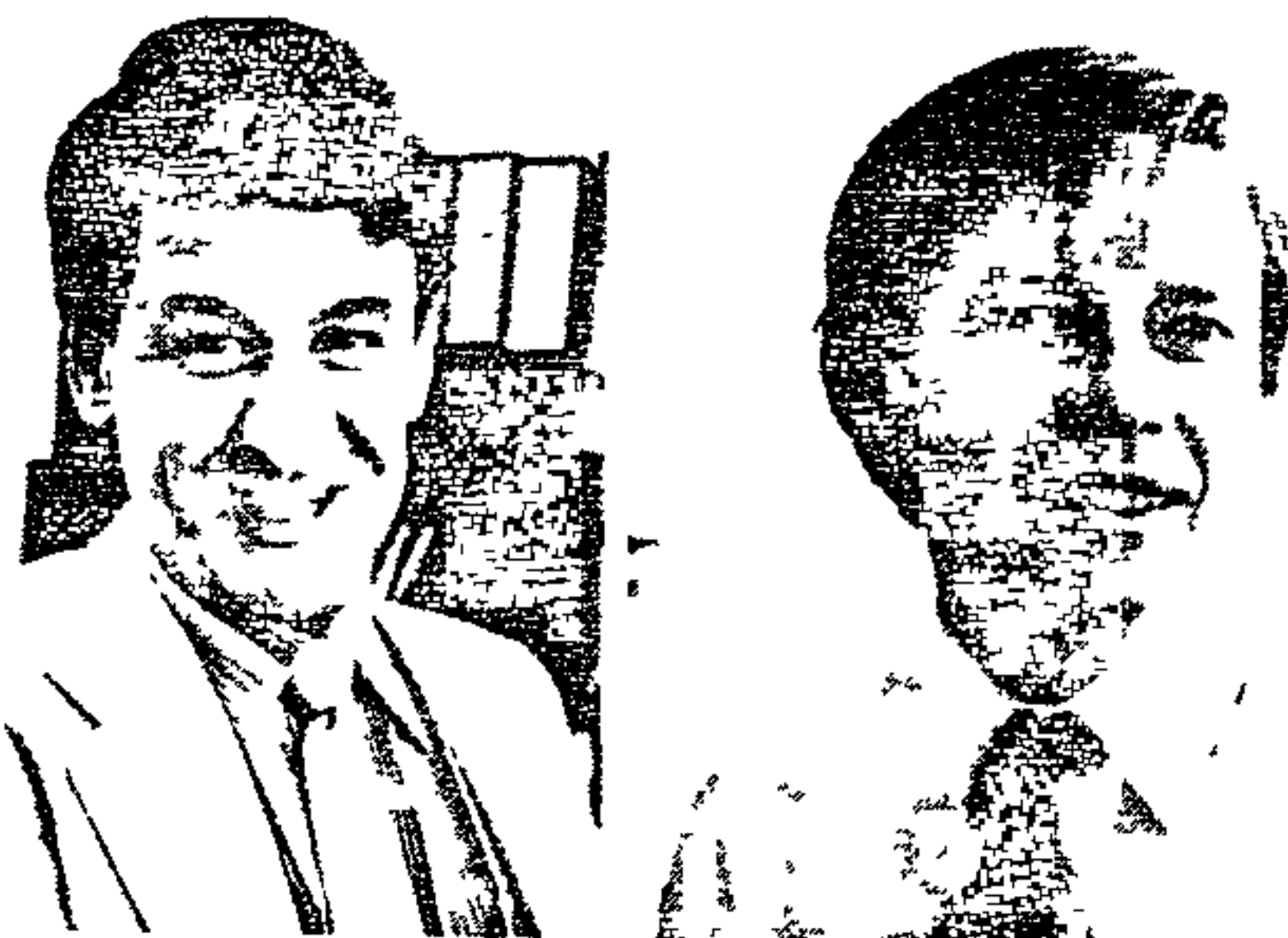
What can the NUM do? A major lesson to be drawn from this year's negotiations is that it must concentrate its organising activities on those companies where its membership is now relatively weak. Negotiating without a substantial power-base in large sections of the industry will encourage further uneven wage settlements.

The Anglo offer is a tempting one. And if the NUM accepts, it will have to decide whether to confront the other groups with the limited resources at its disposal.

To take strike action would be to risk losing its members there. One union viewpoint is likely to be that these members should be used as a base for the consolidation of membership in those groups — to grow and live to fight another day. And in approaching potential recruits, the union would certainly be able to use its achievements at Anglo as a convincing example of the benefits of union membership.

The Chamber of Mines, too, will have to take a long hard look at its position. Spokesmen have denied that industry-wide collective bargaining is in jeopardy. Van der Colf says Anglo will continue to have the same two objectives and would like to continue bargaining through the chamber. But there is just a hint of doubt in his voice as to whether this will be feasible. In effect, negotiations have eventually been concluded at group level for the last two years.

And both the union and the industry as a whole will have to reconsider whether the annual game of brinkmanship is good for the industry, the workers and the country. Is there a better way?



Gencor's Steenkamp

Anglo's Godsell

would take some Gencor mines perilously close to their break-even point or worse, he says.

Replies Van der Colf, "All companies have some high-grade and some low-grade mines."

Steenkamp, who is presently a vice-president of the Chamber of Mines and leader of its negotiating team, is clearly unhappy with the course this year's talks have taken. "Perpetuating a pattern of excessive wage increases merely puts off that evil day of eyeball-to-eyeball confrontation with the union," he says.



Chamber of Mines' Knobbs ... division in the ranks

NUM thumbs up for new pay deal

143

DISPATCH

JOHANNESBURG — The National Union of Mineworkers will recommend the acceptance of revised wage deals at about 20 gold and coal mines, but has decided to strike on Sunday at seven mines where wage offers were rejected

After a meeting with the Chamber of Mines, the NUM said more than 60 000 mineworkers would strike at the following mines

Anglo Vaal's Hartbeesfontein, Gold Fields, Kloof, East Driefontein and West Driefontein, Gencor's Maribavale, and Matla Coal and Transvaal Navigation Colliery

The Chamber said that after a lengthy period of negotiation in which all avenues of conciliation were pursued, it hoped that as far as the vast majority of the union's membership was concerned, the dispute would now be resolved

However, the NUM has warned that should the mines affected by

the strike decide to take action against union members, the entire membership of the union in all mines would take solidarity action

The Chamber of Mines implemented increases ranging from 14 to 19 per cent on July 1. The union was demanding a 22 per cent across-the-board increase

Gencor refused to improve on Chamber rates while Anglo Vaal and Gold Fields were prepared to offer only an additional 10 per cent increase in holiday leave allowances

Rand Mines and Anglo American will probably escape the strike on about 20 mines. These mining houses employ 86 per cent of the union's paid-up members on gold mines and 77 per cent on collieries and would have been the worst affected by strike action

Rand Mines has brought its wage offer into line with that of Anglo American by of-

fering a further 2,8 per cent on top of the implemented Chamber rate and, in addition, the two companies will grant a 10 per cent increase in the holiday leave allowance

JCI has agreed to bring its offer into line with Anglo American and Rand Mines

The NUM's negotiating committee said it would be prepared to recommend to members that the offers made by Anglo, Rand Mines and JCI be accepted and said the companies would be informed of members' reaction today

Mr Anton Lombard, industrial relations adviser to Gold Fields, said the company took note of the NUM's intention to strike, but said "We are still convinced that our employees are happy with the increases they received"

Anglo Vaal declined to comment and Gencor were unavailable for comment yesterday — Sapa

30:08:85

143

~~21~~

~~22~~

~~23~~

Miners to start strike tomorrow

DISPATCH

31.08.85

JOHANNESBURG — Strikes on seven gold and coal mines will start at 8pm tomorrow night, the National Union of Mineworkers (NUM), said in a statement today

The strikers had been issued with rules on keeping the strike peaceful, but NUM said activities by the affected mines were "similar to an army preparing for a total warfare"

The statement said "Our union seriously warns mine managements that should they take any form of action against our members that the wrath of our entire membership will be unleashed"

The mines affected are those owned by Gencor, Gold Fields and Anglovaal

The statement continued "As the hour of the strike

draws nearer our union has observed that the mines to be affected by the strike are going through activities that are very similar to an army preparing for total warfare

Reports of mine managements' intimidation are rife on all those mines and are taking the following patterns

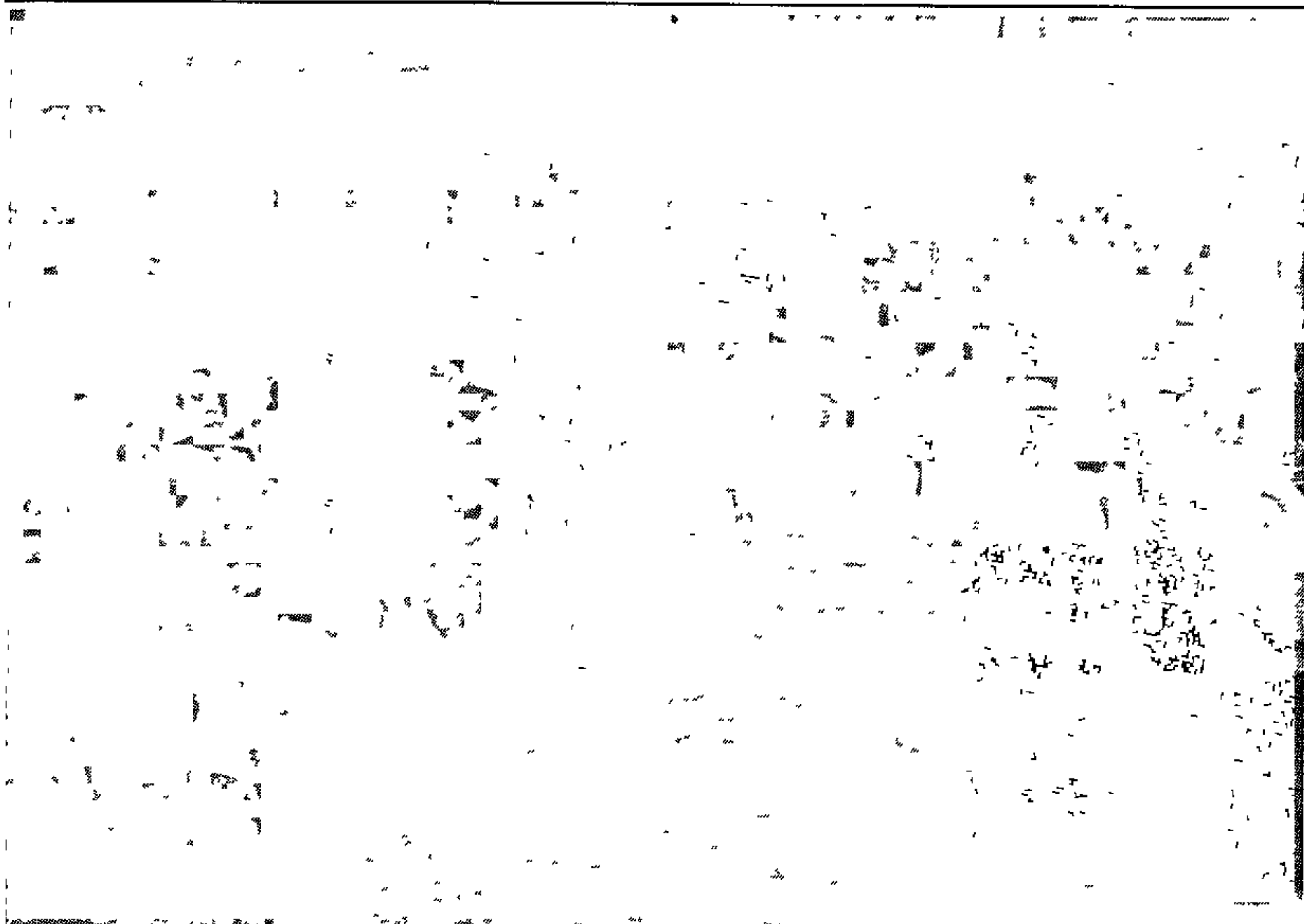
"Caspirs are continuously patrolling the hostels

"Fences have been erected around the hostels, leaving one exit facing the shaft

"Management is distributing pamphlets telling workers that they will be dismissed as soon as they are on strike

"Teargas, rubber bullets, live bullets and shotguns have been purchased in great quantities

"Workers have been told that if they strike they will be forced to work at gunpoint" — Sapa



A section of the crowd of about 25 000 mourners who gathered in the Zipuzana Stadium in East London for the funeral service today for 19 victims of the recent unrest in the area. The crowd started to fill the stadium early this morning with people coming from as far afield as Johannesburg and Durban. Men of the United Democratic Front (UDF), in khaki uniforms with black berets, acted as marshalls. The police were not in evidence at the stadium, although they and the SA Defence Force were present in large numbers in the nearby coloured townships.

Mass firings could spark more strikes

IT is almost certain that 60 000 miners who stop work on seven collieries and gold mines today will be fired, says the National Union of Mineworkers 1/9/85

The black miners' union warns that mass firings could provoke sympathy strikes at mines belonging to mining houses which have met wage demands

A spokesman for NUM said yesterday "The hardline approach adopted by Gold Fields of SA, Gencor and Anglovaal is geared to rid their mines of union influence.

Precedent

"Despite significantly improved offers by both Anglo American Corporation and Rand Mines, the threat of labour unrest on a national scale will be averted only if the other three groups review their union-bashing strategy

"We will recommend that our members accept offers from Anglo American and Rand Mines, thus ending the long wage dispute with them"

Gencor, which employs 97 000 workers on its gold mines and 18 400 on its col-

By Amrit Manga

S. Times
lieries, will not comment, or say whether its policy of not talking to strikers has changed

Gold Fields says any action against workers will be determined by the extent of the strike "Our decision will be determined by the situation that prevails at the time of a strike — if it occurs"

Precedent for tough action from Gencor exists. More than 1 500 of a total of 27 000 strikers were paid off by Gencor in July this year. The sackings followed a warning from Gencor that it would dismiss workers who broke their contracts

The NUM says Gencor's "unhelpful attitude complicates matters because mines that have met our demands will also be affected. We expect Anglo American Corporation and Rand Mines to intervene and influence a settlement"

Warning

NUM general secretary Cyril Ramaphosa warns that sympathy action could involve 230 000 black miners

Although 60 000 workers will be called out to shut down seven mines, there is every possibility of a spill-

over of action if the deadlock is not broken in 72 hours after the walk-out. The union says employers can only sack workers 72 hours after the strike begins.

The union has not spelt out what form the supporting industrial action will take. The most likely is a ban on overtime and a work-to-rule call. But strikes cannot be ruled out.

Vaal Reefs

Labour expert Brian Allen says the deadlock is not necessarily a consequence of the hardline industrial relations policy of some mining houses "When it comes down to wage bargaining of this type, it is more a test of power. Gencor, GFSA and Anglovaal have decided they will challenge the union

"Anglo American clearly does not want a repeat of the Vaal Reefs strike

"It must, however, be assumed that the other mining houses have weighed the downside risks and have opted for a trial of strength that could be costly" Mr Allen adds

In the event of sympathy

□ To Page 3

New mine strike threat

From Page 1 143
strikes, Anglo American would be worst affected. Gencor, GFSA and Anglovaal employ fewer NUM members

Anglovaal and Gold Fields together employ nearly 100 000 gold miners and Gencor more than 115 000 gold and coal miners

A Gold Fields spokesman says "It is not that we cannot afford to match Anglo American's increases but that we see our offer as fair"

Anglo American believes

overall wages are too low and hefty increases are necessary *S. Times*

The Chamber of Mines, which has been split over wage offers, seems to have withdrawn from the feud and mining houses will now have to slug it out alone

Refinery

About 4 300 coal miners who were dismissed at Iscor's Hlobane colliery near Vryheid have returned to work after a brief stoppage. The union says it is continu-

ing with negotiations

Talks are likely to succeed in the important Rand Refinery, Germiston, negotiations where the union has declared a dispute

The gold mines affected by the strike are Anglovaal's Hartebeestfontein, near Stilfontein, GFSA's Kloof, West and East Driefontein, all near Carletonville and Gencor's Marievale, near Nigel

The two collieries affected are Matla which supplies Escom and Transvaal Navigation Colliery. Both are near Witbank.

5 mines hit by strike action

DISPATCH

Dispatch Bureau

JOHANNESBURG —
Five mines run by Gencor were hit by strike action last night, but amid tight security, the National Union of Mineworkers' proposed strike at Anglovaal and Gold Fields did not materialise

Clashes between workers and mine police left seven workers injured at Gencor's Beatrix gold mine in the Free State and at Gold Fields' Kloof mine near Carletonville

The night staff at three Gencor collieries — Transvaal Navigation Collieries, Koornfontein and Blinkpan — did not work last night and two gold mines — Beatrix and Marievale — were also hit by the strike

At a third Gencor gold mine, Stilfontein near Klerksdorp, members of the strike committee were arrested

At the four biggest mines where the proposed strike action was to take place — Gold Fields' East and West Driefontein, Kloof near Carletonville and Anglovaal's Hartbeesfontein near Klerksdorp — the night shift reported for duty

Management spokesmen said workers had proceeded to work as normal, but a NUM spokesman said workers had been told they would be fired if they went on strike and were intimidated the presence of mine police

Many of the compounds were sealed off by mine police and the NUM's incoming telephone line stopped working at 3 pm, cutting the union's contact with much of its membership

The NUM called the strike over the wage increases offered by the three mining houses after they settled with Anglo American and Rand Mines — who were offering higher increases — yesterday

24:1 0000 - 0551

Miners injured

SEVEN mineworkers were slightly injured yesterday afternoon at Gencor's Beatrix Gold Mine near Virginia in the Free State, after mine security members fired tear-gas and rubber bullets at a crowd of mineworkers. A Gencor spokeswoman said last night

The incident was the first report of unrest since the National Union of Mineworkers confirmed on Saturday that about 70 000 mineworkers at seven mines would go on strike yesterday because wage offers from the holding companies were not

acceptable ~~242~~
The spokeswoman said there had been workers' unrest at Beatrix yesterday afternoon

"A crowd of 1 000 out of a workforce of 7 000 gathered together in an unruly manner" the spokeswoman said

"After repeated requests by management to disperse a small crowd refused and tear-gas was used (by the mine's security personnel) to disperse the crowd 143

"A small crowd remained behind and a mine's security vehicle was attacked — Sapa

Sowetan 2/9/85

expressed the view that Government statement it rejected the concept of "apartheid". If apart- structures would be cre-

Miners hurt in strike clash

CAPE TOWN 2/9/83
143

JOHANNESBURG — At least nine miners were injured and 21 arrested in clashes with mine police yesterday as five mines run by Gencor were hit by strike action over wages last night.

However some of the mines where the strike was meant to take place were operating as usual. Spokesmen for the National Union of Mineworkers claimed the workers had been intimidated into going to work. However this was denied by mine officials.

Clashes between workers and mine police left seven workers injured at Gencor's Beatrix goldmine in the Free State and two at Gold Fields' Kloof mine near Carletonville.

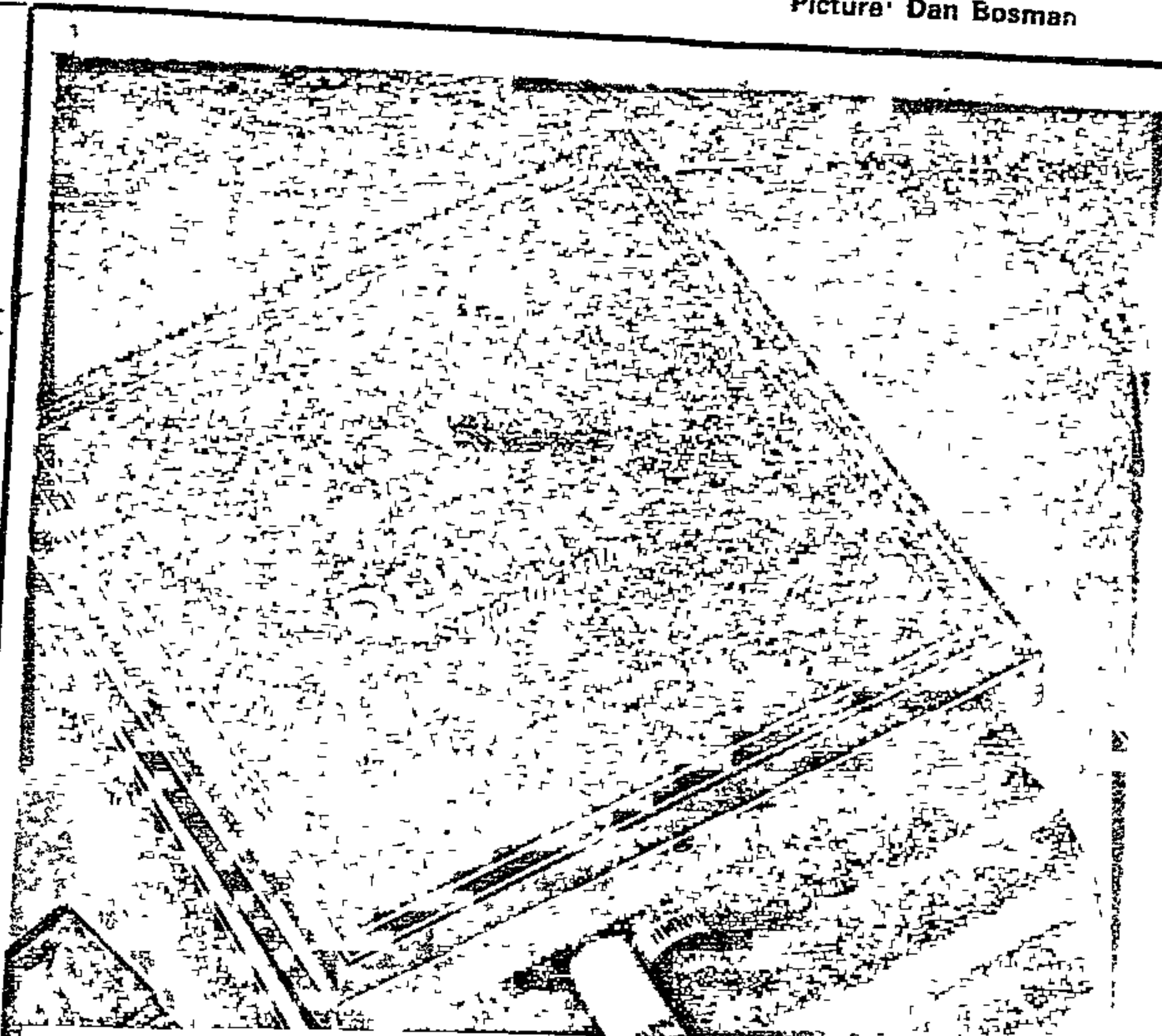
The night shift at three Gencor collieries — Transvaal Navigation Collieries, Koornfontein and Blinkpan — did not work last night and two goldmines — Beatrix and Marievale — were also hit by strike action.

Arrested

At Stillfontein, a Gencor mine near Klerksdorp, members of the strike committee were believed to have been arrested.

At the four biggest mines where strike action was proposed — Gold Fields' East and West Driefontein and Kloof and Anglovaal's

◆◆◆◆
To page 2



From page 1

Hartebeesfontein — the night shift reported for duty.

A management spokesman said workers had reported as usual but a NUM spokesman said workers had been told they would be fired if they went on strike.

Many of the compounds were sealed off by mine police.

A Gencor's Transvaal Navigation Collieries the Saturday night shift took strike action 24 hours early.

Teargas

A Gencor spokesman confirmed that small numbers of TNC workers had been on strike since Saturday night and that the Sunday evening shift at Koornfontein and Blinkpan had been affected.

He said the majority of workers at Marievale near Springs and at Beatrix did not go to work.

The spokesman said that at Beatrix mine near Virginia a crowd of 1 000 of the mine's workforce of 7 000 attended a mass gathering at lunch time and "failed to heed various requests to disperse".

He said teargas was used and a small group which remained behind started stoning a mine security vehicle.

"Seven received minor injuries after rubber bullets were fired to get them to disperse."

A spokesman for Gold Fields said that apart from a slight disruption at Kloof and minor picketing at West and East Driefontein the Sunday night shift at all three mines was normal.

D
to be the
the world

13 hurt, 25 held as miners' strike

At least 13 people had been injured and 25 arrested on gold and coal mines as the National Union of Mineworkers began its wage strike today.

The union claims serious intimidation of workers by management, a claim denied by the mining houses.

The union says 23 000 mineworkers are involved in a strike at six mines.

While managements acknowledge problems on at least six mines, they do not support the union's estimates of the number of strikers.

GENCOR HARD HIT

Gencor has been hard hit at some of its mines.

At least five are affected by the strike including Blinkpan, Matla, and Transvaal Navigation collieries in the Eastern Transvaal, as well as its Marievale gold mine near Nigel and Beatrix gold mine near Welkom.

There have also been reports of trouble at Gencor's Stilfontein mine where NUM officials are holding a meeting with management.

Gold Fields reported that about 740 people of a normal shift of 3 500 arrived for work this morning at Deelkraal gold mine in the Western Transvaal.

Police arrested two people for alleged intimidation and used teargas early today.

At Gold Fields' Kloof gold mine near Carletonville police said they dispersed a group of miners with quirts yesterday and arrested 23 on allegations of intimidation.

Six miners were injured during fighting at a Kloof hostel.

At Anglovaal's Hartebeestfontein mine the union claims a man was shot by police using rubber bullets when they tried to force people to go to work. He is said to be in hospital.

The union said police used teargas, sjamboks and rubber bullets at the No 5 and No 2 shafts early this morning. The Anglovaal spokesman said he could not confirm these allegations.

The general secretary of the NUM, Mr Cyril Ramaphosa, alleged extreme intimidation by managements, saying that officials were patrolling mines in Casspirs. Intimidation was particularly rife at Gold Fields, he said.

A Gold Fields spokesman denied the allegations.

Union officials also accused management of cutting telephone links to prevent communication with the union's head office.

GfSA 'admits' it could easily meet union demands

143 2/9/85

~~The Star Bureau~~

LONDON — Gold Fields of South Africa (GfSA), one of the three South African goldmining companies at the centre of the dispute with the Mineworkers' Union, has admitted privately that it could "easily" afford to meet the union's 22 percent wage demand, according to a report in the *Guardian* today

STAR

"The company's resistance is based more on the belief that conceding would raise black workers' expectations and confidence in their industrial muscle," the paper says

The report — which names GfSA as "controlled from London" because of its close association with the British mining investment group, Consolidated Gold Fields (CGF) — also claims that GfSA has the lowest gold production costs in Africa

Analysts believe that GfSA, together with Anglo Vaal and Gencor, have been chosen to take on the union because in their mines membership is weakest

The union is strongest in the Anglo American mines, with some 80 percent of its total membership of about 150 000

CGF claims that there are only 74 registered black union members at its hugely profitable Kloof mine out of a workforce of nearly 14 000

But, says the *Guardian*, "this almost certainly does not take account of the clandestine members and the power of solidarity in the present critical political situation"

The reports adds that GfSA has the reputation of paying the industry's lowest wages "This is confirmed by unpublished research material, based on interviews with GfSA workers, by the Counter Information Services group of London

"A machine operator there last year earned less than R300 a month, compared with the average for unskilled black workers of R358

White skilled workers," the report adds, "earn five times as much"

AGCS 2/9/85 143

NATIONAL/CITY

9 mineworkers injured, 21 held in strike clashes

JOHANNESBURG. — Nine mineworkers were reported injured and 21 arrested as 70 000 mineworkers went out on strike.

But mine spokesmen reported normal operations despite the strike which started on Saturday.

Seven mineworkers were injured at Gencor's Beatrice gold mine, near Virginia in the Free State, when mine security personnel fired teargas and rubber bullets at a small crowd of workers yesterday.

Gencor is one of the three mining groups involved in a wage dispute with the National Union of Mineworkers but Beatrice was not scheduled to go on strike.

21 arrested

The two other mineworkers were injured during "in-fighting at hostel grounds" at Gold Fields' Kloof gold mine, near Westonaria, a Gold Fields' spokesman said.

The NUM said 40 000 mineworkers would strike from 8pm at Gold Fields' Kloof, West Driefontein and East Driefontein mines.

The Gold Fields spokesman said 21 workers were arrested for public disturbance after police were called in when about 300 workers gathered in Kloof hostel grounds.

He said the night shift was proceeding normally, "although slightly slower than usual".

Pickets

There had been "some small-scale picketing" at No 4 shaft in West Driefontein but there was no evidence of a strike at East Driefontein, he said.

About 500 mineworkers at Gencor's TNC colliery, near Witbank, began their strike a day early when they refused to go underground, a statement from the NUM said.

Mine spokesmen for all three groups denied the NUM's allegation that "mine managements were stepping up their military muscle against defenceless workers" and that mineworkers were warned they would be forced to go to work or be fired — Sapa

143 B. Day
2/9/85

Strike-hit mines set to lose R11,8m a day

STRIKE action by members of the National Union of Mine workers on four of South Africa's gold mines will cost the affected mining houses a cool R11,8m a day

In total, five gold mines are affected by the labour dispute, but General Mining Union Corp gets off lightly as its Marievale mine, near Nigel in the Eastern Transvaal, produces only some 3kg of gold a day, compared with 100kg from GFSA's mighty West Driefontein

Gold Fields SA is particularly hard hit — apart from its large daily gold production it sells only to the spot market, with no forward selling of the metal or currency exchange deals

The three GFSA mines, Kloof, West and East Drie, produce a daily average of 273kg, which, at today's record breaking local price, means a loss of R9,2m

Anglovaal, like Gencor, has only one gold mine effected but it is by far the largest in the stable

Gold production at Hartbeestfontein is three times the total amount produced by Anglovaal's other gold mines, and the stoppage will cost the mining house R2,5m for every day of its continuance

ROY BENNETTS

Timing of the strike action could not have been worse for shareholders

At present the mines are earning record-breaking revenues from gold sales, admittedly diluted in many cases by forward selling. But in the case of the GFSA mines the metal is sold at the almost unbelievable price of R33 490 a kilogram

At the beginning of the current year gold was up for grabs at R21 500 a kg

According to figures from the Chamber of Mines, a stoppage at the five effected mines in the three-month period to June would have cost the three mining houses about R7m a day, compared to the present R11,8m

GFSA would have still taken the brunt of the attack but at a cost of only R5,5m a day compared to the present R9,2m

Anglovaal would have been hit to the tune of R1,5m, and today, R2,5m

Gencor's Marievale mine is watching some R100 000 a day disappearing from the expected revenue column, while three months ago this would have been a loss of R700 000

C
S
is

A
Ins
wor
met
bee
Toy

pa
ow
sha
ted
ha
pe
ca
be
an

he
ve
sh
H
S

ti
s
h
s
v

n
E

WAS

DE

• JOHANNESBURG
123 Jappe Street
(off Simmonds St)

• PRETORIA
285 Bloed Street
(off Van der Walt St)

MONEYLACK
GUARANTEE

Police ^{Sowetan} move in ¹⁴³ on miners

SEVERAL black miners were injured, more than 30 arrested when police used tear-smoke and rubber bullets to disperse thousands of workers who went on a legal strike called by the National Union of Mineworkers (NUM) in the country yesterday.

South Africa's biggest black union — NUM — has estimated the number of workers on strike at over 43 000, but this figure has not been confirmed by mine managements

There has also been reports of intimidation and miners at Gold Fields Kloof goldmine in Westonana told The

SOWETAN' yesterday that they were forced to go underground by mine security guards

So far workers at five Gencor mines have gone on strike

Meanwhile the United Democratic Front has warned that it would call for strong solidarity action by its affiliates if mine managements continued to "violently suppress" the strikers

A spokesman for Anglo Vaal, one of the three mining houses involved in the dispute with mineworkers at seven mines, termed the scheduled stay-away by 70 000 workers as "non-strike"

Mine strikers warned of dismissal

DISPATCH

03/09/85

Dispatch Bureau
JOHANNESBURG — About 20 000 workers on strike at six of the country's gold and coal mines in support of wage increases have been warned they face dismissal

Spokesmen for Gencor, which runs five of the mines, and Gold Fields said they had warned workers that if they continued their strike they would be in

breach of their contract and were liable to be fired

The National Union of Mineworkers (NUM) is recognised at three of the striking mines — three of which are gold mines and three collieries

The striking mines are Gencor's Marievale and Beatrix gold mines, Matla, Transvaal Navigation Colliery and Blinkpan coal mines, and Gold

Fields' Deelkraal gold mine

According to management figures, the total number on strike are 15 000, while the union said last night that according to their estimates 28 000 were out on strike

By late yesterday several workers had been fired a number injured by rubber bullets and sjambokking and the NUM said 83 shaft

stewards and strike committee members had been arrested

With claims of intimidation from both sides, incidents of unrest and industrial action were reported from a total of seven Gencor mines, three Gold Fields mines and an Anglovaal mine

At Gencor's Unisell gold mine, the union said one worker had been fired for wearing a

strike T-shirt, but a company spokesman said the worker had been fired for handing out pamphlets backing the strike

Meanwhile, a United Democratic Front spokesman said last night they were preparing for solidarity action, both material and political, "should the mine bosses continue on their present violent course or dismiss workers"

Union and mine management claims conflict strongly

● From Page 1

the Koorfontein hostel, were stopped today, a union organiser said.

He said three miners taken to one room and told they will be charged, he said.

Gencor has denied cutting off strikers' food and water supplies and has not officially confirmed the dismissals.

Anglovaal dismissed as untrue NUM claims that

at Hartbeestfontein yesterday a man was shot by police using rubber bullets when they entered the mine kitchen at the No 4 shaft and forced people to go to work.

Anglovaal said the man, Mr Andu Mtwa, had one leg grazed by a rubber

bullet when a security guard accidentally discharged his gun. The man was treated at a first aid station and went back to work.

Anglovaal also said there was no truth in union reports of police using teargas, rubber bul-

3/19/85 STAC
The NUM also said that workers at Kloof, Hartbeestfontein and Gold Fields' West Driefontein were forced into working areas, without working clothes, at gunpoint. That has been strongly denied by the mining houses.

"Hundreds of workers were injured by rubber bullets, sjambokking and teargas in some cases live bullet injuries have been reported. Confirmed reports are that 13 workers have been seriously injured," the NUM said.

The management said

there had been a police presence on some mines, adding there was no truth in the union's accusations of brutality. Some workers had been intimidating others to get support for the strike, they said.

The Star's reporters in the western Transvaal,

Mike Siluma and Chris More, report that management appeared to have declared "a mini-state of emergency on the mines", refusing to allow the media on-the-spot coverage of the strike.

Affected mines were sealed off by roadblocks on mine roads and security patrols had been stepped up. Miners said management was doing everything to suppress the strike. They claimed miners were being coerced into going to work and that management was withholding the truth about what was happening on the mines.

CONFIDENTIAL AS BULLING
3/9/85
143
B-Day
affects 6 mines

CLARE PICKARD-CAMBRIDGE

WITH five Gencor mines and one Gold Fields mine out, the miners' strike spread to six mines yesterday, but controversy surrounded the number of workers involved.

Management say just over 14 000 workers have been on strike out of a work force of roughly 20 000 on the six mines, while the union claim substantially more miners are employed on the mines, and that 28 000 are out on strike.

Both parties confirm that the mines affected are Gencor's two gold mines Beatrix and Marievale, Gencor's Blinkpan, Matla and Transvaal Navigation collieries and Gold Fields' Deelkraal mine.

However, strikes which were being called by the NUM at seven mines, did not materialise at Anglovaal's Hartebeesfontein mine and Gold Fields' Kloof, East Driefontein and West Driefontein mines yesterday. The NUM cites intimidation as a cause, while mining houses deny these charges, saying many workers had been prevented from going underground due to intimidation by fellow workers.

Mine management says unrest yesterday resulted in arrests of 23 workers and six injuries incurred in clashes with mine security personnel at Kloof and the arrest of two NUM officials on charges of intimidation at Deelkraal.

However the union says 83 shaft stewards and strike committee members have been arrested at Kloof, Beatrix, Stilfontein and Deelkraal and hundreds of workers have been injured by rubber bul-

lets, sjambokking and teargas at many mines.

Gencor and Gold Fields put the total number injured at 13 in clashes with mine security personnel. They strongly deny NUM charges that some workers had received live bullet injuries and that workers at Hartebeesfontein, Kloof and West Driefontein had been forced to go to work at gunpoint.

The NUM also said dismissals had begun at Hartebeesfontein, Deelkraal, Matla and Beatrix. This was denied by managements last night.

Unrest also occurred at Gencor's St Helena gold mine in the Free State last night when about 400 workers reportedly blocked off the hostel exit in an attempt to prevent other workers going on shift. Mine security used tear smoke to disperse the crowd and the majority of the workers were reported to have gone to work.

The NUM said yesterday intimidation by mine managements had reached "alarming proportions" at affected mines. "Apart from having police presence on the mine premises, individual workers have been summoned by mine management and interrogated about the strike," the union said.

Spokesman from the affected mining houses said the vast majority of their workers had indicated that they wished to continue their normal duties.

NUM strike: four mines still affected

At least four mines belonging to the Gencor and Gold Fields' groups were still affected today by the wage strike called by the National Union of Mineworkers.

And one mine's management confirmed it was dismissing strikers.

The mines where strikes were in progress were Gencor's coal mine TNC, the Blinkpan and Koornfontein coal plant and the Marievale gold mine. Gencor said the strike was over at the Beatrix gold mine and Matla colliery.

NUM said buses were waiting to take dismissed workers home from the strike-hit Gold Fields' Deelkraal gold mine. It said workers were being evicted from hostels and that the union planned to bring an urgent application to the Rand Supreme Court to stop the evictions.

A Gold Fields' spokesman said workers who had failed to report for two consecutive shifts since Sunday were being fired.

"Workers were warned in advance that if they failed to show up for two consecutive shifts they would be dismissed," he said.

At least 35 people have been arrested and 14 injured in trouble at 19 mines since the strike began at the weekend.

Union claims and mining house media reports have conflicted strongly on issues relating to the strike.

The NUM said yesterday a total of 28 000 miners were on strike and that today about 14 000 were still on strike. Management gave the number on strike yesterday as 14 000.

Union organisers in the Witbank area said management was "starving out strikers" at the Blinkpan and Koornfontein coal plant.

"Since yesterday strikers have not been given food and they have been prevented from going out to get food. Water supplies to

ARGUS 3/9/85 (143) ~~143~~

32 held, 14 hurt in mine clashes over NUM strike

Argus Correspondent

JOHANNESBURG. — At least 32 people have been arrested and 14 injured in trouble at 10 mines since the wage strike called by the National Union of Mineworkers began at the weekend

Workers at Gencor's coal mine TNC, coal plants Blinkpan and Koornfontein, Marievale gold mine and Gold Fields' Deelkraal gold mine are still on strike.

Gencor reports that the strike is over at the Beatrix gold mine and Matla colliery

Mines experiencing strike-related trouble include Gencor's St Helena gold mine, Gold Fields' Kloof and Stilfontein gold mines and Anglovaal's Hartebeestfontein gold mine

HELICOPTER

The NUM claims 28 000 miners are on strike. Mine managements estimate the number at no more than 14 000

Originally the union planned to involve 60 000 miners in a strike at seven mines. The union says attempted strike action was crushed by the police at West Driefontein, East Driefontein, Kloof, Hartebeestfontein, Stilfontein and St Helena

Management argues that the work-stoppage did not have support and one mining house, Anglovaal, has referred to the strike as a "non-strike"

The general secretary of the NUM, Mr Cyril Ramaphosa, took a helicopter tour over some of the strike-bound mines yesterday when trouble with telephones cut the union's headquarters off from its strike committees

He said that in view of the heavy police presence on mine premises and considering the amount of intimidation measures against union members, he considered the strike "a complete success"

The union said it had received reports that 83 shaft stewards and strike committee members were arrested at Kloof, Beatrix, Stilfontein and Deelkraal. Management does not confirm these arrests

The union claimed intimidation by mine management "has reached alarming proportions". Management denies intimidating workers

NUM reports that workers at Kloof, Hartebeestfontein and Gold Fields' West Driefontein were forced into working areas, without working clothes at gunpoint. This has been strongly denied by the mining houses

Miners'

3/9/85

union

Mercury
claims

NUM
28 000

143
on strike

JOHANNESBURG—The National Union of Mineworkers last night claimed that 28 000 workers had gone on strike in six mines, some mining gold and others coal, against a background of intimidation, arrest and injury, but spokesmen for at least three mines categorically denied this.

The union said workers had gone on strike at TNC, Matla, Marievale, Beatrix, Blinkpan and Deelkraal.

'Intimidation by mine management has reached alarming proportions at affected mines. Incidents of intimidation have been reported at Deelkraal, Beatrix, Hartebeestfontein, Stilfontein, Kloof, West Driefontein, Unisel, Matla, Marievale.

'Apart from having police presence on the mine premises, individual workers have been summoned by mine management and interrogated about the strike,' said an NUM spokesman.

'13 injured'

But spokesmen at these mines denied the claims.

They all confirmed a police presence and Deelkraal's spokesman, Mr Attie Roets, said there had been two arrests at the mine yesterday morning.

The NUM said 'We have received reports that 83 shaft stewards and strike committee members have been arrested at Kloof, Beatrix, Stilfontein and Deelkraal.

'Confirmed reports are that 13 workers have been seriously injured.'

A claim by the union that mine managements at Hartebeesfontein, Deelkraal, Matla and Beatrix had started dismissing workers could not be confirmed last night. — (Sapa)

Strike suspended as 5 000 fired

JOHANNESBURG — Gold Fields yesterday fired 5 000 miners at its Deelkraal mine near Carletonville for failing to heed an ultimatum to return to work as the National Union of Mineworkers (NUM) suspended its strike which began on Sunday.

A further 1 200 workers at Gencor's Marievale goldmine near Springs who also ignored the ultimatum to return to work yesterday were being interviewed with a view to dismissal.

The NUM said they were suspending the strike pending the results of an urgent application to the industrial court to stop the dismissals and evictions at Deelkraal and other mines.

The case could set an important precedent on the right of miners to go on legal strike without being dismissed.

Incidents of conflict between miners and police continued to be reported yesterday as the rest of the NUM's strike over wages collapsed in the face of the dismissal threats.

Deelkraal workers interviewed claimed that one miner had died after being run over by a police vehicle, 15 were injured and five arrested during clashes with police at the mine yesterday.

The workers said the injuries had been sustained by rubber bullets, sjamboks and police dogs.

A Gold Fields spokesman could not confirm this, but said that five workers had been injured and a worker had bumped his knee on a vehicle during a "set-to" between mine security and miners yesterday morning.

DISPATCH
Gold Fields, who are opposing the NUM's application, said in a statement that nobody had been sent off by late yesterday.

04/09/85
The statement said no workers had yet taken their pay and discharge, but that the mine was processing 5 000 terminations of contract as a consequence of failure to report for work.

"Members of mine security and police (totalling between 80 and 100) are guarding a section of the hostel which has been reserved for workers (estimated at 1 400) wanting to continue working on the mine."

At two other Gencor mines where there was strike action yesterday — Transvaal Navigation Collieries and Blinkpan in the Eastern Transvaal — workers returned later yesterday after being told they would be fired.

At Beatrix gold mine and Matla colliery, Gencor said there was no industrial action yesterday, but the NUM said workers had been forced to go underground by police with dogs and sjamboks.

The Gencor spokesman said the return of the striking miners confirmed that the majority of workers were anxious to work.

Miners paid off

A NUMBER of workers at the Deelkraal gold mine had been paid off, Gold Fields management said last night. It said in a statement that so far, none of the workers had collected their pay and discharge papers but that the mine was processing 5 000 terminations of contract as "a consequence of failure to report for work" 143

The mine said the National Union of Mineworkers had applied for a court interdict restraining the mine from dismissing and "electing" workers

• The national executive committee of the National Union of Mineworkers' Union decided yesterday afternoon to suspend the strike that started on Sunday, and will be urging all its members on strike to return to work pending the results of an urgent application to the Industrial Court, NUM said in a statement last night

4/9/85, Sept

Claims and denials turn mine strike into a war of words

STAR

By Sheryl Raine

The silence of the strike-bound Gold Fields' Deelkraal gold mine was broken yesterday by the sound of police patrolling in a Casspir accompanied by colleagues in a riot bus.

The dismissal of strikers started at Deelkraal before the suspension of the strike by the National Union of Mineworkers (NUM) pending the outcome of an urgent application to the Industrial Court in Pretoria.

The strike, before it was suspended, affected 10 mine properties either in the form of work stoppages or strike-related trouble.

Work stoppages occurred at

- Collieries Matla, TNC, Koornfontein, Blinkpan (Gencor)
- Gold mines Beatrix and Marievale (Gencor), Deelkraal (Gold Fields)

'TROUBLE

Strike-related trouble was reported at

- Gold mines Stilfontein (Gencor), Kloof (Gold Fields), Hartebeestfontein (Anglovaal)

The NUM originally planned to strike at seven gold and coal mines where a wage dispute had ended in deadlock. The mines were Anglovaal's Hartebeestfontein, Gencor's TNC, Matla, and Marievale and Gold Fields' Kloof, East Driefontein and West Driefontein.

Apart from the arrests and injuries reported to date, the most outstanding feature of the strike has been the war of words between the union and management. The discrepancies between what the two have said have been so great that the first casualty of this strike could well have been the truth.

Estimates of how many miners were involved

in the strike ranged from management figures of approximately 14 000 to an estimate by a union official of 43 000.

Conflicting reports were common.

A union organiser who phoned *The Star* from Witbank yesterday to report on the situation at Gencor's Blinkpan mine and Koornfontein coal plant said that management was "starving out strikers".

The organiser said "Since Monday, strikers have not been given food and they have been prevented from going out to get their own food. Water supplies at the Koornfontein hostel have been stopped."

Gencor had its own version "Normal catering operations have been interrupted because of the strike and because kitchen staff were prevented from going to work by strikers. Despite numerous requests by management to release kitchen staff the strikers refused to do so and, instead, management delivered bread to the hostels."

"We did not cut off water supplies. At Koornfontein a boiler attendant was prevented from going to work and no hot water was available at the hostels but drinking water was available."

At Anglovaal's Hartebeestfontein mine the union claimed a man was shot by police using rubber bullets when they tried to force people to go to work. The man, Mr Andu Mtwa, was admitted to the Duff Scott Memorial Hospital, the union said.

The superintendent of the hospital said no man by that name had been admitted.

Anglovaal said Mr Mtwa had a leg "grazed by a rubber bullet when a security guard accidentally discharged his gun. The injured man was treated at a first aid station and was back at work the same day." No workers had been forced to work.

The only independent information reporters have been able to gather on the mine strike has been obtained from helicopters flying over strike-bound mines.

NUM seeks order to halt alleged evictions

By Sheryl Raine and Mike Siluma

The National Union of Mineworkers (NUM) is to ask for an urgent Rand Supreme Court order today to stop Gencor from evicting workers from its Marievale gold mine which was affected by this week's wage strike

NUM general secretary Mr Cyril Ramaphosa alleged that Gencor was evicting workers contrary to an agreement with the union that workers who had been on strike would not be evicted from their hostels

"The union and the managements of Gencor and Gold Fields mines met in court yesterday afternoon just before the union was about to make its urgent application to stop the dismissals and the evictions," said the NUM

Gencor and Gold Fields managements gave an undertaking that workers who had been on strike would not be evicted from their hostels, the union said

But the mines had refused to guarantee that workers would continue to enjoy the usual amenities, such as food, in the hostels

Gencor has denied it had an agreement with the NUM not to evict or dismiss workers

"At Marievale, management is continuing the process of interviewing employees who did not work between September 1 and 3 Last night, following similar interviews, 128 employees were dismissed and left the mine voluntarily. It is expected that the services of 800 employees will be terminated today," said Gencor

"It is not Gencor's policy physically to force workers to return to work or to force dismissed employees to leave mine hostels and reports in this regard are unfounded"

THOUSANDS STREAM BACK

Thousands of black miners streamed back to work today following a decision by the NUM to suspend its wage strike at Gold Fields and Gencor mines pending the outcome of an urgent application to the Industrial Court in Pretoria for a ruling on the protection of workers who participated in a legal strike. The registrar of the Industrial Court said the case would probably be heard towards the end of this month

During the strike, which began on Sunday, at least 70 people were arrested and 37 injured. The union reported the death of Mr Joseph Lekwadi at Gold Fields Deelkraal mine in the Western Transvaal yesterday when he was allegedly run down by a police van. This has not been confirmed by the police

After the suspension of the strike, Gold Fields said it would not proceed with dismissals at Deelkraal

"About 90 percent of the workforce is back at work today and the only step being taken against those who went on strike is the loss of two days' pay," a Gold Fields spokesman said.

it
it
y
r
e
at
s
d
r

Miners suspend strike

CAR TIM H
4/9/81
143

From PHILLIP VAN NIEKERK

JOHANNESBURG — Gold Fields yesterday fired 5 000 miners at its Deelkraal mine near Carletonville for failing to heed an ultimatum to return to work as the National Union of Mineworkers (NUM) suspended its strike which began on Sunday.

A further 1 200 workers at Gencor's Marievale gold mine near Springs who also ignored the ultimatum to return to work yesterday were being interviewed with a view to dismissal.

The NUM said they were suspending the strike pending the results of an urgent application to the Industrial Court to stop the dismissals and evictions at Deelkraal and other mines.

Incidents of conflict between miners and police continued yesterday as the rest of the NUM's strike over wages collapsed in the face of the dismissal threats.

Clashes

Deelkraal workers claimed that one miner died after being run over by a police vehicle. 15 were injured and five arrested during clashes with police at the mine yesterday.

They said the injuries had been inflicted by rubber bullets, sjamboks and police dogs.

A Gold Fields spokesman could not confirm this but said five workers had been injured and a worker had bumped his knee on a vehicle during a "set-to" between mine security and miners yesterday morning.

Opposing

Gold Fields who are opposing the NUM's application said no workers had yet taken their pay and discharge but that the mine was processing 5 000 terminations of contract as a consequence of failure to report for work.

"Members of mine security and police (totaling between 80 and 100) are guarding a section of the hostel which has been reserved for workers (estimated at 1 400) wanting to continue working on the mine."

At Marievale Gencor said they were interviewing the striking workers and would decide what to do with them today.

Returned

At two other Gencor mines where there was strike action yesterday — Transvaal Navigation Collieries and Blinkpan in the Eastern Transvaal — workers returned later yesterday after being told they would be fired.

At Beatrix gold mine and Matla colliery Gencor said there was no industrial action yesterday but the NUM said

NUM seeks court order on eviction

ARGUS 4/9/81
Argus Correspondent

JOHANNESBURG — The National Union of Mineworkers is to ask for an urgent Rand Supreme Court order today to stop Gencor from evicting workers from its Marievale gold mine

The NUM general secretary, Mr Cyril Ramaphosa, said Gencor's action was contrary to an agreement with the union that workers who had been on strike would not be evicted from their hostels

He could not say how many workers had been evicted from the mine

APPLICATION

A Gencor spokesman said 128 Marievale workers left the mine voluntarily last night

Thousands of black miners streamed back to work today following a decision by the NUM to suspend its wage strike at Gold Fields and Gencor mines pending the outcome of an urgent application to the Industrial Court in Pretoria

During the strike, which began on Sunday, at least 70 people were arrested and 16 injured

Mine strike off as fight goes to court

THE National Union of Mineworkers (NUM) yesterday suspended a strike affecting one Gold Fields and several Gencor mines

The union will urge all its striking members to return to work pending results of an urgent application to the Industrial Court, an NUM statement said

The union said the step was taken to protect workers before management could execute "threatened dismissals and unlawful evictions from mine hostels"

It said an undertaking from mine management that workers would not be evicted from hostels was filed in court yesterday, but said the mines had refused to guarantee that workers would continue "to enjoy the usual amenities in the hostel such as food"

The NUM would approach the court for relief should food be refused, it said

It said this application would be a test case and could have far-reaching implications for the protection of strikers

Legal spokesmen for the companies could not be reached late last night

Meanwhile, workers at four of Gencor's five strike-hit mines have returned to work, but Gold Fields and Gencor had begun terminating employment con-

CLAIRE PICKARD-CAMBRIDGE

tracts at their respective Deelkraal and Beatrix mines yesterday

A Gold Fields spokesman said management at the Deelkraal mine had begun processing 5 000 terminations of contracts as a consequence of failure to report to work. Miners had not yet been paid off

The NUM said earlier its executive would be meeting soon to "consider sympathy strikes" if dismissals went ahead

Gencor reported that 87 workers at its Beatrix gold mine had "elected to leave by themselves" yesterday

Workers at Gencor's Matla, Blinkpan and Transvaal Navigation Collieries returned to work yesterday and on Monday night, while those at Gencor's Beatrix gold mine streamed back yesterday

The NUM said about 100 workers had been "isolated" from the rest on Anglovaal's Hartebeesfontein gold mine and that 80 workers had been arrested

An Anglovaal spokesman rejected this, but said 15 men had been dismissed yesterday for striking at Hartebeesfontein

"On Monday absenteeism appeared normal, but after checking on the absentees we found 15 who said they were on strike. We gave them 24 hours after which they were dismissed," he said

COURT BATTLE

SPIN 0700W 5/9/85

FOR NUM

By JOSHUA RABOROKO

SOUTH Africa's biggest black trade union — the National Union of Mineworkers — has brought an urgent application to the Pretoria Industrial Court to protect thousands of workers from threatened dismissal and unlawful eviction from mine hostels.

The registrar of the Industrial Court yesterday said the case would probably be heard towards the end of the month.

The union said it brought the application to protect the workers from threatened dismissals which it said were about to be executed by managements at some of the mines.

Meanwhile thousands of black miners streamed back to work yesterday after NUM suspended its wage

strike at Gold Fields and Gencor mines pending the outcome of the court hearing.

During the strike, which started on Sunday, at least 70 people were arrested and 16 injured.

The union has also claimed that a Mr Joseph Ledwaba was killed by a police van at

Gold Fields' Deelkraal mine in Western Transvaal.

Gold Fields has confirmed that it had begun to dismiss miners from its Deelkraal mine yesterday.

Following the suspension of the strike, Gold Fields said it would not proceed with dismissals at Deelkraal. About 90 percent of the workforce is back at work.

300 strikers from Gencor mine sent home

At least 300 of the 738 miners fired by Gencor or striking at the Marievale gold mine near Nigel have been sent home. The mine has a black workforce of 1158.

An interim Supreme Court interdict yesterday restrained the mine from

evicting members of the National Union of Mineworkers (NUM) from its premises but this ruling will not protect workers from dismissal. **STAR** Gencor says it has not unlawfully evicted workers and does not intend to do so. According to Gencor the mine will con-

but quiet yesterday as miners who said they had participated in a "peaceful sit-in strike", collected their pay and prepared to return home. **5/9/85** Mine security officers maintained a high profile and prevented newsmen from entering the mine

area. There were no signs of violence or of police presence.

At Deelkraal, the Gold Fields mine in the Western Transvaal, Mr Joseph Lekwadi, reported by the NUM to have been killed when knocked down by a police van, had only been

superficially injured and was in a satisfactory condition, according to Gold Fields.

Gencor has denied a union claim that two miners had been killed at Stulfontein mine on Tuesday.

● See Page 6.

ARGUS 5/9/85 (143) (88)

Gencor dismisses 738 miners

Argus Correspondent

JOHANNESBURG — At least 300 miners fired for striking by Gencor at the Marievale gold mine near Nigel have been sent home and the mine has so far dismissed 738 miners out of a total black workforce of 1 158

An interim Supreme Court interdict yesterday restrained the mine from evicting members of the National Union of Mineworkers (NUM) from its premises but this ruling will not protect workers from dismissal

Recruitment of replacements has begun

Marievale was one of seven mines which recognises the NUM and at which the union originally planned to strike

The miners were mostly from Lesotho and Transkei

Mine security officers maintained a high profile and prevented newsmen from entering the mine area. There were no signs of violence or of police presence

One of the fired miners, stope worker Mr Moses Matsepe, 21, preparing to return to Lesotho, said the work prospects for most of the miners was bleak

"Mine officials have marked miners' reference books with their No 3 stamp, which indicates dismissal for unsatisfactory service," he said "With that stamp in our books we have a difficult time finding another job"

He said all but about 50 of the black employees at Marievale had participated in the strike and had been fired

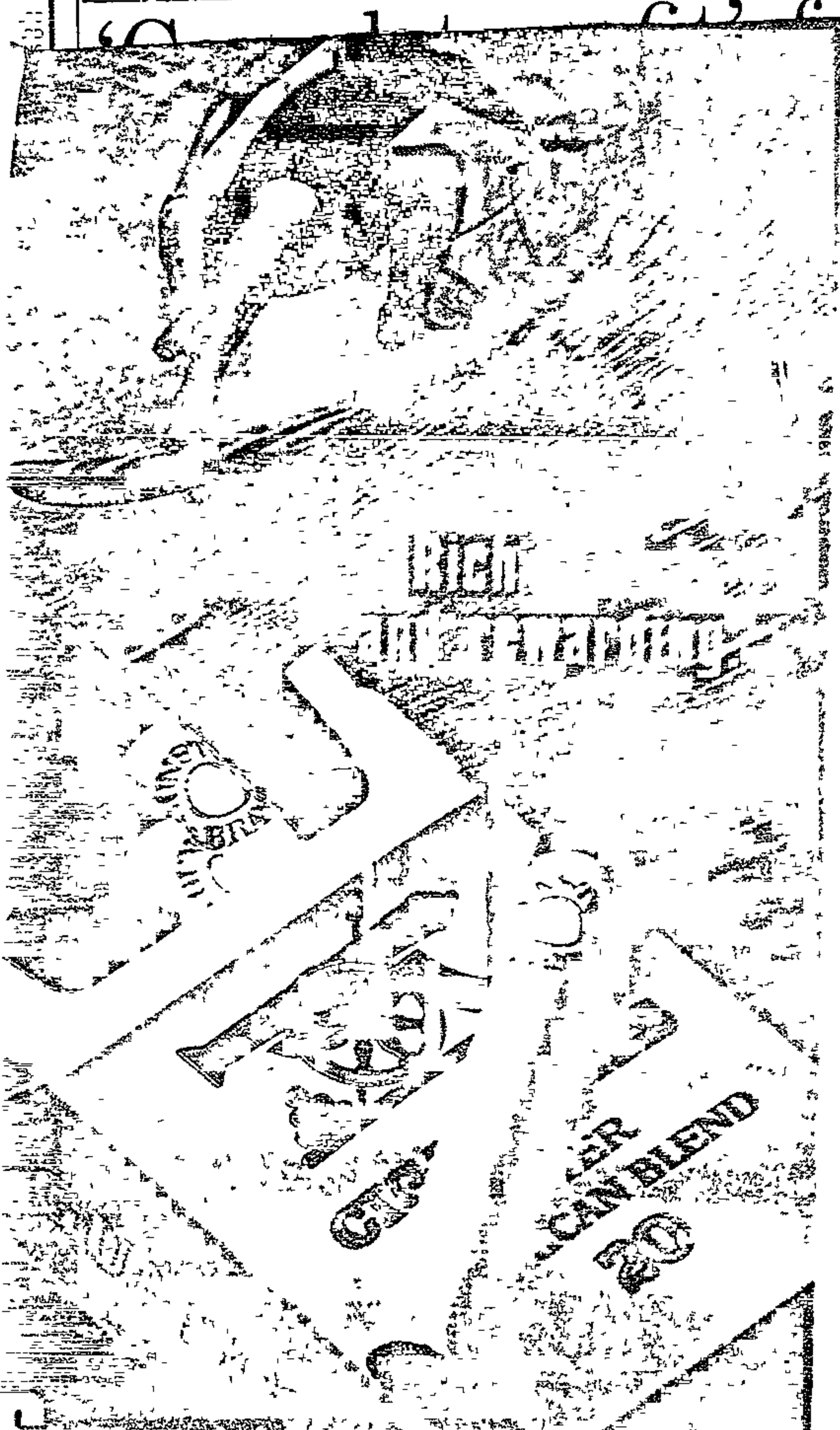
At Gencor's Matla colliery 24 strikers have been dismissed of which 23 have left the mine voluntarily. One miner has refused to leave and is being accommodated in the mines hos-

tel. A further 31 strikers will be interviewed by Gencor and their dismissal decided

All other mines which participated in the strike were back to normal by yesterday

At Gold Fields Deelkraal mine in the western Transvaal Mr Joseph Lekwadi reported by the NUM to have been killed when knocked down by a police van is, according to Gold Fields, in a satisfactory condition

"He sustained superficial injuries when he ran into a police vehicle"



OK LADIESWEAR SPECIALS

WOVEN GEORGETTE DRESSES
Assorted colours
in sizes 10-18. (87-107 cm)

END INVESTMENT IN SA

143
6

THE Council of Unions of South Africa (Cusa) has called for an end to further European investment and imperialism in Third World countries.

Cusa's president Mr James Mndaweni has urged European countries to accept the Third World and its people, whatever their political persuasion, as equals and work towards world peace.

These views are contained in a message to the three European Economic Community Foreign Ministers who visited South Africa and held discussions with Cusa officials and other trade unionists, including Mrs Lucy Mvubelo, an advocate of foreign investment in South Africa.

After their visit the Ministers said they would not immediately call for economic sanctions against South Africa although they deplored apartheid.

Until apartheid goes, Cusa tells EEC men

By JOSHUA RABOROKO

One of the purposes of the visit was to see the effectiveness of the eight-year-old EEC code of conduct for European countries with subsidiaries here

The code was formed to bring about reform in South Africa

In a statement, Mr Mndaweni said the Eu-

ropean countries should see the plight of the black majority of South Africa in a proper perspective

They should commit themselves to their aspirations and work unwaveringly for the cause of a free South Africa

"We request that you use your personal capital to divest from companies which

- do not adhere to

just and equitable labour practices, *so we can*

• do not endorse that all South Africans should enjoy all the freedoms that European investors enjoy, and

• do not commit themselves to working towards a just and free and undivided South Africa

Mr Mndaweni said that they told the Ministers that they wanted these countries to stop new investments here while apartheid existed, to restrict the sale of Krugerrands, to end their involvement in the

so-called homelands and to stop supplies which assist the apartheid machinery

5/9/85
"We also want the state of emergency lifted, the Government should release all political leaders and scrap the migratory labour system. They should withdraw the army from our black townships

"We desire that this transition be brought about as quickly as possible and as painlessly as possible, without violence and loss of life of our brothers," the statement said

Mine interdicted from evicting workers illegally

STAR
5/9/85
143

Marievale Consolidated Mines Ltd, a member of the Gencor group, was yesterday interdicted by a Rand Supreme Court judge from unlawfully evicting members of the National Union of Mineworkers from accommodation on the mine

An urgent application to stop NUM members from being unlawfully evicted from mine premises was brought by the union

TAKEN AWAY

Members of the NUM on the mine were being compelled to leave and were being taken away by bus, it was submitted in papers

Mr Justice H C J Flemming, who heard the application in chambers, ruled that the order, made by consent, was to be a temporary measure pending the outcome of an action to be brought by Marievale Mines against members of the NUM for their eviction

In terms of the order it was also noted that Marievale Consolidated Mines denied it acted unlawfully

Attorney for the NUM, Mr Geoffrey Budlender, said he was told on Tuesday night Marievale mine

was evicting workers. Later that night, an assurance was given that this was not the case

"As a result the urgent application which had been threatened was not brought"

Earlier on Tuesday discussions took place between legal representatives of the NUM and Gencor at the Industrial Court in Pretoria in connection with certain mines. These discussions did not include Marievale mine

In papers Mr Budlender said yesterday morning he was again informed employees were being unlawfully evicted. He telephoned the attorney for the mine, who stated that according to his instructions workers were leaving voluntarily and were not being compelled to leave

Later yesterday morning Mr Budlender telexed the mine's attorney after he was told an organiser of the NUM had spoken to employees at the mine who were told to leave

The general secretary of the NUM, Mr Cyril Ramaphosa, and about 20 NUM committee members waited in the foyer of the Rand Supreme Court building for the outcome of the application

SAA may re-route 2 Rome flights

Transport Reporter

South African Airways considering re-routing two Italian-bound flights next week to avoid boycott action by ground staff at Rome's Leonardo da Vinci Airport

The boycott against SAA is part of a long series of actions planned by Italy's largest trade union federation to bring pressure on the Italian Government to adopt sanctions against South Africa

The CGIL-CSIL-UIL federation, which has a membership of eight million workers, also plans to boycott any ships flying South Africa flags, set up pickets outside the South African Embassy and consular offices and stage work stoppages in factories and offices

INFORMATION

An SAA spokesman today said the airline has no "concrete" information on the extent of the proposed boycott

"One of the possibilities we are considering re-routing the two flights to Athens, for example and arranging connecting flights to Rome on other carriers," he said

The two flights that will be affected are SA 262 which departs at 8 pm on Saturday and SA 264 which leaves Jan Smuts Airport at 7.35 pm on Monday



The general secretary of the National Union of Mineworkers, Mr Cyril Ramaphosa (with a file under his arm), surrounded by members of the union outside the Rand Supreme Court yesterday

BUSINESS AND THE ANC

Building new bridges

Great secrecy surrounds the planned meeting between a group of top SA business representatives and the outlawed African National Congress (ANC) for discussions on SA's future

Although both sides are obviously treating the matter very delicately, the *FM* understands that *Leadership SA* publisher Hugh Murray is the organiser of the historic encounter that is to take place in the next week or two in Lusaka. The names mentioned in the business party are Anglo's Gavin Relly and Zach de Beer, Barlow's Mike Rosholt, Premier's Tony Bloom, Barclays's Chris Ball, Remgro's Anton Rupert and Tongaat's Chris Saunders

State President P W Botha is said to be fully aware of the planned indaba, at which ANC president Oliver Tambo will lead his delegation. The rendezvous could well lay the ground for a meeting between government and the ANC in the future

Bloom denies he is directly involved in setting up the talks, but reiterates that he favours the idea and called for such talks months ago. Barclays tells the *FM* it "denies that (it) was the initiative behind the proposed talks with the ANC and we have no knowledge of the talks, but obviously the matter is highly sensitive and we would not be prepared to comment further"

Anglo's involvement brings with it the corporation's experience in maintaining its interests in a society in transition and working out a *modus vivendi* with any new regime — Zambia is a case in point

Zambian president Kenneth Kaunda first suggested a meeting between SA businessmen and the ANC when they visited him about two months ago. Kaunda is said to have used his good offices to arrange the meeting

A well-placed corporate observer suggests that businessmen are attempting to serve a mediating role between Pretoria and the ANC — which is recognised as a significant player on the stage. Also, the political question is far too serious to be left to the two parties now involved in a "stand-off". Businessmen believe they have to be more active — if not as direct participants, then as mediators, says the observer. "We have moved a long way away from the old division between business and politics," he observes

From Lusaka, the ANC tells the *FM* that confidentiality about the details of the meeting must be respected at this stage. There is no agenda, maintains the ANC, but it says the question of SA and of its future will be discussed. "We are all concerned at what is happening in SA," said the ANC spokesman

Although the ANC and white SA capitalists might at first sight seem to be the least likely parties to come together, SA's premier liberation organisation has always indicated its willingness to meet SA groups. Since its last major policy conference in Kabwe back in June, however, direct contact with SA government officials has been ruled out unless certain pre-conditions are met. It is still open to private contacts, though

ARE THESE THE MEN?



Bloom

Ball



De Beer

Rosholt

Although there is no record of the ANC having met with SA businessmen before now, Tambo did meet — in New York in 1981 — representatives of American banking and industrial corporations with interests in SA. They included Bank of America, Citibank, Hanover, GM, Ford and General Electric. The meetings seem to have been part of an ANC campaign to make the organisation better known and understood in the US

The ANC is quick to stress in its public pronouncements that it is not an ostensibly socialist organisation, although it indeed has elements of socialism in its programme, observes Wits University's Tom Lodge. It has in the past, when reviewing the Freedom Charter (the ANC "blueprint") talked of nationalisation of certain key economic sectors. In 1969 it considered the "monopoly" mining, wine, sugar and banking industries

to be fair game, but that was long ago

Says Lodge "My feeling is that the ANC is not particularly committed or coherent about which sectors it would like to nationalise. They think mainly about controlling the 'command heights' of the economy". In any case, the kinds of sectors which the ANC could well aim for are already semi-nationalised, like fuel, steel and transport. The ANC spokesman in Lusaka says much the same thing to the *FM*. He suggested his organisation would favour a type of mixed economy and added that he is "not sure the ANC has ever said it rejects free enterprise although a major worry is concentration of wealth among seven or so companies" ■

MINE LABOUR

Strike collapses

With confusing claims and counter-claims emanating from the warring parties, the strike called by the National Union of Mineworkers (NUM) at Gencor, Gold Fields and Anglovaal mines was suspended late on Tuesday by the NUM executive

The NUM leadership urged miners to return to work pending the results of an urgent application to the Industrial Court. "This step was taken to protect workers from the threatened dismissals and unlawful evictions from mine hostels which were about to be executed by managements"

At the time of going to press, the union had set in motion plans to ask the Industrial Court to declare the dismissals being carried out by Gencor and Gold Fields an unfair labour practice

It was also preparing to apply for an urgent Supreme Court interdict against Anglovaal. There was no strike at Anglovaal's Hartebeestfontein mine and the union alleges that this is because workers were forced to work at gunpoint, a charge the company firmly denies

The NUM says that workers at Gold Fields' Kloof and West Driefontein mines — where the union is recognised and strike action was called for — were also forced to work at gunpoint. It adds that strikes were "crushed" by mine security and the SA Police at Gencor's Stilfontein, Unisel and St Helena mines and at Gold Fields' East Driefontein

A Gold Fields spokesman says that at Kloof and West Driefontein police were used to "disperse intimidators and picketers". But he denies that arms were used to force people to work. And a Gencor spokesman describes the union allegations against the group as

Miners seeking unfettered right to strike

THE National Union of Mineworkers has switched its wage battle to the Industrial Court and is challenging large-scale dismissals — the strongest weapon employers have in fighting strikes

The union's change of tactics this week averted a nationwide stoppage that could have involved 260 000 members

The union had threatened to respond to dismissals with widespread strikes

Whatever the Industrial Court's ruling, it will set a precedent. A favourable outcome for the miners would remove employers' right to fire strikers. A verdict in favour of employers would open the way for wildcat strikes without workers following procedure laid down in the Labour Relations Act

Inadequate

The legal battle has prompted labour analysts and academics to call for changes in the labour law. They say the law is inadequate.

The union says it will go ahead with a strike after the court's verdict, which could be handed down in months or weeks.

The union says "The

By Amrit Manga

strikes have not been called off — they have merely been suspended."

NUM general secretary Cyril Ramaphosa said yesterday "If the court rules in our favour, we will be protected and can bring the employers to their knees. But if we don't win in court, we will fight on."

Unfair

The Industrial Court will have to determine whether the dismissals amount to an unfair labour practice or not.

The closest it has come to ruling on the issue was in the Council of Mining Unions-Chamber of Mines case last year. It upheld a claim by the chamber that employers had a right to dismiss workers taking part in any strike — legal or illegal.

However, the court said that there might be circumstances in which dismissal of a legal striker could be an unfair labour practice. One of the considerations could be the consequences and results of the strike.

The presence or absence of bargaining in good faith during a strike and the behaviour of employees could also influence the decision.

In the present dispute, the

court will also have to establish whether there was commonality of purpose in strikes on at least four mines that were not part of the wage dispute.

Sympathy strikes are a grey area. Earlier this year the Rand Supreme Court stopped short of addressing the issue in the SA Chemical Workers Union dispute with AECL.

The Chamber of Mines says "employers have the common law right to terminate a worker's service for not fulfilling contractual obligations."

Professor Johan Piron, of the University of South Africa's School of Business Leadership, says "Protection for striking workers is no longer a policy consideration."

Protection

"The law governing strikes is inadequate and must be changed so workers have some recourse to legal action in the event of dismissal."

"Unions and employers should negotiate a contractual agreement that overrides strike laws to protect workers striking legally."

"But with millions of workers still not unionised, protec-

□ To Page 3

Strike battle in court

□ From Page 1

tion will have to be legislated." Labour consultant Brian Allen says the legality of strikes is a moot point. "Strikes should be decriminalised and employers should enter into agreements that protect workers."

About 1 000 workers at Gencor's Marievale mine on the East Rand lost their jobs after this week's three-day strike.

Dismissed Marievale workers were granted a Rand Supreme Court injunction to stop their eviction from mine hostels. But the union accused Gencor of disregarding the injunction, which ordered that workers could not be evicted without a final court order.

The Supreme Court post-

poned the hearing until Tuesday.

Estimates of the number of workers who went on strike range from 28 000 to a few thousand.

Worked on

Eleven coal and gold mines were affected by the strikes. The union says seven Gencor mines were affected to some degree. It has, however, declared disputes at only three Gencor mines.

More than 18 000 miners at Anglovaal's Hartebeestfontein mine near Klerksdorp continued working in spite of the strike vote.

Gold Fields says shift attendances averaged 15% on Monday and Tuesday. It is processing 5 000 dismissals.

The treatment meted out to members of the National Union of Mineworkers last week has shown the extent to which management will go in using heavy-handed tactics against striking workers

While not prepared to recognise the workers' right to strike management misses no opportunity to exercise its right to fire striking workers whether or not the strike is legal

Throughout the wage negotiations between NUM and the Chamber of Mines, NUM seems to have played the negotiation game according to the rules while management negotiated in bad faith and in some cases, stabbed NUM in the back

The set of demands NUM presented to the chamber seemed to be reasonable, considering the miners' poor working conditions and the low wages they earn

The demands were

- 22 percent wage increase,
- 75 percent leave allowance,
- 21 days leave,
- 96 working hours a fortnight and
- May Day to be recognised as a paid public holiday

Throughout the negotiations, management showed no willingness to make any compromise

Even after its offer of between 14,1 and 19,6 percent increase was rejected, management went ahead and implemented it unilaterally and claimed that the offer had been well-received by NUM's members

NUM did not rush the decision to strike. Handling a strike that could have involved up to 500 000 miners, it followed all requirements



JUBILANT NUM members at their annual conference in Welkom last month

HOW ANGER BUILDS UP

FOCUS

By SAM MABE

to make the strike legal. It also gave management enough time to get the feel of the workers' anger and to reconsider its offer

When NUM members voted overwhelmingly to strike, management employed divisive tactics by rushing to the Press to say that only 14 percent of the miners favoured the strike and that there were widespread ballot irregularities.

At one stage the chamber said there were fewer than one in 10

miners who were likely to join the strike

But a few days before the strike, the chamber presented a revised offer when it became clear that the strike was supported by most miners, contrary to the impression the chamber had given earlier

In what NUM described as a divisive tactic by management, the mining houses made different offers. Gencor was the only mining house which refused to make an offer

In a show of willingness to reach a settlement, NUM also dropped some of its demands on working conditions and at the end of the day a national strike in the mining industry

was averted

At Gencor, NUM went on strike on September 1. Bent on disciplining the striking workers, management started dismissing them on September 2

Various other allegations have been made against management at Gencor's Manevale mine near Springs

These include forcing miners to go to work at gunpoint, closing water taps and not giving miners food.

Miners also alleged that they were prevented from leaving the compound to buy food elsewhere.

Mine authorities have denied the allegations. So far NUM has made two applications for the Supreme Court's intervention in the harassment of NUM's members by management

On Wednesday the

court granted an order in terms of which Manevale was interdicted from unlawfully evicting union members from mine accommodation

A second court application was made by NUM after reports that miners were being bussed out of the mine premises in contravention of the previous day's court order

Although management had said earlier that miners left the mine voluntarily some miners who had been transported to TEBA offices in Johannesburg told NUM general secretary, Mr Cyril Ramaphosa, that they wished to return to work

The bad faith in which management had been negotiating with NUM throughout lends credibility to most of the allegations made against Manevale Mine

143

Some of an 10/9/85

A MILL legal strike by black mine workers last week harshly illustrated the contradictions of labour reform in an apartheid society.

Accompanied by a wave of unofficial industrial action, action against strikers left several miners injured, hundreds repatriated and the National Union of Mineworkers threatening to take the case of dismissed workers to the Industrial Court.

Yet the strike has been seen as a major step by the mining industry into the country's new era of labour relations opened up by reforms which have brought black workers into the country's official bargaining system.

The decision by NUM to suspend their strike action against three mining houses has been followed by complex legal wranglings which could lead to a resumption of the strike at the end of the month, according to union sources.

The union was granted an injunction against the management of the Marnevale Mine of the Gencor Group which led to the reinstatement of 53 miners in the hostel from which they had

been evicted, pending the finalisation of the case brought against them by the union.

Meanwhile the Industrial Court is expected to make a ruling on September 30 on a test case brought by the union which is seeking legal guarantees against the eviction and dismissal of strikers involved in legal strike.

Another mine union, the African Miners and Allied Workers' Union (Amawu) is to go to the Industrial Court on September 20 following a dispute with Carlton Crete Construction Company over the dismissal of several workers.

The union contends that the company "un-

fairly retrenched" workers after claiming that it was hard hit by recession.

The union has since claimed that the reasons for the retrenchment were not valid.

The Social Democratic group of the European community has undertaken to raise in the European Parliament this week the disputes between the FOSATU-affiliate Metal and Allied Workers' Union and BTR Sarmcol and Transvaal Alloys.

In a statement the union has accused BTR, a British subsid-

The harsh realities of apartheid

SOWETO

11/9/85

could be effective only at the CDA manufacturing plant on the west bank.

The tranquil Eastern Transvaal village of Sabie was rudely awakened last week when 600 workers at the Mondt saw mill went on strike and burnt part of their living quarters.

The Jock-of-the-Bushveld retreat has seen little industrial action in the past and workers are not represented by a union.

Disputes

The strike involved production bonuses and conditions of service.

Fosatu members throughout the country last week gathered at their workplaces to remember 30 Sasol miners who died in a methane gas explosion at Secunda collieries three weeks ago.

The Chemical Workers' Industrial Union had asked its members to commemorate the deaths and to discuss plans to "fight for health and safety to be put before profits".

The Trade Union Council of South Africa has called on the Government to introduce legislation to limit the right of employers to discharge their employees when engaged in a legal



Mr DU PLESSIS... still to appoint conciliation board.

strike called in terms of the Labour Relations Act.

This move, if implemented by the Government, will bring relief to several black emerging unions whose members have fallen victims of dismissal after and during strikes.

The federation has reiterated its abhorrence of the laws which permit the banning and banishment of people, and called upon Ministers responsible to immediately lift all banning and banishment orders.

It is only a matter of weeks before the metal industry is hit by a national strike by the Mawu following the declaration of disputes with the employers. The union is seeking Transvaal.

Boycotts

The Minister of Manpower, Mr P T C du Plessis, has not yet appointed a conciliation board to settle the dispute between the Black Allied Mining and Construction Workers' Union (Bamcwu) and the South African Mangane Corporation (Samanacor).

The union has declared a dispute over wages. This dispute, if not resolved within 30 days, may open doors towards a legal strike by black mine workers in the north-eastern Transvaal.

143
w. Mail
12/9/85

Precedent-setting court ruling on mine strike likely

Sept

The Industrial Court case in which the National Union of Mineworkers (NUM) is challenging the right of employers to fire workers on a legal strike could be the most important aspect to emerge from this year's wage dispute between the NUM and the Chamber of Mines

By PHILLIP VAN NIEKERK

dismissal threats before the union suspended it pending the Industrial Court case.

In some instances, says the union, workers were forced underground at gunpoint

If the court does rule that after following the exhaustive legal channels — as the NUM has done in this year's wage talks with the Chamber — it is an unfair labour practice to fire workers en masse, an important precedent will have been set.

Cyril Ramaphosa, general secretary of the NUM, believes that workers were intimidated into not striking, while management makes the same claims from the other end

According to Ramaphosa, the "despicable behaviour" of mine management demands that the union seriously examine a change of strategy

The union is arguing that if it does not accept this argument, the court will have removed the major incentive for legal strike action and will be giving unions carte blanche to go on wildcat strikes

"We warned three weeks in advance that we were striking so that we could mobilise our members. It turns out that management was also mobilising

This year's wage negotiation shows a responsible union which was prepared to go patiently through the whole process of negotiation before opting for strike action

"Some of our most effective strikes were taken at short notice when management was not prepared"

On the other hand, if the court does accept the NUM's case, it will remove the strongest weapon in the hands of the mining houses — the right to fire thousands of workers

However, the actual reason for the strike's relative failure could be a combination of factors, including the particular circumstances at the various mines

Even before the start of this year's strike, all three mining houses facing industrial action issued their employees with pamphlets warning them that to strike would mean instant dismissal

At East Driefontein and Hartebeesfontein, for instance, the union was largely gutted after the strikes earlier this year in which the top leadership was fired

This very real threat plus the heavy police presence are given by the union as the main reason why the strike failed on the bigger mines

Mass dismissals, now looming at Marévale and Deelkraal as well, often mean a weakening of the union's strength, though NUM sources say the union has recovered at Vaal Reefs South, where 14 000 workers were dismissed in April, many to be rehired

Some 23 000 workers on Gencor, Gold Fields and Anglovaal mines struck in support of higher wages — less than half the number the NUM said they would pull out.

Either way, the union played its weakest card by bringing out Gold Fields, Gencor and Anglovaal mines while 86 percent of its membership are at Anglo American — though Ramaphosa says the NUM had no choice

In all, some 11 gold mines and collieries were hit by action, but the biggest mines — Gold Fields' Kloof and West and East Driefontein and Anglovaal's Hartebeesfontein — did not come out in force.

The split offer meant the union could not reject the Anglo American-Rand Mines package while at the same time it could not accept the offer of the other three.

And after three days, the strike was collapsing in the face of mass

NUM houses accomplishment which may have been

Court stops Gencor evicting miners

By SEFAKO NYAKA

MARIEVALE Consolidated Mines was yesterday ordered by a Rand Supreme Court judge to provide accommodation for miners it had evicted in contravention of an earlier court order

The urgent application was brought by the National Union of Mineworkers, whose members were among those evicted

Justice O'Donovan ruled that Marievale, a member of the Gencor group, must provide accommodation pending the lodging of a counter-application

He also ordered Marievale to take all reasonable steps to inform workers who have left for the homelands of his ruling and to give NUM attorneys the names of miners who have been bused home

On Wednesday, Justice H C J Fleming granted a temporary order against Marievale, restraining them from forcibly evicting miners from mine accommodation

The order brought yesterday also sought to have the Marievale mine management jailed for contempt of court and to reinstate miners who had been evicted. NUM also demanded the mine bus back the miners who have already been evicted and supply a list of miners who had been dismissed

NUM members on the mine, who claimed they were being compelled to leave the mine despite the court order, packed the gallery long before the hearing.

MINE LABOUR

Lessons from the strike

Reports on the strike called by the National Union of Mineworkers (NUM) at mines owned by Gencor, Gold Fields of SA, and Anglovaal have been uniformly confusing to say the least

Because of contradictory statements put out by the mining groups and the union — and the inability of members of the press and others to gain access to mine premises to see for themselves — it has been impossible to assess what really happened on about 11 mines from Sunday to Tuesday last week

It is unclear how many miners were injured and how many arrested, and in what circumstances. It has been difficult to ascertain exactly how many were dismissed for striking. It cannot even be said precisely where industrial action occurred

But it is clear that the mining groups involved set out to prevent, or otherwise crush as soon as possible, any challenge to the authority they have exercised over black miners for nearly a century

And while they did this with alacrity, it is doubtful that their action increases the prospects for an early establishment of industrial relations normalcy in the mining industry

Of course, not all would see it that way — Johan Fritz puts Gencor's viewpoint in an interview with the *FM* in the *Current Affairs* section this week

Times are changing. No longer can industry afford to conduct employer-employee relationships in the old high-handed authoritarian manner. In many industries — including some parts of the mining industry — this new reality is being accepted.

There are moves — usually slow and often painful — away from the attitudes, so often tinged with racism, that have long been part of South African society

The industrial relations community has generally been at the forefront in SA in recognising that a peaceful future depends on negotiating mutually acceptable conditions of existence with elected representatives of those disadvantaged by apartheid

If these negotiations can be conducted with leaders who are shown to be reasonable, so much the better. One will not always agree with them, but it does not do good for the long-term prospects of peace to trample them into the ground

And the same applies to labour relations. This year the mailed fist approach achieved its goal — pending the outcome of Supreme Court and Industrial Court litigation, at any rate. The union has submitted papers asking the Industrial Court to declare the dismissals of nearly 1 000 miners at Gencor's Marievale an unfair labour practice, and the same action may be taken regarding dismissals at a number of other mines

It has also been able to temporarily halt some of the evictions through Supreme Court action

But the scars will remain for some time to come, and will be remembered once the union has built a more powerful

presence in those sections of the industry. And when the crunch comes, it is not only those companies that will be hurt, our economy's health depends, to a large extent, on the products of their labour

Despite the months of brinkmanship during negotiations — for which the NUM and employers were equally responsible — the union's conduct during the lengthy dispute was generally professional and reasonable. It made a serious effort to resolve the dispute peacefully

The union followed the necessary procedures to hold a legal strike. Given the events of last week, it could be forgiven for asking why it should have bothered. And even then it held fire for another six weeks. This was partly to ensure that a possible strike would be organised as well as possible, but also in order to seek a settlement which would avert a strike

It eventually achieved this with three mining houses. Ironically, the acceptance of the offers from Anglo American, Rand Mines, and JCI weakened the union's hand to the extent that it faced a no-win situation in the strike it embarked on last week

Furthermore, Fritz concedes that the union conducted the strike with a high degree of discipline. The NUM appears to have kept to its word that it would do all within its power to ensure that members behave responsibly

And the fact that employers of well over half of the gold and coal miners working on chamber mines were ultimately able to come to terms with the union is evidence that the final NUM demand was far from outrageous

With the gold price at its highest rand level ever, there has hardly been a better time to substantially raise the real wages of unskilled black miners — which many mining industry spokesmen privately admit are far too low

It is not the job of the *FM* to instruct employers on how to achieve wage settlements. But given the circumstances, the decision to almost immediately dismiss and evict strikers was precipitous, whatever the legalities of the matter

It is vital that the Industrial Court make a clear ruling on the rights of legal strikers. There is, in fact, a strong body of opinion which argues that striking should be decriminalised. Perhaps amendments to legislation should be sought

Either way, it is necessary to encourage unions to follow dispute-resolving procedures. A trend toward wildcat strikes would be a backward step. Unfortunately, there is nothing in South African law which could convince unions that unwarned and unexpected shows of force are less effective than patient and reasonable negotiations

There is a further dimension to the events surrounding the strike. This is that the dismissal of migrant workers and the spectre of them being bused back to homelands and neighbouring countries will always raise the emotions of the rest of the world. By their actions, the mining groups have also risked damaging whatever is left of SA's international reputation

government — not just those agencies directly involved with implementing apartheid. The legislation also would have immediately prohibited the sale of Krugerrands in the US, while the president's order buys the White House time to first discuss a coin embargo with the US's other trading partners.

Last, but certainly not least, the president's order contains no provisions for future action, whereas the congressional version laid the framework for potentially significant sanctions in two years' time if SA had not made great strides toward easing racial barriers by then.

In reality, while the president's emergency order does not differ greatly from Congress's sanctions, both included *de facto* measures that will not have a great economic impact on US-SA trade. Krugerrand sales have already come to a standstill, US computer and nuclear technology sales have been controlled for some time, and all American banks stopped lending to South African apartheid agencies long ago.

The president's "end-run" around the congressional sanctions legislation did not come easy. Even though he had lined up the support of Senate majority leader Robert Dole and Foreign Affairs committee chairman Richard Lugar, Reagan only managed to forestall final passage of the sanctions Bill by a slim margin.

To take final action on the legislation, the Senate needed 60 votes out of a hundred. But, even with Dole and Lugar urging a "no" vote, last Monday's tally on the move to begin final action on Congress's Anti-apartheid Act was 53-34, just seven votes short of the necessary vote.

And Senate Democrats have not given up their efforts to see the harsher congressional Bill passed. Massachusetts' Edward Kennedy immediately filed to have the South African sanctions Bill come up for reconsideration on Wednesday. Although it is not likely the outcome will be any different later this week than it was during Monday's vote, the president does not have the kind of backing needed to be certain the Senate will not at

some time take up the stronger sanctions Act.

Not surprisingly, House members reacted sharply and angrily to the president's executive order. "The president's executive actions were an ill-disguised and ill-advised attempt to circumvent an overwhelming bipartisan consensus in the Congress," claimed William Gray, chairman of the House Budget Committee.

The move may have worked in the short run, but, as the sensitive Senate vote showed, the battle may not yet be completely over. ■

REFUGEES

A question of status

The SA Council for Churches (SACC) has taken up the legal status of the Mozambicans fleeing into SA with the United Nations High Commission for Refugees (UNHCR).

While the SA authorities insist the Mozambicans crossing the border are prohibited

JOHAN FRITZ

Beating the strike



Johan Fritz is executive director (mining) of Gencor. He discusses the recent wage dispute and subsequent strikes.

FM. The wage increases granted by Gencor to black miners this year were the lowest in the industry. Why?

Fritz: The wage increases granted in July were more than appropriate in the circumstances, and were generally well received. We also have to ensure that we do not overlook our long-term competitiveness. Excessive wage increases mean there will come a time when we have to turn to high levels of mechanisation.

Because of this we believe the National Union of Mineworkers (NUM) has not acted in the best interests of its members. Other companies do perceive the situation differently, but I do not want to argue with them here. Our wage structures — whereby there is a larger gap between skilled and unskilled wages — are designed to encourage advancement up the ladder.

Are legal obstacles to black job advancement — particularly the scheduled person definition — not preventing the very advancement you wish to encourage?

It does inhibit progress. We are working on abolishing discrimination, but we must take sufficient white workers — who want guarantees of job security — with us, so as to

retain their loyalties.

How do you view the strike generally?

The strike was unjustified. The NUM did not represent the wishes of its members, as borne out by the fact that only 8% of our workforce struck and it petered out so quickly that by Wednesday all mines were fully operational. In our opinion the strike collapsed through lack of support. It disappoints and concerns us that the union saw fit to go public with a range of malicious and far-fetched allegations.

How did you process the dismissal of strikers?

No-one was summarily dismissed. Miners who refused to return to work on the second day after being warned to do so were interviewed so as to isolate those who were merely drawn along by events. In total about 1 100 were dismissed, most of them at Marievale. The eviction of dismissed workers from mine premises and the legality of some dismissals are currently subject to litigation so we cannot comment further.

Was any mine property damaged during the strike?

We are very pleased that damage to mine property was absolutely minimal. There were relatively few injuries, although 34 people were hurt. This was a result of assaults by striking workers, by mine security staff in the process of protecting employees who wanted to work against assault and intimidation, and the process of protecting property and maintaining order. Overall though, there was much co-operation from management and employees, including strikers. The fact that strikers behaved in a more disci-

plined way is a welcome development. **Was the dismissal of strikers not hasty and harsh?**

We consistently maintained a clearly stated position. It is important to remain consistent with black employees and not vacillate. Blacks have a different cultural approach. They want to know exactly where you stand otherwise they lose confidence in you. **Your general approach to labour matters seems to be very authoritarian and out of step with general trends.**

It is a consequence of the industry's historical background. Mining operations are conducted more in a military manner than other industrial activities. This is due to the relatively unsafe natural environment. Unless you maintain a structured approach toward mining methods and discipline, the work would be more dangerous. **Do you believe workers have the right to strike?**

I do not dispute that workers have the right to withdraw their labour. But they do not have the right to disrupt production. If working conditions on our mines do not suit them they must find work elsewhere. We must keep our operations going.

Do you accept that dismissing migrant workers is a particularly harsh step because once they lose their jobs they may no longer remain in the area?

Yes. But before striking, a worker must weigh up potential gains against potential losses. We have a shield against their irresponsible action — a large reserve of unemployed.

Natalia board workers end strike

Labour Reporter

WORKERS at the Natalia Development Board's construction and maintenance depot at Kwa Dabeka in Pinetown ended their strike yesterday after a pledge by their union to discuss their grievances with the management

About 250 workers at the depot downed tools on Friday, protesting against the dismissal of 30 workers and the transfer of 25 others to the Umlazi depot, Mrs Nomusa Zondi, a spokesman for the Building and Allied Workers' Union, said yesterday.

She said the workers were angry that the dismissal and transfer had been made suddenly on Thursday afternoon and had been due to come into

effect yesterday.

'After assuring the strikers that the union would take up their case, all the workers decided to return to their jobs.'

A meeting with officials of the Natalia Development Board was scheduled for 8 a m tomorrow.

Mrs Zondi said members of the staff who had been given notice of transfer were angry because most of them were settled with their families at Kwa Dabeka and the transfer would mean additional transport costs.

Contracted

'They will have to travel about 100 km daily and no transport allowances have been given,' she said.

Mr Pat Adderley, a spokesman for the Natalia

Development Board, said yesterday the workers, involved were contracted to KwaZulu and the re-trenchments were normal in view of the cutback in funds by KwaZulu.

F
c
f
n
k
1

1
a
(

And now, the humane bullet



GOLD FIELDS of South Africa is a mining house known for its use of what it calls "firm action" against its employees when it feel this is necessary

It re-affirmed this policy this week in its chairman's report, and over the past few weeks to the National Union of Mineworkers, a number of whose members had struck on Gold Field's mines

By PAT SIDLEY 26/7/75

And, it appears, it is in the business of producing instruments with which to make its task of firm action effective

Weekly Mail was told by a mining source that Gold Fields had "patented" a rubber bullet for use in crowd control, which was effective, but less harmful than others in use.

This was put to Gold Fields' PRO Helene Mendes. She said Gold Fields had a subsidiary company called Gold Fields Security which sold security systems to other mines and companies as well as to Gold Fields.

When asked to either confirm or deny that Gold Fields had produced its own rubber bullet, she called back to say "We would prefer not to comment."

~~(143)~~ ~~(143)~~ (143)
by Day 26/9/87
Marievale evictions lawful

GAVIN EVANS

MARIEVALE Consolidated Mines lawfully evicted 42 National Union of Mineworkers' members who took part in a legal strike last month, the Rand Supreme Court found yesterday

Mr Justice E Stafford ruled that Marievale, a member of the Gen-cor group, could evict the workers from its hostels. The rest of the 62 workers involved in the action will be entitled to remain in the hostels pending a court case on October 15

Counsel for the union, Arthur Chaskelson, QC, indicated the NUM intended to apply for leave to appeal

Marievale, which brought the urgent application for the evictions on September 13, agreed to take no action until the appeal application had been filed

The workers were fired after a legal strike at the end of August and were staying in the hostel as a result of an interim Rand Supreme Court order made on September 4 pending an Industrial Court hearing on September 30. The Industrial Court will be asked to decide whether the workers were legally dismissed

Gencor mine clash leaves seven dead

~~143~~ ¹⁴³ By DAN DHLAMINI ^{C.Press} 29/9/85

THE CLAN fight between Amampondo and Basotho groups at Gencor Stilfontein Mine in the Western Transvaal has left seven people dead and more than 30 admitted to Duff Scott Hospital

According to police, the fight started on Saturday night among National Union of Mineworkers' members and non-members

Lt J Joubert of Stilfontein said five men were killed on Saturday and two on Tuesday when the miners fought underground

Gencor PRO H Hill told City Press some of the workers in the clan had requested to be discharged. More than 430 workers have since been paid off

NUM spokesman Manoko Mphshe confirmed the clan fight, but said only 158 predominantly Xhosa-speaking workers from Ciskei had been paid off

An injured mineworker, Jonas Moya, told City Press that a group of Pondos who were non-union members attacked Basotho workers on Saturday night

He claimed the mine security forces allowed the Pondos to carry pangas, spears and other dangerous weapons into the hostels without reprimanding them

There have been no arrests yet

143
Cusa president held briefly 2/10/85

Business Day Reporter

JAMES Mndaweni, president of the Council of Unions of South Africa (Cusa) which represents about 150 000 workers, was detained for questioning early yesterday and released three hours later, according to a council statement

Police said they could not confirm his alleged detention until today

Mndaweni was elected president of Cusa in 1984 and has been active in the Food and Beverage Workers Union for several years. He is also a shop steward at Unilever

Cusa has reiterated its abhorrence of security legislation and the current state of emergency

trad
also
says
the
He
at
s
p
t
le
Ben
his
ti
to
to
p.
fe
ca
tb
ar
g

254
224
215
A655

O.I. theatre

Miners fail in court bid to halt eviction from hostels

143
Pretoria Correspondent

Forty-four miners face eviction from the Marievale mine hostels following their failure in the Pretoria Supreme Court yesterday to obtain leave to appeal against a Rand Supreme Court decision.

STAK
The workers were among about 1 000 dismissed from the Gencor mine, near Nigel, on September 3 following a wage strike.

4/10/85
On September 26 Mr Justice Stafford ruled the workers had broken their contracts by withholding their labour and had been legally dismissed.

The eviction order was not enforced, however, as the National Union of Mineworkers (NUM) and the 44 miners then applied for leave to appeal.

Yesterday in the Pretoria Supreme Court, Mr P J Pretorius argued that Mr Justice Stafford was wrong in finding the workers had breached their contract.

STAK 4/10/85
But the judge said by refusing to work, the miners had no right to stay on in the Marievale hostels and there was no reasonable prospect that another court would find otherwise.

Mr Pretorius argued that Mr Justice Stafford had been wrong in failing to find the workers had been victimised, but the judge said he had dealt with the argument in his judgment, and there were no "pertinent allegation on the papers before me" that the miners had been dismissed in an attempt to remove the union's influence from the Marievale mine.

Mr Pretorius asked that the hearing be postponed until the Industrial Court had heard the NUM's charge that the workers had been unfairly dismissed.

Mr Justice Stafford ordered that the application for leave to appeal be dismissed and that no order for costs be made.

The Industrial Court hearing begins at the end of October.

Cops are harassing us, say unions

TWO major trade union federations have claimed that police harassed them by detaining their members, searching homes of leaders and confiscating important documents since the state of emergency was declared.

One of them — the Federation of South African Trade Unions (Fosatu) — has also given details of passport refusals to unionists who were supposed to have travelled overseas on union business.

Both Fosatu and the Council of Unions of South Africa (Cusa) told The SOWETAN that they released the information so that the Government's "repressive actions be exposed."

The federations' presidents, Mr Chris Dlamini (Fosatu) and Mr James Mndaweni (Cusa), have had their East Rand homes searched and documents confiscated in what police described as "rou-

By JOSHUA RABOROKO

tine check-ups"

Police have denied detaining Mr Mndaweni and claimed that he was helping them in their investigation. 11/10/85

"How can I do such a thing? I will not be deterred from acting on behalf of the workers who democratically elected me to serve their interests," said Mr Mndaweni.

Mr Dlamini, whose home was also searched, is living in fear after he got death threats

The unionists still in detention are Mr Mahlomola Skosana (Cusa's co-ordinator), Mr Sam Ntuli (secretary of United Mining Metal and Allied Workers Union), Mr Thembinkosi Bango (shop steward of Food Beverage Workers Union), Mr Seholé Neer, Mr Samson Mtombeni and Mr Mdulela Mahi, all of Motor Assemblies Compo-

nents Workers Union

Police have confirmed their detention.

Unionists whose homes were searched this week include Mr George Radebe, Mr Joseph Masuku, Mr Abel Masuku, Mr Victor Majola and Mr Samuel Masuku, of FBWU on the East Rand

Their documents have been confiscated

However, the Police Directorate of Public Relations in Pretoria said they could not comment on routine checks

Fosatu also alleges that "unknown persons" entered their printing unit and stole the originals of the submissions which were due to be presented to the United Nations, telephone books and other documents

The following unionists have had passports refused in recent weeks, according to Fosatu

• Mr Mfiseko — an organiser for the National Union of Textile Workers (NUTW) who was due to speak at the UN and visit Canada in connection with the union's relationship with Bata,

• Mr Phillip Dladla — a shop steward at BTR Sarmcol who was due to go to the UN and to the United Kingdom with regard to the Sarmcol dispute, Sowetan

• Mr Thembinkosi Mkalipe — vice-president of Fosatu and the Chemical Workers' Industrial Union (CWTU) who was due to visit Germany, and

• Mr Moses Mayekiso — Transvaal secretary of the Metal and Allied Workers' Union (Mawu), who was due to visit the UK

Azactu, Cusa may rejoin unity talks

THE trade union unity talks took another turn yesterday when participants stated that the door was open for the Council of Unions of South Africa and the Azanian Congress of Trade Unions to rejoin them.

Sowetan
Azactu was excluded from the talks in July and Cusa withdrew about the same time. The talks have been plagued with disagreement regarding the composition of the envisaged federation without these two groups.

The doors have been open to these two fed-

By JOSHUA RABOROKO

rations, but, significantly there was no resolution that they be invited back. This means that the organisers of the talks could have taken the decision to clear their conscience — rather than invite the two federations back.

There is no doubt that the presence of the two federations will once more force the talks to centre on non-racialism and black leadership, the underlying reason for the expulsion and withdrawal of the two federations in the first

place. ¹⁴³
The decision follows the conflict which was caused over the issue of representation at the inaugural conference of the new federation between the 20 small unions affiliated to the UDF and a group of larger unions.

The conflict had resulted in the walk-out of two giant unions, the Metal and Allied Workers Union (Mawu) and the National Union of Mineworkers (Num). However at yesterday's meeting the unions resolved to "bury the hatchet" and committed themselves to the unity

of the unions.

Both Num and Mawu, together with other unions have argued that unions should be accorded voting power on the basis of proportional representation, whereas UDF unions contended that unions should have equal representation.

Union sources at yesterday's meeting disclosed that it was resolved that small unions be guaranteed a minimum amount of representation.

15/10/85
In addition, the ratio of voting delegates to members will be lower

in the case of larger unions. This arrangement means that the smaller unions will not be outnumbered to the same extent as they previously feared.

Until late yesterday the unions, including 10 Fosatu affiliates, Food Canning Workers Union, Commercial Catering and Allied Workers Union, Cape Town Municipal Workers Union and Num, were still locked behind closed doors "ironing out" their differences and planning the November inception conference programme.

143
15/10/83
SIPHO NGCOBO

Propen workers on strike

THE entire workforce of about 500 workers at a cosmetics manufacturing company, Twins Propen Holdings in Isando, downed tools yesterday over a wage dispute.

The strike follows a four-month negotiation battle between management of Propen Holdings and the South African Chemical Workers Union over a demand for a R25 a week increase for every worker, irrespective of job title.

However, according to the spokesman for the union Manene Samela, Propen management was only prepared to offer an increase of R18 across the board, in spite of an Industrial Council disputes sub-committee recommendation for a R20 increase across the board.

Propen's Human Resources director H Beirnat confirmed the strike but could not give further details.

Investigations by *Business Day* revealed that a series of wage negotiations between union representatives and management started in June.

As management was adamant on its offer of R18 a week increase, and the union pressing for R25, negotiations reached a deadlock and the union declared a dispute in terms of its recognition agreement with management.

The matter was then referred to mediation and handled by a labour expert from the Johannesburgs Legal Resource Centre, but could still not yield results. It was then taken to the Industrial Council disputes sub-committee.

The Industrial Council recommended that the matter be settled with R20 a week across the board.

"After consulting our members, we as a union wrote to the Industrial Council accepting the R20 a week increase recommended.

"Propen management stuck to their R18 a week increase. On Monday last week, we decided to conduct a ballot. The majority favoured a strike" said Samela.

Blacks not invited

THE Government met with representatives of trade unions this week to discuss details of the State-assisted job creating projects to help thousands of unemployed blacks — but black unions were not invited.

The unions which met the Minister of Manpower Mr Pieter du Plessis, in Pretoria are the conservative Trade Union Council of South Africa (Tucsa) and the whites-only South African Confederation of Labour (Sacla).

Those which were not invited include the major black unions the Federation of South Af-

rican Trade Unions (Fosatu), Council of Unions of South Africa (Cusa), the Azanian Confederation of Trade Unions and several independent black unions.

All the uninvited unions represent the bulk of the workforce in the country.

The meeting was called to discuss details

of the projects as part of the recently announced R600-million economic relief package to counter widespread unemployment in the country.

Official unemployment statistics released by the Government put the figure as having risen from 64,224 in August last year to 122,518 this year.

Sowetan 17/10/85
KZ

148

Blacks not invited

THE Government met with representatives of trade unions this week to discuss details of the State-assisted job creating projects to help thousands of unemployed blacks — but black unions were not invited.

The unions which met the Minister of Manpower Mr Piene du Plessis in Pretoria are the conservative Trade Union Council of South Africa (Tucsa) and the whites-only South African Confederation of Labour (Sacla)

Those which were not invited include the major black unions, the Federation of South Af-

frican Trade Unions (Fosasa), Council of Unions of South Africa (Cusa), the Azanian Confederation of Trade Unions and several independent black unions.

All the uninvited unions represent the bulk of the workforce in the country.

The meeting was called to discuss details

of the projects as part of the recently announced R600-million economic relief package to counter widespread unemployment in the country.

Official unemployment statistics released by the Government put the figure as having risen from 64,226 in August last year to 122,518 this year.

Sowetan 17/10/85
KZ

143



A CAMPAIGN to raise funds to support South Africa's striking black mineworkers has been launched in the United States

The United Mineworkers of America, representing 250 000 coal miners in the US and Canada, aims to raise US labour support for the South African mineworkers

The UMW has set up a fund to cover strikers' food and expenses because the SA National Union of Mineworkers has no strike fund

So far communities, anti-apartheid groups, other unions and individuals have donated funds

A bond was established between SA and US mineworkers in the Seventies This partly explains why the UMW has taken the initiative among US labour groups to support black mineworkers in a struggle for better

US cash for the NUM

BY LOUISE HAYSON,
New York

working and living conditions.

The UMW filed a petition against South Africa for selling coal to the US using "slave labour" in 1974 By law, the US can refuse to accept merchandise from any country using slave labour, UMW spokesperson Nomonde Ngubo says

The action served more to attract attention to the working conditions of South African mineworkers than to block the sale of SA coal in the US However there are other perceived

grievances and issues at stake in supporting SA miners now, which have their roots in the US

Coal workers in the US have common grievances with SA's black mineworkers, says Ngubo For a start they are concerned about the importation of coal at "slave labour" rates of pay which undercut coal workers in the US and put them out of work

UMWA is now into its 12th month of a strike at a coal mine, owned by AT Massey, in which Shell Corp and Fluor Corp have 50-50 percent shares, both corporations operating in South Africa

Ngubo says mineworkers have recorded the fact that Shell has substantial interests in energy

and mining generally in South Africa and has in the past broken fuel embargoes in the former Rhodesia and in South Africa

Recently black workers were dismissed at Rietspuit Mine, jointly owned by Barlow Rand and Shell, for taking sympathy leave with workers who died on the mine as a result of a mining accident Fluor Corp has a stake in Sasol, where last year 6 000 workers were sent home — for taking part in a nationally observed stayaway, notes Ngubo

At the AT Massey mine US mineworkers are fighting to hold on to elementary union rights Hard-won benefits for widows and retired workers have been abolished In addition, AT Massey wants to lengthen the coalminers' working day to nine hours The strike has reached an impasse although attempts to negotiate a settlement continue

143
IN BRIEF

B. Day
17/10/85

A TEMPORARY order allowing Marievale Consolidated Mines to evict 42 members of the National Union of Mineworkers from their hostels was finalised by a Rand Supreme Court judge yesterday.

Mr Justice L Weyers confirmed the temporary order of fellow judge Mr Justice E Stafford, who three weeks ago found that Marievale, a member of the Gencor group, had lawfully dismissed the mine workers.

Leave to appeal was refused by Judge Stafford earlier this month.

The workers had been fired after a legal strike at the end of August and were staying in the mine hostel as a result of an interim Rand Supreme Court order made on September 4 pending an Industrial Court hearing.

□ □ □

THE date for the final liquidation of Industrial Syndications, a subsidiary of National Acceptances (NA), has been extended for three weeks to November 5 by a Rand Supreme Court judge.

Industrial Syndications, a property dealing company wholly-owned by NA, was placed under provisional judicial management on July 23 and was provisionally liquidated on September 3 after it was found it had insufficient funds to carry on trading.

□ □ □

AN ORDER for the payment of a R41 000 hotel bill, owed to the Sandton Sun by a foreign businessman who allegedly fled the country, was yesterday extended by the Rand Supreme Court for eight weeks. Financial consultant Maurice Liedchi left South Africa "for Luxembourg or Switzerland" without having paid his bill for "hotel services offered during 1984", Sandton Sun financial controller Dudley Humphreys said in an affidavit.

Despite a warrant for his arrest Liedchi has not shown up to settle his debts. The return date was set at December 10 by Mr Justice L Weyers.

Reports Business Day staff.

NUM awaits
143
23/10/85
strike ruling

The general secretary of the National Union of Mineworkers (NUM), Mr Cyril Ramaphosa, denied yesterday that the union would resume its wage strike irrespective of an Industrial Court decision on its legality. STAR

He said a decision depended on the outcome of the court case regarding the legality of the dismissal of strikers.

NUM to (143)
seek order

The National Union of Mineworkers will today ask for an Industrial Court order instructing Marievale Consolidated Mines to reinstate workers dismissed during last month's strike

The workers were allegedly dismissed by Marievale following the strike on September 1. The strike was called off after two days with the union claiming force had been used to compel workers to work

The case has generated much interest as it is expected to clarify the relationship between the Industrial Court and Supreme Court

The Supreme Court ruled that the eviction of striking miners from hostels was justified but the Industrial Court has yet to decide if their dismissal constituted unfair labour practice

STAR
27/10/65

Cyril denies call for strike

THE General Secretary of the National Union of Mineworkers, Mr Cyril Ramaphosa, has denied that the union would resume its wage strike irrespective of an industrial court decision on the legality of the strike.

Mr Ramaphosa said a decision on whether or not to resume the strike depended on the outcome of the pending court case regarding the legality of the dismissal of strikers last month.

He was commenting on reports from Washington quoting two senior NUM officials as saying the union would resume the strike immediately after the court gives a ruling.

143
Meeting

The officials — President Mr James Motlatsi and information officer Ms Manoko Nchwe — are reported to have said the strike would be resumed no matter which way the court's decision went.

But Mr Ramaphosa said the union would hold a central committee meeting after the court's judgment to decide on a course of action. He said a decision would depend on the outcome of the court case.

SOWETAN
The case will be heard today

24/10/85
Surprise

Gold Fields of South Africa, one mining company the NUM said would be hit, expressed surprise at the remarks and other mines said there were no indications of a strike brewing.

A Gold Fields spokesman pointed out, however, that the Supreme Court had already ruled that strikers had no protection.

On September 3 the NUM suspended a strike by about 10 000 miners and applied to the industrial court for a ruling on the protection of workers taking part in legal strikes.

~~143~~ (143) FM 25/10/65

It held that the Supreme Court is an institution which cannot consider fairness and equity, interim reinstatements, or the existence of unfair labour practices. The IC said it was not valid to argue that any ruling it might make would amount to a direct challenge to the Supreme Court order or its authority.

The IC said "The legislature has deemed it fit to legislate the provisions of Section 43 of the LRA. If an applicant has established certain jurisdictional facts he is entitled to be heard in terms of the relevant provisions, and the IC is obliged to grant such an order." The mere fact that any order it would make would possibly "conflict" with a Supreme Court order, should not influence the IC to refuse to hear the matter. And, if it is perceived that such a conflict subverts the proper administration of justice, it is the task the legislature — and not the IC — to deal with the matter.

The issues raised in the case are of critical importance to labour relations in SA. Some labour observers believe that this case represents part of a concerted attempt to emasculate the IC's Section 43 powers. Since the IC was established, trade unions have achieved major victories over employers in Section 43 applications. These observers say employers are now attempting to get the IC to endorse their efforts to re-assert managerial prerogatives. Others, however, argue that the case merely highlights the fact that the IC is not really a court but merely a government agen-

cy and that its status needs to be upgraded. Vaal Reefs has been granted the right to take the IC's judgment on review to the Supreme Court. The Supreme's Court's decision will go a long way towards clarifying the IC's status. ■

25710/85 FM

143

mine over the dismissal of four workers
Earlier this year, Vaal Reefs lodged an
urgent application in the Supreme Court to
have the four evicted from its hostels on the
grounds that their dismissals were lawful
because the workers had breached the terms
of their common law employment contracts
The Supreme Court granted a *rule nisi* but is
yet to hear the full argument in the case The
FM understand it will probably not be heard
until March next year
In the interim, the workers brought an

application in the IC asking to be reinstated
in terms of Section 43 of the Labour Rela-
tions Act (LRA) on the grounds that their
dismissal constitutes an unfair labour prac-
tice But Vaal Reef's legal representatives
opposed the application arguing that the IC
did not have the right to hear the matter
This left the IC in a position where it had to
rule on whether it could exercise its jurisdic-
tion
The principle arguments put forward by
Vaal Reefs were

- The IC is entirely subordinate to the
Supreme Court and cannot issue orders
which would subvert, undermine or contra-
dict the terms of the Supreme Court order,
 - Issues of common law do not fall within
the scope of Section 43 hearings, and
 - The IC should not hear the matter be-
cause the Supreme Court is hearing the case
and it would be undesirable for two tribunals
to deal with the same matter for different
purposes
- The IC rejected Vaal Reef's contentions

Police said 13 people were arrested on various charges and six petrol bombs were confiscated on the University of Western Cape campus.

Lower Adderley Street, Cape Town, was closed to traffic for about an hour after a contingent of riot police had swept up it wielding sjamboks and truncheons. Many shopkeepers shut up shop as the trouble began.

Some pedestrians, black and white,

NUM ¹⁴³ workers in city march

SIPHO NGCOBO 25/10/85

TRAFFIC in some of Johannesburg's streets came to a standstill yesterday when about 200 National Union of Mine Workers members marched through the city centre after attending their industrial case hearing.

Shortly after adjournment of the case involving NUM and Marievale Consolidated Mines, the workers — who were joined by more people — marched chanting up De Villiers Street.

Their destination was Wanderers Street to the NUM offices. A contingent of armed riot police with dogs arrived suddenly at the scene in a bus and a number of other vehicles and cordoned off Wanderers Street.

Most of the shops in the area were closed as traders feared a riot would erupt.

The hearing will continue today.

NUM took the mines to court for alleged unfair labour practice after they dismissed about 2 000 strikers last month.

A Chaskalson SC instructed by P J Pretorius represented the union while H Slomowitz assisted by P Pauw appeared for the mines.

The violence apparently broke after police thwarted groups of youths attempting to attend the Magistrate's Court hearing of three men charged with murdering a policeman, Constable James Farmer, who was beaten to death during a funeral march in the River recently.

After a mob ran into the Sanl Golden Acre — a shopping mall lower Adderley Street — police with shotguns sealed off the centre's entrances and remained there until about 4pm.

Sjambok-wielding squads of police raced through the centre of Cape Town yesterday afternoon, whipping pedestrians, after youths overtook two delivery vehicles in Hout Street and pelted another with tomatoes.

Several people were arrested during the trouble in the city centre, including TV cameraman Craig Mthew and photographer Da Hartman.

Stone-throwing occurred throughout the day in the Peninsula, including along the N2 freeway to the airport and Somerset West.

Motorists have been warned to travel the route at their own risk.

Police shot, injured and arrested 18-year-old youth seen carrying what looked like a handgun in Sceld Street Manenberg on Tuesday.

A police spokesman said the man had been wounded in the knee. A pistol has been confiscated.

A student was shot by security forces at the University of the Western Cape while residents of Hanover Park and Mitchell's Plain reported tear gas canisters being thrown into their houses.

About 775 people, mostly black, have died in the unrest in the past months.



FCI to debate ec

Tension as unionists march through Johannesburg

By Mike Siluma

STAR
There was tension in Johannesburg's Wanderers Street yesterday afternoon when a large contingent of police gathered outside the offices of the National Union of Mineworkers (NUM) where union members were holed-up after they had marched through the city.

The scores of union members had attended the Industrial Court case in which the NUM was seeking an order instructing Marievale Consolidated Mines to reinstate about 1 000 workers dismissed during last month's wage strike.

143
At the end of the proceedings in the court the union members marched up De Villiers Street from Amelen House, where the court was sitting, chanting union songs

25/10/85
STREET SEALED

Outside the union's head office in Wanderers Street, the unionists continued singing with crowds of people looking on.

When riot police arrived, the union members fled into the building. Police parked in front of the building and sealed off Wanderers Street for a block, ordering onlookers to disperse.

Traders hurriedly closed for the day apparently fearing a repeat of last Friday's violence.

After being approached by the union's general secretary, Mr Cyril Ramaphosa, police retreated and allowed traffic to pass through. The crowds then gradually dispersed.

Earlier in court, the NUM's representative, Mr A Chaskalson SC, said the failure of the court to reinstate the workers would mean there was no difference between a legal and an illegal strike with regard to protection from dismissal. The consequences for industrial relations would be enormous.

Pointing out that the principal purpose of the Labour Relations Act (in terms of which the strike was called) was to promote industrial peace, he said the court had to ask whether the mine's conduct was justified.

In reply, Mr H Szmowitz SC said the issue was not about wages but was of a union using the court to flex its muscles.

Argument in the case is scheduled to end tomorrow.

Asserting its rights

The Industrial Court (IC) has affirmed its right to hear a case in which workers have asked for reinstatement, notwithstanding the fact that the dispute which gave rise to the application is also the subject of a Supreme Court case

This is a new and major development in the debate which has been raging about the IC's powers of jurisdiction and the position it occupies in legal structures

At the heart of the matter is a dispute between the National Union of Mineworkers (NUM) and Anglo American's Vaal Reefs

15
1143
LIES DAY
31/10/85
SIPHO NGCOBO

Conciliation board row brewing

THE SA Chemical Workers Union (Sacwu) has accused the Department of Manpower of non-compliance with the Labour Relations Act in not responding to four applications for the establishment of conciliation boards

Manpower Department Director-General P J van der Merwe could not give any explanation to *Business Day*, saying he was going to consult with officials of his department

Sacwu spokesman Manene Samela said the first application for the establishment of a conciliation board, over dismissals at chemical company Pharmatura, was made on May 18

"We expected the Department of Manpower to reply within 30 days, as laid down in the Labour Relations Act. When we made inquiries by phone, one official said the department was too short-staffed to attend to our demands. This is a clear indication the department does not want to comply with the law."

Samela said the other three applications for conciliation boards were made on August 28, September 13 and September 18 and involved disputes at Karbochem, Fedmis Phalaborwa and Air-Products. The department had not responded to any of these applications

On the firing line

Should workers who participate in legal strikes be protected against dismissal? This crucial issue in South African industrial relations is the point the Industrial Court has been asked to rule on in a case between the National Union of Mineworkers (NUM) and Marievale Consolidated Mines Ltd, which was heard over two days last week.

At the heart of the case is one of the main anomalies of South African labour law that even if workers follow all the procedures laid down for legal strikes in the Labour Relations Act (LRA), employers nevertheless have the right to dismiss them for breaching their common law contracts of employment.

The case, in which the NUM has requested the court to temporarily reinstate several hundred union members dismissed from Marievale, arises from the strike at the mine — and several others — in early September. The workers struck after wage negotiations at the Chamber of Mines resulted in split offers from the various mining houses. The NUM reached accord with Anglo American and Rand Mines but deadlocked with Gencor (a Marievale shareholder), Gold Fields of SA and Anglovaal.

In court last week the NUM's counsel argued that a negative decision in the case would demonstrate to unions and their members that there is no protection for lawful strikers. This, he said, would encourage unions to ignore the LRA's conciliation procedures and would result in a tendency towards wildcat strike action. Marievale's counsel countered that a decision in favour of the union, limiting employers' rights to dismiss strikers, would give the NUM — and other unions — the licence to strike without fear of dismissal as long as they follow the conciliation procedures.

But before Industrial Court President Daan Ehlers will be able to consider the merits of the case, he will have to deal with two technical points raised by Marievale's counsel.

□ That the Industrial Court does not have the authority to deal with the matter because the Supreme Court has already ruled that the dismissals were lawful. The Supreme Court made this ruling when it granted eviction orders against some of the Marievale miners recently (*Current Affairs* October 11). In fact, Marievale's counsel said, all previous Industrial Court rulings that lawful dismissals were unfair — of which there are numerous examples — are incorrect. (The

NUM argued that the court is entitled to decide whether Marievale's action was fair — and that whether the dismissals were judged to be lawful is irrelevant), and
□ That the NUM has no *locus standi* to act on behalf of the dismissed workers. The NUM disputed this contention

In arguing the merits of the case, the NUM relied on comments by court member Adolf Landman in the case Council of Mining Unions vs the Chamber of Mines. Landman observed that it is possible that the dismissal of lawful strikers could be unfair in certain circumstances. He said it would be necessary to take into account

- The cause, nature, size, duration, consequences, results and purpose of the strike,
- The circumstances of the employer and the employee,
- The presence or absence of good faith between the two parties during the strike,
- Stipulations of contracts of employment, especially any to do with participation in legal strike action, and
- The behaviour of employees during the strike

These points were covered in

BRIEF TO MARIEVALE WORKERS

Management has heard that a strike will take place in some gold mines.

Now, management would like to notify you that if you involve yourselves in the strike your contracts will be terminated. The other thing that will lead you into problems is the fact that you will be discharged.

You must think carefully of what will happen to you when you go on strike. You might lose your job and your family will suffer a lot.

When there is a strike, management will protect all workers who want to go to work. Do not allow other workers to stop you when you want to go to work.

Management will get all the workers who stop others from going to work, those will be dealt with accordingly.

Even if there is a strike, the salaries won't change.

Whether you have joined the Union (NUM) management will not be stopped by this from dismissing when you are on strike

Anti-strike pamphlet ... management's threat

considerable detail Counsel for the NUM argued that the union's wage demands were reasonable, particularly when noting that it had reached agreement with other mining houses. He said the union had behaved with utmost responsibility and restraint throughout the dispute and during the strike. The union's actions had been positive in terms of all these criteria, he added. Counsel for Marievale, however, questioned the union's motives for striking. The NUM, he said, struck in order to provoke conflict. It wished to hold an entire industry to ransom. Its true purpose was "to flex its muscles and show the world how powerful it is, whether to impress its members or to gain new ones." Marievale's counsel also said the NUM had not exhausted all avenues of conciliation during the wage dispute. It could, for example, have proposed mediation, arbitration or referral to the Industrial Court, he said. But the NUM's counsel produced conciliation board minutes showing that the union had, in fact, proposed mediation or arbitration which was rejected by the chamber.

Marievale counsel argued further that an order for reinstatement would not resolve the dispute. Employees would return to work at the same wage they had struck over. This would simply lead to further strike action and a repeat of September's events.

These in a nutshell, are the issues over which Ehlers must ponder. Given that both sides are anxiously awaiting judgment, he has undertaken to make his decision known as soon as possible and will deliver reasons later.

J-M 1/11/85

There's silk screening and hot foil stamping. And if you like we'll even customise your logo to fit on the pen cap. So what you get is a highly individualised advertising message. And what you give is a pen that's read every time it writes.

If you'd like to know more about how our pens can work as your advertising medium, fill in the coupon below or phone us at (011) 54-0528/9

SHEAFFER SHEAFFER PEN **TEXTRON**
SHEAFFER LONDON DIVISION OF TETRON INC.
The best advertising thoughts start with Sheaffer

To Pencraft (Pty) Ltd PO Box 13138
Northmead 1511

Name _____

Company _____

Address _____

Tel No _____

At last. A pen that reads as well as it writes.

CAMPBELL-EWALD 13998

at
ck
uh
lati

Gencor miners reinstated

11/11/81
163
28

JOHANNESBURG — In one of its most significant rulings to date, the Industrial Court yesterday ordered Gencor's Marievale Gold Mine to reinstate black miners dismissed during a legal strike at the mine in September this year.

Dr Daan Ehlers, president of the court, said in an order that the mine was required to reinstate the dismissed miners and that the number of miners qualifying for reinstatement had to be agreed upon between the employers and the National Union of Mineworkers (NUM).

The NUM originally applied to the court for the reinstatement of about 1 000 miners. The mine claimed not all the workers were union members, had been fired by the mine or employed by the mine.

The mine indicated during the hearing of the case that if it lost, it would prefer to pay the miners involved rather than re-employ them. The mine had already filled vacant jobs with new recruits. Workers now have 21 days in which to report for duty.

Water, Inc.
ROSA
WA
LU

PACK
OF

ST

SHS

LAT

9

DOV

KE

IT

EE

9

9

9

9

9

9

9

9

9

9

Significant court ruling

Mine must reinst^{few} dismissed workers

143

By Sheryl Raine

In a significant ruling the Industrial Court yesterday ordered Gencor's Marievale Gold Mine to reinstate black miners dismissed during a legal strike at the mine in September this year.

Dr Daan Ehlers, president of the court who heard the case with Mr D van Schalkwyk, ordered that the mine reinstate the dismissed miners and that the number of miners qualifying for reinstatement be agreed upon between the employers and the National Union of Mineworkers (NUM). The identity of the workers must be submitted to the court within 30 days.

The NUM originally applied to the court for the reinstatement of about 1 000 miners fired after a two-day strike at the Marievale mine near Nigel on September 3. The strike followed months of wage negotiations with the Chamber of Mines and the failure of a conciliation board to resolve the wage dispute.

DEMANDING INCREASE

The NUM was demanding a 22 percent increase. Gencor implemented Chamber increases ranging from 14 to 19 percent on July 1.

In court the mine claimed that only 389 of the dismissed workers were union members, that 217 did not belong to the union, 178 had left the employment of the mine prior to the strike, 88 were never employed by the mine, 17 had never left the mine, and 112 names had been duplicated by the union on its list of dismissed workers.

During the hearing which lasted two days, Marievale agreed to negotiate with the union on the number of miners involved. The mine indicated that if it lost its case, it would prefer to pay the miners involved rather than re-employ them because the mine had already filled vacant jobs with new recruits.

MIGRANT WORKERS

The Industrial Court order becomes operative on November 1, but workers have 21 days in which to report for duty. As migrant workers, they were bussed back to their homes immediately after their dismissal and the union will have to contact them and inform them of the outcome of the case.

The NUM said two things had become clear from the judgment — that it was able to bring applications to court on behalf of workers and that legally striking workers ought not to be dismissed.

"The judgment has restored the union's confidence in the Industrial Court," said a NUM statement.

Lawyers for the NUM said the order would mean that at least 500 miners would be granted relief.

At present the Labour Relations Act makes provision for a legal strike, but workers who strike legally have no protection from dismissal in the law.

The Industrial court, however, is empowered to decide whether such dismissals are fair and whether workers deserve to be reinstated.

VICTORY FOR NUM

IN one of its most significant rulings to date the Industrial Court yesterday ordered Gencor's Marievale Gold Mine to reinstate black miners dismissed during a legal strike at the mine in September this year

Dr Daan Ehlers, president of the court said in an order that the mine was required to reinstate the dismissed miners and that the number of miners qualifying for reinstatement had to be agreed upon between the employers and the National Union of Mineworkers (NUM)

The NUM originally applied to the court for the reinstatement of



NUM's Cyril Ramaphosa

about 1 000 miners. The mine claimed not all the workers were union members that had been

fired by the mine or employed by the mine. Marievale agreed to negotiate with the union on the number of miners involved.

The mine indicated during the hearing of the case that if it lost, it would prefer to pay the miners involved rather than re-employ them. The mine had already filled vacant jobs with new recruits.

The Industrial Court order becomes operative on November 1, but workers have 21 days in which to report for duty.

Laywers for the NUM said yesterday the order would mean that at least 500 miners would be granted relief.

"The court has not yet issued its reasons for the ruling and the full implications of the case will only become clear later. The implications are potentially far-reaching as far as the protection of workers on a legal strike is concerned," said the NUM lawyer.

They eat horses, don't they?

SOWETO coal dealers beware! Stock thieves are on the rampage. Two horses went missing under mysterious circumstances in Meadowlands, Zone nine, recently. The owner of the horses, Mr Josiah Monaise (43), suspects that they have been slaughtered by the "Russians".

Mr Monaise whose job of delivering firewood in the township has come to a standstill since the theft, said the horses were last seen grazing in Meadowlands' Zone seven traffic circle a few days ago.

4/11/85
Tear smoke system
on mine dismantled
says Anglo *Stew* (143)

The "conventional tear smoke system" installed at Western Deep Levels Gold Mine has been dismantled and there is no intention of using this type of equipment at any other Anglo mines

This was stated today by Anglo American Corporation public relations manager, Mr Neville Huxham, who added that the equipment was removed last week because it had not been used for a decade and had fallen into disuse

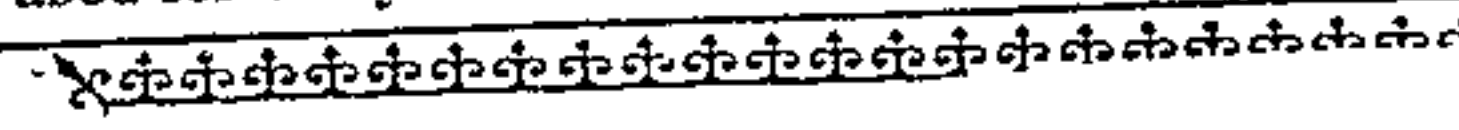
He emphasised the system was a limited installation at one mine and only in certain areas of the mine — the liquor stores, hostel kitchens and hostel administration offices — which had been attacked during the 1974/5 riots

Mr Huxham said the tear smoke was used only once in 1975 to stop rioters getting illegal access to one of the areas

This weekend an international furor greeted ex-Australian Prime Minister Mr Malcolm Fraser's hearsay revelation that the "disabling gas" system existed at Anglo's Carletonville mine

Western Deep Levels chairman Mr Peter Gush admitted the tear smoke equipment was installed to assist in the protection of lives and property after rioting on the mine in 1974 and 1975

But he added that the system had not been used for ten years



(143) (208) B. Day, 4/11/85
NUM probes Fraser's gas claim

THE National Union of Mineworkers is trying to contact former Australian premier Malcolm Fraser about his anti-riot gas claims at Anglo's Durban Deep Levels gold mine

"We want to establish the facts before making a statement," a spokesman said yesterday

An Anglo spokesman said he believed the gas system had been dismantled

Western Deep chairman Peter Gush describes as unfounded Fraser's claim last week that "a system exists to pump

Business Day Reporter

disabling gas into black mineworkers' living quarters at the mine".

Rush said at the weekend a conventional teargas system had been installed in the mine's liquor stores, hostel kitchens and hostel administration offices to protect lives and property after inter-tribal rioting in the 1970s

"The system has not been used since 1975," said Gush, who is also chairman of Anglo's gold and uranium division.

211 217 213 143
4 Cape Times, Tuesday, November 5,

Gas pipes ¹⁹⁸⁵ on mine 'not dismantled'

JOHANNESBURG — The National Union of Mineworkers yesterday said its shaft stewards had reported that assurances by a senior Anglo American official that pipes carrying "disabling" gas to miners' quarters at Western Deep Levels Mine had been dismantled were untrue

The NUM said in a statement released here yesterday "This morning a senior official of the AAC informed the union that they have dismantled them but information from shaft stewards says this is not true"

The NUM had repeatedly demanded the dismantling of the 'disabling gas' pipes, but management had refused

The NUM said the purpose of "disabling" gas at Western Deep was to "smash" legitimate strikes in an industry which operated more like a military camp than an industrial undertaking

Mining companies had been stockpiling ammunition and "hardware" to deal with strikes, the NUM said

"This was clear during the legal strike in September, where workers were forced back to work at gunpoint

Use of Hippos 'common practice'

"The use of Hippos and other armoured vehicles is also common practice

"The use of disabling gas through the ventilation system is one of the measures used by the mining companies to break up and suppress legitimate industrial action by workers

"The comment by the former Australian Prime Minister, Malcolm Fraser, that disabling gas is pumped through the ventilation system into mineworkers' living quarters at Eastern Deep Levels Gold Mine, comes as no surprise to the National Union of Mineworkers

"It has required the comments of a prominent international figure to provide substance for what is well known by mineworkers"

It said Anglo's claims of a liberal labour policy seemed extremely hard to believe

Earlier the Anglo American Corporation public relations manager, Mr Neville Huxham, said the equipment was removed last week because it had not been used for a decade and had fallen into disuse

'Tearsmoke used only once'

He emphasized that the system was a limited installation at one mine and only in certain areas of the mine — the liquor stores, hostel kitchens and hostel administration offices — which had been attacked during the 1974-5 riots

Mr Huxham said the tearsmoke was used only once in 1975 to stop rioters getting illegal access to one of the areas

At the weekend, an international furore greeted Mr Fraser's hearsay disclosure that the "disabling gas" system existed at Anglo's Carletonville mine

Western Deep Levels chairman Mr Peter Gush conceded that the tearsmoke equipment had been installed to assist in the protection of lives and property after rioting on the mine in 1974 and 1975

But he added that the system had not been used for 10 years — Sapa

SHOT WITH HIS OWN RIFLE

Miners' unions call for probe into gas claims

By JOSHUA RABOROKO

SOUTH Africa's biggest black mine-workers' unions have called for an independent probe — with worker participation — into bizarre claims that disabling gas was pumped into the living quarters of black miners

The unions — the Black Allied and Construction Workers' Union (Bamcwu) the African Miners and Allied Workers' Union (Amawu) and the National Union of Mineworkers (NUM) — are concerned about the allegations

The claims caused an international furore last week after former Australian Premier Mr Malcolm Fraser had revealed that the 'disabling gas' system existed at Anglo-American's Western Deep Level gold mine near Carletonville

However, the company, which earlier disputed the claims as unfounded yesterday admitted that the "conventional tear smoke system" installed at the mine has been dismantled.

The company's public relations manager, Mr Neville Huxman added that the equipment was removed last

week because it had fallen into disuse

He also emphasised that the system was limited to installation at one mine and only in certain areas of the mine — liquor stores, hostel kitchens and hostel administration offices — which had been attacked during the 1974/5 riots

Mr Huxman said the tear smoke was used only once in 1975 to stop rioters getting illegal access to one of the areas

Western Deep Levels chairman Mr Peter Gush, also admitted the existence of the tear smoke equipment

Meanwhile Bamcwu said it viewed the admission of the device in a serious light, adding 'These allegations have strengthened our members' accounts of management's conduct during strike actions by miners

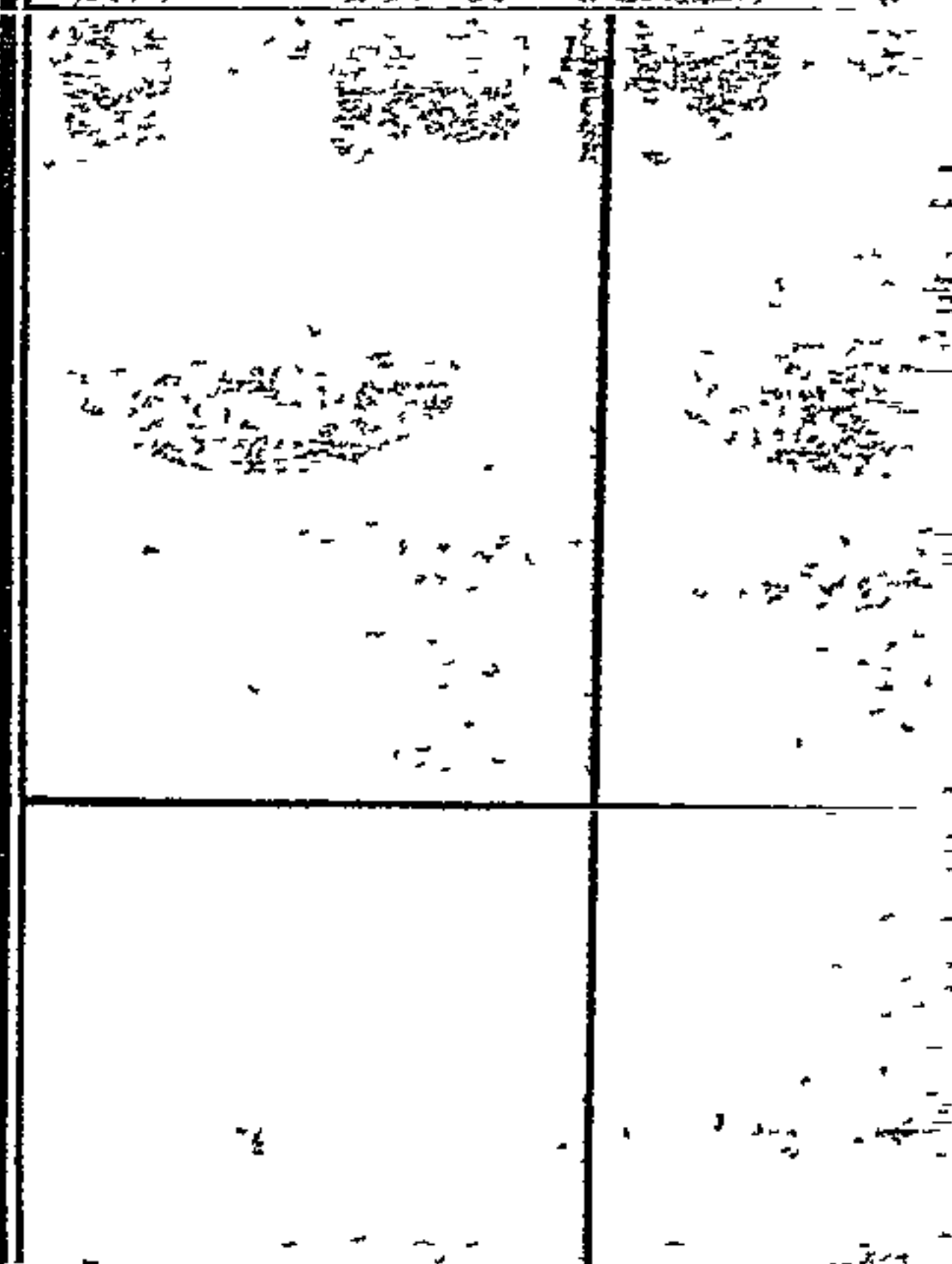
A NUM spokesman said their shaft stewards were collecting information from workers and would release a statement soon

A Mawu spokesman said they would study the developments with keen interest and then decide on a course of action

ANYO

SWO

SELECT ANY ONE STAMP BELOW



Tambo: Police probe

SOWETAN

6/11/85

POLICE are investigating a charge of contravening the Internal Security Act against Cape Town's English morning newspaper, the *Cape Times*, which published an interview with the leader of the ANC, Mr Oliver Tambo, on Monday.

SABC radio news quoted a spokesman for the Department of Law and Order in Pretoria as saying the Minister, Mr Louis le Grange had called for the prosecution of the newspaper for quoting a banned person without the Minister's permission.

The spokesman confirmed that the department had not received such an application.

The case is to be referred to the Attorney-General once the investigation has been completed.

FUTURE OF THE WORKING CLASS

TWO black consciousness-orientated trade unions have formed a sub-committee to explore the future of the working class in South Africa.

Council of Unions of South Africa (Cusa) and the Azanian Confederation of Trade Unions (Azactu) representing more than 200 000 workers, took this decision at a meeting in Johannesburg at the weekend.

The move is seen in trade union circles as a step towards forming an alliance of the working class after the two federations have been excluded from the talks aimed at forming a super federation to be launched on November 30/December 1.

Cusa pulled out of the

By JOSHUA RABOROKO

talks and Azactu was excluded from further talks after the controversial summit of all trade unions at the Ipelegeng Centre last June.

The two believe in black leadership in the trade union movement and have been opposed to white leadership as propounded by most of those in the super federation.

The weekend meeting agreed on the following principles:

- Worker control
- Black leadership
- Acceptance of white involvement at the grassroots level
- Non-affiliation to political organisations
- Agreement on finan-

cial accountability to members within unions

- Independent action of the unions within a federation;
- Method of international financial assistance; and
- Continued community involvement.

A spokesman for Azactu said that further meetings would be held with other unions that believe in black leadership, especially the Media Workers Association of South Africa (Mwasa).

A spokesman for the proposed super federation said there was no need for two federations to be formed in the country. Cusa and Azactu should be invited back to the talks aimed at forming the federation.



Cusa and Azactu discuss possible merger

(43) ~~Star~~ Star
6/11/85
The possibility of a merger has arisen between the Council of Unions of South Africa (Cusa) and the Azanian Confederation of Trade Unions (Azactu)

Cusa and Azactu representatives met at the weekend to explore common ground. A spokesman said today a sub-committee had been established "to examine the future of South Africa's working class"

Delegates agreed on broad principles for the union movement which included

- Worker control
- Black leadership
- Acceptance of white involvement at "grassroot" level
- Independent action of the unions within a federation

● Non-affiliation to political groups

The spokesman said unions already affiliated to political groups would not, however, be asked to end such ties

Closer co-operation between Cusa and Azactu has been predicted by union-watchers since the two federations left unity talks aimed at establishing a "super federation" of all emerging unions

Their main objection was the principle of non-racialism which is one of the cornerstones of the super federation

The federation, which is expected to have a membership of nearly 500 000, the biggest in the history of the black labour movement, is to be launched in Durban in about three weeks' time

143 (initials) (initials)

Anglo allows media to see dismantled teargas system

By Andrew Beattie

Anglo American lifted the lid on its mine security arrangements yesterday to reveal an extensive, but now obsolete network of teargas installations which could have been used on its workforce in an emergency.

The installations — which were controlled centrally by a master "red button" in the hostel manager's office — were strategically placed around all administration buildings, liquor and food outlets and at the entrances to canteens at Anglo's Western Deep Levels Mines.

On Saturday, the system was dismantled. The general manager of Western Deep, Mr Fred Bayley, who was not in charge of the mine when it was installed 10 years ago, said yesterday that until last week he did not know the system was there.

"When I first heard of the allegation (made by Mr Malcolm Fraser, former Australian Prime Minister), I thought it

R750-m goldmine opens

Minutes after showing reporters where the "red button" was that could have sprayed teargas around Western Deep Levels' canteen and administration areas, the mine's general manager, Mr Fred Bayley, pushed another red button detonating a blast to commemorate the opening of a new R750 million goldmine.

To applause, he detonated a loud explosion (apparently under a pile of gravel in the looming headgear) to formally declare the mine open.

According to mine personnel, the last shaft-sinking blasts had already been completed and mining operations would start soon. A hostel area the size of a small village has already been built.

"When we planned this mine we were thinking years ahead. In 50 years time we don't know if there are going to be migrant workers in South Africa, so we planned the hostels so that they can be converted into flats," said mine manager Mr M Solms.

It was emphasised that the cost of the new mine could be attributed mainly to the hostel area.

could not possibly be true. When I heard that it was, and here at Western Deep, I immediately instructed that it be dismantled. "It has connotations reminding one of the gas chambers," said Mr Bayley. Reporters were shown the control point in the hostel man-

ager's office which housed the master "red button".

Mr Bayley gave the assurance that all teargas systems on the mines under his authority had been dismantled, denying allegations by the National Union of Mineworkers (NUM) that this was not true.

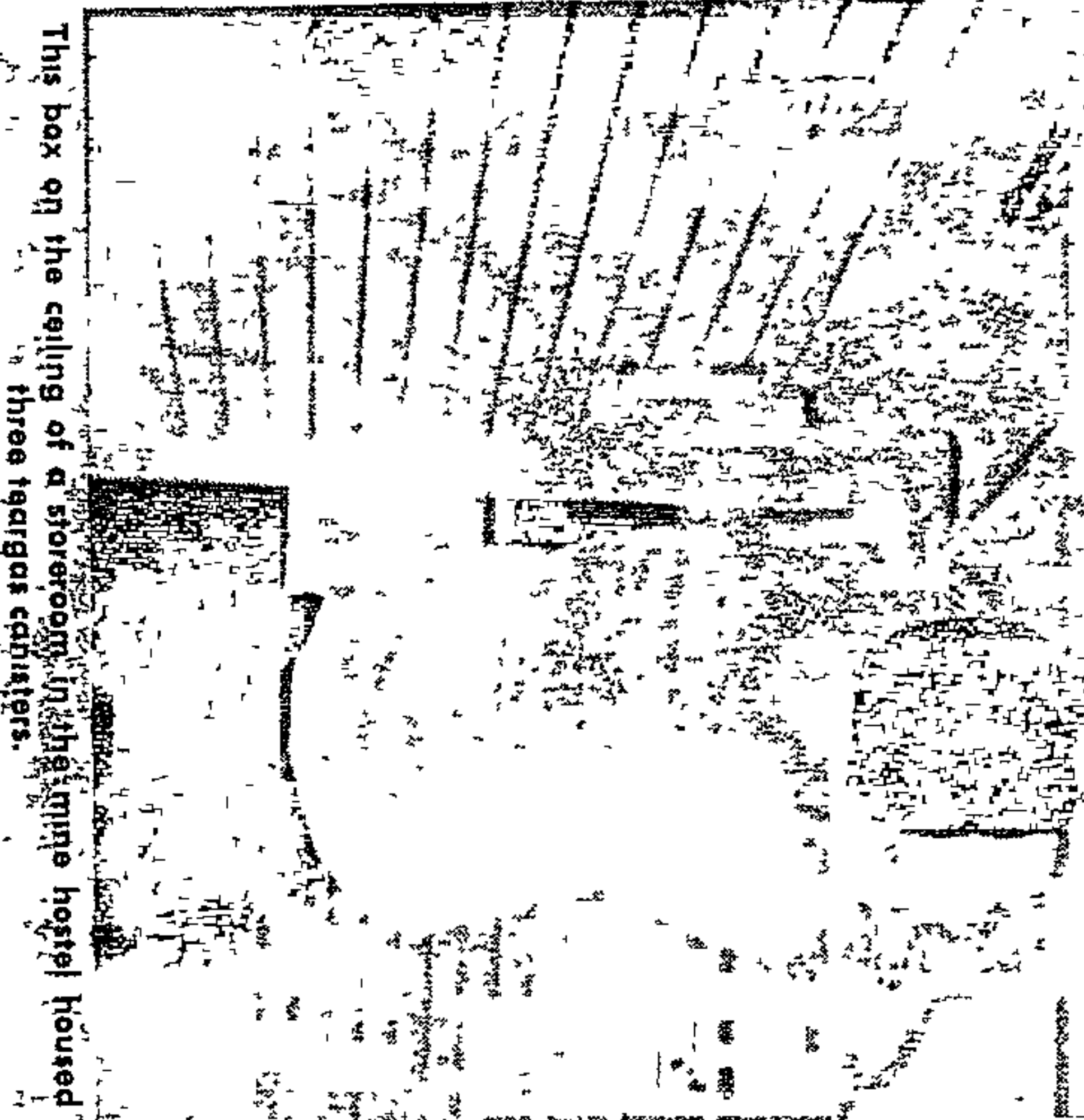
Reporters who visited mines yesterday could find evidence to contradict

Anglo personnel allow access to all hostels in the Western Deep Levels area thousands of workers, who were interviewed at random.

Mr Themba Manyo NUM's secretary at Eland Mine, which came into production a few years after Western Deep Levels, said that workers were convinced there were "more sophisticated teargas systems at Elands". This suspicion was also viewed by several of the miners.

However, Mr Manyo said that he could not produce proof of the existence of similar installations.

● In another development General Mining Corp (Gencor) refused to grant access to the mine admits has a similar system that in the Anglo mine



This box on the ceiling of a storeroom in the mine hostel housed three teargas canisters.

BOOK data recorder

Normal Price 699.00

E7 mac

Near letter quality & IBM graphic com-
patible

SPECIAL PRICE 549.95

tion of the 10 percent import sur

Anglo allows media to see dismantled teargas system

By Andrew Beatle

American lifted the lid on the security arrangements but now obsolete network, teargas installations which have been used on its force in an emergency

R750m goldmine opens

Minutes after showing reporters where the "red button" was that could have sprayed teargas around Western Deep Levels' canteen and administration areas, the mine's general manager, Mr Fred Bayley, pushed another red button detonating a blast to commemorate the opening of a new R750 million goldmine.

To applause, he detonated a loud explosion (apparently under a pile of gravel in the looming headgear) to formally declare the mine open. According to mine personnel, the last shaft-sinking blasts had already been completed and mining operations would start soon. A hostel area the size of a small village has already been built. "When we planned this mine we were thinking years ahead. In 50 years time we don't know if there are going to be migrant workers in South Africa, so we planned the hostels so that they can be converted into flats," said mine manager Mr M Solms. It was emphasised that the cost of the new mine could be attributed mainly to the hostel area.

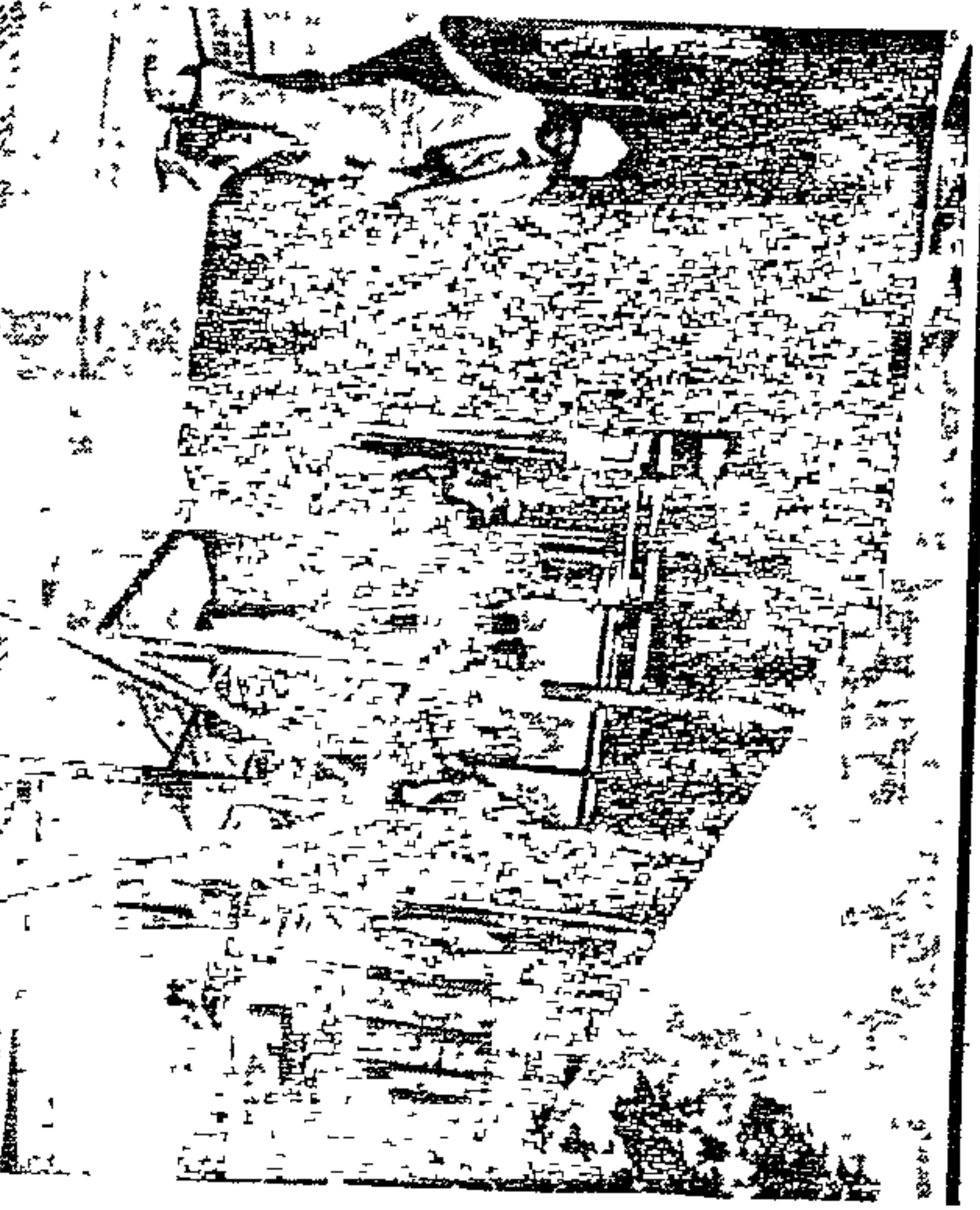
could not possibly be true. When I heard that it was, and here at Western Deep, I immediately instructed that it be dismantled. "It has connotations reminding one of the gas chambers," said Mr Bayley. Reporters were shown the control point in the hostel man-

Reporters who visited the mines yesterday could find no evidence to contradict him. Anglo personnel allowed free access to all hostels in the Western Deep Levels area housing thousands of workers, who could be interviewed at random.

Mr Themba Manyosi, the NUM's secretary at Elandsrand Mine, which came into production a few years after Western Deep Levels, said that some workers were convinced that there were "more sophisticated" teargas systems at Elandsrand. This suspicion was also held by several of the miners interviewed.

However, Mr Manyosi said that he could not produce any proof of the existence of any similar installations.

● In another development, the General Mining Corporation (Gencor) refused to name or grant access to the mine if it admits has a similar system to that in the Anglo mine.



These bins previously held teargas canisters which could be detonated in the event of an emergency.

Special Price 54995

IBM graphic com

IBM logo and other branding elements at the bottom of the page.

Black union officials at big meeting on apartheid

Political Reporter

REPRESENTATIVES of at least two black South African trade union groups are believed to be in Brussels attending a meeting of union officials from more than 10 countries to plan a strategy against apartheid

A spokesman for the Council of Unions of South Africa (Cusa) yesterday confirmed its general secretary, Piroshaw Camay, was in Brussels and would be attending

the meeting, which begins today

The general secretary of the Federation of South African Trade Unions (Fosatu), Mr Alec Erwin, is also overseas and it is believed he will be at the meeting

Cusa and Fosatu together represent about 280 000 black South African workers

The meeting has been convened by the International Confederation of Free Trade Unions Dele-

gates are expected from most of the major industrialised countries

The discussions will centre on a report prepared by an ICFTU mission which recently visited South Africa and underlined calls by black workers for tough economic action against South Africa

In a recent report to Unesco subcommittee hearings on the activities of transnational corporations in South Africa, Fosatu said it welcomed

all forms of pressure against the apartheid State, and to the extent that the disinvestment campaign is one of these, we believe it should continue for as long as it is an effective pressure on the Government in South Africa'

'The federation, however, would not sanction the actual withdrawal of assets by companies from South Africa as we are of the view that this is part of the social wealth of the country'

hannesburg said "It is absurd to hold a small group of journalists responsible for a profound political conflict that has been going on for more than a year, left 800 people dead and placed a third of the population under emergency rule"

David Allen, president of the Southern African Society of Journalists, which represents local reporters, says the curbs will do nothing to stop the conflict "The violence will continue and intensify. The only difference is that we will hear nothing about it until it comes to our back door"

The Media Workers' Association of South Africa called on editors to stand up to government and defy the curbs

Both the US and British governments slammed the measures saying they would make a peaceful solution to the country's problems even more difficult to find

Apart from the TV and photographic ban, journalists will have to be accredited by either the police or the department of foreign affairs. Before moving into an unrest area, they will have to report to the local divisional police commissioner. Penalties for breaking the new rules include fines of up to R20 000 or 10 years in jail

THE BOESAK TRIAL

Court overruled

United Democratic Front patron and NG Sendingkerk minister Allan Boesak says nothing government does will surprise him, following the withdrawal of his passport this week — only hours after a Malmesbury magistrate agreed that it be returned

In an interview with the *FM*, Boesak said he was "shocked and angered" by the move which was confirmed by Home Affairs Minister, Stoffel Botha. It showed both "petty vindictiveness" and a contempt for the Rule of Law, says Boesak. "This is a serious reflection of the situation in which we find ourselves. It reveals the nature of the government, but I plan to fight the withdrawal"

While he has never expected too much from government, he at least expected some respect for the decision of a court. On the prospect of further action against him, Boesak says "One must expect anything from now on. I will not be surprised by anything the government might try to do. I was detained under Section 29 (of the Internal Security Act which allows for virtual indefinite detention). Due to pressure from our people here and outside, the government was forced to put me on trial on charges that smell. They then used the court to effectively put a banning order on me. When we successfully challenged the terms, they withdrew my passport anyway"

Boesak is facing subversion charges based on calls he allegedly made earlier this year for foreign disinvestment from SA, black consumer boycotts of white shops and school boycotts

After a month in jail without charge, fol-

lowing his arrest in August, he was released in September on bail of R20 000. His passport was also withdrawn, he was forbidden to address meetings other than church services, or talk to the press. He had to report daily to the police and was under virtual house arrest at night

The Malmesbury magistrate, W A de Klerk, agreed to Boesak's application that the bail conditions be relaxed. Although the amount of R20 000 was not altered, the only conditions imposed were that Boesak may not communicate with State witnesses, that he refrain from propagating boycotts or disinvestment and that he keep away from schools

After the hearing, Boesak started preparations to travel overseas where he was to have visited the Geneva offices of the World Alliance of Reformed Churches of which he is president, and the US, where he was due to receive the Robert F Kennedy Humanitarian Award on November 22

In motivating his decision to relax the bail conditions, De Klerk described Boesak as a man of "high political morals and ideals" whose principles would "urge" him to stand trial. De Klerk criticised the State's evidence in defence of retaining the original bail conditions. He said some of it was hearsay and of little evidential value, some was inaccurate, and some was a contradiction of earlier evidence

The court found that it was most improbable that Boesak would abscond and could not accept that public safety would be threatened if the bail conditions were relaxed

Commenting on the court's decision immediately after the case, Boesak said it was proof that South African courts were still able to give clear and independent verdicts. He said his confidence in the country's judicial system had been strengthened "It gives me hope and courage for all the other cases with political connotations that are still before the courts," he said


MINING INDUSTRY

Gas creates a stink

At least three mines, besides Anglo American's Western Deep Levels, have teargas equipment installed on their property for use in case of riots

These disclosures follow former Australian PM Malcolm Fraser's shock claim that equipment for pumping "disabling gas" through mine ventilation shafts into black living quarters had been installed at Western Deep

However, the three mining houses — Anglo American, Gencor and Anglovaal — have all stated that the systems were installed about a decade ago to protect lives and property as a result of serious tribal conflicts among workers on their mines. Western Deep Levels chairman Peter Gush says the system has not been used since 1975,

while Gencor and Anglovaal have said that their systems have never been used

While denying that Fraser's charges are accurate, an Anglo spokesman confirmed that the mine had a teargas system at its liquor store, hostel kitchens and administration offices. This was dismantled last week, he said

Anglo's disclosure was followed by an announcement from Gencor that it too has a similar (although smaller) system at one of its mines near Klerksdorp, which it has refused to name. And Anglovaal has now told the *FM* that single teargas cannisters are installed at the liquor outlets and dining rooms in three of the hostels at its Loraine mine near Allanridge in the Free State, and at four hostels at its Hartebeestfontein mine near Klerksdorp

Union incensed

Spokesmen for the other major mining houses — Rand Mines, Gold Fields of SA and JCI — have told the *FM* that they do not have any such systems on their mines

Notwithstanding these assurances, the revelations have incensed the black National Union of Mineworkers (NUM). Describing Fraser's comments as "no surprise" the union says that since it was formed it has tried to highlight "atrocities taking place in the mining industry" but few people have chosen to believe its claims. It says claims that gas is used to control riotous situations, tribal conflicts and protect mining property are "absolutely ridiculous"

Their primary purpose, the NUM says, is "to smash strikes undertaken by workers in pursuit of legitimate grievances". And it alleges that mining companies have been building stockpiles of ammunition and hardware to deal with strikes for a long time — as was made clear during the legal strike in September when workers were forced back to work at gunpoint

The union has also disputed an Anglo statement that the Western Deep Levels system was dismantled last week because it had fallen into disuse, saying it has information from its shaft stewards that this is not true

Anglo industrial relations adviser Bobby Godsell says the teargas system is "anachronistic". But he says it was installed 10 years ago when circumstances were quite different and there was no formal worker leadership to deal with. He denies that the system was designed to break strikes

As for the NUM's claims that the system has not been dismantled, he says the union should bring the matter up directly with the company. Says Godsell "I am quite sure we can demonstrate that it has been dismantled and we are open to discuss any other issues connected with our approach to security. Indeed, this is what collective bargaining is all about"

But, he says, there will not be a healthy situation on the mines until there is a move away from housing mineworkers in single-sex hostels or in company-provided accommodation

INDUSTRIAL COURT

Victory to the workers

The Industrial Court's decision to order the temporary reinstatement of several hundred National Union of Mineworkers (NUM) members dismissed from Marievale mine during the September wage strike is seen as an important milestone in the development of South African labour law. The judgment is likely to lay down important guidelines for management conduct during lawful strikes.

The precise implications of the judgment, however, will not be known until the court hands down its reasons, in about two weeks' time.

The court has clearly dismissed two technical points raised by Marievale's counsel during the hearing (*Current Affairs* November 1). As in the recent case between the NUM and Anglo American's Vaal Reefs mine, it has again upheld its right to rule on the fairness of an action despite a Supreme Court decision that the dismissals were lawful. (The Supreme Court made this finding in its ruling on the legality of the eviction of strikers from mine hostels.) And the Industrial Court has also upheld the right of the NUM to take court action on behalf of its members.

Wisely, the NUM has decided not to draw too many conclusions until the Marievale judgment is out. "We view the court's decision favourably, but our central committee wants to study the reasons before making any general statements," says a union spokesman.

Gencor, the mining house which administers Marievale, is also showing caution. But the judgment has placed the company in a position where it must make some important decisions.

In terms of the court's ruling, the workers have until November 21 to report for duty. There is some disagreement over the precise number of miners involved, and the court has ordered the two parties to settle the matter between themselves.

But the problem for the mine is that it took on new workers after the strike. The mine will thus soon find itself with too many workers. A Gencor spokesman says the judgment will be obeyed to the letter. Given that the court has ordered a return to the *status quo* before the strike, all the returning workers will have to be re-employed in their previous positions, he says.

By Tuesday, only a trickle of the workers had reapplied for their jobs. The company plans to wait to see how many eventually return before deciding how to deal with the surplus manpower. It appears that if a sizeable number return — as is likely — Gencor's only option would be to dismiss the new workers or relocate them to other mines in

the group

Gencor is also considering whether to take the case on review to the Supreme Court, on the grounds that the Industrial Court did not have the right to make a ruling in view of the Supreme Court's earlier finding. The arguments that Marievale's counsel presented to the Industrial Court makes this a strong possibility.

Manpower Minister Pietie du Plessis also has an important role to play in the case. The Industrial Court's temporary order is designed to ensure that further negotiations in the dispute take place at conciliation board level. If these fail, the union is entitled to approach the court to make a final order in terms of Section 46 of the Labour Relations Act. But, if the Minister decides not to appoint a board, the possibility of a Section 46 action falls away.

Immediately after the strike, the NUM asked the Minister to appoint a conciliation board to consider the dispute. Two months have passed since then without a board being appointed. A Manpower Department spokesman said the application has not yet been passed on to the Minister because of the vast amount of paperwork involved. The spokesman expects the Minister to begin considering the application later this week. This seems odd, seeing that Du Plessis appointed a board within two working days when the NUM originally declared its wage dispute with the Chamber of Mines.

Whatever the outcome of this case, the original wage dispute that caused the strike is not yet dead. The NUM has emphasised that it intends to continue fighting for a wage settlement with Gencor and with two other mining groups — Anglovaal and Gold Fields — with which it failed to reach agreement in August. And NUM legal advisers are busy considering whether to take court action against Anglovaal and Gold Fields over other workers also allegedly dismissed during the strike.

NAMIBIA

Let the people go

All the Namibian political prisoners who were held on Robben Island or in other South African jails have been transferred to the Windhoek Prison and a decision on their release will be made this week by the Cabinet of the Transitional government.

Most prominent of the 21 men is Eliaser Tuhadalen, one of the earliest nationalists arrested and tried with the now secretary-general of Swapo, Andimba Toivo ja Toivo,

in 1967 Tuhadalen was held on Robben Island until he was moved to a Cape prison recently for health reasons. The other 20 were all imprisoned on Robben Island.

Ja Toivo was released last year. After living in Windhoek for a while, he left the country on several tours around the world. He was still abroad when his passport expired in September, and he is expected to remain in exile.

The National Assembly decided on July 4 this year to request the government to transfer the prisoners to Namibia and to consider their release.

The release of five other political prisoners who were always kept in Namibian jails will also be considered. All 26 prisoners are members of Swapo who were convicted on charges related to terrorism legislation.

The transfer and possible release of the prisoners is seen as an effort by the Transitional Government to demonstrate their independence of the South African government and to gain some desperately needed credibility in black nationalist circles. Some members of the Cabinet, such as Swapo-D's Andreas Shipanga, himself a co-founder and early leader of Swapo, and Swanu's Moses Katjuongua, have pushed for Tuhadalen's release for some time now. The Minister of Justice, Jariretundu Kozonguizi, was also a militant nationalist in those early days and while he was the president of Swanu, had



Swapo's Ja Toivo ... his old cell-mates may soon be released

143 (circled) FM

8/11/85

FM 8/11/85

Conciliation boards can't cope with applications

By Mike Siluma

Staff shortages in the Department of Manpower are leading to delays in the processing of applications for conciliation boards to resolve a number of labour disputes.

Now about 500 members of the South African Chemical Workers' Union (Sacwu) at Fedmis in Phalaborwa are poised to go on a legal strike after applying for a board on September 23.

In terms of the Labour Relations Act workers can go on a legal strike if the Minister fails to appoint a board within 30 days of applying for one.

Sacwu's general secretary, Mr Mike Tsotetsi, said 423 out of 531 members had recently voted in favour of industrial action to resolve their nine-month long dispute with the company.

He said the union would set a strike date shortly.

PROCESSING SLOW

The Department's chief director of labour relations, Mr J D Fourie, said applications could not be processed quickly enough because of a shortage of staff. Another reason was the increase in applications — from 23 for the whole of 1980 to 279 from January to September this year.

The dispute at Fedmis, a division of Centrachem, centred on the company's failure to reinstate some workers dismissed after a strike in February.

Mr Tsotetsi said when the union approached the Department of Manpower, more than three weeks ago, officials promised that a board would be appointed within "a couple of days".

He blamed the Minister for the delay in resolving the dispute because, he said, even Fedmis had agreed to the appointment of a board.

The decision to hold a ballot followed Sacwu's criticism last week of the Minister's delay in appointing conciliation boards to resolve the Fedmis dispute and two others at Karbochem and Air Products.

Cape Times 12/11/85

Repatriation: NUM threat to call strike

From WINNIE GRAHAM
JOHANNESBURG —
The 200 000-strong
National Union of
Mineworkers (NUM) has
threatened to call a
national strike at all
mines if the government
makes good its threat to
repatriate black
mineworkers to their
home countries

The strike decision
was taken in August this
year when the union
called a congress in Wel-
kom to discuss the possi-
bility of repatriation

The press officer of
the NUM, Mr Marcel
Golding, said in a state-
ment yesterday that vir-
tually all its members
were "migratory work-
ers" who came from
neighbouring countries
such as Lesotho, Botswa-
na and Malawi, as well
as the independent
homelands such as
Transkei and Ciskei

From Pretoria the
Minister of Manpower,
Mr Piëtte du Plessis, has
issued a statement reit-
erating that the govern-
ment has "no immediate
plans or desire to sum-
marily repatriate large
numbers of foreign
workers"

The statement adds,
however, that contingen-
cy planning is essential
as part of government
strategy for relieving un-
employment in the face
of disinvestment, sanc-
tions and boycotts

"The government is
consequently consulting
with various major em-
ployers of foreign work-
ers to devise contingen-
cy plans should sanct
ions and disinvestment
necessitate the repatri-
ation of foreign workers

"The government re-
grets this possible action
has to be considered It

should, however, be
stressed that this action
has been forced on the
South African Govern-
ment by those who
favour sanctions and dis-
investment without hav-
ing regard for the detri-
mental effect on
innocent people and
without having re-
searched the destabiliz-
ing effect on the econo-
mies of black Southern
African states"

The statement adds
that since charity begins
at home, the government
has no option but to give
preference to the needs
of its own citizens as re-
gards job opportunities.

'Reliance'

The president of the
Chamber of Mines, Mr
Clive Knobbs, said yes-
terday he was pleased to
note the government was
not planning summarily
to repatriate foreign
black workers

He said "Given the
mining industry's heavy
reliance on more than
210 000 foreign workers
and their dependence
on the mines for employ-
ment, any large-scale re-
patriation would be se-
verely disruptive
socially, economically
and politically"

● According to "Disin-
vestment", a publication
by Leadership SA, an es-
timated two million
foreign black workers
are employed in South
Africa

Officially, South
Africa legally employed
a total of 351 260 foreign
black workers on June
30, 1984, according to
statistics issued by the
Department of Co-opera-
tion and Development

The figure does not in-
clude SWA/Namibia or
the homelands

Consultations only, says Minister

No immediate plans to repatriate workers

By David Braun,
Political Correspondent

There were no immediate plans to repatriate large numbers of foreign workers summarily, the Minister of Manpower, Mr Pledu Plessis, said yesterday.

However, in a clear warning to the international community that South Africa would probably have to resort to such action in the event of damaging trade

sanctions, Mr du Plessis revealed that contingency plans were being drawn up and that consultations on their possible implementation had taken place and would continue.

He was reacting to reports that the State Security Council had recommended the phased return of South Africa's 1.5 million guest workers to their home countries.

Mr du Plessis said contingency

planning was essential as part of the Government's overall long- and short-term strategy for relieving unemployment in the face of disinvestment, sanctions and boycotts.

"The Government is monitoring the effect of sanctions and disinvestment constantly, especially with regard to the labour situation, and it is obliged to consider contingency plans to deal with a possible deteriorat-

ing in unemployment," he said in a statement released in Pretoria.

"Since charity begins at home, the Government has no option but to give preference to the needs of its own citizens."

"This is in no way a retaliatory measure against neighbour-

ing states. The Government has stated clearly on various occasions that in the case of sanctions, boycotts or disinvestment being successfully applied against South Africa, it does not want to retaliate by harming the economies and the people of other countries.

"However, it has a major responsibility towards its own people. This attitude is in line with the policy of other countries which have reduced the numbers of foreign workers during times of domestic unemployment substantially."

Mr du Plessis added that reductions in the number of foreign workers required careful planning to minimise personal hardship to individuals

NUM threatens national strike if Govt acts

By Mike Siluma

The National Union of Mineworkers (NUM) warned yesterday it might call a national strike if the Government implemented its plan to repatriate foreign black mineworkers.

Responding to the Government's disclosure that it was working on a "contingency plan" for possible repatriation, an NUM spokesman said that at its congress in Welkom in August, the union had warned the Government it would be seeking confrontation with miners if it carried out its "provocative" threat.

The congress had decided to call a national strike if the Government proceeded with the repatriation of foreign miners, he said.

The spokesman added that the NUM would seek an urgent meeting with the Chamber of Mines to discuss the issue. The union's executive committee would meet shortly.

The Progressive Federal Party's spokesman on finance, Mr Harry Schwarz, said the repatriation of foreign workers would cause suffering to people who were completely innocent because the workers were not responsible for boycotts and sanctions against South Africa.

427 - HEAVY CLAY AND MIXED PROPERTIES

Sup
ARY
Dur
Kru
Por
Sas
Str
Won
ARE
Mal
Vir
ARE
ARE
Hel
Oud
ARE
Erm
Fow
Nel
Sou
Vre
rad

NUM asks court to protect its members

An urgent application was brought before the Rand Supreme Court today in which the National Union of Mine-workers (NUM) alleged in affidavits that members of the management of Marievale mine conspired to "kill or maim" union shop stewards.

The NUM is seeking an urgent interdict restraining the management at the mine, which is owned by the General Mining Corporation (Gencor), from assaulting members of the union.

After employees at the mine went on a legal strike on September 1, they were purportedly dismissed, according to papers before the court. The mine was interdicted from unlawfully evicting workers from their accommodation at the mine

and, later, was ordered to re-instate them.

Mr Exstewart Zwelake, a clerk at the mine said in an affidavit that the assistant hostel manager, Mr F J Spamer, had called him into his office around that time. He alleged Mr Spamer told him that, if he ever saw Mr Solomon Nelani (branch chairman of the NUM) at the mine, he must "assault or kill him, if possible".

Later, Mr Zwelake recorded on tape an alleged conversation with Mr Spamer in which he repeated this instruction.

A transcript of the alleged conversation was handed to the court.

Mr Spamer also allegedly told Mr Zwelake to assault leaders of the NUM to drive them out of their hostels.

The hearing continues.

Argus 12/1/85

(143)

~~205-207-211~~

NUM warns of strike over repatriation

Argus Correspondent

JOHANNESBURG — The 180 000-member National Union of Mineworkers (NUM) warned it might call a national strike if the Government implemented its plan to repatriate foreign black mineworkers

Responding to the Government's disclosure that it was working on a "contingency plan" for the possible repatriation of black mineworkers, an NUM spokesman said such an act by the Government would not be taken lightly by the union

He said that at its congress in Welkom in August the union warned the Government it would be seeking confrontation with miners if it carried out its "provocative" threat

The spokesman added that the NUM would seek an urgent meeting with the Chamber of Mines to discuss the issue

● The Progressive Federal Party's spokesman on Finance, Mr Harry Schwarz, said the repatriation of foreign workers would cause suffering for people who were completely innocent, because the workers were not responsible for boycotts and sanctions against South Africa

...e workmen rem
...ened to ensure
...ven or eight yea
...ing the kestrels
... who has
...anager Mr Bil
... the 10m sign
...men moved in
...flashy site and
...the inappropriate
...their parents had
...enberg.
...s Louise Lomb
...ton. With the
...the Rietvel centre
...ued from a ne
...are safe aft
...se two young

repatriated

NUM threatens national strike if blacks are

143 15 - 19/11/85

THE National Union of Mineworkers says it will call a national strike on all mines if government repatriates foreign black workers.

A NUM spokesman said the union had resolved to do so at its August congress soon after government first issued the threat.

He added that government was seeking a confrontation with mineworkers by threatening to repatriate them. "The threat was 'provocative' and would not go unchallenged

The NUM has called for an urgent meeting with the Chamber of Mines to discuss the situation

The Council of Unions of SA (Cusa) said government's threat was another indication that it was reactionary, insensitive and failing to address the country's real problems

Economic pressure on government was intended to dismantle apartheid and repatriation of foreign workers would not solve SA's ills
Cusa said there had been an increasing

CLAIRE PICKARD-CAMBRIDGE

number of immigrants

Therefore white immigration should cease and job opportunities made available to all South Africans

Geoff Verschoor, an industrial relations lecturer at the Wits Business School, said repatriation would be an "extremely dangerous action" because SA had relied on foreign labour for a long time
Many foreign workers saw themselves

as permanent employees and were members of SA unions.

He said trade unions would react strongly and vociferously if repatriation went ahead. Trade unions were likely to be united in taking some action on this issue, particularly at a time when they were about to launch the superfederation of unions

"Such a step by government would provide a significant launching issue for the superfederation and I think there is enough feeling among most workers to

unite under this banner," Verschoor said

"Government's argument that it needs to provide employment for its own people is one which will have emotional appeal for whites. But blacks will not respond to this because they have a long history of migrant labour and would see this as a purely retaliatory action"

Foreign migrant workers see SA as a source of income and it is likely that they would still try to move into the informal economy which could create tremendous problems instead of solving them

Order forbids assault of NUM members

CARLE TIMERS
13/11/85
143
~~143~~
~~143~~
~~143~~

JOHANNESBURG.—A Rand Supreme Court judge yesterday granted an interim interdict restraining an assistant hostel manager and an induna at Marévale mine in Nigel from killing or assaulting members of the National Union of Mineworkers at the mine.

The order, which is returnable by February 11, follows an urgent application in the Rand Supreme Court yesterday by the NUM and two individuals, Mr Solomon Mlungisi Neleni and Mr Ferguson Nofotyela.

The respondents are Mr Frans Johannes Spanner, an assistant hostel manager at the mine, and a Mr Mpinga a mine induna.

The respondents consented to the interim order without admissions of the correctness of the allegations in the application.

Mr Kenneth Mosime, acting general secretary of the NUM, said in papers before the court that the respondents were engaged "in a deliberate plot" to assault NUM leaders at Marévale mine.

"This conspiracy involves putting together a 'team' to carry out assaults by attacking union leaders with knives or burning them in the hope that other union members will leave the mine," said the affidavit.

He said wage negotiations between the NUM and Marévale management broke down on September 1 when the miners went on strike.

Management at the mine dismissed almost the entire black work force and the NUM launched several urgent applications in the Rand Supreme Court to have the workers reinstated. All the applications were dismissed on October 31 but the Industrial Court ordered that workers be reinstated.

Mr Mosime alleged in his affidavit that Mr Spanner was determined to prevent Mr Neleni, a mine clerk, from returning to the mine.

"He has conspired to kill or seriously injure and cripple Mr Neleni."

Mr Mosime alleges that Mr Mpinga was party to the conspiracy and had plotted to assault Mr Nofotyela.

● Mr W B Evans, chief executive, Gold and Uranium division, of Gencor, said in a statement in Johannesburg yesterday that Marévale Consolidated Limited was not a party to the dispute arising from the application. — Sapa

PHONE: 96 ENCHOP
PHONE: 96 ENCHOP
PHONE: 96 ENCHOP

Restraining order won by NUM

Death threats ^{Sfw} alleged by East Rand miners

By Andrew Beattie

A Rand Supreme Court judge yesterday granted an interim order restraining supervisory and managerial staff at Marievale Mine, on the East Rand, from causing injury or death to National Union of Mineworkers members at the mine

Hostel manager Mr Frans Johannes Spamer and an induna, Mr Mpinga, have until February 11 to tell the court why such an order should not be granted

Lawyers for the mine management consented to the granting of the interim order after affidavits and a transcript of a tape recording in which Mr Spamer told a mine clerk to "assault or maim" an NUM member, were given to Mr Justice Gert Coetzee

In papers, it was alleged Mr Mpinga and Mr Spamer "embarked on and engaged in a deliberate plot to assault the union leaders at Marievale, one by one. This conspiracy involves, inter alia, putting together a 'team' to carry out the assaults by attacking union leaders with knives or burning them, in the hope that other union members will then leave the mine"

Mr Exstuart Zwelake, a clerk in the industrial relations office, was allegedly told by Mr Spamer that if he saw NUM branch chairman Mr Solomon Nelani at the mine he was to "assault or kill him if possible"

because I wanted more information about what was going to happen to members of the union

"I was then and am now a member of the union, although I believe this was not known to Mr Spamer." Mr Zwelake said

Mr Zwelake tape-recorded a conversation in which Mr Spamer allegedly suggested he cut Mr Nelani's tendons so he would not be able to walk, or injure him with a knobkerrie

In an affidavit, Mr Nelani said during the September 1 strike at the mine he attempted to perform his function as union chairman at the mine but was refused access by mine management. He said he was forced to take leave during the strike

Later, Mr Zwelake told Mr Nelani that Mr Spamer had plotted to kill him (Mr Nelani)

On October 19, while Mr Nelani was walking at Marievale, he saw a car some distance away

"Something warned me to look behind I saw this car had changed direction and was driving directly at me at high speed on the wrong side of the road," he said

"The car was accelerating I jumped out of the way and the car went past. If I had not the car would have struck me. I could not see who was driving, but it was a white man"

After this incident, he said, he was "too scared" to go back to the mine

Metal Industry strike goes on

THE metal industry seems set for action this month as hundreds of members of the Metal and Allied Workers' Union continue their strike at several companies this week.

Mawu has declared disputes with at least 70 Transvaal companies. Mawu demands to negotiate wages and other conditions of employment at plant level.

This follows their refusal to sign a wage agreement at the Industrial Council (IC) for the industry -- the Steel Engineering Industries Federation of South Africa (Setisa).

Mawu recently won wage agreements at Robert Bosch in Brits, ATC company, Brolio Africa, Fry's Metals, Siemens and Rietfontein in the Transvaal. Negotiations in other areas are still in progress.

An interim recognition agreement has been signed between the University of Cape Town workers' committee and the university. The administration and the union will now work towards a full agreement covering negotiations and dispute procedures, discipline and the rights and duties of shop stewards.

The committee represents 602 non-academic employees in most departments. Members include labourers, cleaners, gardeners, catering hands, artisans and departmental assistants.

Several unions participating in the trade union talks aimed at forming a grant federation some time this month will continue to hold meetings this week in an attempt to discuss the possibilities of merging, and planning for the inauguration date.

CUSA

The Council of Unions of South Africa (Cusa) and the Azanian Confederation of Trade Unions (Azactu) who formed a sub-committee recently to explore the working class's rights, are to hold regular meetings in future, to discuss matters of common interest.

The Cusa-Azactu alliance is seen as an opposition to the super federation to be launched later this month. Azactu was earlier excluded from the talks and Cusa pulled out -- mainly because of the belief in black leadership.

WORKERS' DIARY -- BY JOSHUA RABOROKO

The Government plans to bring a new law to control the handling of asbestos in industry, thanks to the anti-asbestos campaign started by the Black Allied Mining and Construction Union (Bamwcu).

According to the Government spokesman, they will limit exposure of factory workers to asbestos fibres which can cause lung diseases, including cancer.

All shop stewards of the Transvaal branches of the National Union of Clothing Workers are invited to an annual general meeting next Thursday at the Selborne Hall (City Hall Building) starting at 4.30pm.

TUCSA

Tucsa has condemned the 17.5 percent in bus fares introduced by Putco last week and is to send a deputation to the Minister of Transport Affairs, Mr Hendrik Schoeman, to voice dissatisfaction about it.

Tucsa says the fare increases were outrageous and irresponsible. The federation is of the opinion that the increase is irresponsible, given the state of the economy and massive unemployment.

NUM

The National Union of Mineworkers (NUM), Bamwcu and the African Miners and Allied Workers' Union, are geared to fight with mining houses over the installations of tear-smoke equipment near or in the living quarters of miners.

Already, the war of words has started with unions demanding that the tear-smoke devices be removed because "they are normally used against workers during strikes". However, managements have denied using them.

Motor manufacturers have fired large numbers of workers in executive and senior jobs to date as the recession takes its toll on large segments of the labour force. General Motors and Samcor this week

confirmed laying off a total of 220 salaried staff and wide protests from the National Automobile and Allied Workers (Nawu) and the Motor Assemblies and Components Workers' Union (Macwusa).

The Cusa-affiliated Transport and Allied Workers' Union (Tawu) has signed its 25th recognition agreement. They signed an agreement with Transvaal Bus Transportation Corporation in Port Elizabeth and Uitenhage. The agreement covers 666 workers and its terms include wage negotiations, grievances and dispute procedures.

SACWU

The South African Chemical Workers' Union (Sacwu) has criticised the Minister of Manpower for failing to appoint consultation boards to resolve their disputes with Fedmins, Air Products and Karbochem. The disputes if not resolved soon may lead to strikes involving 1 000 workers.

Intimidation by other unions and possible involvement by middle management at Iscor plants has been alleged by members of the South African Boilermakers' Society.

The intimidation apparently followed the refusal by the SABS and three other unions to call off the wage dispute with Iscor. Four other unions had agreed to the inferior five percent offer.

In a circular which has caused great concern to the SABS the company has specifically excluded blacks from the "target group". It reads "Must not be communicated with blacks. This has caused discontent among SABS members."

The Minister of Manpower, Mr Pietie du Plessis, announced in Pretoria this week that the Government did not intend to repatriate thousands of migrants should the disinvestment lobby continue unabated.

About 350 members of the Sweet Food and Allied Workers' Union dismissed by a coffee company, T W Beckett, in Isando, for striking, have appealed to the 36 unions in the super federation for support.

The workers went on strike because their colleagues were sacked by the company for allegedly using false identity cards. They maintain that their white manager, also guilty of the same charge, has not been sacked.

143

ASSAULT PLAN ALLEGED

An assistant hostel manager and an induna at Marievale mine near Springs have been suspended from duty pending the outcome of a full inquiry by the company into the facts and circumstances which gave rise to Supreme Court action this week.

The National Union of Mineworkers (NUM) brought an urgent application in the Rand Supreme Court for an order preventing Frans Spamer and a Mr Mpinga from causing death or bodily harm to the NUM's branch chairman on the mine, Solomon Nelani, and a senior shaft steward, Ferguson Nofolyela, who were joint applicants in the case. The applicants requested that the order should also cover other NUM members at the mine.

This move follows the Industrial Court decision that several hundred employees dismissed during a legal strike at Marievale in September be reinstated (*Current Affairs* November 8).

In papers handed to the court on Tuesday this week, a clerk at the mine, E-stuart Zwelake, alleged that he had been

approached by Spamer and encouraged to "assault or kill" NUM branch chairman Nelani. Zwelake said Spamer told him that Nelani "had caused all the trouble at Marievale". Spamer allegedly made this suggestion on several occasions, once in the presence of the hostel manager Zwelake claimed Mpinga was also party to some discussions.

According to the papers, Spamer was apparently not aware that Zwelake is a member of the NUM. Zwelake had only recently been transferred to Marievale and had not been involved in September's strike. Zwelake claimed he pretended to go along with Spamer in order to get more information out of him. Later, Zwelake discussed the matter with NUM officials and, after discussions with the union's attorneys, it was decided that he should tape record his next conversation with Spamer.

In an alleged transcript of a conversation between Spamer and Zwelake handed to the court, Spamer is quoted as saying "I don't want to promise you anything, but I'll give you something if

you f--- him (Nelani) up properly. But you must f--- him up good and solid. F--- him up in such a way that he cannot walk again."

According to the transcript, Spamer later allegedly discussed forming a team of four or five people to beat up other people so that they would leave the mine. The transcript continues:

Zwelake "You mean that we must kill them?"

Spamer "Don't kill them. Just f--- them up. Moer them."

Zwelake "But that Solomon?"

Spamer. "Well if you can send him away, very good."

On Tuesday afternoon, the court granted a *rule nisi* calling on Spamer and Mpinga to show cause by February 11 next year why an order should not be granted against them. Meanwhile, the *rule nisi* applies and the two respondents have undertaken to refrain from any action described in the interdict. The two men consented to abide by the interdict without admitting the allegations were true.

A 30-MAN delegation from the National Union of Mineworkers led by its general secretary, Mr Cyril Ramaphosa, and president, Mr James Mphahleli, is attending a summit in Harare today aimed at forming a federation of all mineworkers in southern Africa.

The summit, attended by mineworkers' unions from Mozambique, Botswana, Zambia, Zimbabwe and other neighbouring states, will also discuss problems facing miners in the sub-continent.

This is the second meeting held this year and it is hoped that a federation of mineworkers' unions will be formed during the meeting.

RAILWORKERS

The National Executive Committee of the Black Allied Mining and Construction Workers' Union (Bamcwu) will hold an important meeting at the Oyara Conference Centre, near Magaliesburg on November 23-24.

The council will discuss latest developments in the trade union movement, including trade union unity talks, ongoing discussions with the Council of Unions of South Africa (Cusa) and spotlight on the members at De Beers in Kimberley and Eastern Cape mines. This is close session.

MINERS TO FORM A SUPER-UNION?

30/11/85

SOWETAN

113

MINERS' DIARY - 1

the council system operates

The United Mining Metal and Allied Workers' Union (Umma-wusa) is to hold a branch meeting at the Roman Catholic Church in Springs on Saturday starting at 1pm.

The following items will be in the agenda national congress report, workers council, plant level bargaining and unity talks. All members are invited

The Department of Manpower has extended the deadline for comments on its proposals to establish new criteria for judging the acceptability of industrial council agreements from the end of October to December 15

The proposals amount to a radical attempt to tighten up on the way

the migrant system) and Mr Thabo Ndabeni (who will address the meeting on the trade union movement and the liberation struggle). Trade unions and workers are invited.

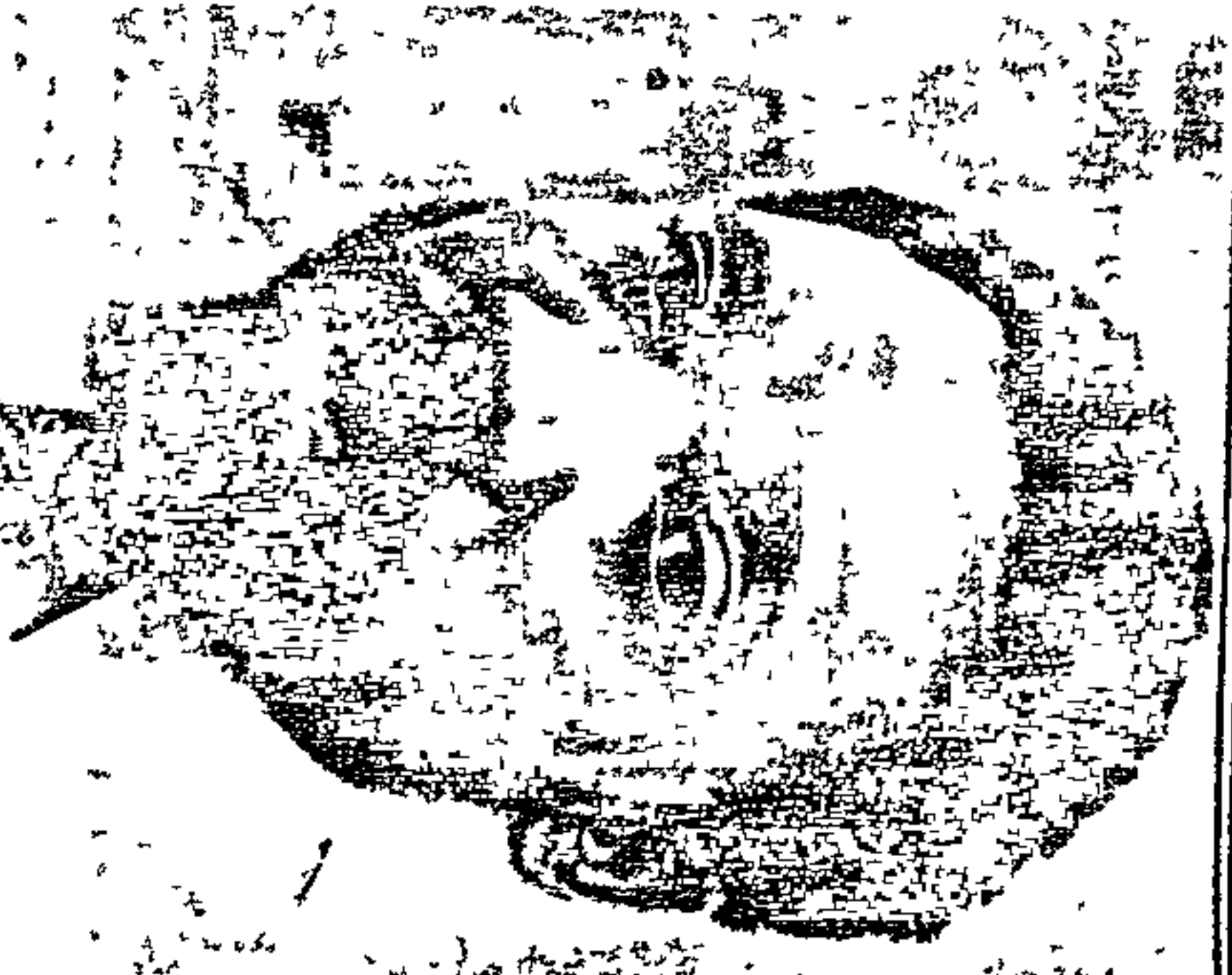
The Transport and Allied Workers' Union (Tawu) has signed a recognition agreement with Western Holding Greyhound Bus Company in Odenaalsters.

TAWU

The agreement covers mostly bus drivers and its terms include discussing wages, working conditions and conditions of employment. "It is yet another victory for the union," the union's general secretary, Mr E Rankhoho, said this week.

The Industrial Council for the Transvaal Clothing Industry has warned firms that do not pay contributions to the council funds that it intends to proceed against them and if it is found to be necessary to apply for liquidation.

This follows a recent warning by the unions that they will get tough with employers who fail to pay over union subscriptions deducted from workers.



NUM's general secretary, Mr Cyril Ramaphosa, Hoping to form a federation of mineworkers in the sub-continent.

with the company over wage demands.

The NUM and Bamcwu have reacted strongly to an undertaking by the mines bosses to guarantee job security to white miners once the job reservation has been scrapped on the South African mines.

South Africa's black domestic workers' associations have threatened to call members out on strike because of the low wages and conditions of employment metered workers.

The Domestic Workers' Employment Project (Dwep) has also complained of harassment and assault on their members by employers. They intend holding meetings with employers.

The continued detention of trade unionists has been condemned by the International Confederation of Free Trade Unions (ICFTU). This reaction was intensified following the detention and release of Ms Di Cooper, member of the General Workers' Union (GWU) last week.

Ruling shows distinction between

By Sheryl Raine

A clear distinction between the lawfulness and fairness of dismissing strikers emerged in a significant Industrial Court ruling this week.

The Industrial Court also indicated it would jealously guard its right to judge the fairness of dismissals despite recent employer attempts to apply to the Supreme Court to support the lawfulness of their actions in dismissing strikers.

This week Dr Daan Ehlers, president of the Industrial Court, spelt out reasons why the court earlier ordered the reinstatement of black miners fired for striking from Gencor's Marievale gold mine on September 3.

Dr Ehlers dismissed arguments by the employers that because the Supreme Court had earlier ruled the dismissal and ejection of Marievale's striking miners

was lawful, their dismissal was also fair. Dr Ehlers pointed out that no jurisdiction had been given to the Supreme Court to determine unfair labour practices. That was the job of the Industrial Court under the country's labour laws.

Although the Supreme Court had decided in terms of common law that the dismissals were lawful, the Industrial Court still had every right to order their reinstatement after considering the fairness of the dismissals.

The Industrial Court had harsh words for Marievale Consolidated Mines Ltd.

By rejecting arbitration or mediation as means to settle its wage dispute with the National Union of Mineworkers, the company had shown "an adamant attitude," the court found.

Adopting "an adamant, negative or uninspired approach" during negotiations resulted in the "spirit of

the Labour Relations Act being defeated. "From the papers before court, it appears the company made unilateral wage increases followed by notices on more than one occasion to employees, to the effect that should they strike they ran the risk of being dismissed. Video films to the same effect were also shown to them (the employees)."

"It would appear that the company adopted what could justifiably be termed a paternalistic attitude towards its employees."

The court said the union must have realised no other options apart from striking were available to it in order to resolve the dispute.

The company appeared to be solely concerned with the lawfulness of its actions and paid little or no heed to the fairness of its decision.

Failure to attend to the fairness of dismissing the strikers was not conducive to generating conciliatory

or sound industrial relations.

"Although other mining houses gave reconsideration to wage increases and with the exception of two of them, reached a settlement with the union, Marievale refrained from giving reconsideration to wage increases. This was despite the fact that the company possessed the financial means to meet the wage increases required of it."

Two other Gencor mines hit by the miners' strike, Matla Coal Ltd and the Transvaal Navigation Collieries, reinstated dismissed employees.

Although Marievale was aware of an agreement with the union not to evict employees from the mine hostels, it continued evicting employees and then told the Industrial Court that "no worker was removed from the premises against his will".

"The manner in which the company repeatedly issued warnings to employees of the risk of dismissal if

they participated in the strike could hardly be described in the circumstances as evidencing a placable intent to diffuse the dispute," the court said.

The court noted Marievale had even dismissed a worker who had been on leave and was not involved in the strike. The court regarded this act as a further "show of unilateral high-handedness".

Instead of embarking on a wildcat strike, the union had given consideration to the dispute-settling machinery provided for by law. When these means failed, the union acted responsibly by holding a strike ballot, a national conference and issuing strike rules.

The two-day strike resulted in no damage to property and was conducted in an orderly manner.

With the union's behaviour in mind, the court declared the dismissals unfair.

143

W. Mail

Now Marievale suspends officials

By SEFAKO NYAKA

THE assistant hostel manager and an induna at the Marievale Consolidated Mines Limited were suspended from duty this week after a Rand Supreme Court justice granted an interim order restraining them from either assaulting or killing two members of the National Union of Mineworkers

The order, granted by Justice Gert Coetzee, restrains manager Frans Johannes Spamer and a man known as Mpinga from interfering with NUM Marievale chairman Solomon Mlungisi Nelani and Ferguson Nofotyela, a senior NUM shaft steward and former strike committee member.

The urgent application was brought by Nelani, Nofotyela and Kenneth Mosime, acting general secretary of NUM.

In papers before the court, Mosime said the union was told by Exstuart Zwelakhe, a mine clerk at Marievale, that Spamer had been, and still is, determined to prevent Nelani from returning to the mine.

On October 31 this year, an Industrial Court ordered Marievale to reinstate union members who had been dismissed on September 1 during the legal strike which followed the breakdown of negotiations between the union and the mine.

In an affidavit, Zwelakhe said sometime in September this year he was told by Spamer that a man named Solomon (Nelani) had caused all the trouble at the mines and that if he ever saw him on the mines he should assault him or kill him, if possible.

Around the middle of October, Nelani returned to the mine. Zwelakhe told him he wanted to see him privately.

"We could not talk privately on the mine, because there were too many people around. We therefore took the bus to Duduza, and I there spoke to him and told him what Spamer had said to me," said Zwelakhe

Zwelakhe said he also told Nelani he

ONLY about 160 of the more than 500 miners dismissed at the Marievale gold mine two months ago have been reinstated.

The majority are still trapped in Lesotho, Mozambique and the "homelands" because they are unable to obtain the necessary clearance.

According to a National Union of Mineworkers (NUM) official, the Employment Bureau of Africa (Teba), the employment wing of the Chamber of Mines, is reluctant to give clearance to the affected workers

A Teba spokesman said his office had not received any instructions from Gencor, the company which runs the mine, to grant clearance.

Harry Hill, public relations officer at Gencor, said the court had made it NUM's responsibility to get its members back to the mine

On October 31, an Industrial Court granted an order reinstating NUM members dismissed at Marievale during a legal strike.

The court ordered that Marievale and NUM agree on the number of miners to be reinstated before next Friday.

Lesotho's senior labour representative in South Africa, John Lefosa, said his government has not taken any action concerning the workers still in Lesotho because "we

was a union member and would keep him informed of what he heard

"A few days later, Spamer said he wanted to lay a charge against Nelani because he (Nelani) had sworn at him. He said that we (Zwelakhe and others brought into the plot) must try to provoke Nelani so that he would assault us or other people and he (Spamer) would then be able to charge him and take him to court.

"Spamer kept on saying to me, when I saw him, that if I saw Solomon I must 'send him away' "

On one occasion, Spamer allegedly told Zwelakhe and another employee that he wanted to make mincemeat of Nelani

Reinstated miners can't return

have not received a copy of the court ruling".

He said, however, that from reports reaching his office, "a substantial number of Lesotho nationals have already been reinstated"

This comes shortly after South Africa's Minister of Manpower, Pietie du Plessis, denied the government was to repatriate large numbers of foreign workers

But in what was believed to be a clear warning to the international community that South Africa may resort to such action in the event of damaging sanctions, Du Plessis revealed that contingency plans were being drawn up. Consultation on their possible implementation had taken place and would continue

Du Plessis' statement is seen as a back-down on an earlier decision to send miners home — "a small number, nothing that will destroy anyone's economy"

When the matter was reported to the union, it was decided conversations with Spamer should be recorded.

Zwelakhe said he recorded conversations he had with Spamer and with Mpinga.

According to his affidavit, Mpinga said he wanted to form a group to kill union members at Marievale

People specifically named as those to be attacked included Nofotyela and Nelani.

There were discussions on how this was going to be done.

"Mpinga said that Spamer did not like us to use guns. He also said we could plan the attacks at bioscope time, when there were few people

The earlier decision was reportedly taken to "create jobs for South African citizens", but after the news leaked, Du Plessis was forced to make a hurried somersault

According to reports, the State Security Council had recommended the phased return of South Africa's 1.5-million foreign workers to their home countries

More than R650-million of Lesotho's R700-million budget is derived from remittances from about 139 000 of its citizens working in South Africa

NUM had earlier warned it might call a national strike if the government goes ahead with its plans.

At the union's congress in Welkom in August, NUM decided to call a national strike if the government proceeded with the repatriation of foreign workers

A large number of NUM's officials at the mines are Lesotho nationals and NUM warned that the government would be seeking confrontation with the miners if it carried out its "provocative threat

"This might be one way the government hopes to pull the union into line, realising the growing militancy of the workers," said Marcel Golding, NUM publicity secretary

about.

"The essence of what Spamer said was that I should 'send Solomon Nelani away', 'f him up', cut his tendons, or even burn him if I could.

"He also said that a team must be put together to assault the union leaders, one by one at the mine in order to intimidate them and others into leaving the mine."

In a statement, the chief executive of Gencor's Gold and Uranium Division, W B Evans, said Marievale is not a party to the dispute.

"Both employees have been suspended pending the outcome of a full enquiry into the facts and circumstances "

12
10
11
12
13
14
15
16
17
18
19
20
21
22
23
24
25
26
27
28
29
30
31
32
33
34
35
36
37
38
39
40
41
42
43
44
45
46
47
48
49
50
51
52
53
54
55
56
57
58
59
60
61
62
63
64
65
66
67
68
69
70
71
72
73
74
75
76
77
78
79
80
81
82
83
84
85
86
87
88
89
90
91
92
93
94
95
96
97
98
99
100

Historic mine body for Southern Africa

Case 1016 21/11/85
143
HARARE Mine workers' leaders from five Southern African countries, including a 25-man delegation from South Africa's National Union of Mineworkers, agreed to form a regional federation during three days of talks which

ended here yesterday. The South African union's delegation was led by NUM head Mr Cyril Ramaphosa, who was elected president of the Southern African Miners' Federation. Mine union representatives from Zambia, Botswana, Lesotho and Zimbabwe attended.

The talks were held against a background of South African threats to expel as many as 1,5 million migrant workers, most of them employed in the country's gold mines, if the international community imposed economic sanctions against the Pretoria government over apartheid.

Most of those workers come from neighbouring black-ruled countries.

One resolution stated "The Southern African Miners' Federation will resist this measure of the apartheid government and will take concerted militant action should the regime go ahead with the repatriation policy" — Sapa-
Reuter

21/11/85
rulings

Gencor to ask for review on court

143

3 Day

Gencor is to ask for a review of an industrial court ruling ordering the Marievale mine temporarily to reinstate workers fired after a legal strike.

Gencor yesterday declined to comment on the Marievale case, but said it would take it on review to the supreme court.

A leading industrial relations expert, Professor Johan Piron of Unisa's School of Business Leadership, said yesterday that the temporary reinstatement order did not place a blanket ban on the dismissal of legal strikers.

CLAIRE PICKARD-CAMBRIDGE

"The judgement is a complex one and I fear employees may perceive that they cannot be dismissed"

He said that the judgment did not make any blanket rules, but concerned an alleged unfair labour practice in a particular case.

It showed that the court would look at circumstances and conduct in every case and that if an employer were to act unfairly, the workers could be re-instated.

He said the rationale behind the judgment was consistent with widely supported beliefs concerning the position of legal strikers.

But he believed it was an overstatement to believe large inroads had been made into managerial prerogative.

The principles applied in the case had not dramatically changed the current position.

They were an application of the rules of equity laid down by the industrial court in a particular set of circumstances.

Unions would be encouraged to follow legal channels and recognition agreements — which set down mutually acceptable procedures — would regulate the position of legal strikers more comprehensively.

The National Union of Mineworkers (NUM) said yesterday the court's ruling meant workers could see a legal strike as being legally permissible without fear of being necessarily liable to dismissal.

The NUM said it proved that unbending attitudes — sometimes governed by 'exploitative motives' — could be met by the collective power of legal strikers.

LABOUR DISPUTES

Minister on review

The Department of Manpower (DoM) has given the National Union of Mineworkers (NUM) and Anglo American's Vaal Reefs mine new headaches in a dispute which is already very complicated

The NUM and Vaal Reefs are locked in a legal battle over four workers who were dismissed in April shortly after the massive

strike at the mine which led to the sacking of 14 000 black miners. Earlier this year the mine was granted a *rule nisi* in the Supreme Court to evict the four from its hostels after its lawyers argued that their dismissal was lawful because they had breached their common law contracts of employment. The full case will be heard next year.

The union, in the meanwhile, launched an application in the Industrial Court to have the four reinstated on the grounds that their dismissal constitutes an unfair labour prac-

tice. Vaal Reefs opposed the Industrial Court application arguing that the court did not have the right to hear the matter. One of the points Vaal Reefs raised to support its contentions was that the Industrial Court is subordinate to the Supreme Court and cannot issue orders which would undermine the superior court's ruling (*Current Affairs* October 25). The court has rejected the mine's arguments and asserted its right to hear the matter. This decision is being taken on review in the Supreme Court. Argument will

NELSON MANDELA

To release or not to release

FEATURE

If Nelson Mandela were to die in prison, many suspect that his death would unleash a degree of violent protest that would make the past year's townships mayhem look tame by comparison.

At this stage, of course, government shows no sign of reconsidering its conditional offer of release. Nor is Mandela likely to renounce violence as a means to an end if it were to tie his hands without necessarily holding out hope of meaningful political gain.

Hypothetical as it is, the question is nevertheless worth examining. What would happen if government were to accede to near universal demands and release the world's most famous political prisoner?

(It is worth recalling that some Cabinet Ministers, like Pik Botha, favoured releasing Mandela before the President laid down his condition.)

Would his release check SA's endemic political turmoil — the root cause of our financial bleakness — and lead to a negotiated settlement? If Mandela were back in circulation, could he, Moses-like, contain the feral youth of the townships? Would relations between Mangosuthu Buthelezi's Inkatha and the ANC be patched up or precipitate a bloody, black power struggle? Would he automatically become head of the United Democratic Front (UDF)? What of Azapo's reaction? Would the ANC be unbanned?

A number of intriguing questions and scenarios present themselves.

First, it is possible that government could simply release Mandela and promptly place him under house arrest. This might reduce some of the world pressure on Pretoria for his release — for which there are now medical grounds.

In fact, since Mandela's recent operation, one of the businessmen who visited the ANC in Lusaka a month ago, Premier's Tony Bloom, says he has now come round to the opinion that Mandela ought to be released "unconditionally, perhaps to another coun-

try"

However, points out Institute of Race Relations Director John Kane-Berman, one of the reasons for government's reluctance to release Mandela may be a fear that he would go abroad, be feted by the UN and certain governments which might then recognise the ANC as the "sole and authentic" representative of the SA people, a virtual government-in-exile, which would be dangerous.

Wits University's Tom Lodge adds that it would be difficult even for Margaret Thatcher, who refuses to meet Oliver Tambo, to refuse meeting Mandela.

So long as he remains incarcerated, Bloom points out, Mandela is imbued with a kind of superhuman aura. Bloom confirms that the ANC is very keen to see Mandela released. Tambo signifies he will immediately relinquish the ANC presidency if Mandela is released. The businessmen looked closely for signs of envy or rivalry on Tambo's part and saw none. Kaunda, too, strongly urged them to "whisper to PW" the need for Mandela's release.



Kane-Berman

It is difficult to predict what would flow from Mandela's release. But despite the complexities involved it is a necessary political step for SA, says Kane-Berman. You cannot eliminate the ANC by exiling it, he points out.

According to Kane-Berman, Mandela is (ironical as it may seem) the most successful politician in SA of the last 20 years (the time during which he has been incarcerated). He hasn't made any mistakes. He is clearly

ly a figure of great political and symbolic importance. If he were released, there would be enormous popular excitement.

However, releasing Mandela might not be the "quick fix" many think it would be, cautions Kane-Berman. Would he end up being a "seven-day wonder" and evaporate from the scene a la Swapo's Andimba Toivo ja Toivo?

This would depend on two things, says Kane-Berman. One is lifting the ban on all

political parties, including the ANC, secondly, the degree of internal democracy within the ANC. Assuming the ANC is de-restricted, it is possible that some of its exiled leaders would want to return home to SA; others, more militant, would want to remain on the outside. Lodge doubts that Mandela's release would precipitate in the ANC any power struggles around a "national figure".

The key question, Kane-Berman observes, is *what would Mandela do?* What strategies would he pursue, and how would he begin to mobilise his followers in a way that can successfully bring government to a negotiating table — assuming negotiation rather than revolutionary violence would be the goal of a freed Mandela?

For this reason it would be important for the ANC to be unbanned so that it could contest the political marketplace and reveal its constituency. To date, only opinion polls and received knowledge suggest that the ANC is the most popular organisation in the land.

One outcome of Mandela's release could well be the intensification of traditional black nationalist rivalries. The ANC and Inkatha are at each other's throats, so too are UDF and Azapo. On the other hand, it may be assumed that an unbanned ANC would swallow the UDF which, except for its disavowal of violence, is a kindred spirit.

It would be naive to assume that immediate calm would be restored in the townships, says Kane-Berman, who wonders whether the ANC's popularity would hold once the violence ceases and media coverage (which benefits the ANC) abates.

Who is going to capitalise on the subsidence of violence, asks Kane-Berman, adding that the only certainty here is that both the ANC and Inkatha are key forces in black politics.



Tambo

~~(211)~~ ~~(212)~~ ~~(213)~~ GCM 22/11/85

be heard in the near future

In accordance with standard practice, the NUM asked the DoM to appoint conciliation boards to consider the disputes at the same time as it launched the Industrial Court action

The DoM has now appointed three conciliation boards to consider the disputes long after the 30-day period the Labour Relations Act allows for such appointments. But it has thrown an additional spanner into the works.

The terms of reference of two of the boards, which each cover one of the four workers, include the consideration of an unfair labour practice. But the third, which covers the two other workers, cannot consider an unfair labour practice because the Minister of Manpower has chosen to exclude this from its terms of reference. This means that these two workers cannot approach the

Industrial Court for a final determination if their dispute is not settled in talks at the conciliation board

The NUM has decided to take the Minister's decision in respect of the third conciliation board on review to the Supreme Court. In the meantime, Vaal Reefs and the union have agreed to postpone the conciliation board talks until the review has been heard. They have submitted an application to the DoM for a 60-day extension of the boards. ■

ALTERNATIVE POLITICS

The weird turn pro

It was American Gonzo-journalist Hunter S Thompson who liked to remark "When the going gets weird, the weird turn pro." Now

the going in SA has certainly been getting weird so it should not be surprising that some very peculiar plans for a future SA are being promoted in all earnestness.

The latest movement is called "South Africa '51" and is being promoted by the "Confederate Party of SA." It is the brainchild of a Benoni banker, Paul Moolman, and the main thrust is that SA must become the 51st state of the United States. Seriously. And he is now getting support from Dr John Hund of the Bophuthatswana University's Law School. Makes you think, doesn't it?

Says Moolman in his organisation's first newsletter "The recent bye-elections (sic) have shown a massive swing to the right, which increases the possibility of sanctions as well as the threat of confrontation. Due to the unrest, the white backlash is understandable, but time is running out for SA, so

Concern over colliery deaths

Inquiry into blast at mine

113

22/11/8
SOWETAN

THE National Union of Mineworkers and the Government mining engineer will today hold an inquiry into the incident at Witbank's Riet-spruit colliery in which two miners died.

The inquiry comes a week after the two miners, Mr Johannes Thoko, of Tafelkop near Groblersdal, and Mr Ivan Futshase of Colesberg were found dead.

A union spokesman told **The SOWETAN** yesterday that the workers died after a blast at the colliery last Monday. The incident has caused concern among the miners.

The concern deepened after workers discovered that Mr Thoko's body was found a few days after the search. They contend that management did not report his death to the union, according to the spokesman.

A spokesman for Rand Mines, which owns the mine, confirmed the incident and said that an inquiry would be held today.

Meanwhile NUM's general secretary, Mr

SOWETAN Reporter

Cvni Ramaphosa has been elected president of the new federation of mine workers in Southern Africa. The election took place in Harare this week.

Unions from Zambia, Mozambique and Zimbabwe took part in the formation of the federation.

The federation also resolved to improve working, living, safety, health and education conditions for miners in member countries.

The formation of the federation comes in the wake of South African threats to expel as many as 1,5 million migrant workers, most of them employed in the country's gold mines.



THE PRESIDENT'S COUNCIL

Deracialising the economy

Yet another committee of the President's Council (PC) has come out strongly in favour of scrapping key aspects of apartheid. The report of the committee for economic affairs tabled at the council's plenary session in Cape Town this week says no one should be restricted from participating in the economy on racial grounds.

It proposes the scrapping or amendment of all apartheid measures preventing blacks, coloureds and Asians achieving full "equivalence" with whites in business. If accepted by government and implemented, the report could mean an end to apartheid in business. All business and industrial areas would be open to entrepreneurs of all races and they would be subject to the same standards and regulations.

The committee had been asked by President P W Botha to investigate a strategy for small business development and for deregulation.

Apart from slamming apartheid, the committee also makes sweeping suggestions to cut red tape in the small and informal business sectors (see *Business*).

The report follows a call in September by the PC's constitutional committee — later backed by the majority of the full council — to scrap influx control. The suggestion is being studied by government.

The economic affairs committee, under chairmanship of Francois Jacobsz, found that the Group Areas Act (GAA) as it affects the economic activities of Asian, black and coloured entrepreneurs "is in direct conflict with the objective of increasing the participation of economically less developed communities in the economy and of improving their perception of the merits of the free-market system."

Privileged access for white businessmen could not be reconciled with the nature of the market, which recognises only the ability to pay and the ability to supply, the committee said.

It recommends "That discriminating legislation applicable to businessmen of the Asian, black and coloured population groups be repealed or amended insofar as may be necessary to achieve a situation where all businessmen in South Africa operate their businesses in terms of procedures and subject to standards which are in all respects equivalent, providing that existing alternative standards which are less costly and more simple should be retained without distinction on the basis of race to take into account the needs of developing communities in South Africa."

The committee suggested the establishment of a technical committee with private-

sector representation under the Department of Constitutional Development and Planning to urgently investigate apartheid laws affecting business.

It lists seven apartheid measures which it said should be immediately investigated. These are:

- The Black Administration Act,
- The Black (Urban) Areas Consolidation Act,
- The Group Areas Act,
- The Community Development Act,
- Influx control,
- Real rights for blacks to own land, and
- Land use and (black) township establishment.

The committee effectively urges government to open all business and industrial areas and not just CBDs to trading by all races. It also rejects the "local option" concept being applied at present to applications for open CBDs. "This 'local option' as it exists in practice, although not on the statute book, could work against the participation of Asian, black and coloured business communities in those towns and cities where attitudes are not sympathetic to the accommodation in business of these communities," the report says.

It points out that in an economically integrated society, the economy is indivisible and group restrictions on access to business could hardly be regarded as being in the best interests of society as a whole and of the developing communities in particular.

It suggests that participants in the informal business sector (mainly in black communities), which provides employment for an estimated 2m people, be "nurtured" rather than "persecuted".

In particular, the committee recommended that "pirate taxis" be encouraged as a valuable means of transport and that regulations be eased to make licences and permits more readily available to operators.

Black, coloured and Asian residential areas should also be more carefully planned to make provision for properly structured trading areas in the same way that white areas are structured according to strictly enforced town planning schemes.

X FM 22/11/85
INDUSTRIAL COURT

The right to strike

The Industrial Court has handed down the long-awaited reasons for its decision to order the reinstatement of several hundred miners dismissed from the Gencor-managed Marievale mine during the legal wage strike in

September.

The judgment does not lay down any specific guidelines which employers should follow in the case of a lawful strike. But it strongly criticises a number of actions taken by Marievale management and gives some idea of the general view the court is likely to take in similar circumstances.

On the merits of the case, the judgment rejects Marievale's argument that a reinstatement order would amount to giving employees a licence to strike. In fact, it contends that a reinstatement order may well convince



Miners ... rights reinforced

other employees who may be planning to strike illegally to rather use the conciliation procedures in the Labour Relations Act. It "may thus serve as a useful example to other employees on the mines."

In rejecting Marievale's contention that the National Union of Mineworkers (NUM) had failed to exhaust conciliation procedures before striking, the court points to conciliation board minutes showing that the union supported mediation and arbitration, while employers — through the Chamber of Mines — rejected the idea.

The court also rejects Marievale's allegation that the union had deliberately embarked on a process of confrontation "to show its members and the world it could bring the mining industry to its knees." This is "inconceivable," says the court, given that the union used all available dispute-settling mechanisms. In addition, the union did not call a strike at mines where a wage settlement had been reached. "This can hardly be said to be reconcilable with bringing employ-

ers to their knees," says the court

Observing that "there appears to be an obligation on parties to a dispute to adopt a *bona fide*, objective and flexible attitude," it describes Marievale's approach as "adamant, negative and uninspired"

The court also accuses the mine of adopting a paternalistic attitude towards its employees by unilaterally implementing wage increases and notifying workers that they faced dismissal should they strike

On the NUM's decision to strike, the court says the union "must have realised that no other options were available to it (and) subsequently resorted to strike action"

The judgment concludes by noting that

- Marievale paid little or no heed to the fairness of its actions,

- This is not conducive to generating conciliatory or sound industrial relations,

- The company did not reconsider the wage increases it implemented unilaterally, despite the fact that other members of the chamber did and although it had the financial means to do so,

- Two other Gencor mines reinstated dismissed workers but Marievale did not,

- Despite awareness of an agreement to the contrary between the union and other Gencor mines, Marievale continued evicting employees from its premises soon after the strike,

- The company breached the recognition agreement between the chamber and the NUM to which it is a party,

- The mine displayed an implacable attitude by its statement in court that no prospect for conciliation existed,

- Although the NUM branch chairman on the mine was on leave during the strike, he was dismissed, "a further show of unilateral high-handedness on the part of the company," and

- The union conducted a ballot and issued rules prior to the strike. The strike was conducted in an orderly manner

The judgment dismisses contentions made by Marievale that the NUM had no *locus standi* to act on behalf of its members in the case. It also rules against Marievale's claim that the Industrial Court did not have jurisdiction over the case because the Supreme Court had previously decided the dismissals were lawful. The function of the Industrial Court, it says, is to consider matters on the basis of fairness and equity, and it is the only South African court able to do this. Marievale has announced its plans to challenge this ruling in the Supreme Court

MINISTERIAL SACKING

Boetie bites back

Ebrahim "Boetie" Abramjee, the sacked former Budget Minister in the Indian House of Delegates (HoD), is threatening to pull the whole house down, and with it the credibility and workings of the tricameral system itself, if he is not given satisfaction over his minis-

terial demise

He believes that if his National People's Party (NPP), led by HoD leader and minister without portfolio Amichand Rajbansi, feels that he was right over his debacle with the State President, then it should, at the least, "prorogue the HoD until a satisfactory response is received"

Another tactic, he believes, is for the HoD to block all legislation or refuse to pass the Budget, thus bringing the system to a halt — if only temporarily, since the President is entitled to rule without the other Houses

"This would be political suicide for the country's image abroad if the State President is seen to have these arbitrary powers in a so-called democracy," he explained

If this does not happen, one option open to him, he tells the *FM*, is to switch his membership — and that of a handful of other NPP MPs who support him — to the opposition Solidarity Party led by Jayaram Reddy. This would immediately make Solidarity the majority party in the HoD and neatly shaft Rajbansi and the NPP out of office. According to Abramjee, Solidarity have already offered him the chairmanship (*sic*) of the Indian Ministers' Council (Rajbansi's post) or "any post" he wants, if he joins them

That would really place State President P W Botha in a quandary. Would the President then simply side-step the Indian House, as he is entitled to do? And if so, what would remain of the already battered credibility of the tricameral constitution?

Abramjee, who says there has been an "elaborate and orchestrated plot" against him, further tells the *FM* he plans to make certain "political dynamite" revelations about government workings whose "constitutional repercussions could leave the whole tricameral system in chaos"

All this comes in the wake of Botha's dismissal of Abramjee, apparently for breaching Cabinet confidentially by preempting Botha's announcement of the go-ahead on the R3,5 billion Mossel Bay gas extraction scheme which was known to be on the cards for at least a year — and which is set to be a boon to the depressed eastern Cape

The swiftness of Botha's boot (he telephoned Abramjee at his Port Elizabeth hotel at 8.15 am last Thursday to demand his resignation after Abramjee's remarks had appeared in the *EP Herald*) surprised most people and reinforced the notion that the President was gunning for the minister

The punishment seemed out of all proportion to the crime, which Abramjee rejects having committed. He was fired on the basis of "conjecture and conclusions" made by journalists

Rajbansi called it "a technical transgression rather than an act of dishonesty". It is the first time an SA minister of whatever description has been fired. Many have pointed out that Cabinet ministers have in the past committed breaches of form at least as serious, without being fired

Indeed, Abramjee, the controversial MP for Laudium who was elected on the strength of an uncommonly high percentage of so-called special votes in August 1984, tells the *FM* that Botha's action shows a "double standard" at least — and perhaps even a racial one

He asks why Information Minister Louis Nel, for example, was not sacked after his secret visit to Renamo bases in Mozambique

Abramjee, who is determined to remain an MP, was due to meet with Rajbansi as the *FM* went to Press, in order to decide his future with the National People's Party (NPP) which holds, only just, the majority in the HoD

HOUSING

Mixing it, slowly

A residential property development at the Strand (Cape), which will arise on white land re-proclaimed for coloured occupation, appears to be a significant softening of government's attitude towards providing areas for coloured housing and could be an indirect step towards non-racial suburbs

Although speculation that the development, to be called Southfork, would get the official go-ahead to be an "open" area has been disproved, it is understood that this is more because of the critical shortage of land in the area for coloured housing than due to political disapproval

Southfork is the first land provided for coloured housing in the Strand area for at least 15 years

The developer, Doug Harrowsmith of Cape Town, believes government's willingness to re-proclaim white land for sale to other groups opens the way for similar moves in other, as yet undeveloped, white areas

This would not only ease the shortage of land for coloured and Indian (and even black) housing, but also offer more wealthy people in those communities higher quality housing and a better environment than they have to put up with in many of the townships where they are now forced to live

Perhaps significantly, the development is located within Constitutional Development and Planning Minister Chris Heunis's Helderberg constituency. Heunis, probably the most reform-minded man in the Cabinet, has the odious task of administering the Group Areas Act (GAA), but he is understood to be taking keen interest in its modification. Coloured Local Government, Housing and Agriculture Minister, David Curry, is believed to be watching the development with equal interest

Southfork provides for about 300 plots. The development is aimed at buyers with R45 000 or more to spend. It is situated on the Gordons Bay side of the Strand in what is considered to be a good position close to the beach, shops and transport

The land is zoned a white group area. Harrowsmith applied to sell to coloureds and

25/11/75

Namibian ban on foreign trade unions

~~South Africa~~
Africa
News Service
WINDHOEK — Officials of the South African Union of Mineworkers (NUM) have said they are taking legal advice about new Namibian legislation which effectively prevents foreign trade unions from operating in the territory.

The new law which was passed without objection or comment by the national assembly in Windhoek last week also bars non-residents of Namibia from becoming involved in trade union organising in the territory.

Mr Howard Gabriel, national safety officer of the NUM told the Namibian newspaper in Windhoek that the NUM was in the process of negotiating to register inside Namibia.

DIAMONDS

Mr Gabriel said union officials had held talks with management of Consolidated Diamond Mines (CDM), which operates the massive diamond workings at Oranjemund.

However the NUM had been instructed this week by Windhoek's department of civic affairs and manpower to postpone its plans for the opening of a branch here.

The NUM has 230 000 signed-up members and 100 000 paid-up members, said Mr Gabriel, adding that it would be an advantage for Namibian miners to be members of such an organisation.

Mr Gabriel said "This legislation is a complete turnabout from the earlier standpoint of the authorities. It appears to NUM that the present interim government is going the route of all the

so-called homebased in South Africa by banning trade unions from operating in the territory."

"Like Boputhatwa, Maseko and Oshana the interim government is clearly restricting the right of workers to freedom of association."

The new law was described as 'nothing unusual' by deputy civic affairs Minister Dr Siegfried Tjorokisa. Speaking in support of the bill in the national assembly he said that "Namibians should do their thing without outside interference."

Mine union to seek registration in Namibia



The Star of Africa News Service

143

Officials of the South African Union of Mineworkers (NUM) have said they are taking legal advice about new Namibian legislation which effectively prevents foreign trade unions from operating in the territory.

The new law, which was passed without objection or comment by the National Assembly in Windhoek last week, also bars non-residents of Namibia from becoming involved in

trade union organising in the territory.

Mr Howard Gabriel, the national safety officer of the NUM, told *The Namibian* newspaper here that the union was in the process of negotiating to register inside Namibia. Union officials had held talks with the management of Consolidated Diamond Mines (CDM) which operates the massive diamond workings at Oranjemund.

However, the NUM had been instructed this week by Windhoek's Department of Civic Af-

fairs and Manpower to postpone its plans for the opening of a branch here.

The NUM has 230 000 signed-up members and 100 000 paid-up members, said Mr Gabriel, adding that it would be an advantage for Namibian miners to be members of such an organisation.

He commented "This legislation is a complete turnaround from the earlier standpoint of the authorities. It appears to NUM that the present interim government is going the route of

all the so-called homelands in South Africa by banning trade unions from operating in the territory.

Like Bophuthatswana and Ciskei, the interim government is clearly restricting the right of workers to freedom of association."

The new law was described as nothing unusual by Deputy Civic Affairs Minister Dr Siegfried Tjorokisa. Speaking in support of the Bill in the National Assembly, he said that "Namibians should do their thing without outside interference".

CP MPC

Jewish schools wait

Cusa reject multi-racial federation

Dispatch Correspondent

DURBAN — The Council of Unions of South Africa (Cusa) is heading for a showdown with the proposed new superfederation of unions to be launched here this weekend

He added that they believed that any federation of the working class should identify with and participate in the national liberation struggle.

DISPATCH
143
27/1/85

The Natal coordinator of Cusa, Mr Norman Middleton, said yesterday it would be contrary to "working class unity" to create new organisations where democratic worker-control unions had already been established

Cusa and the Azanian Congress of Trade Unions (Azactu), have broken away from the superfederation because they want to retain their "all-black identity"

Mr Middleton said in a statement on behalf of Cusa and Azactu

"We believe in the principle of worker control based on anti-racism, non-racialism to build a non-exploitative democratic society based on the leadership of the black working class

"Our belief of a new federation is a federation which would unite the majority of organised black workers in our country, expressing the true aspirations of black workers and not accommodating the aspirations of a minority leadership

Of negotiation

(143)

Mine strike ruling heralds new era

Industrial relations practitioners received an in-depth briefing on the implications of a recent Industrial Court decision reinstating members of the National Union of Mineworkers who were dismissed for striking at Mathevale Mine. Consultants Mr Andrew Levy and Mr Johan Piron urged a more conciliatory approach to negotiating with trade unions, especially in dealing with strikes.

ANDREW BEATTIE reports

The strike had almost come of age as a legitimate worker response in redressing grievances, industrial relations consultant Mr Andrew Levy told delegates at a seminar yesterday.

Mr Levy said he detected "a beginning of the type of thinking we see overseas" in the approach of the Industrial Court to the case involving a strike by National Union of Mineworkers (NUM) members at Mathevale Consolidated Mines.

Employers had to accept that workers who went on strike after strictly adhering to legal channels were not being ungracious or committing a crime, but were acting in a legitimate way", he said.

The cause of the strike was a refusal to pay reasonable wages. This demand was "legitimate and reasonable in that

the existing wages in the industry, even after the increases conceded by the company, are unacceptably low", the court decided.

Reference to the 'ultimate purpose of the union in approaching the court, to bring the mining industry to its knees' were far-fetched. The union would not have settled with the other mining houses, it found.

However, the court's decision did not entail a general prohibition on firing workers. The ruling applied to a specific case only and could not be interpreted as a sweeping precedent applicable to all strikes. Each case would be viewed individually to establish equity, Mr Levy said.

In ruling the dismissals had been 'unfair' the court said 'A negative, unmissed and paternalistic approach

in a strike details the part of the Labour Relations Act and aggravates the labour relationship.

There appears to be an obligation on parties to a dispute to adopt a bona fide, objective and flexible attitude in settlement negotiations", the court said.

It decided the union had acted in an "institutionalised way as opposed to taking ill considered and violent action".

The Rand Supreme Court ruling that the dismissal of the striking workers by the company was "lawful" under common law principles was rendered ineffective by the Industrial Court's decision, Mr Johan Piron, an industrial relations consultant said.

The employer could be compelled by a criminal sanction to reinstate the

workers and to compensate them for accommodation if it refused to allow them to live in the hostels.

This was because of differences between private and public law. In common law the right to strike does not exist. The Industrial Court, however had to exercise an equitable jurisdiction and in doing so ask whether the employer acted fairly. He said.

The company had rejected the willingness revealed by the union to resort to arbitration or mediation to resolve the dispute, thereby revealing a placable attitude", the court found. Because of this the union had no option available other than to strike.

The court has jurisdiction after there has been an attempt at negotiating between the parties. It is long before the process got under way.

Rather than issuing ultimatums, disputing parties should adopt a conciliatory approach. The court is regarding the legislation in its broadest sense and will probably favour the party who has attempted to adopt these means. Mr Levy concluded.

The NUM in the first edition of its newspaper NUM News said mine managements had to realise dismissing workers did not solve their industrial relations problems.

The unions wage dispute with General Gold Field and Anglovaal remained unresolved it said.

We want serious negotiations on the removal of mining apartheid starvation wages and improved health and safety.

not a case of whether you have the right but rather whether you should exercise it," said Mr Levy.

The important lesson of the Mathevale case was that negotiation during a strike was more important than the result from a legal point of view. Mr Levy and Mr Piron concluded.

Even if striking workers were dismissed, in the light of the Mathevale decision employers could not regard them with disquieting indifference.

While the factor of legality in a strike was important, lawfulness of action was not enough. It also had to be fair. Mr Levy said.

Events leading to the Mathevale strike made it clear in future unions would ensure strike action was legal.

"The union's strategy was in place

and safety".

Showdown looms in worker unity

Own Correspondent

DURBAN — The Council of Unions of South Africa (Cusa) is heading for a showdown with the proposed new super-federation to be launched here this weekend.

Mr Norman Middleton, Cusa co-ordinator, said yesterday that it would be contrary to the 'working-class unity' to create new organizations where democratic worker-control unions had already been established.

Cusa and the Azanian Congress of Trade Unions (Azactu) have broken away from the super-federation because they want to retain their 'all-plant identity'.

Mr Middleton said in a statement on behalf of Cusa and Azactu that the two groups believed in the principle of worker unity.

Our idea of a new federation is a federation which would unite the majority of organized

Dutch workers in our country expressing the true aspirations of Dutch workers and not accommodating the aspirations of a minority leadership.

'Azactu and Cusa remain committed to discussing the basic working-class unity with true worker-controlled organizations, he said, adding that they believed that a federation of the worker class must identify with and participate in the national liberation struggle.

Azactu and Cusa have called on all organizations of student, domestic and civil workers' bodies to join them in establishing trade union regional solidarity committees.

They also called for the ending of the state of emergency, the development of a workers' union, the insulation of unemployed workers, protection and the formation of solidarity alliances in the community.

Trade union councils to promote solidarity

143
27/11/85

By Chris More

The Council of Unions of South Africa (Cusa) and the Azanian Council of Trade Unions (Azacatu) yesterday announced a seven-point programme aimed at consolidating ties between worker and community organisations

The councils have considered, among other strategies, calling a national strike if the state of emergency is not lifted by December 31

At a Press conference in Johannesburg, the two councils also outlined their attitude towards the super-federation, the Congress of South African Trade Unions (Cosatu)

In a statement, the two unions acknowledged the formation of Cosatu and included the super-federation among worker organisations invited to participate in their programme of action

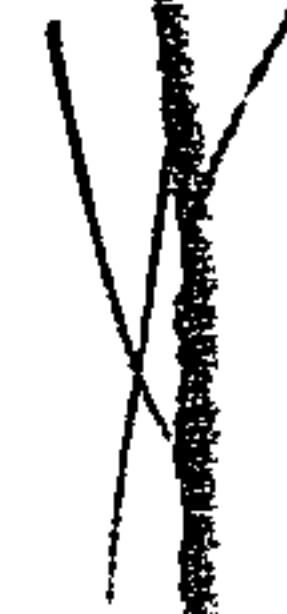
LIBERATION STRUGGLE

The programme's aim is to promote the ideal of worker leadership towards a goal of total liberation, the statement said

"We believe any federation of the working class has to identify with and participate in the national liberation struggle"

The seven points are

- Establishing trade union regional solidarity committees
- Calling for a national strike if the state of emergency is not lifted by December 31
- A worker manifesto
- An unemployed workers' project
- Creating solidarity alliances in the community
- Controlling service organisations through participation on management committees
- Establishing National May Day committees



Unions threat to call national strike

TWO major trade union federations have threatened to call for a national strike unless the state of emergency was lifted by the end of December and all apartheid laws are abolished in South Africa.

The unions — Council of Unions of South Africa (Cusa) and the Azanian Confederation of Trade Unions (Azactu) — have called on students, parents, community, civic, political and workers' organisations, including the newly formed Congress of South African Trade Unions, to join

This was announced jointly by Cusa's general secretary, Mr Piroshaw Camay, and Azactu's general secretary, Mr Pandelani Nefolovhodwe, at a Press conference in Johannesburg this week

Army

Addressing the conference, Mr Camay said black townships were virtually under siege because they have been invaded by the army. Many people have died while others were harassed by these forces in the townships.

"We feel that this situation cannot be allowed to go on forever and the collective action by the unions will be to register our protest to the climate that has been created by the Government," Mr Camay said.

The federations, representing over 250 000 workers throughout the country, also called for:

- Establishment of trade union regional solidarity committee,
- Development of a worker manifesto,
- Beginning an unemployed workers project,
- Forming solidarity alliance in the community,
- Controlling service organisations through participation on the management committees, and

SOWETAN Reporter

- Establishing a national May Day committee

Mr Nefolovhodwe refuted reports that both Cusa and Azactu have split from the newly formed Cosatu, adding "We are still prepared to talk to them on the principles that made us differ at an early stage

"We are not joining the federation. We are prepared to fight against the oppression of the majority and we need to galvanise ourselves on a broader political philosophy of self-reliance and self-determination," Mr Nefolovhodwe said.

"Our belief is that a federation should unite the majority of organised blacks in our country, expressing the true aspirations of black workers and not accommodating the aspirations of a minority," he added.

Azactu and Cusa were fully committed to the unity of the working class in this country, both secretaries said.



CAMAY: Strike.



NEFOLOVHODWE refuted reports of a split

143

SOWETAN 29/11/82

NUM leads federation (143)

THE National Union of Mineworkers (NUM) was this week elected first president of the newly-formed Southern African Miners' Federation, after a four-day conference in Harare. The federation, to be based in Harare, was the result of a host of resolutions taken at the conference attended by about 54 miners from Botswana, Lesotho, South Africa, Zimbabwe and Zambia.

NUM's secretary general, Cyril Ramaphosa led the 25-member delegation — the largest — and included NUM's president, James Motlatsi.

(143)

(143)

28/7/85

Marievale dispute see-saws back to court

143

LAWYERS acting on behalf of Gencor's Marievale Consolidated Mines gave notice this week they would bring an urgent application in the Transvaal Supreme Court in Pretoria today, asking that an Industrial Court (IC) order reinstating miners dismissed during a strike in September be set aside.

Among the arguments they cite for the setting aside of the IC order are the danger of faction fights erupting on the mines, and severe losses in after-tax profits.

The respondents are the president of the IC, Dr D B Ehlers, a member of the IC, Adv D R van Schalkwyk, and the National Union of Mineworkers (NUM).

On October 31, an IC granted an order reinstating NUM members dismissed at Marievale during a legal strike.

The IC order became operative on November 1 and workers were to report at the mines by today.

According to papers before the court, 232 former Marievale employees have returned to work, and the number is expected to increase substantially.

Marievale claims that the extra monthly wage bill for the reinstatement of the 389 former employees who are members of NUM would amount to R167 763.

If as many as 500 employees are reinstated, the additional wages would

amount to R210 000 per month. Thereafter, the cost will be R42 600 per 100 employees.

"This in effect means that by complying with the court order, the applicant is forfeiting a very substantial percentage of its profits."

Marievale claims that because it had recruited other workers before the outcome of the IC case, it can only take back 350 former employees.

"As soon as more employees have to be reinstated, it will be necessary for the applicant to reopen a hostel which has been in disuse for many years."

The cost of placing the hostel in an acceptable hygienic and habitable

condition will amount to about R230 000, resulting in further loss in profits, Gencor claims.

The alternative would be to house the workers in the hostels that are in use, but this would lead to overcrowding, resulting in friction among the occupants, and faction fights may ensue, and injuries to persons and property may result.

Marievale also claims if more workers are taken on, then the production bonus would have to be shared among a larger team, thus causing a rift between the workers. This is also likely to lead to faction fights.

The applicants contend they were lawfully entitled to dismiss the

workers and terminate their contracts. At all times during the wage dispute, Marievale says it made it clear to NUM that it would not pay higher wages and therefore contends that reinstatement would serve no purpose whatsoever.

It also submits that once the Supreme Court had decided that workers had been lawfully dismissed, it was not open to the IC to override that decision by reinstating such employees, even on an interim basis.

In an earlier hearing in the Rand Supreme Court more than a month ago it was ruled that Marievale had legally dismissed the workers.

The NUM then appealed to the IC, which ruled in the union's favour

TRADE UNIONS

143

~~143~~

BC brothers unite

Not to be outdone by the launch of the new "superfederation" of emerging unions this weekend, two union groups with a black consciousness (BC) leaning have reaffirmed their own plans for closer co-operation. The Council of Unions of SA (Cusa) and

Financial Mail November 29 1985

143

FM

29/11/85

the Azanian Confederation of Trade Unions (Azactu) have outlined a seven-point programme which they have invited student parent, community, civic and political organisations and other trade unions — including the 'superfederation' — to participate in. This consists of

- Establishing trade union regional solidarity committees,
- Calling for a national strike if the State of Emergency is not lifted by December 31,
- Drawing up a workers' manifesto,
- Starting up an unemployed workers' project,
- Forming solidarity alliances in the black community,
- Controlling "service organisations" — such as the Technical Advice Group and similar organisations — through participation in their management committees, and
- Establishing national May Day committees

Both Cusa and Azactu were involved in the talks aimed at forming the "superfederation". But they parted company with the other unions involved over the issue of black leadership of unions. Recently they announced plans to establish closer working links.

The Cusa-Azactu programme is clearly a challenge to the "superfederation" and amounts to an attempt to gain high political

profile at a time of crisis. They have issued a thinly-veiled attack on (white) 'minority' leadership in the "superfederation".

A Cusa spokesman says it is unlikely that the two groups will form an alternative federation.

X

29/11/85

CAP TITLES 30/11/85
Retaliation warning

DURBAN The general secretary of the National Union of Mineworkers, Mr Cyril Ramaphosa, told a gathering of more than 1 000 worker representatives here last night any harassment or intimidation of workers by police

would in future be met with retaliation

"This is just the beginning," he said, announcing that some 25 delegates were held by police in the city offices of the National Federation of Workers. They were later allowed to leave for the meeting at the University of Natal.

Mr Ramaphosa said that if the delegates had been detained, others would have marched to demand their release.

The new federation "was a victory for the working-class masses and would be in the forefront of the liberation struggle"

Escalating violence showed the government could not maintain control and therefore the State President, Mr P W Botha, should resign, Mr Ramaphosa said — Sapa

Argus 3/10/63

Mine told to reinstate dismissed workers

Argus Correspondent

JOHANNESBURG — In one of its most significant rulings the Industrial Court today ordered Gencor's Marievale Gold Mine to reinstate black miners dismissed during a legal strike at the mine last month

Court president Dr Daan Ehlers said, in an order, that the mine must reinstate the miners and the number qualifying for reinstatement had to be agreed by the employers and the National Union of Mineworkers

The union originally applied to the court for the reinstatement of about 1 000 miners. The mine claimed not all the workers were union members, not all had been fired and not all were originally employed by the mine but the company agreed to negotiate over numbers

OPERATIVE

The mine indicated during the case that, if it lost, it would prefer to pay the miners involved rather than re-employ them. The mine had already filled vacant jobs with new recruits

The industrial court order becomes operative on November 1 but workers have 21 days in which to report for duty

Laywers for the union said today the order would mean that at least 500 miners would be granted relief

One lawyer said "The court has not yet issued its reasons for the ruling and the full implications of the case will only become clear later. The implications are potentially far-reaching as far as the protection of workers on a legal strike is concerned"

STAR 2/12/85
Union formed after five years of tough negotiations

DURBAN — The Congress of South African Trade Unions (Cosatu) was formed after nearly five years of tough and sometimes acrimonious negotiations. Although it was initially meant to include all of South Africa's emergent trade unions, two major federations for black workers, the Azanian Confederation of Trade Unions (Azactu) and the Council of Unions of South Africa (Cusa), have remained outside. The two split from the rest of the unions over the question of non-racialism. Cusa and Azactu follow the Black Consciousness policy of not allowing whites in leadership positions in the unions. Cosatu, which boasts a membership of about 500 000, is based on principles including non-racialism and worker control. The new federation has received support from various quarters. These include international union federations, church groups, the United Democratic Front and the Non-European Unity Movement.

Cusa spurns Pretoria talks offer

THE Council of Unions of South Africa (Cusa), one of the country's major union federations, has rejected an invitation to secret talks at the Union Buildings in Pretoria from Manpower Minister P J du Plessis.

A letter from Du Plessis invited Cusa's president and a 10-man delegation for discussions on manpower matters and lunch at the State Guest House last week.

Du Plessis said he also intended to invite Foreign Minister Pik Botha to attend the discussions "in view of the international importance of the South African labour matters".

SIPHO NGCBOBO

"In the nature of things, no publicity will be given to the meeting from my side and the deliberations will be of a strictly confidential nature. Consequently no representative from the media will be present," the letter said.

Rejecting the invitation, Cusa general-secretary Piroshaw Camay said it was Cusa's policy not to hold talks with government while apartheid laws remained.

"We rejected the invitation because our policy as an organisation is not to have talks with the

government which oppresses and dehumanises millions of people through its apartheid laws," he said.

"Apart from that, our organiser, Mahlomola Skhosana, has been in police detention since July.

"We therefore do not see ourselves talking and dining with government officials while scores of people are in prison and in exile and while the whole apartheid structure still exists."

A spokesman for the Manpower Ministry confirmed that Cusa had rejected the invitation, but declined to comment further

Enquiry today into death of ^{in. limit} 'lost' miners

By SEFAKO NYAKA

AN enquiry into the death of two miners, both members of the National Union of Mineworkers (NUM), at the Rand Mines-owned Rietspruit Opencast Mines near Witbank last week, will be held today

Ivan Futshane of Colesberg in the Cape and Johannes Thoka of Tafelkop, near Groblersdaal in the Eastern Transvaal, died during a blasting operation at the mines on Monday last week, but neither was missed for at least 24 hours.

Futshane had allegedly been sent to count the number of holes charged up, and the blast was set off before he returned.

Thoka was allegedly told to guard the area around the blasting point, in order to turn back vehicles and pedestrians from the area.

According to NUM, Thoka was reported missing a day after his wife enquired about his whereabouts when he failed to turn up at home.

A search at the clocking office at the mines revealed that he had clocked in on Monday but never clocked out

The blast area was immediately searched and a body was discovered on Thursday.

When his wife was called in to identify the body she denied it was her husband's.

It was later established the body was that of Futshane, who up to then had not been reported missing.

Search-dogs were brought in and Thoka's body was found on Friday.

A Rand Mines representative confirmed the two deaths.

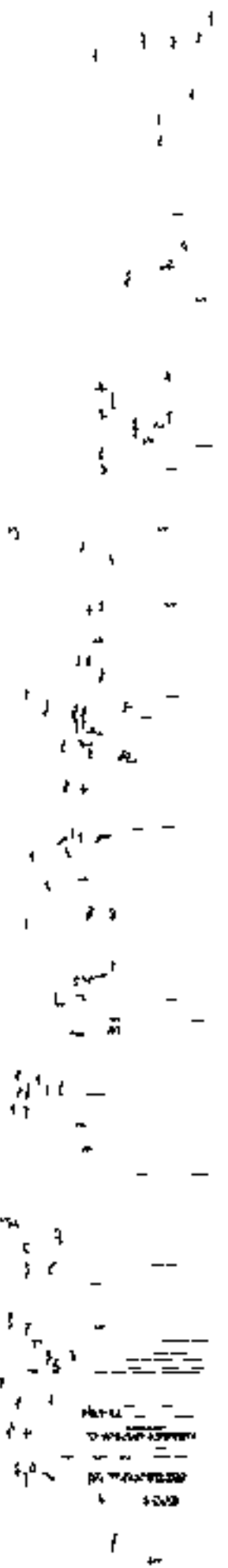
"The matter is still sub judice and I do not want to prejudice the findings of the enquiry."

He said his company would conduct an independent enquiry, apart from the enquiry opened by the Inspector of Mines

INDUST. REL. WORKERS' Org-
COUNCIL OF UNIONS

1986

JAN - DEC.



'Gencor exploits anti-union labour laws, pays low wages'

NUM slams dismissals

By Mike Siluma

143 STAR 8/1/86

Black trade unions yesterday condemned the dismissal this week of 20 000 miners by the Gencor-controlled Impala Platinum Mine in Bophuthatswana, saying the company was exploiting the homeland's anti-union labour legislation

The workers were dismissed after striking on January 1

The National Union of Mineworkers (NUM) said what was

at stake in the Impala dispute was not only wages and working conditions, but a denial to the workers to join a union of their choice

It said Bophuthatswana's Industrial Conciliation Act prohibited the union from operating in the territory and excluded legal strikes — exposing workers to "atrocious" working conditions with little recourse to organised action

Gencor has used this legislation effectively as a shield to limit the unionisation of the platinum miners and has exploited a legal situation which allows the payment of low wages

"The decision to dismiss the workers is characteristic of Gencor's despicable manner of dealing with the workers' legitimate grievances," the NUM's Press officer, Mr Marcel Golding, said

He said the fact that the platinum mines were situated in Bophuthatswana where "South African" unions are prohibited has presented Gencor with a pretext to commit this atrocity with impunity

The Impala workers' grievances were

- Low wages
- Bad working conditions
- The refusal by management to allow the NUM to have recruiting facilities.

Now NUM gains 'significant victory'

SOCUETAN 16/1/88

(143)

(143)

THE National Union of Mineworkers regarded as "a major victory" the Supreme Court's ruling which upheld a significant Industrial Court judgment ordering Gencor to temporarily reinstate more than 300 workers fired from Marievale mine after a strike last year.

Mr Justice Richard Goldstone this week ruled it was correct that legal dismissals should be tested in terms of both legality and fairness. He said the Industrial Court had been correct in ruling it could be an unfair practice to dismiss legally striking workers

In a statement the Press officer said the ruling was "a major victory" for the labour

By JOSHUA RABOROKO

movement The ruling clearly indicated that the IC has the right to decide the issue of labour fairness

"It is a clear indictment of Gencor's verkrampste labour practices and attempts at union bashing tactics. It is hoped that Gencor's persistence in seeking sanctuary in the Supreme Court on the issue of lawfulness without considering the issue of fairness will now end," NUM's statement said

Gencor had argued in the Supreme Court that NUM should not have represented dismissed workers in the Industrial

Court

However, Mr Justice Goldstone supported the Industrial Court's view that the union could represent its members in collective legal action

More than 1 050 Marievale workers were dismissed in September after a wage strike

SOWETAN 17/1/86

143

~~212~~

~~212~~

NUM

NUM calls for support

THE National Union of Mineworkers has called for support from international trade unions to put pressure on Gencor to reinstate 20 000 strikers dismissed by the Impala Platinum Mine in Bophutha-

tswana.

The union's Press officer, Mr Marcel Golding, said NUM had notified the Miners' International Federation, the Steel and Automobile Workers' Federation in the United States and other international trade unions

about the dismissals.

The workers were dismissed after going on strike over wages, poor working conditions and the recognition of the NUM

The dismissal has already attracted international and local protest

The NUM said meetings will be arranged with workers at various Gencor subsidiaries to discuss action against the company

The Congress of South African Trade Union (Cosatu) has also appealed to its affiliates to give solidarity sup-

port with the sacked workers

Gencor management said it was hiring new workers and the process was continuing in a "satisfactory" manner

Meanwhile the Bophuthatswana Manpower Minister, Mr S L

L Rathebe, has expressed concern over the dismissal of the miners. He said no sensitive mining authority could fire 20 000 workers without causing concern to the government and threatening public interest in these hard times

Getting down to business

CITY P 26/1/86

By TERELLO RADLEY
 THE Federated Chamber of Industries this week released a charter of human rights and an Action Program to help move South Africa towards a more stable, just and prosperous society.

The charter says the FCI is based on Western 'democratic' traditions and is based on various bills of rights and the United Nations International Declaration of Economic, Social and Political Rights.

The Chamber has given the following reasons for adopting the charter:

- ★ There is presently widespread discontent and

confusion inside the country

- ★ Major initiatives have been largely rejected by urban black people as authentic steps towards the elimination of apartheid and real power sharing
- ★ SA has no clear statement of fundamental social and political rights
- ★ There is a firmly and widely held perception overseas as well as among many urban black people, that SA is in a state of revolution and anarchy and that the Government is unwilling to find solutions to its political problems
- ★ These political perceptions have been reinforced by SA's partial moratorium on its international debt repayments and the weakness of its economy

EL gets school units

CITY P 26/1/86

By BENITO PHILLIPS
 EAST London builders are working all-out to meet their deadline to build the first 50 temporary school units for 1 700 secondary pupils in Duncan Village.

Scholars will start registering for the new school year on January 28.

In addition a further 60 units will be built for 2 300 higher primary pupils and 50 units for 1 800 lower primary pupils by the end of February.

At present there are no schools in Duncan Village and a joint decision to have temporary schools built was taken at a meeting between the Duncan Village Residents' Association and East London MP Peet de Pontes.

According to De Pontes, R1,94-million will be spent on the project.

The school units will be built so that when those schools burnt during the unrest last year are rebuilt these structures can easily be converted to acceptable three bedroomed houses.

At a recent meeting pupils were told that although they were required to register they shouldn't pay school fees or buy books until they were absolutely certain that classes would resume normally.

The Chamber also says the West and African states should approach SA with more flexibility because it is important to find a way to avoid confrontation.

On the home front the Chamber notes that urban black people are very reluctant to start negotiations partly because the credibility of black leaders depends on not accepting the apartheid framework.

This says the Chamber means that before starting serious negotiations black leaders will have to be assured that:

- ★ They will be negotiating as partners with equal status and
- ★ That the political framework will not be a means of making apartheid more acceptable

The FCI says it is necessary to agree on pre-conditions for serious negotiation.

The FCI plans to implement the charter by:

- ★ Urging all members of industry to adhere to the rights and principles in the charter
- ★ Influencing Government and all political parties and groups to abide by the principles in the charter
- ★ Working towards the termination of turmoil and unrest and the state of emergency
- ★ Striving for the release of political prisoners as defined in the context of the charter and
- ★ Exploring means of supporting social and political debate

Unions support Tutu's attack

CITY P 24/1/86



BISHOP TUTU
 Bitter attacks

BISHOP Desmond Tutu - who was this week honoured with an American award for non violence - received both praise and criticism for statements made while on his three week tour in America.

His bitter attack on the Sullivan Principles for American business corporations in SA won praise from black trade unions.

"We wholeheartedly endorse what Bishop Tutu says," said Council of Unions of SA general secretary Prinslow Camay.

"These principles continue to be an alibi for the continued presence of these corporations in SA."

Azamián Confederation of Trade Unions co-ordinator Phandelani Nefolohodwe said the principles - since its founding seven years ago - have been seen by black workers as a means to protect capitalism.

Tutu's attack comes weeks after the author Philadelphia church leader and human rights campaigner Leon Sullivan urged US companies in SA to practice civil obedience by opening all housing under their control to black workers.

Sullivan also demanded a total boycott of SA if 'grand apartheid' was not eliminated by 1987.

American vice president George Bush severely criticised Tutu's actions and said it was casting a shadow over his standing.

He said he was worried about some of Tutu's recent statements on violence.

Tutu's pleas for disinvestment and stricter measures against SA would not influence Reagan Administration's policy of constructive engagement he said.

...the...yesterday...
 Chemical Works
 Union after 250
 on strike this we
 The CWU: h
 matter is not res
 will refer it to its
 tive tomorrow
 possibility of it
 Workers stoppe
 wage dispute at
 Wadeville plan
 Rand on Wedne
 demanded the
 personnel man
 workers claim
 attitude toward

NEWS

★ PFP MP
 Di Bisho
 ter party polit
 vential Coun
 she will not sit
 heid activities
 Her decisio
 party politics
 before the
 claimed the
 band Briar
 Walmer MP
 burn

NEW

★ WINN
 apply r
 istrate for p
 Johannesburg
 according u
 bail conditu
 gersdorp R
 istrate this
 Magistra
 dered that
 she is lawfi
 added to
 prohibiting
 the two mi
 Mandeh
 plead to i
 her bannit
 was postp

NE

★ THE
 stud
 city's Me
 strongly c
 The M
 presentat
 stand wa
 there was
 of black
 It said
 schools f
 five for

NE

★ Th
 Of
 a vigoro
 to estab
 sections
 Publ
 Letswa
 lishing
 points
 youth
 Gay
 leader
 youths

Political
 by is by
 ing by D
 Fat 30

Bo wi

said Mr Selen

Fired miners: NUM considers action

THE National Union of Mineworkers will consider all possibilities, including taking legal action, in an attempt to get hundreds of black mine workers dismissed by Randfontein Estate Gold Mine in Westonaria, reinstated.

NUM's public relations officer, Mr Marcel Golding, condemned the dismissal of hundreds of mine workers and "the brutal assaults that accompanied these dismissals"

The dismissals follow a violent clash between police and about 500 miners near the mine last Tuesday

Nine people, including two white policemen, were killed

The police had gone to the scene where miners had a union meeting, which they claimed was illegal.

A spokesman of the Johannesburg Consolidated Investment (JCI), which owns the mine, has denied that its security personnel were involved in assaults, adding that the police were not involved in the dismissals

The spokesman confirmed that a significant number of workers have been dismissed by management where there was clear evidence that they were involved either in the incident which resulted in the death of the two policemen or were those who intended to create further unrest close to or at the mine

"The recent extremely grave incident and the resultant loss of life which took place is a matter of utmost concern and regret to management," the spokesman said

Mr Golding said the company was trying to

impede trade union activities by dismissing the workers without reasons. The union would take every action possible to see that the workers are reinstated

He said the fired workers were paid off and bussed to their re-

spective homelands under heavy armed guard. Management said this claim was not true

The mine spokesman said NUM had been granted the right to recruit members from the mine but the union had not taken any steps in this regard

27/1/82

143

SEWETAN

THE formation of another super trade union federation is in the pipeline.

The new federation, whose name still has to be decided on, will become a reality when two black consciousness-orientated trade union federations — the Council of Unions of South Africa (Cusa) and the Azanian Confederation of Trade Unions (Azactu) — merge soon.

The two federations met in Johannesburg at the weekend to examine common ground for a future working relationship. A sub-committee has been established to examine the future of the black working class in the country.

The meeting found common ground on the following issues

Giant union born soon

- Black leadership,
- Acceptance of white involvement at grass-roots level,
- Non-affiliation to political organisations;
- Agreement on financial accountability to members within unions,
- Independent action of unions within a federation,
- Methods of international financial assistance and
- Continued com-



Mr PANDELANI Nefolovhodwe of Azactu.

Cusa pulled out while Azactu was not invited to talks aimed at the formation of the giant non-racial trade union federation — Cosatu

Cusa's president Mr James Mndaweni told The SOWETAN yesterday that although discussions have not been completed towards the formation of the new federation



Mr JAMES Mndaweni of Cusa.

"tremendous progress has been reported"

Cusa's joint executive council would hold a meeting on February 16 to get a clear mandate from its affiliates on the issue.

Azactu's co-ordinator Mr Pandelani Nefolovhodwe also reported progress on the possibility of forming the new federation

SOWETAN

5/2/86

Union denies letter to bus boycotters

STAR 6/2/86
The secretary of the Transport Allied Workers Union (Trau), Mr Maduke Rankholo, has denied the union wrote a letter to organisers of the Kagiso bus boycott urging them to call off the boycott as it could lead to the closure of the company.

Said Mr Rankholo. "The letter does not come from the union. If it was sent by some of our members, it was not authorised by the union. Our union knows

nothing about it."

143
A letter purportedly written by employees of Greyhound Bus Lines was received by organisers of the bus boycott. In it the organisers were urged to call off the boycott as it could lead to the closure of the bus company in the area if it was prolonged.

The letter also called on the organisers to hold talks with the Greyhound management.

Strikers STAR protest 11/2/86 at arrests 143

More than 200 members of the Food, Beverages and Allied Workers Union (FBAWU) staged a protest strike at SA Breweries in Chamdor, Krugersdorp, yesterday following the arrest of at least eight unionists at the weekend.

The unionists were arrested on Sunday in Kagi-so after the funeral of an unrest victim. The union said 11 people were arrested.

Police said yesterday that eight unionists were being held under Section 50 of the Criminal Procedures Act. In terms of that law they may be detained for 14 days.

A spokesman for SAB said management and shop stewards held talks yesterday.

"More than 200 workers went on strike requesting that the company try to get those that had been arrested, released," he said.

"As a matter of course the company approaches the police and inquires if any of its employees have been arrested.

"Our personnel department also immediately approaches the relatives of those arrested to ensure that they do not have any problems. In this case, both procedures were followed."

Talks with the union are continuing

Cusa gains yet another affiliate

MEMBERSHIP of the Council of Unions of South Africa increased at the weekend with the affiliation to the federation of the newly-formed National Union of Public Workers.

The new union with a national membership of 7 000 was launched in Johannesburg at the weekend and it immediately resolved to affiliate to Cusa

Cusa, with a membership of over 150 000, will now have 12 trade unions affiliated to it, a

union spokesman said yesterday

Mr S Radebe, who works in the Cusa organising unit, was elected general secretary, while Mr Steve Mohammed formerly associated with the SA Black Municipal and Allied Workers Union, was elected national organiser

The unions affiliated to Cusa are: the Building Construction and Allied Workers Union, the Food Beverage Workers Union, the SA

Chemical Workers Union, the South African Laundry Dry Cleaning and Dyeing Workers Union, the Steel Engineering and Allied Workers Union, the Textile Workers Union (Transvaal), the Transport and Allied Workers Union, the United African Motor Workers Union, the Cleaners and Brushers, the National Union of Wine and Spirits, the Vukani Black Guards and Allied Workers Union and the NUPSW

12/2/86
143

February 12 1986

3

Black public servants' union born

S 12/2/86

143

A new national union to organise black public service workers has been formed and already claims about 7 000 members.

The National Union of Public Service Workers was launched in Johannesburg last week and has affiliated to the Council of Unions of SA (Cusa).

The union was established after a request by workers last year that Cusa assist them," said Mr Piroshaw Camay, general secretary of Cusa.

Members of the union are employed by municipalities, city councils, community councils and the West Rand Administration Board. Talks are taking place with certain municipalities regarding recognition and other conditions of service."

Mr R Bali has been elected president of the new union. He has a long association with unions in the public service.

Mr S Radebe was elected general secretary. He has worked in the Cusa organising unit as well as the federation's legal unit.

Mr S Mohamme was elected national organiser.

War of words starts between Seifsa, unions

THE battle of words has already started between trade unions in the metal industries and employers before the parties meet to discuss vital issues affecting the 300 000 workers in the industry

The Steel Engineering Industries Federation of South Africa (Seifsa), which represents employers, has declared a dispute with four trade unions affiliated to the International Metalworkers Federation (IMF)

Seifsa said one of the unions concerned was seeking, through dispute action, to persuade individual employers who were its members to negotiate issues at the shop floor level

However, IMF's secretary Mr Brian Fredericks has accused employers of playing a game in trying to resist proposals their unions have made concerning collective bargaining in the industry. The talks take place this week.

CUSA

The Council of Unions of South Africa's (Cusa) joint executive committee met at the weekend and made important decisions on the future of the federation. Cusa's president Mr James Mndaweni said they did not like to release details of the meeting at this stage

Cusa and the Azanian Confederation of Trade Unions (Azactu) meet again on Sunday to discuss various issues, including examining common ground for future co-operation.

The Black Domestic Workers' Association is to hold an important

WORKERS' DIARY — By JOSHUA RABOROKO

meeting in Soweto on Sunday. BDWA's general secretary Mr Terrence Phiri says this meeting will cover matters such as exploitation of members by employers, possible legal action against some employers and further relationships with other organisations

Members are urged to attend

NUM

A seminar on effective negotiation is to be held in Johannesburg starting on February 25. Speakers include National Union of Mineworkers (NUM)'s general secretary Mr Cyril Ramaphosa, University of South Africa's Professor Nic Wiehahn, City Press editor, Mr Percy Qoboza, African Bank's Mr Moses Maubane and experts on labour

The Minister of Manpower, Mr P T C du Plessis, is to talk at a ceremony where awards will be made to top 15 qualifying artisans of 1985. The occasion will be held at the Wanderers Club next Wednesday

About 90 employees who downed tools after the alleged assault on a worker by a supervisor at a factory in Jacobs have resumed work. The president of South African Allied Workers' Union, Mr Ashley

Shezi, said the workers went back after management had met the workers' committee and promised a subsequent meeting with the workers soon

The Industrial Court judgment finding Natal Die Casting Company guilty of an unfair labour practice has been sent for review to the Supreme Court. A company spokesman said an application has been made and the company will not reinstate the sacked 112 workers pending the Supreme Court's decision

Inquest

The inquest into the death of leading trade unionist, Mr Andries Raditsela resumes in the Johannesburg Magistrate's Court next Monday

The strained relationship between retailers OK Bazaar and the Commercial Catering and Allied Workers' Union will be normalised soon

The company applied for an urgent Supreme Court order restraining the union from organising a nationwide strike. In reply to the court action the union denied that it intended to call a national strike

Members of the Black Health and Allied Workers' Union who went on strike at E J Atcock Pharmaceutical company in

Krugersdorp have returned to work after management agreed to reinstate their colleague

The African Miners and Allied Workers' Union is to join either the Cusa or Azactu, the union's general secretary, Mr Vuyani Madolo, announced this week

Mr Madolo said this resolution was taken at a special meeting of the union. For a long time they felt they should affiliate to one of the two federations



CUSA's president Mr James Mndaweni.



MANPOWER Minister, Mr P T C du Plessis to talk at ceremony

~~INITIAL~~ 7/3/86

Cusa, Azactu uniting

An amalgamation between the Council of Unions of SA (Cusa) and the Azanian Confederation of Trade Unions (Azactu) is on the cards. This follows a decision by the organisations to establish a joint sub-committee to investigate the prospect after twice meeting last month.

Cusa, which leans towards the black consciousness ethic, and Azactu, which is more overtly so, announced plans for closer working links last November. This was after their decision not to join the Congress of South African Trade Unions (Cosatu) because of disagreements over the issue of black leadership of unions, a policy they favour.

Significantly, the Cusa-Azactu sub-committee is made up of executive members of both bodies. Says Cusa president James Mndaweni "We are now taking things further by saying that we are looking at ways and means of amalgamating with Azactu and also at a possible merger between various unions."

According to Mndaweni, Cusa has 12 unions operating in 17 sectors while Azactu's eight unions also spread their activities over 17 sectors. He foresees the possibility of a merger between Cusa and Azactu in the metal, transport and motor sectors. Their other unions, he says, will continue to organise in their respective sectors. These issues are likely to be clarified late in April when the sub-committee is due to deliver a progress report.

The obvious inference from the Cusa-Azactu initiative is that it amounts to a challenge to Cosatu and its non-racial policy.

Firm dismisses 230 sympathy strikers

The Noristan group of pharmaceutical companies in Pretoria yesterday dismissed 230 workers who went on strike in solidarity with 60 workers fired earlier this week

The 230 workers, who went on strike on Wednesday, represent the entire wage-earning staff of the company

The Noristan technical director, Dr Fritz Snyckers, said the 230 failed to respond to a management ultimatum to return to work by 9 am yesterday to attend grievance hearings. By noon, no-one had arrived and the company decided to dismiss them

The company said the 60 workers fired on Tuesday from its packaging division were responsible for irregularities in the labelling of medicine bottles

The SA Chemical Workers Union (Sacwu) denied workers were sabotaging production lines and workers refused to sign a company undertaking to do their work properly

A Sacwu spokesman, Mr Maneni Samela, said last night talks were continuing with the company about the dismissals

Dr Snyckers said Noristan remained prepared to discuss the possible re-employment of all workers

"In the meantime we have taken the necessary steps to ensure that our products continue to be manufactured to our quality standards and delivered uninterruptedly to the market," he said

2/4/80

Union threat to employers over 'snubs'

By Mike Siluma

The Building, Construction and Allied Workers' Union (BCAWU), has threatened legal action against building and construction industry employers who refuse to negotiate with it

This arises from the rejection last year of the union's application for membership of the industry's industrial council (IC)

A BCAWU spokesman claimed yesterday that the union's application had been rejected because of resistance from a "racist" white union, which was a member of the council

"Our option now is to approach individual employers at shop-floor level and those who refuse to talk to us will face Industrial Court action for unfair labour practice," the spokesman said

He added that many employers were refusing to talk to the union as a result of the IC's decision, and this had created an industrial-relations vacuum in the industry

"We see this as an attempt by employers to continue the exploitation of workers," he added

He claimed that widespread infringements of IC employment regulations existed in the industry

Reacting to BCAWU's allegations, the chairman of the IC for the building industry, Mr John Barrow, said he could not give reasons for the rejection of the union's application because the matter was "confidential"

91405 BUSOAT
Court sets aside
unionist's sentence
143

CLAIRE PICKARD-CAMBRIDGE

THE Pretoria Supreme Court has set aside the sentence and conviction of a prominent unionist, Leonard "Skakes" Sikhakhane, who was previously found guilty of holding an illegal gathering near Potchefstroom last year.

Sikhakhane is general secretary of the 30 000-strong Food Beverage Workers' Union (FBWU). He appealed against the conviction, which came after he and 27 other FBWU members were arrested 18 months ago.

They had been charged under the Internal Security Act for allegedly holding the meeting.

Sikhakhane, founder and first secretary of the Sweet, Food and Allied Workers' Union (SFAWU), helped launch the Transport and Allied Workers' Union, the SA Laundry, Dry Cleaning and Dyeing Workers' Union and the Building Construction and Allied Workers' Union (BCAWU).

10/4/86

STAR

Plant merger strike continues

143

By Mike Siluma

The strike by nearly 390 employees of Appletiser, in Malvern, Johannesburg, continued for the third day yesterday while management and the Food and Beverage Workers' Union (FBWU) held talks

The workers are dissatisfied at the closure of the company's Malvern plant — the result of a merger of the marketing and production sections of Appletiser and Ceres Fruit Growers.

The dispute was sparked by disagreement between management and the union over the terms for the termination of the workers service.

The company has offered a retrenchment deal which is being discussed with the union

A company spokesman said the workers had, in the interim, engaged in actions which included refusing to work and occupying the plant's offices. The plant is due to close down on May 12

RUMOURS

About 180 members of the Sweet, Food and Allied Workers Union (SFAWU) yesterday downed tools at Royal Beechnut, near Kempton Park.

A SFAWU spokesman said rumours that management wanted to sack the shop steward, Mr Mike Madlala, had been denied by management.

The matter was referred to arbitration three weeks ago but talks broke down on Tuesday and the company went ahead and dismissed Mr Madlala the same day.

The company said Mr Madlala had been dismissed under the company's disciplinary procedures after he had broken the rules several times.

11/4/86
7/10/85 11/4/86

Prominent unionist's sentence is set aside

Own Correspondent

JOHANNESBURG. — Mr Sikhakhane is general secretary of the 30 000-strong Food Beverage Workers' Union (FBWU). He appealed against a conviction which followed his arrest, along with 27 other FBWU members, 18 months ago.

They had been charged under the Internal Security Act for holding the alleged meeting.

The Council of Unions of South Africa (CUSA) describes Mr Sikhakhane as a veteran unionist who started fighting for worker rights in 1960.

He was founder and first secretary of the Sweet Food and Allied Workers' Union (SFAWU). He was also instrumental in launching the Transport and Allied Workers' Union, the SA Laundry, Dry Cleaning and Dyeing Workers' Union and the Building Construction and Allied Workers' Union (BCAWU).

Cusa president held after demo ^{DISPATCH 12/10} ₁₄₃ claim

Dispatch Correspondent

JOHANNESBURG — The president of the Council of Unions of SA (Cusa), Mr James Mndaweni, was allegedly detained yesterday following a demonstration to demand May Day as a paid holiday at a Unilever plant in Boksburg

Cusa said police had arrived and arrested Mr Mndaweni and seven shop stewards on charges of attending an illegal gathering

This could not be confirmed with police last night

A Unilever spokesman said police had intervened on their own initiative

Meanwhile, in the Border area, a Fort Beaufort bakery delivery vehicle

was ambushed while travelling through Ndaba Village, Healdtown, on Wednesday afternoon and set alight

The driver of the vehicle, Mr Vuyane Headman Huni of Tiris, said yesterday the vehicle was surrounded by a group of people who ordered him to get out before setting it alight

The attackers ran away

The Ciskei Police liaison officer, Lieutenant Mavuso Ngwendu, said damage to the vehicle was estimated at R4 000

According to last night's police unrest report, a post office vehicle and a municipal vehicle were damaged by stonethrowers in Duncan Village, East London — DDR

Arrest of
8 MK 143
4 union
18/4/86
leaders
slammed

By Sheryl Rame
and Anna Louw

The Council of Unions of SA (Cusa) has condemned the arrest of its president and three shop stewards of the Food and Beverage Workers' Union (FBWU) after a peaceful May Day protest outside the Boksburg premises of the British multinational Unilever yesterday.

The four were among seven people police confirmed were arrested for attending an alleged illegal gathering.

About 150 workers, all members of the FBWU, a Cusa affiliate, staged a demonstration at the gates of Unilever after the firm refused to grant a paid May Day holiday.

Cusa general secretary Mr Piroshaw Camay said police arrested Cusa president Mr James Mndaweni and FBWU shop stewards Mr Bernard Motaung, Mr Amos Ndokye and Mr Amos Lopayi. "They were standing at least 10 m apart from each other and in no way constituted a gathering," he said.

Top Cusa man said to be detained

143
BOYCOTT
18/4/86

CLAIRE PICKARD-CAMBRIDGE

PRESIDENT of the Council of Unions of SA (Cusa) James Mndaweni was allegedly detained yesterday after a demonstration at a Unilever plant in Boksburg to demand May Day as a paid holiday.

Cusa said police arrived and arrested Mndaweni and seven shop stewards on charges of attending an illegal gathering. Cusa also said police had said they were being held at Boksburg police station.

No police confirmation could be obtained last night.

A Unilever spokesman said police had intervened on their own initiative. This followed Cusa's allegations that the company had acted irresponsibly by involving the police.

Unilever said it had been negotiating with the Food Beverage Workers' Union (FBWU) for six weeks on the May Day issue and had offered several alternative arrangements — but to no avail.

Cusa said workers were now demanding that management contact Minister of Manpower Pietie du Plessis and major employer bodies to secure the release of Mndaweni and the shop stewards.

Workers were threatening to launch a boycott of Unilever products if the workers were not released shortly, it said.

Unilever could not be contacted for their reaction to the boycott threat.

Unionists out on R200 bail

THE president of the Council of Unions of South Africa and seven shop stewards of the Food and Beverage Workers Union were released on R200 bail each on Friday after they were arrested during a demonstration at Unilever on Thursday

21/4/86
After their arrest hundreds of workers had a sleep-in and sit-in at the premises of Unilever. The workers were protesting at the arrest of Mr Mndaweni

The demonstration at Unilever called for May 1 to be recognised as a paid public holiday. According to an official of the union the workers insist that May Day be a public holiday as in other countries of the world

Meanwhile, the Chamber of Mines said yesterday it was given an undertaking by the National Union of Mine-workers (NUM) that it would not call for a strike prior to a Supreme Court hearing relating to the union's demand for May 1 to be declared a paid holiday.

The undertaking —

(132) (143) (130) (104)
described by the chamber as acceptable — was subsequently recorded by a court, the employers' body said in a statement

SOWETAN
This follows an urgent application by the chamber on April 17 seeking an interdict from the Supreme Court restraining the NUM from "instigating, calling for, supporting or organising" a strike over the May Day issue

Meanwhile, the union has been given until April 22 to file an answering affidavit to the chamber's application, which also seeks a Supreme Court order setting aside a conciliation board established by the Minister of Manpower to deal with the matter

The chamber has objected to the terms of reference of the board on the basis that it does not correctly reflect the dispute between the parties

The NUM undertaking will expire on April 24 when the chamber's application will be heard by the Supreme Court

STAR

Protesters sleep in buses

24/4/86 By Sheryl Raine

More than 400 workers from a Concor Construction site near Ellisras in the north-western Transvaal this week demanded that buses sent to repatriate them to the homelands take them to the company's head office in Industria, near Johannesburg.

The workers then spent a night sleeping in the buses outside the company's premises.

The Building Construction and Allied Workers Union (BCAWU), alleged that trouble began at the construction site at Matimba power station last Friday when about 700 workers elected five shop stewards to represent them.

The shop stewards approached management on site demanding a R2 across-the-board pay increase. After

143

negotiations, one of the shop stewards was allegedly summarily dismissed and workers stayed away from work on Saturday in protest.

A spokesman for the company said workers were told that it was not possible to increase the basic minimum wage of 97 c an hour because workers were given a 7,7 percent rise in March.

The company spokesman said about 416 workers spent the night outside the company's head office. Discussions were held yesterday with a union representative. About 100 workers had returned to Matimba, certain workers returned to QwaQwa and others to Transkei. Several hundred workers had "disappeared". The company expected some of them to turn up for work at Matimba in a few days.

Union wants a say in R20m fund

THE Food Beverage Workers' Union (FBWU) has criticised the Coca-Cola company for not consulting it about a decision to give R20m to improving business, housing and educational opportunities for blacks.

This follows Coca-Cola's decision to establish an equal opportunity fund. Trustees of the fund include Nobel peace prize-winner the Rt Rev Desmond Tutu, Archbishop-elect of

24/4/86 BUS DAY
education
143

CLAIRE PICKARD-CAMBRIDGE

Cape Town, and the Rev Allan Boesak

Transvaal FBWU chairman George Nene said "Black workers at the company should have some say as to how the money is spent because they feel the company does not do enough to assist them with housing and the financing of their children's

Coca-Cola External Affairs Manager Henne Viljoen said the company had told James Mndaweni, president of the Council of Unions of SA (Cusa), to which the FBWU is affiliated, on Monday that the company supported the principle of a trade unionist trustee.

He said he did not wish to comment on the union's allegations.

Union calls on PW to drop charges

By Sheryl Raine

The International Confederation of Free Trade Unions (ICFTU) has called on the South African Government to drop charges against Mr James Mndaweni, president of the Council of Unions of SA (Cusa)

Mr Mndaweni and six other unionists were arrested last week outside the Boksburg premises of Unilever after a May Day demonstration. They were charged with attending an illegal meeting.

The demonstration took place after the company's refusal to make May 1 a paid holiday

The ICFTU said in a telex to President Botha that the action constituted "a violation of internationally recognised labour standards that guarantee free exercise of trade union rights and freedom of movement"

CAPE TIMES
May 11/5/86
Day
rallies
banned

Own Correspondent

JOHANNESBURG. — Tension mounted in the Transvaal yesterday as a string of banning orders were placed on rallies which tens of thousands of workers were expected to attend to celebrate May Day

Lawyers also rushed to the Supreme Court in Pretoria and Port Elizabeth last night in a last-minute attempt to have banning orders on Congress of South African Trade Unions (Cosatu) rallies lifted.

An attempt to have an order banning an Evander rally lifted was successful, although the meeting can go on only under certain restrictions

Mr Piroshaw Camay of the Council of Unions of SA (Cusa) said three joint Cusa-Azanian Congress of Trade Unions (Azactu) rallies were banned yesterday, although permission to hold them had already been granted

The two federations are planning to hold these rallies at alternative indoor venues

Fears of a clash between Inkatha and Cosatu supporters are rife in Durban, where thousands of workers are expected to gather for opposing rallies

Mrs Winnie Mandela will be the main speaker at the Cosatu rally, while Inkatha leader Chief Mangosuthu Buthelezi will open the United Workers' Union of SA (Uwusa) rally

In the Western Cape, Cosatu will hold rallies at 1.30pm at the Bonteheuwel Civic Centre, the Bellville South Civic Centre and at the Zolani Centre in Nyanga East.

Strike and go-slow at Sentrachem, Grootvlei

Representatives of the South African Chemical Workers' Union (Sacwu) and Sentrachem are due to meet today to try to end a two-day wage strike by about 3 000 workers at seven of the company's subsidiaries.

Workers went on strike on Monday after wage talks with management ran into dispute in March. They are demanding an across-the-board monthly increase of R250 on top of the present minimum of R450, Sacwu general secretary Mr Mike Tsotetsi said.

Sentrachem managing director Mr Dave Marlow could not be reached for comment early this morning.

Mr Tsotetsi said workers at some of the affected factories were sitting in and the company had threatened legal action to remove them. At other firms strikers who left company premises were locked out.

The affected factories are Karbochem in Newcastle and Sasolburg, National Chemical Products in Germiston and Kempton Park, Fedmis in Sasolburg and Agrihold in Pretoria.

● About 6 000 mineworkers have been refusing to work full shifts at Gencor's Grootvlei gold mine in Springs since Sunday in protest at the dismissal of two colleagues.

The National Union of Mineworkers (NUM) said the major reason for the short-shift strike was the handing over by mine security personnel of two workers to the police.

The workers were handed over for alleged intimidation of other workers following a total work stoppage at Grootvlei on May Day. The NUM knew that one worker had been charged with intimidation and fined R800.

A Gencor spokesman said negotiations with the NUM to solve the dispute were continuing.

STAR 19/5/86

STAR 19/5/86

Mediation fails in Noristan dispute

By Sheryl Raine

Mediation in the two-month-old labour dispute between the Noristan group and the South African Chemical Workers' Union (Sawu) has collapsed

The company said the mediator, Mr Charles Nupen, had asked the two parties to recommend an investigator to determine whether product sabotage had occurred at the Noristan factory near Pretoria

The sabotage issue was at the centre of the dispute between the company and the union. Allegations that workers had sabotaged pharmaceutical packages were made during wage negotiations two months ago. After strike action, 300 workers were dismissed

RECOMMENDED

The company recommended Mr Arie Vogel-sang as investigator. Until recently Mr Vogel-sang, a qualified pharmacist, was deputy director of medicine control

The company said Sawu did not respond to its proposal. The union broke off mediation, saying there was no point in continuing in the light of Noristan's offer to re-employ only 130 workers

The union was not available for comment last night

Swazis hold 17 ANC members after police raids

MBABANE — Informed police sources in Manzini said this weekend that 17 illegal immigrants to Swaziland, all said to be members of the African National Congress (ANC), were being held at Matsapha Central Prison pending their deportation

The 17 were in addition to 17 members of the African National Congress who had been flown out of the country to Zambia last week, according to Swaziland's Commissioner of Police, Mr Sandile Mndiniso

CORONATION

They were among scores of people arrested by security forces during a number of raids on townships in various areas in the country last month, prior to the coronation

Residents living in the sprawling housing estate Matsapha Flats, near Manzini, said truckloads of heavily

armed police carried out a raid on the flats on Friday afternoon

An eyewitness said police were "obviously acting on a tip-off". He said a man appeared with his hands in the air and was driven off in a police vehicle. Police also took away two South African-registered cars

The Matsapha Flats estate has been the scene of a number of violent incidents, many of them involving the ANC, over the past two years

Among the worst was the triple murder there three years ago of a Swazi pilot and two Swazi women by an intruder said to be a member of the ANC

Another incident was the car-bombing which killed a leading member of the ANC and his wife at Matsapha about eight years ago as they were driving away from their flat — Sapa



Steelmen back overtime ban

By Mike Siluma

The Steel, Engineering and Allied Workers' Union (Seawu) yesterday backed a ban on overtime in the metal industry, imposed by two unions last week.

The Metal and Allied Workers' Union and the Electrical and Allied Workers' Trade Union called for the ban after wage talks with the Steel Engineering Industries Federation (Seifsa) deadlocked.

The unions have more than 50 000 members.

Spokesmen said the ban would be in force until employers acceded to demands tabled by the unions during wage talks which began last month.

- (1) No, but to the Magistrate, Boksburg
- (2) Yes, on 24 March 1986
- (3) Yes

(a) 30 April 1986

(b) Since, after considering the evidence which at that stage was placed at his disposal, the Magistrate had reason to believe that the peace would have been seriously endangered by the gathering

Q. ca. 1763.
Trespass/curfew
Mrs H SUZMAN asked the Minister of Law and Order

- (1) Whether the moratorium on pass law arrests which in terms of a recent announcement by the State President became effective, on 23 April 1986, applies to arrests for (a) trespass and (b) curfew offences, if not, (i) how many Black persons have been arrested for (aa) trespass and (bb) curfew offences since that date and (ii) in respect of what date is this information furnished, if so,
- (2) whether the South African Police have been instructed accordingly, if not, why not?

The MINISTER OF LAW AND ORDER

(1) (a) No

(i) (aa) 1 565

(bb) Falls away

(ii) 23 April 1986 until 10 March 1986

(b) Yes

(i) and (ii) Fall away

(2) Yes

*8. Mr J H VAN DER MERWE—Defence [Reply standing over]

HoA

Springs by-election
*9 Mr H D K VAN DER MERWE asked the Minister of Law and Order †

Whether any members of the South African Police were on duty at the various polling stations during the by-election at Springs on 30 October 1985, if so, what total number of (a) White and (b) Non-white members were so on duty?

The MINISTER OF LAW AND ORDER

Yes

(a) 20

(b) 7

†Mr H D K VAN DER MERWE Mr Charman, arising out of the hon the Minister's reply, have the Police made any complaints to the hon Minister about the bad behaviour of political parties this year?

†The MINISTER Mr Charman, no complaints were made to me personally

†Mr H D K VAN DER MERWE. Mr Charman, further arising out of the hon the Minister's reply, I would like to know whether it is now the hon the Minister's policy to use non-White policemen at White elections

†The MINISTER Mr Charman, hon members of the CP must understand two things clearly. Firstly, the NP is not ashamed of people of colour, and secondly, the SA Police is also not ashamed of its members of colour. A trained policeman in the SA Police is a member thereof, whatever his colour [Interjections] If it is necessary to use him in the vicinity of a polling-station where an election is taking place

†Mr P C CRONJÉ As long as he does not vote!

†The MINISTER He also has the vote whatever the group being represented in Parliament, then that member will be put on duty there

†Mr H D K VAN DER MERWE Mr Charman, further arising out of the hon the Minister's reply, I would like to know whether there were too few White policemen on the specific day and date

†The MINISTER Mr Charman, it is not a question of whether there were too few White policemen available. The question is how many policemen are needed at the polling-stations concerned in that constituency to serve the public and to maintain law and order as required under the circumstances [Interjections]

†Mr J H HOON Mr Charman, further arising out of the hon the Minister's reply, if friction should take place between White political parties within the grounds of the polling-station, would he approve of non-White policemen acting in that situation?

†The MINISTER Mr Charman, if policemen of different race groups are present at such a polling-station, and if friction should take place between members of the public which could lead to physical assault, it is naturally logical that if it is a White election where Whites are involved

†Mr H D K VAN DER MERWE What are the non-Whites then doing there?

†An HON MEMBER They control the traffic

†The MINISTER OF COMMUNICATIONS Do you want to hear the reply?

†The MINISTER and where Whites should differ with one another, White members of the Police Force would firstly give their attention to that

†Mr J H HOON Why are the Coloureds then there?

†An HON MEMBER That is in case you cannot behave yourself [Interjections]

†The MINISTER Those members do not have to start shouting at me. I am busy replying to the question, and if that loudmouth from Jeppe would keep quiet, I could per-

HoA

haps reply better to the hon members who asked questions about this

†Mr J H VAN DER MERWE You are an old huge, tall loudmouth!

†The MINISTER That hon member is in any case known to be the most ill-mannered hon member in the House [Interjections]

†Mr J H VAN DER MERWE [Inaudible]

†The CHAIRMAN OF THE HOUSE Order!

†The MINISTER Could the hon member for Kuruman just tell me whether he would like me to reply to him? If so, I will do it with pleasure, if not, I shall sit down. It is no problem

†Mr J H HOON That is why I asked the question

†The MINISTER If it is necessary that such members should get help from other members to handle the situation there, any other member of the Force who is available in the immediate vicinity would be used as the members of the Force may decide at their discretion

†Germiston: bank robbers
*10 Mr P G SOAL asked the Minister of Law and Order

(1) Whether, with reference to his reply to Question No 5 on 11 March 1986, the investigation held into the incident involving the death of seven alleged bank robbers in Germiston on 20 February 1986 has been completed, if not, (a) why not, (b) what progress has been made in this investigation and (c) when is it anticipated that it will be completed, if so, (1) when and (ii) what were the findings,

(2) whether the police questioned the employers of (a) Mr Solly Makubung and (b) Mr John Matabane regarding the movements of these persons on (i) 20 February 1986 and (ii) any

HoA

Emergency strains labour relations

CAPE TIMES 4/7/66

BY PHILLIP VAN NIEKERK



143
143
143
143

THE most severe crackdown on the labour movement in a decade has jeopardized one of the genuine areas of change in an undemocratic society — industrial relations between largely white employers and predominantly black workers.

According to figures compiled by the University of the Witwatersrand's Labour Monitoring Group (LMG), at least 186 unionists have been detained since the declaration of the emergency on June 12 out of the thousands of people believed to be held throughout the country.

About 65 percent of those being held are from the Congress of South African Trade Unions (Cosatu), the country's largest union federation, which has taken an increasingly high-profile political stand this year.

Eight detainees — including a senior official of the Council of Unions of South Africa (Cusa) — were released last week. Hundreds more unionists, fearing detention, are in hiding.

In the weeks ahead tough choices confront both the labour movement and employers.

For the labour movement, the issue is how to survive the onslaught intact.

The Labour Monitoring Group notes three ways in which the unions are coping with the high number of detentions and unionists on the run: shop-floor workers have stepped into the breach left by officials and administrative staff; shop-floor workers have become directly responsible for important negotiations; and office bearers are taking leave to fill the gaps left in negotiating teams.

With many other activist organizations crippled by the detentions, an onerous responsibility has fallen on the still-functioning unions.

Workers at more than 100 chain stores in the Transvaal have al-

ready taken action by sitting in or sleeping in at their stores.

To add to a litany of woes for employers, a wage dispute has been declared between the National Union of Mineworkers (NUM) and the Chamber of Mines and a crucial meeting of the metal industrial council could decide whether the metal industry faces a legal strike.

In these political times routine negotiations have been bedevilled by a climate of mistrust, disputes have been more difficult to resolve

and relations between frontline management and workers have deteriorated.

Employers face an awesome choice. The temptation to watch the clash between the state and the unions from the sidelines is great, but that could be a big blunder.

The LMG has accused employers, with a few notable exceptions such as Mr Tony Bloom of Premier Group and Mr Mike Sander of AECI, of being silent, a fact which "casts doubt on their public commitment to the removal of apart-

heid".

It is clear that there is a large body of employers who want peace and quiet in the country to get on with business.

However, there is genuine anxiety among many other employers who see that peaceful change in South Africa depends on negotiation. They believe that in the labour arena they have been talking to the genuine representatives of their workers for seven years — a difficult and educative process.

Instead of extending this example to the political arena, the government has squashed the labour movement and jailed the very people employers believe they should be talking to.

Several sections have been excised from this column to comply with the emergency regulations.

Phillip van Niekerk is a former labour correspondent for the Cape Times and the Rand Daily Mail and now writes for the Boston Globe, the Weekly Mail and other publications.

Union congress may discuss merger moves

SAPE
143

By Mike Siluma

Moves to merge the Azanian Confederation of Trade Unions (Azactu) and the Council of Unions of SA (Cusa) are expected to be discussed at the weekend congress of the Black Allied Mining and Construction Workers' Union (Bamcwu)

A Bamcwu spokesman said yesterday delegates to the congress, to be held at the Lutheran Centre in Hillbrow, Johannesburg, were likely also to discuss unemployment and retrenchments

The union estimates it has lost 3 000 members in

the past two years due to the recession

The spokesman said other items on the agenda might include the re-evaluation of the anti-asbestos campaign and the ratification of a new constitution and structure for the union

The constitutional and

structural changes would ensure worker control of the union, he added

Bamcwu has spearheaded a campaign against asbestos for the past three years

Merger talks between Azactu and Cusa began towards the end of last year and are believed to be at an advanced stage

[Vertical text and markings on the right edge of the page, including a large '143' and other illegible characters.]

32 were picked up in court, on the street, in church

Unionists, students let out of detention

STAR 27/6/76

143

Staff Reporter

At least eight trade unionists, 20 students, two lawyers, one journalist and a social worker were released from detention this week

The Council of Unions of South Africa (CUSA) announced yesterday four union members had been released after 14 days in detention

They are Mr Piroshaw Camay, the union's secretary-general, Miss Dale Tifflin, Cusa's information officer, and Potchefstroom organisers Mr

Tseko Maumakwe and Mr Solly Matthews

Four other trade unionists released this week are Miss Adrian Bird, education officer for the Metal and Allied Workers Union, Miss Christine Bonner, branch secretary of the Chemical Workers Industrial Union, and Mr Basheer Vally and Mr Oscar Malgas of the Commercial Catering and Allied Workers Union

Advocate Mr Anwar Mohammed Albertus and attorney Mr Trevor Vernon Gerald de Bruyn were released on Wednesday after being detained

at the Worcester Court on June 19 while defending clients charged with public violence

According to an affidavit by Mr F R Bunting, another member of the defence's legal team, the lawyers were detained after demanding to see their clients

Twenty students who were arrested on June 12 were released on Wednesday and appeared in the Maritzburg Magistrate's Court on charges under the Internal Security Act

The students are Mr Solomon Mathuloe, Mr Lazarus Moiloa, Mr Sylvester John, Mr Jabulani

Khumalo, Mr Malcolm Jacobs, Mr Sibuso Mdwalane, Mr Clive Malherbe, Mr Boniface Shabangu, Mr Derrick Houston, Mr Stephen Dougherty, Mr Paul Mangope, Mr Trevor Mufweba, Mr Derek Harris, Mr Mandla Msomi, Mr Gabriel Jama, Mr Alan Henriquez, Mr Jan Samson, Mr Marthinus Badenhorst, Mr Brenden Proctor and Mr Japet Mtolo

Priest deported

They were arrested while marching down Commercial Road in Maritzburg on their way to the Loop Street Police Station to demand the release of their lecturers

The lecturers had been arrested under the emergency regulations. One of them, Father Theo Kneffel, was later deported

The case was postponed to July 25 and the students were released on R100 bail each

A journalist with the *Cape Times*, Mr Andre Koopman, was released on Tuesday, the day an application for his release was launched in the Supreme Court

Mr Koopman was detained with the congregation while reporting on a church service in Elsie's River on June 15. Most of the about 100 people detained there have been released

Also released this week was Miss Maxine Hart, of the South African Council for Higher Education and the Johannesburg Democratic Action Committee.

Cape Times
11/7/86

~~133~~ 139

Little ~~139~~ support for unions

Labour Reporter

THE Clothing Workers' Union (Clowu) has failed in its bid for official recognition at Cape Underwear Manufacturers Ltd, despite scoring the majority of votes in last week's union ballot.

Only 13,7 percent of the 558 workers at the factory cast votes in the ballot which was held to establish whether Clowu had enough support to threaten the closed shop agreement which its rival, the Garment Workers' Union of the Western Province (GWUWP), enjoys

Clowu gained 44 votes in the ballot compared with 33 for GWUWP

The industrial relations executive for Cape Underwear, Mr Johan Baard, said both unions had obviously misread the situation at the factory

Despite high-profile campaigning by both Clowu and GWUWP, neither had succeeded in demonstrating any significant support among the workers

GWUWP would, however, retain its position as the officially recognized union because, due to the closed-shop agreement, it had 100 percent membership at the factory.

● Most of Clowu's full-time office staff disappeared from their Woodstock office last week. The Seardel Group, owners of Cape Underwear, has tried to establish their whereabouts

Mndaweni in court

COUNCIL of Unions of South Africa president Mr. James Mndaweni, appeared briefly in the Boksburg Regional Court yesterday.

Mr. Mndaweni (33) of Vosloorus, Boksburg, is charged with six members of the Food and Beverage Workers' Union — an affiliate of Cusa — for allegedly contravening the Internal Security Act by attending an illegal meeting.

The six, appeared earlier without Mr Mndaweni, are Mr Frans Khumalo (21) of Watville, Benoni, Mr Amon Toka (24) of Tsakane, Brakpan, Mr Tebego Lobayi (21), Mr Ben Motaung (26), Mr Joseph Ratsomo (23) and Mr Shadrack Malumane

(no age given) all of Vosloorus.

After the magistrate, Mr L. P. Vertue, was told that Mr Mndaweni was in detention, he temporarily esreated his R200 bail in his absence until the next appearance date.

However, shortly after the court had adjourned, Mr Mndaweni was brought to court by police. He then appeared alone and was told the conditions set for his co-accused would also apply to him. After the appearance he was taken back into custody.

The seven were making their third appearance in court.

The case was postponed to August. Bail has been set at R200 each for all seven.

Strike threat to supply of drugs

CAT T... 3/7/86

Own Correspondent

JOHANNESBURG — The production of life-sustaining drugs has been threatened by strikes aimed against the detention of trade unionists, according to a warning issued to the government by 14 major pharmaceutical companies

All 14 East Rand companies were hit by a two-day sit-in strike last week by members of the SA Chemical Workers' Union (Sacwu) who demanded the release of a union leader and other members

The personnel services manager for Roche Products, Mr Jan Smit, said four employer representatives last week met the Director-General of Manpower, Mr Piet van der Merwe, to discuss the matter

"We told him of our concern over the effect of current detentions on labour relations in general, and the way it affected us in the workplace. Our basic concern is that most companies are pharmaceutical pro-

ducers of life-sustaining drugs," Mr Smit said.

Several employers said a further danger posed by the strikes was that pharmaceutical companies could be closed down by the Medicines Control Council if they employed unskilled temporary labour.

The 14 companies include Twins Pharmaceutical Holdings, Roche Products, Beecham SA, Richardson-Vicks, Scherag Ltd, Wyeth Ltd and Smith, Kline and French.

Workers returned to work last Friday and a joint group of employers have met Sacwu representatives to inform them of their meetings with the government.

Telex

Mr Smit said the meeting with Mr Van der Merwe had been "very constructive" and that Mr Van der Merwe would be acting as a go-between between employers and the Minister

for Law and Order, Mr Louis le Grange

The meeting had been arranged after the 14 employers telexed the Minister of Manpower, Mr Pietie du Plessis, the Minister of Health, Dr Willie van Niekerk, and Mr Le Grange last Wednesday

● Kahn and Kahn Plastics in Isando, near Johannesburg, was also affected by a stoppage last week in which worker demands included the release of detained unionists

● About 250 workers have been on strike at Cheesebrough-Ponds in Wadeville, Germiston, since last Thursday. Management declined to disclose the cause of the strike. A comment by the Chemical Workers' Industrial Union (CWIU) cannot be quoted in terms of the emergency rules

● About 4 000 workers at seven Sentrachem plants in the Transvaal, Free State and Natal have entered their seventh week of strike over wages

THE wage strike at seven Sentrachem subsidiaries is still on — with management and 3 000 strikers seemingly involved in a test of strength.

Negotiations between the company and the workers' representatives, the SA Chemical Workers' Union (Sacwu), reached deadlock in mid-May. The black workforce at Sentrachem began their strike on May 12. Mediation has also

TEST OF STRENGTH

BY LEN MASEKO

failed to resolve the dispute, which centres on workers' demands for a pay rise of R250 across-the-board and an end to race discrimination in wage levels at the company.

A spokesman for Sacwu said the strikes were resolute in their wage demands, adding that the company could afford the increases. He said the increases, if implemented, could bring black workers' pay scales on a par with those of their white counterparts at Sentrachem.

The company has indicated that, despite the two-month-old strike, it has set several production records by using temporary labour. In future, however, staff would be reduced "but not necessarily by means of dismissals," the company has stated.

The Engineering and Allied Workers' Union (Eawu) has been granted recognition at Delfos Atlas Copco in Benoni.

The package includes plant-level wage agreements as well as agreement on retrenchment procedures. Eawu has a 90 per cent representation at the company.

The Metal and Allied Workers' Union (Mawu) has negotiated an improved retrenchment package for its members at Knorr Bremse of SA in Kempton Park.

The package includes a four weeks' severance pay. Twenty-six Mawu members were recently retrenched by the company on a "last-in-first-to-go" basis.

'STRIKERS DETAINED'

SCORES of former Tembisa Town Council employees — including an official of the South African Black Municipal and Allied Workers' Union — were detained yesterday morning.

The workers were taken outside the offices of the Tembisa Town Council shortly after 11.30am, according to a Sabmawu official. They are all members of the union. They were dismissed by the council on May 23 after a wage strike.

By LEN
MASEKO

Sabmawu claimed its members were detained, but the Bureau for Information could neither confirm nor deny this.

Meanwhile four former Tembisa Town Council workers were released from detention this week.

- The labour dispute at the Coca Cola plant at Clayville has spread to the multinational company's three other plants on the Reef: Workers at Devland, Wadeville and Vaal Coca Cola plants

have joined the strike in protest against the dismissal of a worker in Clayville.

- Food and Allied Workers' Union (Fawu) officials were locked in negotiations with the company's Clayville management all day yesterday.

- About 90 workers at Mister Sweets in Wadeville are on strike demanding the reinstatement of three dismissed shop stewards.

- Members of Cca-wusa were involved in a work stoppage at Woolworths' Eastgate branch yesterday.

AR 6MS 14/7/80

Union challenges validity of ballot

By DICK USHER, Labour Reporter

THE recognition issue at Cape Underwear between two rival unions refuses to lie down and die

The Clothing Workers' Union, (Clowu) claimed it had majority membership and should be recognised as the bargaining unit instead of the Garment Workers' Union (GWU)

To decide the issue a ballot was held on June 27 in which 77 workers out of a workforce of 558 voted — 44 for Clowu and 33 for the GWU

Clowu has written to the management claiming irregularities in the ballot, challenging its validity and demanding a fresh vote

The GWU has a closed-shop agreement challenged by Clowu

By LEN MASEKO

Strikes hit metal industry

WIDESPREAD industrial action has hit the metal industry following a wage dispute between the Steel Engineering Industries Federation of SA and four unions.

Scores of workers are involved in work stoppages at Baldwin in Brakpan, Roodepoort-based Central Brass, and Elbard Products in Krugersdorp.

The stoppages are in support of wage demands made to Seifsa by the Steel Engineering and Allied Workers' Union.

Union, Metal and Allied Workers' Union, Engineering and Allied Workers' Union, and Electrical and Allied Trade Union of SA.

The unions are demanding — among other things — a minimum wage of R3,50 an hour, compared to a Seifsa offer of R2,22

Mawu has indicated that it will conduct strike ballots among its 44 000

members with a view to breaking the stalemate

Scores of Seawu members were dismissed at Elbard after a work stoppage. The union has referred the matter to the industrial court.

Production at the Gencor-owned Matla colliery near Witbank ground to a halt yesterday when about 1 600 workers went on strike

demanding the reopening of a closed shaft.

A spokesman for the National Union of Mineworkers (NUM), Mr Marcel Golding, told Sapa that Matla's management yesterday "locked out" about 900 workers from a shaft and demanded that workers sign an undertaking not to take any illegal industrial action.

But a mine spokesman denied this, saying workers had damaged mine property and were asked to sign an undertaking not to do so in future.

Dismissed

The entire workforce of the Twins-Propan Pharmaceutical Company in Wadeville, Germiston was dismissed yesterday during a strike over wage negotiations

The Chemical Workers Industrial Union said the 280 workers had been on strike since Friday after wage talks with management deadlocked.

On Monday night, the workers had staged a "sleep-in" in the plant and were dismissed the following day.

About 3 600 Toyota assembly plant workers in Durban who went on

strike last week, returned to work after receiving an ultimatum to return or face dismissal

The members of the National Automobile and Allied Workers Union downed tools last Thursday, demanding — among other things — higher wages.

A union spokesman said the workers reported for duty yesterday after the company had made an offer of eight cents increase an hour and had also agreed to phase out a short-time system

Strikes hit metal industry

WIDESPREAD industrial action has hit the metal industry following a wage dispute between the Steel Engineering Industries Federation of SA and four unions.

Scores of workers are involved in work stoppages at Baldwin in Brakpan, Roodepoort-based Central Brass, and Elbard Products in Krugersdorp.

The stoppages are in support of wage demands made to Seifsa by the Steel Engineering and Allied Workers' Union, Engineering and Allied Workers' Union, and Electrical and Allied Trade Union of SA.

The unions are demanding — among other things — a minimum wage of R3,50 an hour, compared to a Seifsa offer of R2,22.

Mawu has indicated that it will conduct strike ballots among its 44 000 members with a view to breaking the stalemate.

Scores of Seawu members were dismissed at Elbard after a work stoppage. The union has referred the matter to the industrial court.

Production at the Gencor-owned Matla colliery near Witbank ground to a halt yesterday when about 1 600 workers went on strike demanding the reopening of a closed shaft.

A spokesman for the National Union of Mineworkers (NUM), Mr Marcel Golding, told Sapa that Matla's management yesterday "locked out" about 900 workers from a shaft and demanded that workers sign an undertaking not to take any illegal industrial action.

But a mine spokesman denied this, saying workers had damaged mine property and were asked to sign an undertaking not to do so in future.

Dismissed

The entire workforce of the Twins-Propan Pharmaceutical Company in Wadeville, Germiston was dismissed yesterday during a strike over wage negotiations.

The Chemical Workers Industrial Union said the 280 workers had been on strike since Friday after wage talks with management deadlocked.

On Monday night, the workers had staged a "sleep-in" in the plant and were dismissed the following day.

About 3 600 Toyota assembly plant workers in Durban who went on strike last week, returned to work after receiving an ultimatum to return or face dismissal.

The members of the National Automobile and Allied Workers Union downed tools last Thursday, demanding — among other things — higher wages.

A union spokesman said the workers reported for duty yesterday after the company had made an offer of eight cents increase an hour and had also agreed to phase out a short-time system.

0017/17/86
Workers
win 27 per cent
pay hike

PRETORIA — Wage negotiations between the South African Breweries (SAB) and a Pretoria trade union ended cordially when the two parties settled for about a 27 per cent increase

A Food and Beverages Workers' Union (FBWU) organiser, Mr Mojalefa Vinqi, said yesterday that besides the increase the SAB had also agreed to recognise May Day and June 16 as paid holidays

The district manager of the SAB, Mr J A Steyn, said the company was happy to reach the agreement with the FBWU. It had always been the policy of the company to strive to satisfy its employees, he said

Mr Vinqi said the agreement had been reached late last week

The FBWU was preparing to negotiate for the same working conditions with the SAB plant in Nelspruit and was confident an agreement would be reached, he said — Sapa

K615-23/7/88. (88) (774)

'Labour Day' 139 holiday move

By DICK USHER, Labour Reporter

ATLANTIS Diesel Engines is among the latest employers to support a paid "Labour Day" holiday

A clause in its newest wages and conditions of employment agreement says the company supports the view of the Steel and Engineering Industry Federation (Seifsa) that there should be a paid public holiday called Labour Day and that if representations to the Government are unsuccessful Seifsa will negotiate with unions the basis on which Labour Day 1987 will be a paid holiday in the industry

It also favours a commission of inquiry into the Public Holidays Act but, as there are already enough public holidays, feels a new holiday should replace an existing one

Public holidays should be more evenly distributed throughout the year and where possible should fall either on a Friday or a Monday

The agreement gives a 10 percent increase in wages at the top of the scale and up to 15 percent for the lowest-paid workers.

The general secretary of the Industrial Engineering Workers' Union, Mr Leslie Davadoss, said the agreement was moving towards a concept they favoured — that other workers' wages should be established as a percentage of artisans' wages and that any negotiations should maintain that proportion

The agreement also provides for re-employment where there is a suitable vacancy of a female employee who has left to have a baby if she applies within six months of leaving and even if the vacancy arises after the six-month period

Where this is done the worker will be regarded as having unbroken service.

139
139
139

MAN 23/7/86

Crossroads man appeals against 'unfair dismissal'

Labour Reporter

A MAN who left work at the height of the Crossroads violence and was dismissed when he returned is claiming unfair dismissal.

A mediation board appointed by the Industrial Council sits today to try to resolve the issue.

Mr M Jezile, a member of the Industrial Engineering Workers' Union, was telephoned at work on June 9 and told his Crossroads home was being burnt down.

"DANGEROUS"

According to a letter from the union to the Industrial Council, Mr Jezile was given permission to leave immediately.

He was away for five working days and was unable to get back to work because of the "extremely dangerous and hostile" situation.

His brother, who was employed by the same company and who left at the same time, went to work on June 11 and gave the employers a message that Mr Jezile could not come to work because he was protecting their home.

When he returned to work his foreman questioned him about his absence and the following day he was given a letter terminating his services.

Farm workers are stranded

ABOUT 90 Food Beverage Workers' Union members fired by Vaal-based National Poultry after a strike recently, are "holed up" in the union's offices — homeless and out of work.

The workers were dismissed after they went on strike in protest against the dismissal of four fellow workers. They were also evicted from a farm owned by the company on the outskirts of Meyerton

By LEN MASEKO
Labour Reporter

The dispute has resulted in the disruption of schooling for the workers' children, who attended school at the farm

The manager of the company, Mr Bill Smith, said the workers were dismissed after a work stoppage during which the workers damaged thousands of rands worth of property. The

workers also attacked and assaulted their supervisor during the strike, Mr Smith claimed

Sveper
2/7/81
Affect

"I cannot tolerate this kind of behaviour because I was still negotiating with the workers' trade union leaders on their grievances," Mr Smith said

He evicted them because they were no longer in his employment. The workers had made arrangements for their children to attend school elsewhere and that did not affect the company, he said

Most of the workers claimed they earned a

minimum of R40 a week and worked under deplorable conditions

They also want their union to be recognised. "I am feeling very uncomfortable since I came to this place I long for my children who cannot go to school because we have no accommodation on the farm anymore," one worker said.

Cusa's Vaal region official, Mrs Magdeline Mathlare, said they intended taking the matter to court.

• Members of the Food and Allied Workers' Union are on strike at Wynberg's Farm Fare

A spokesman for Farm Fare, Mr Martin Fallon, said the dispute was an "internal matter". He would not comment further

1425
19

Workers on 'sleep-in' strike

ABOUT 500 Food and Allied Workers' Union members continued their "sleep-in" strike at Wynberg's Farm Fare yesterday, demanding wage increases.

By LEN MASEKO
Labour Reporter

They are demanding a wage increase of R20 across-the-board. This is about R14 more than what the Premier subsidiary is offering. The company's black workforce

stopped work last Thursday.

Farm Fare management has told the Sowetan the dispute is an "internal matter".
● An 11th-hour at-

tempt by the Council of Unions of SA (Cusa) to have one of its employees released from emergency detention in time for the funeral of a relative, was unsuccessful. The funeral

went ahead in Soweto at the weekend without the detainee.

A Cusa official told the Sowetan yesterday that the Ministry of Law and Order had not responded to the federation's request, sent by telex on July 23.

strike

● The African and Allied Workers' Union and Black and Allied Workers' Union yesterday reported that there was an "unauthorised entry into their offices by unknown

people", who removed certain articles from their Johannesburg offices at the weekend.

Spokesmen for the unions said the intruders appeared to have used duplicate keys to enter the union's offices at Abbey House.

Telephones were removed from AAWU's offices while R25 was stolen from Bawu's offices.

Unionists are freed

MAY DAY protest charges against the president of the Council of Unions of South Africa, Mr James Mndaweni, and six other unionists, were withdrawn in the Boksburg Regional Court yesterday.

Mr Mndaweni and six members of the Food and Beverage Workers' Union — an affiliate of Cusa — were charged with breaking the Internal Security Act by attending an illegal meeting on May Day

(26), Mr Joseph Rat-somo (23) and Mr Shadrack Malumane (no age given) of Vosloorus. They were all out on R200 bail, except Mr Mndaweni, who is held under emergency regulations.

The seven have appeared three times without being asked to plead. Their last appearance was on July 30.

They were represented by Mr Rod Hoper instructed by Webber and Wentzel.

Bail

The six are Mr Frans Khumalo (21) of Wattville, Mr Amon Toka (24) of Tsakane, Brakpan, Mr Tebogo Lobayi (21), Mr Ben Motaung

**Cusa
man
is set
free**

A SENIOR official of the Council of Unions of South Africa has been released from emergency detention after spending seven weeks in jail.

Mr Mahlomola Skhosana, Cusa's assistant general secretary, was released from detention on Tuesday without being charged.

Meanwhile a sixth Clothing Workers' Union member, Mr Mike Norton, was released from detention under emergency regulations on Monday this week.

A Supreme Court application for Mr Norton's release was to have been brought before court today. Five of the six people named in an application lodged in the Cape Town Supreme Court last Friday, were released later that night after 37 days in jail.

143

~~2309~~

Sweyer
7/8/86

Construction workers threaten 'action'

11/8/86 By Mike Siluma

SMR 143

The Building Construction and Allied Workers Union (Bcawu) has threatened nationwide "solidarity" action to force the reinstatement of members dismissed after industrial action at Gypsum Industries and Concor

Both companies were given until September 1 to comply with the demand

About 290 Concor employees were fired from the company's Amalgam, Johannesburg and Westonaria plants for going on strike in May. They demanded a new minimum hourly wage of R2,30 (up from R1,56) plus a further 70c across-the-board rise.

About 250 workers were dismissed by Gypsum Industries in Pretoria last March following a wage dispute

24/8/86
143
CITIP
143
230

'Stop the buses - and stoporders!'

THE Transport and Allied Workers' Union has declared a dispute with Putco over "irregular" stoporder facilities

Tawu - a Council of Unions of SA affiliate - claims Putco has given a "sweetheart" union, Zakhem Transport Union, stoporder facilities

Cusa said Tawu has seen its attorneys and is preparing papers for a conciliation board

A complaint has also been made to the Manpower Department

Cusa says Tawu also intends filing an interdict against Putco for stopping the lawful deductions of Tawu members who had signed stoporders

A Putco spokesman declined to comment, saying "The dispute is under discussion and we would not like to comment while we are negotiating with the union" - Sapa

I
H
V
W
W

Maizeco men ¹⁴³
 are still on strike
 27/8/85
 Pretoria Bureau

The strike by 400 Maizeco workers at the Waltloo plant in Pretoria entered its fifth day yesterday.

The workers, members of the Food and Beverage Workers' Union, want the dismissal of the security chief, Mr N Wilson, and the exclusion of police from "internal" matters.

The union's regional secretary, Mr Mojalefa Vinqi, said "Mr Wilson has been given leave but the workers demand his dismissal."

The trouble started last Wednesday when four workers were taken by police for questioning in connection with alleged discrepancies discovered by Mr Wilson. They were later released.

20%
 50

 70
 35%

18-20
 10-10
 4-10
 18-20
 18-20
 20-20
 21-25

114-138-

114

7/11/4

29/8/86. **REPORT** **



Nine shop stewards from the Building Construction Allied Workers' Union and three representatives of Quarryman (East Cape) were involved in negotiations over the recognition agreement. They celebrated the signing of the document with the union's Eastern Cape regional organiser, Mr MPIWE MTAMZELI (second from right), and Quarryman's managing director, Mr BERNARD PAKES (right).

Accord after union talks

Post Reporter

TWO months of negotiations between an Eastern Cape company and a trade union ended in the signing of a recognition agreement yesterday

It recognises the Building Construction Allied Workers Union as the "newest stakeholder" in the company and is the first recognition agreement signed by Quarryman (East Cape), according to managing the director, Mr Bernard Pakes

He said talks had been amicable and no animosity had been evident

The agreement deals with a statement of intent regarding relationships and communication, the role of shop stewards, productivity, health and safety, negotiating, disciplinary and grievance procedures.

A fundamental difference with this agreement "is that all parties have recognised that productivity is one of the foundation stones of progress", Mr Pakes said

It was a means of establishing better opportunities for all the parties involved, he said

"Many companies are apprehensive about becoming involved with a union, which they perceive as a threat. However, we feel it is more appropriate to view the agreement as an opportunity for development than as a threat"

Mr Mpiwe Mtamzeli, Eastern Cape regional organiser of the union, said the agreement was an important document which provided both parties with some guidelines on how to solve problems procedurally

"We view this as a step towards a meaningful, typical and practical existing relationship

"We appeal to the parties involved to give attention to future plans for the short and long-term success and mutual benefit of the employees and the company," he said

Cape Times
2/9/86

143

Cusa, Azactu to merge next month

Own Correspondent

JOHANNESBURG — Another major trade union federation is on the verge of being formed and looks set to rival the 500 000-strong Congress of South African Trade Unions (Cosatu).

This was disclosed yesterday by union leaders who are involved in the formation of the federation, which will involve the merging of the Council of Unions of South Africa (Cusa) and the Azanian Confederation of Trade Unions (Azactu) which claim a joint membership in the region of 500 000.

According to sources within the working committee of the two labour groups, the new federation will be launched early next month.

"The major reason for this idea is largely based on the fact that ours are two of the biggest union organizations that for some time have shared a

common outlook as far as the future of the working class is concerned.

"We uphold the same basis with respect to the vanguard role of the black working class," said a senior unionist.

After all has been finalized, the overall membership of the coming labour force will total close to 500 000, combining Cusa's claimed membership of more than 300 000 with Azactu's 150 000.

However, the priority task for Azactu and Cusa will be to make possible the disbanding of all affiliated general unions, as the working committee has agreed on industrial unions only.

The disbanded general unions will then join the affiliated existing industrial unions, the source said.

The unionists made it clear that they did not want to be compared to Cosatu.

2/9/86 BUNDT
143
SIPHO NGCUBO

Cosatu rival on way

A RIVAL to the 500 000-strong Congress of SA Trade Unions (Cosatu) was being formed, union leaders said yesterday

They said that would be the result of merging the Council of Unions of SA (Cusa) and Azanian Confederation of Trade Unions (Azactu)

They claim a joint membership of about 500 000. The new federation is expected to be launched next month

A senior unionist said "The major reason is based on the fact that ours are two of the biggest union organisations that have shared a common outlook on the future of the working class."

Both groups boast large memberships in terms of individual union affiliates

The priority task for Azactu and Cusa will be to make possible disbanding of affiliated general unions because a working committee has agreed on industrial unions only

The disbanded unions will then join the affiliated existing industrial unions, the source said

The unionists made it clear they did not want to be compared to Cosatu

"We are not an alternative. Apart from that the whole idea of comparison is not in good worker spirit," the source said

Merger of black unions approved

By Mike Siluma

The Black Allied Mining and Construction Workers' Union (Bamcwu) has given its blessing to the proposed merger next month of two black union groupings.

At its weekend congress, Bamcwu said the proposed merger between the Council of Unions of SA (Cusa) and the Azanian Confederation of Trade Unions (Azactu) would serve the interests of the union's members.

Unity between Cusa and Azactu has been predicted since last year, when the two ceased to be party to talks which led to the formation of the biggest black union federation — the Congress of SA Trade Unions.

The Bamcwu congress condemned the Government's threat to repatriate black foreign mineworkers, describing it as "politically naive". It also resolved to intensify Bamcwu's three-year-old anti-asbestos campaign.

3/11/86 (143)
Cusa Azactu
form federation

A federation of the Council of Unions of SA and Azanian Confederation of Trade Unions will be launched in Johannesburg next month, says a senior trade union official

The new federation will have a membership of 500 000

The official stressed the new organisation would not be a rival to the Congress of South African Trade Unions

"We have to cooperate with one another, which will eventually lead to one federation," he said

A working committee has agreed on industrial unions only and the main task facing Cusa and Azactu is the disbanding of affiliated general unions. The disbanded unions will then join the affiliated existing industrial unions — Sapa

Rumbles among union giants

RECENT shifts and disaffiliations by a number of local trade unions are changing the face of the South African labour movement

Major realignments are already taking place, with the steady decline of the former labour giant, the Trade Union Council of South Africa (Tucsa), and the proposed merger next month of the Azanian Confederation of Trade Unions (Azactu) and the Council of Unions of South Africa (Cusa)

The planned new federation has publicly claimed it will have the support of 500 000 members, the equivalent of the largest existing federation in the country, the Congress of South African Trade Unions (Cosatu)

However, labour researchers at the University of Cape Town have estimated that together Cusa and Azactu combined have more like 250 000 members. Last year Cusa lost its largest affiliate, the 100 000-strong National Union of Mineworkers, to Cosatu.

The proposed new body is expected to endorse a policy of nonracialism, together with black trade union leadership. The proposed new federation has gone on record as saying it does not see itself as an alternative to Cosatu. Relations between the two labour giants will "remain sound", according to Azactu co-ordinator P Nefolovhodwe.

It seems likely the new federation, like Cosatu, will blur the divide between political and factory floor issues. "We have never seen a difference between life in the factories and life in the ghettos," Nefolovhodwe said.

Tucsa's reluctance to tackle political issues publicly has lost it significant support in recent years. The growing politicisation of South African trade unionism has, according to acting Tucsa president Robbie Botha, had some part to play in the federation's steady decline.

The largest trade union federation

Shifting alliances, declining memberships and new mergers are changing the power structures of South African labour, reports
MOIRA LEVY

in the country until Cosatu was launched in December 1985, Tucsa has experienced a serious decline in recent years. Membership has more than halved since its heyday in 1983 when Tucsa had 57 affiliated unions representing a total of 478 420 workers. In the past year, eight trade unions have withdrawn from Tucsa, in August, its membership had dropped to about 275 000.

The subject of the federation's decline in membership and support was expected to be discussed at an emergency meeting of Tucsa's national executive, scheduled this week to plan policy after the cancellation of Tucsa's annual conference.

According to Botha, the conference was cancelled at the last minute because affiliate unions could not afford to send full delegations, but observers believe the move is indicative of the federation's growing financial and organisational difficulties.

Tucsa is losing members from both ends of the political spectrum. Rightwing unions have disaffiliated because they fear the federation is no longer protecting white collar workers. Other unions are disenchanted with what they see as the federation's failure to state its opposition to government policy clearly.

Botha is indignant about criticism of Tucsa's multiracial, as opposed to nonracial, policy. "Some say we are not fighting the policy of apartheid. Others say we are ineffective, notwithstanding all that Tucsa has done over the past few years for labour, both nationally and internationally."

To some extent, he agrees Tucsa's declining fortunes are the product of

growing politicisation in the labour movement and impatience with the federation's commitment to factory floor issues.

"There is growing polarisation in the political sphere between the extreme Right and the extreme Left. I have heard whisperings of black unionists who feel Tucsa is controlled by whites, although I don't know how they can say that. They do participate in elections once a year."

Botha believes Tucsa will weather the crisis. "We have survived many crises in the past. Tucsa is intent on surviving. We will pick up the pieces where they fall."

In the latest blow, the more than 50 000-strong Garment Workers Union of the Western Province (GWUWP) announced that at its general meeting this weekend it would almost certainly vote to withdraw from Tucsa.

General secretary Cedric Petersen said the question of GWUWP disaffiliation has been on the cards since May. The decision was temporarily shelved to give acting secretary Fred Roux a chance to revive the federation. Roux's unexplained and sudden resignation after only two months "reopened the discussion", Petersen said.

Blaming Tucsa's decline on lack of leadership, Petersen praised the efforts of acting office bearers, Botha and Ruth Imrie. "Hats off to them, they have done a miracle keeping the pieces together — but the federation needs permanent staff in leadership positions," he said.

Like most of the unions that have left Tucsa, the GWUWP will not join another federation. "The workers we represent live on the poverty line. I think we need to look at the immediate problems that affect them. It is far more valuable and relevant to work with local community organisations at grassroots level instead of sitting around a confederation table debating national issues."

**ORGANISER
WANTED**

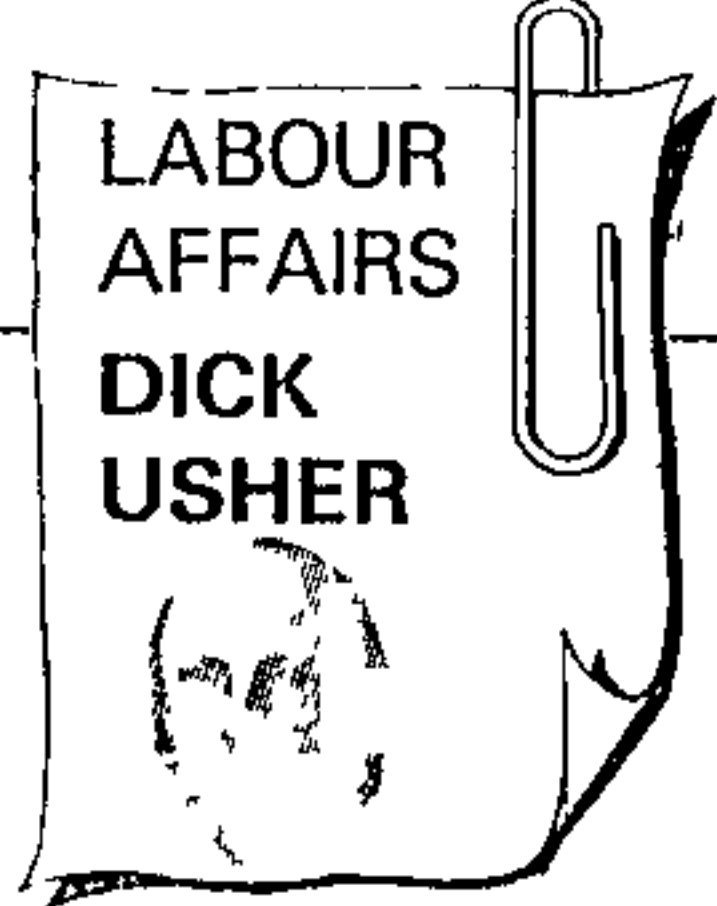


**UNIVERSITY OF CAPE TOWN
ADMISSION IN 1987**

The closing date for applications for admission to

W/E ARGUS 13/9/86

143



New federations order of the day

ONE federation fades and another is born

As the run of unions leaving the Trade Union Council of South Africa continues — with this weekend's annual meeting of the Garment Workers Union likely to ratify that union's withdrawal — another federation of "emergent" unions has been created, an alliance between the Council of Unions of South Africa (Cusa) and the Azanian Confederation of Trade Unions (Azactu)

Claiming a total membership of about 500 000, the two last year withdrew from the unity talks that led to the formation of the Congress of South African Trade Unions (Cosatu) over the issue of "anti-racism" against the Cosatu stand of "non-racialism"

The anti-racist position is basically a black consciousness one promoting black leadership, but is not anti-white

Cusa was formed in 1980 and joined unions which had previously met as a loose co-ordinating committee

The giant National Union of Mineworkers, now a Cosatu affiliate,

was formed as a result of a decision by Cusa in 1982 to establish a union in the mining industry

Azactu arose from a series of discussions started in February 1984 and its formation was announced in August of that year

Although the unions are all formally independent of the Azanian Peoples Organisation (Azapo), some of them emerged from labour clinics set up by Azapo in the late 1970s

Some form of alliance between the two had been anticipated since late last year

At a meeting in November they found common ground on

- Black leadership,
- Acceptance of white involvement at grassroots level,
- Non-affiliation to political organisations,
- Financial accountability to members within unions
- Independent action of unions within a federation,
- Methods of international financial assistance, and
- Continued community involvement

Another super-union in the wings 143

AMALGAMATION of the black consciousness-inclined Council of Unions of South Africa (Cusa) and the Azanian Confederation of Trade Unions (Azactu) into a new super federation of unions is imminent.

Delegates from Cusa and Azactu meet in Johannesburg tomorrow to put what Azactu co-ordinator Pandelani Nefolovhodwe calls the "finishing touches" to their unity talks. He anticipates that amalgamation may be complete by the end of next month.

Tomorrow's unification meeting at Cusa's headquarters is scheduled to be followed by a special Cusa conference early next month, at which Cusa leaders will seek a mandate to go-ahead with the amalgamation, adds Mahlomolo Skhosana of Cusa.

The new giant union will constitute an alternative bloc to the existing super union, the Congress of South African Trade Unions (Cosatu).

Cusa and Azactu were party to the unity talks leading to the formation of Cosatu — whose 33 founder unions

1919/20 WEEKLY
By PATRICK LAURENCE

represent 450 000 paid-up members

Cusa and Azactu withdrew or were excluded — each side offered its own version of what happened — from the discussions leading to the formation of Cosatu after differences of principle and emphasis.

Their new alternative super union will link 23 unions, 12 from Cusa and 11 from Azactu. They have a reported signed-up membership of nearly 350 000 members.

Nefolovhodwe says the new union will rest on four fundamental principles. They are: one union for each industry, worker democracy, financial accountability and black leadership.

Of these, black leadership is the most important because it is the salient distinction between the new federation and Cosatu. Nonracialism, rather than black leadership, underpins Cosatu.

But, Nefolovhodwe says, insistence on black leadership should not be interpreted as crass anti-white racism

Leadership in the liberation struggle must come from the black working class as the "most oppressed class".

People who do not belong to the black working class — including black intellectuals — but who wish to participate in its fight for a new South Africa have to "commit class suicide" and identify completely with black workers.

Whether they are black intellectuals or white sympathisers, "they have to dance to the tune of the black working class". They have to understand black working class thinking viscerally as well as cerebrally.

In that way they can become acceptable to the black working class and help to "synthesize and galvanise" its ideas, if chosen to do so.

"If whites want to participate in the struggle, they must do so on the factory floor," Nefolovhodwe says. If they are then elected to leadership positions in the unions by fellow workers, they can do so without violating the principle of black leadership, he concludes.

pended for three years.

CAPC Traps 24/9/86

(223) (183) (143)

No wages for ex-detainee

JOHANNESBURG. — The Council of Unions of SA has expressed its "utter disgust" at multinational company Roche Products for refusing to pay the wages of an employee recently released from emergency detention.

Roche personnel services manager Mr Jan Smit said: "This is a question between Mr Andrew Morifi and ourselves. We have told Cusa that our policy is one of no work, no pay"

Reports by Staff Reporters, Own Correspondents and Sapa

New labour giant soon

1163
Sweyer 2/10/84

A NEW labour giant will be launched this weekend with the merging of two black consciousness trade union federations.

SOWETAN Correspondent

Mr James Mndaweni, president of the Council of Unions of SA (Cusa) said that the long-awaited merger between his organisation and the Azanian Confederation of Trade Unions (Azactu) would go ahead this weekend

He said the name of the new organisation would be announced at

a launch on Saturday afternoon following Cusa's conference at Broederstroom

Talks

Talks between Azactu and Cusa have been underway for several months. Mr Mndaweni claimed the new federation would have a membership in the region of 350 000

The Black Allied Mining and Construction Workers' Union (Bamcwu) has given its blessing to the merger

Unity between Cusa and Azactu has been predicted since last year, when the two ceased to be party to talks which led to the formation of the Congress of SA Trade Unions (Cosatu). Cosatu claims a membership of up to 600 000

2/10/86

350 000 to
merge into
labour giant

143

By Sheryl Raine

A new labour giant and rival to the Congress of South African Trade Unions will be launched this weekend with the merging of two black consciousness union federations.

Mr James Mndaweni, president of the Council of Unions of South Africa (Cusa), said the long-awaited merger between his organisation and the Azanian Confederation of Trade Unions (Azactu) would go ahead this weekend.

The name of the new organisation would be announced on Saturday after Cusa's conference at Broederstroom.

Mr Mndaweni claimed the new federation would have a membership of about 350 000

Unity between Cusa and Azactu has been predicted since last year when the two ceased to be parties to talks which led to the formation of Cosatu, which claims a membership of up to 600 000.

ONE TIME 6/10/86

PAC flag hoisted at launch of new union

Own Correspondent

JOHANNESBURG. — The flag of the outlawed Pan Africanist Congress (PAC) was hoisted high and songs in praise of its late leader Robert Sobukwe echoed within the Alpha Centre hall as a new 350 000-strong union federation was formed at Broederstroom yesterday.

The federation, which at the time of going to press had not been named, is the result of a merger between the exclusively black Council of Unions of South Africa (Cusa) and the Azanian Confederation of Trade Unions (Azactu).

Dancing youths chanting political slogans and singing freedom songs momentarily turned the event into a PAC festival, to the delight of more than 1 000 delegates.

Cusa's general secretary, Mr Phiroshaw Camay, said he had a message of fraternal greetings from the PAC and the African National Congress (ANC).

Giant new trade union federation is launched

A NEW CHAPTER OPENS

By LEN MASEKO

ANOTHER chapter was opened in the labour history when a new union federation was launched at the weekend.

The new giant, which claims a membership of 350 000, became a reality with the merging of the Azanian Confederation of Trade Unions (Azactu) and Council of Unions of SA (Cusa)

The name of the new federation had not been announced by late yesterday.

Talks

More than 500 delegates from all over the country converged on Alpha Training Centre in Broederstroom, to launch the federation

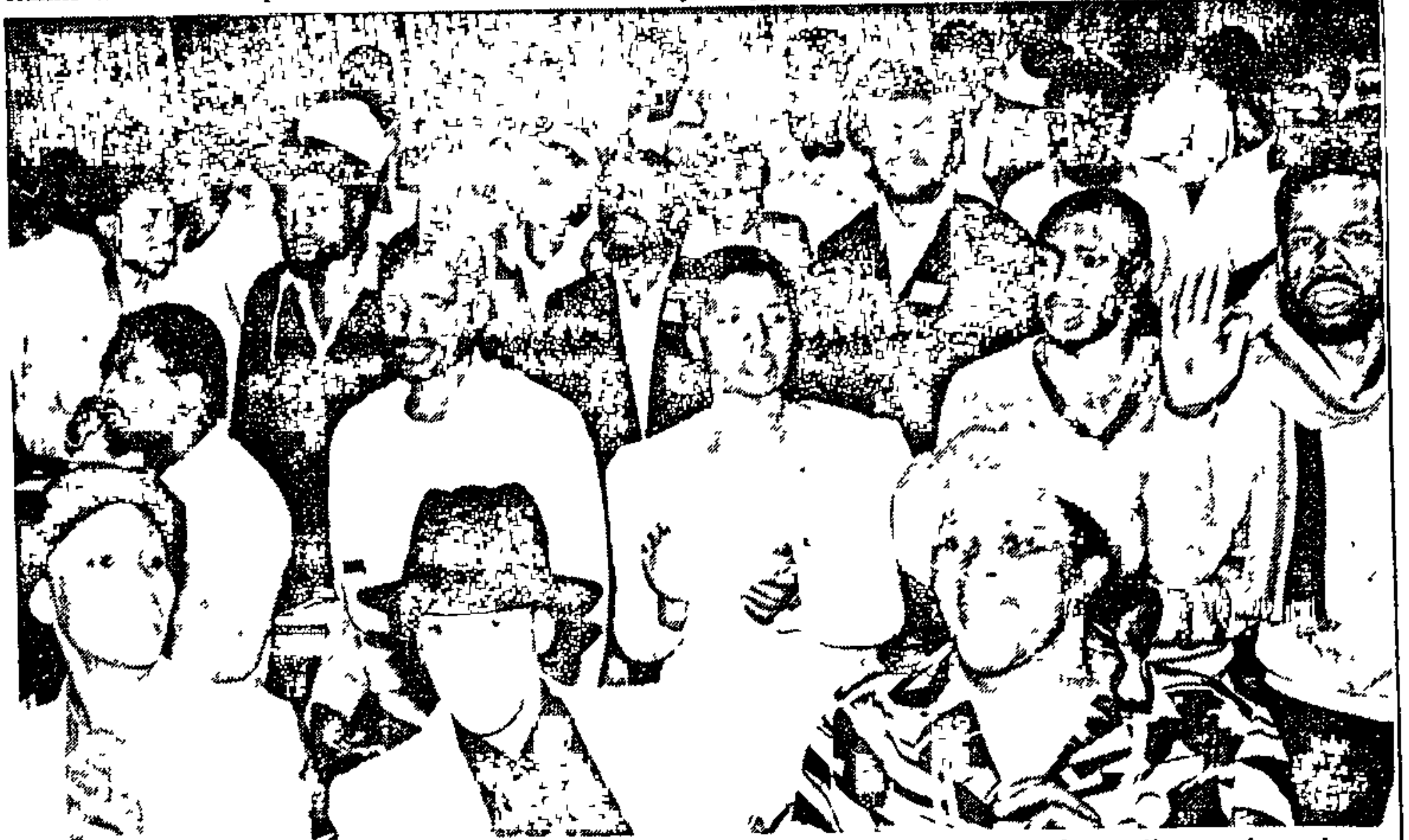
Messages of support were read at the two-day congress, from — among other organisations — Pan Africanist Congress, African National Congress, International Confederation of Free Trade Unions and Britain's Trade Union Council.

The new federation symbolised workers' aspirations, through which the working class "will march towards total emancipation," Cusa president Mr James Mndaweni told the conference.

Delegates

Cusa-Azactu talks started after the two federations "were pushed out" of the unity talks which resulted in the formation of the Congress of SA Trade Unions, Mr Mndaweni said.

"The federation is a democratic organisation which will not impose ideology upon any of our members," the Cusa official said



SOME of the delegates at the launch of the giant new trade union federation at the weekend.

143
Sowetan
6/10/88

6/10/86 BWS D47 (143)

Black union federation is born

THE flag of the outlawed Pan Africanist Congress (PAC) was hoisted high and songs in praise of its late leader Robert Sobukwe echoed within the Alpha Centre hall as a new 350 000-strong union federation was formed at Broederstroom yesterday.

The federation which, at the time of going to press, had not been named is the result of a merger between the exclusively black Council of Unions of SA (Cusa) and the Azanian Confederation of Trade Unions.

Dancing youths chanting political slogans and singing freedom songs momentarily turned the event into a PAC festival, to the delight of more than 1 000 delegates.

Cusa's general secretary, Phiro-

SIPHO NGCOBO

shaw Camay, said he had a message of fraternal greetings from the PAC and the African National Congress.

Other messages of solidarity came from the Trade Union Congress of Britain, the 2.2-million strong Canadian Labour Congress, the International Labour Organisation, the labour wing of the United Nations, the Zimbabwean Congress of Trade Unions, the National Forum, the Azanian National Youth Unity and the 82-million member International Congress of Free Trade Unions.

Cusa president James Mndaweni said the federation would not force its

members to adopt any particular political ideology.

He said "We are a democratic organisation which will not impose any ideology upon any of our members. It is our members who will shape the direction of our federation and thus they will achieve independently of any party politics."

Mndaweni said the principles of the federation included:

- Worker control,
- Industrial trade unionism;
- Independent trade unionism;
- Non-affiliation to political parties,
- Acceptance of whites at grassroots level,
- Continued community involvement

UNITY THE GOAL, SAYS CUSA-AZACTU

THE newly formed labour federation, Cusa-Azactu, will strive to unite the majority of organised workers in the country

The new Cusa-Azactu national executive council said in a statement yesterday that it believed in the principle of worker control based on non-racialism "to build a non-exploitative democratic society based on the leadership of the working class"

The executive members are Mr James Mndaweni (president), Mr Stewart Moletsane (vice-president), Mr Piroshaw Camay (general secretary), Mr Phandelani Nefolovhodwe (first assistant general secretary), Mr Mahlomola Skhosana (second assistant general secretary)

143 (143) 1/10/86 Sowejan (Sowejan)

(143) (100)

FOCUS

WHAT is the significance of this week's birth of another labour federation in South Africa?

The new federation, Cusa-Azactu, was launched almost a year to the day after the Congress of South African Trade Unions (Cosatu) was launched with a membership of 500 000 workers

That there are now two federations is a result of last year's collapse of talks to bring the entire labour movement in South Africa under one umbrella

The two have so much in common that it is still not clear why they cannot agree to have one federation

Although affiliates of the two groups have an entirely black membership, both federations subscribe to the principle of non-racialism

Both aspire to a one-man-one-vote election in a unitary state after which workers will take over political and economic control of the country

On the question of ideology, which has been seen as the major bone of contention between them, the two groups are in fact, singing the same tune

Cusa-Azactu and Cosatu believe in retaining their autonomy by not affiliating to international confederations

According to Cusa-Azactu's president, Mr James Mndaweni, Cusa has been given a period within which to wind up its commitments with organisations such as the International Confederation of Free Trade Unions and the African American Labour Centre, to which it had been affiliated

Condemn

The two agree that foreign investment props up apartheid which ensures maximum exploitation of the working class

Both also agree on the need to research and develop an alternative system of education to replace the current one which they condemn as geared to serve the interests of the capitalist minority

There are only three issues on which the two federations disagree

Although they both accept that labour issues are inseparable from the overall political situation in the country, Cusa-Azactu does not believe in union affiliation to political organisations

Mr Mndaweni said

The thin divide between labour giants

By SAM MABE

"Our members belong to various schools of thought and we respect that position by not imposing any ideology on them

"We have, for instance, been labelled as a black consciousness group by certain newspapers. Nothing could be further from the truth

"Our policy makes it very clear that we do not push any ideological line at all

"We have within our ranks individuals who belong to the UDF, Azanian National Youth Unity (Azanyu) and to various Black Consciousness organisations and that does not in any way influence the federation's policy

"But it must be clear that the position we hold has been determined by our membership and its change will also be determined by our membership"

Cosatu is an affiliate of the United Democratic Front

Charter

The land question is another contentious subject

Cosatu, which subscribes to the Freedom Charter is by implication supporting the Charter's preamble which states that 'South Africa belongs to all who live in it, black and white

Cusa Azactu, on the other hand, states clearly in its policy document that 'The feder-

ation recognises the fact that the entire country, balkanised or not belongs to the indigenous people of our country"

But the most contentious of the three is the question of leadership

Cusa-Azactu, while subscribing to the principle of non-racialism, believes in black working-class leadership

Worker

Whereas Cosatu believes that everybody who earns his living by selling his labour is a worker — irrespective of the colour of their skin — Cusa-Azactu believes that whites belong to a class that owns means of production and can therefore not be accepted as constituting part of the working class

For that reason, whites are not eligible for leadership positions within Cusa-Azactu

Explaining this position, Mr Mndaweni said "This is by no means discrimination. We only believe that a leader has to represent the interests of his membership and this can be possible only if such a leader comes from the ranks of the people he is leading"

Mr Mndaweni maintains however, that his federation will not be influenced by differences between Cosatu and itself in its decision to support any action taken on a national basis

"We obviously have a common attitude towards days like May Day and June 16 which we all recognise as public holidays," Mr Mndaweni said

The Media Council

THE South African Media Council is an independent body established to deal with various matters affecting media reporting and comment

One of the council's functions is to receive and act upon complaints from members of the public who have not been able to get satisfaction by approaching a newspaper or other news

entry
t re
e are
or to
ptha,
Asso-
t ur-
e as-
councils
ge of
ne of
onal
high-
mak-
vern-
h all
are
parlia-
nsists
e and
more
g Af-
have-
ment,
ll now
they
e cost
sepa-
te the
o give
ready
ament
e-vote
at sys-
y that
is plan
trying
its Na-
ody to
shape
coun-
council
hat the
ded?



Cusa-Azactu president James Mndaweni

A WEEK OF MAJOR CHANGES ON THE LABOUR FRONT ...

Enter another super-union



Jubilant new president James Mndaweni after his election

But first, a question of figures

A rival union federation to Cosatu was formed at the weekend and hailed immediately as a 'labour giant'. But, argues labour writer PHILLIP VAN NIEKERK, the figures indicate that the new union is not yet in the Cosatu league

A NEW black union federation — dubbed by the press a "labour giant" — was born when the Azanian Confederation of Trade Unions (Azactu) and the Council of Unions of South Africa (Cusa) merged at Broederstroom at the weekend.

The key difference in principle between the new federation and the Congress of South African Trade Unions (Cosatu) is Cusa-Azactu's insistence on "black working class leadership", which excludes white intellectuals from occupying leadership positions.

Cusa-Azactu president James Mndaweni said that though Cosatu claimed to share his federation's principle of "worker control", he did not believe Cosatu had working class leadership "as such".

Referring to white officials in Cosatu unions, Mndaweni said "Other people who are not workers come in as intellectuals in leadership positions."

Mndaweni said this despite the fact that neither the new federation's general secretary, Piroshaw Camay, nor the assistant general secretary, Pandelani Nefolovhodwe, worked his way into trade unionism from the shop floor.

At a press conference this week the still-unnamed federation claimed 420 156 signed-up members and 248 010 paid-up members. If true, these figures would put Cusa-Azactu only about 100 000 behind Cosatu.

Though the new federation contains important Cusa unions such as the South African Chemical Workers' Union (Sacwu) and the Food and Beverage Workers' Union (FBWU), it is not in the same league as Cosatu.

Unions affiliated to Cosatu were responsible for 22 times more industrial action in the first seven months of this year than unions in the newly merged Azactu-Cusa federation.

According to figures compiled by management labour consultants Andrew Levy and Associates, Cosatu unions accounted for 128 strikes and at least half-a-million lost man-days between January and July this year.

This compares to 22 strikes and 22 000 lost man-days by Cusa unions and one strike and 2 000 man-days by Azactu unions.

These figures exclude stayaways and political strike action, such as those initiated by Cosatu unions in response to the State of Emergency or the NUM's October 1 Day of Mourning.

Though strike action is not the only indicator of union strength, Cusa-Azactu lags far behind Cosatu in terms of worker mobilisation and organised campaigns.

According to Levy and Associates, the unions involved in the most industrial disputes between January and July were the National Union of Mineworkers, with 15 strikes for 211 550 lost man-days, and the Metal and Allied Workers' Union, whose 20 strikes cost 142 350 man-days.

Apart from this action, Mawu has been in the forefront of campaigning for higher wages and plant-level bargaining in the metal industry, led

the trend of factory sleep-ins, has held several successful industry-wide stayaways and was the first organisation legally to challenge the Emergency regulations.

There are several Cusa-Azactu unions in the metal industry but only

one — the Engineering and Allied Workers' Union of South Africa (Eawusa) — had a strike which cost 320 man-days.

Apart from its strike action, the NUM initiated the most successful industry-wide stayaway in South

African labour history on October 1, in mourning for the fallen of the Kinross mining disaster, and in the still-deadlocked annual wage negotiations has so far managed to extract 22 percent increases from the Chamber of Mines.

By contrast, Cusa-Azactu's representative on the mines, the Black Allied Mining and Construction Workers' Union (Bamcwu), had one strike involving 2 000 man-days.

Other Cosatu unions involved in a lot of strikes include the National Automobile and Allied Workers' Union (Naawu), with 25 strikes and 29 100 man-days, the Chemical Workers' Industrial Union (CWIU) with 15 strikes and 40 135 man-days, and the Commercial, Catering and Allied Workers' Union of South Africa (Ccawusa) with 14 strikes and 15 512 man-days.

The three Cosatu food unions which united into the Food and Allied Workers' Union (Fawu) had a combined total of 27 260 lost man-days in 14 strikes.

The largest Cusa-Azactu tallies were 12 strikes involving 10 304 man-days by Sacwu, one strike involving 4 000 lost man-days by the Transport and Allied Workers' Union (Tawu), and six strikes involving 7 860 lost man-days by the FBWU.

Meanwhile, the formation of Cusa-Azactu is unlikely to increase the chances of a merger with Cosatu to form one black opposition federation.

Mndaweni said on Monday that Cusa-Azactu would only be prepared to accept "principled unity" and not a "marriage of convenience".

On most major issues — such as political action, sanctions, worker control and working class independence — the positions of the two federations are remarkably similar.

The major stumbling block to unity, which kept the Cusa and Azactu unions out of Cosatu in the first place, is the stress they lay on black working class leadership.

Cosatu, on the other hand, still has a policy decision not to share a platform with the other federations, and has said that if the Cusa-Azactu unions want unity they must join Cosatu.

However, the formation of Cusa-Azactu is unlikely to spark shop floor rivalry with Cosatu unions of the kind that has marked the emergence of Inkatha's United Workers' Union of South Africa (Uwusa). Uwusa's industrial action tally is, incidentally, nil.

FIN MAIL 10/10/76
CUSA-AZACTU FEDERATION

The third force

The exuberant support for sanctions displayed at the launch in Broederstroom of SA's second-largest trade union federation indicates that a significant proportion of organised black labour now backs foreign economic strictures against SA

The new federation combines the Council of Unions of SA (Cusa) and the Azanian Confederation of Trade Unions (Azactu). One of its first acts was to pass a resolution stating that it is "committed to a full sanctions programme for as long as the racist capitalist minority regime exists." The resolution also condemns foreign investment in SA, saying it represents "a further perpetua-



Mndaweni (L) and Camay ...
backing sanctions

tion of exploitation and oppression, and that its continued presence in our country is not in the interests of the working class."

The federation's position will no doubt fuel the controversy over the degree of black union member support for sanctions. The Congress of SA Trade Unions (Cosatu), the largest black union federation, officially supports sanctions as a lever for political change. But the Chamber of Mines has, for example, challenged the National Union of Mineworkers (NUM), a major Cosatu affiliate, to demonstrate that its members endorse its pro-sanctions stand.

In stark contrast to both, of course, is the Inkatha-backed United Workers' Union of SA (Uwusa), which opposes sanctions

Called the Cusa-Azactu Federation until a new name is decided upon, the new black consciousness-leaning body is an amalgam of 23 unions with a paid-up membership of 248 000 and 420 000 signed-up members.

The negotiations which led to its formation commenced last April when it became apparent that neither Cusa nor Azactu would be joining in the talks that led to the formation of Cosatu, whose political sympathies tend towards the United Democratic Front.

The new federation believes in "the principle of worker control ... to build a non-exploitative democratic society based on the leadership of the working class." It is also committed to "black working class leadership." This is its major difference with Cosatu, which has a number of whites in key positions. Other guiding principles are "anti-capitalism, anti-imperialism, anti-racism and anti-sexism."

Former Cusa leaders occupy all the top leadership positions in the new federation — a reflection of the relative strengths of the two bodies before the merger. James Mndaweni and Phiroshaw Camay, Cusa president and general secretary, respectively, retain those positions in the new organisation. Pandelani Nefolovhodwe, general secretary of the Black Allied Mining and Construction Workers' Union (Bamcwu) and the leading light in Azactu, is first assistant general secretary. Stewart Moletsane, head of the Azactu's Insurance and Assurance Workers' Union of SA's shop stewards committee, is vice-president. Camay's righthand man in Cusa, Mahlomola Skhosana, is second assistant general secretary.

The leaders are adamant the federation will retain its autonomy and will not become an affiliate of any political organisation. It will also not affiliate to any of the international union bodies, although it will "reserve the right to relate to any of them." Cusa's present affiliation to the International Confederation of Free Trade Unions (ICFTU) is something which will have to be "put under review," says Mndaweni.

The federation's leaders reject suggestions that it is a black consciousness (BC) body. Yet the flag of the Pan Africanist Congress (PAC) was raised at the weekend meeting, and Azactu certainly was a BC organisation.

The new federation is committed to the idea of industry-based unions. For this reason, three general unions in the Azactu camp — the African and Allied Workers' Union, the Black General Workers' Union and the National Union of Workers of SA — were accorded only observer status at last weekend's meeting. According to Camay, they will now disband and their members will be accommodated in unions catering for the industries in which they work.

Some unions will also hand over sections of their membership to others. Construction workers in Bamcwu's ranks will, for example, be shifted to the Building and Construction and Allied Workers' Union, formerly a Cusa affiliate. Likewise, the Black Electrical

and Electronics Workers' Union, the Engineering and Allied Workers' Union of SA, and the Steel, Engineering and Allied Workers' Union, are due to begin discussions on consolidating their memberships.

15/10/80. (143)

Plea to lift restrictions on unionists

The newly formed Cusa-Azactu federation will today ask the Pretoria Supreme Court to lift restrictions placed on two officials formerly held under the state of emergency, a spokesman said.

The two officials are Mr Manene Samela and Mrs Joyce Sedibe.

Restrictions placed on them include that they may not leave their respective magisterial districts without permission from the authorities and that they may not give Press interviews.

Several other former detainees, including union leaders, are also under restrictions.

D. L. M. etc

Bus Day 4/11/86

Pullouts: little praise

THE STRIKE at General Motors has highlighted to both opponents and supporters of the international sanctions campaign that the nature of the recent rash of withdrawals of US companies from SA — whereby assets and franchising rights are transferred to local interests — is something nobody expected.

And the moves by the likes of GM, IBM and Coca-Cola have won little approval from the disinvestment lobby.

SA's two largest trade union federations, the Congress of SA Trade Unions (Cosatu) and the amalgam of the Council of Unions of SA and the Azanian Confederation of Trade Unions (Cusa/Azactu), both advocate international economic pressure

against SA in one form or another.

Cusa/Azactu is on record as supporting a full programme of economic sanctions. Cosatu also supports sanctions and disinvestment, but with the rider that any multinational which pulls out should hand over its local assets "to the workers who have generated them".

Cusa/Azactu general secretary Piroshaw Carnay says the US corporate moves have done nothing to hasten the end of apartheid. He says multinationals which choose to remain in SA should be taking up the cudgels against government

ALAN FINE

But those which have announced their intention to withdraw will continue to gain from their indirect presence, while no longer having sufficient presence to oppose the system.

Cosatu policy has been criticised, even in its own terms, as an example of unrealistic and woolly thinking. A more generous interpretation sees it as a reflection of the dilemma of militant organised labour.

While it is concerned at the further collapse of the economy, it simulta-

neously wishes to preserve what it sees as a valuable political weapon and to remain aligned with the anti-apartheid forces advocating sanctions.

Cosatu vice-president Chris Dlamini, himself an employee of a US multinational, says his organisation has not formulated a response to this type of disinvestment. But he criticises the companies for not heeding Cosatu's approach.

Cosatu education secretary Alec Erwin argues that the withdrawals are part of a worldwide trend by

multinationals towards overseas franchising operations. In SA this trend is being expedited by the sanctions campaign, he says, and for companies producing more-sophisticated products — such as vehicles and computers — it is happening prematurely.

While these withdrawals will have little impact on the economy, they represent a political statement that apartheid is unacceptable, Erwin says. He concludes by arguing that events of the past few years have highlighted the fact that foreign investment has been "a rip-off on a large scale".

While political pressures may have accelerated the flow of funds from SA, the outflow preceded both the unrest, which began in September 1984, and the intensifying of the sanctions campaign.

Union to challenge sackings

14/3
Sowetan
2/11/82

THE Insurance and Allied Workers Union of SA is to challenge the retrenchment of 23 union members at Trust Bank's Johannesburg branch.

Iawusa general secretary Mr Jow Rakgoadi said the union would seek legal advice with a view to fighting the retrenchments.

"The 23 union members were not given any warning nor were they consulted about the retrenchments, said to have been implemented as a result of the closure of a department at Trust Bank," Mr Rakgoadi said

Iawusa is to meet Trust Bank management next Monday, to discuss the matter

• General Motors asked police to remove 500 striking workers at two of its Port Elizabeth plants on Wednesday night

The company said it asked police for assistance in removing 500 employees who had earlier been dismissed and refused to leave its plants in Kempston Road and Aloes

Yesterday the company was stopping many employees entering the factory

A meeting between

By **LEN MASEKO**

management and union officials ended after only 15 minutes when General Motors rejected a key union demand outright and refused to discuss others until strikers returned to work

• Production ground to a halt at South African Breweries' Rosslyn plant as a result of hundreds of workers staging a sit-in strike

The strike started on Wednesday after the dismissal of a security guard on the grounds of "gross negligence"

The case of the security guard revolves around the theft of R15 000 worth of beer in August. Two men have since been convicted

• The Commercial Catering and Allied Workers Union of SA holds its annual congress in Durban this weekend

The conference starts today, and will be held at the Komonia Centre in Botha's Hill

Union agreements

By DAN DHLAMINI

THE Building Construction and Allied Workers' Union signed recognition agreements with two companies during the past two months.

BCAWU regional organiser Adam Matela said they signed a recognition agreement with the Lichtenburg-based Anglo Alpha cement division in September.

He said on October 30 management agreed on a wage increase of a minimum of R90 across the board for all grades.

A recognition agreement was also signed with Klerksdorp-based Des Kuper construction on October 28.

Negotiations with Bla John Suppliers are continuing.

ent is
thing
nten-
mical
peo-
atile
ford
this

that whispers in the deep
Jules, Call me angry, call oceans are one

'Don't just talk business'

THE Council of Unions of SA has urged President PW Botha not to restrict himself to economics when he meets businessmen today. *CITY PRESS* "He must address the fundamental questions of human rights and political freedoms," Cusa general secretary Piroshaw Camay

said this week. Camay was addressing the Federated Chamber of Industries - a forum for management personnel. "There will need to be a balance between political rights and participation in decision-making on the country's economic future while ensuring that social

development and growth are not prejudiced," he said. ● The UDF says the "summit" is going to be a sheer waste of time. "It is quite clear from the agenda of the meeting that the dismantling of apartheid is not regarded as important," the UDF said.



LABOUR BEAT

THE Building Construction and Allied Workers Union has reached a wage agreement with Anglo Alpha's Western Transvaal group. *Sowetan*

By **LEN MASEKO**

In terms of the agreement, BCAWU members at the company will receive a R90 across-the-board wage increase. Other packages contained in the agreement include a 10-day educational leave, 24-hour insurance cover and a new arrangement for pension fund contributions.

BCAWU has also signed recognition agreements with two companies in the Western Transvaal.

The companies are Dee Kuter Construction and Blajohn Building Supplies.

- More than 2 000 Standard Telephone Cables workers, who were involved in a work stoppage, have returned to work after the company improved its wage offer.

Bonus package

Management has agreed to a minimum rate of R3 an hour and improved service bonus package.

The improved service bonus package means that workers who have been with the company for between one and 10 years will receive increases ranging from R16 to R35 a month.

The package follows negotiations between management and the Electrical and Allied Workers Trade

Union of SA, Metal and Allied Workers Union and Engineering and Allied Workers Union.

However, the unions are dissatisfied with the package.

Eawtjisa general secretary, Mr Tommy Oliphant, told the *Sowetan* his union was not satisfied with management's final offer.

- The fate of 122 Metal and Allied Workers Union workers, dismissed after a work stoppage at Benoni's Raylight Batteries, will be known next Tuesday.

The 122 workers were dismissed last month after they downed tools over the demand that management rescind its decision to suspend four workers. The four had allegedly been accused by management of intimidation.

The union is to challenge the dismissals at a hearing next week.

- The Municipal and General Workers Union of SA has elected a new Transvaal executive committee.

The executive members are Miss Dorothy Motumatsi (president), Mr Wilson Mpaliso (vice-president), Mr Zola Sikhele (secretary), Mr Shadrack Moholo (assistant secretary), Mr Joshua Borias (treasurer) and Mr Baxter Mbuthuma (regional organiser).

The union, formed in 1980, is an affiliate of the Congress of SA Trade Unions.

By DAN DHLAMINI

23/11/86 CAPRES

THE dismissal of nine workers from the Renza Kitchen factory has sparked off a row between management and the Council of Unions of SA-affiliated Building, Construction and Allied Workers' Union

The nine workers, mostly coloured men from Promosa township, were allegedly fired from the Potchefstroom-based company for joining the BCAWU

According to Cusa's Western Transvaal spokesman Tseko Maumakoe, Renza Kitchen originally fired 11 workers, whose stop-order forms were brought to the attention of the management. Maumakoe said two of the workers, Boy Speelman and Isaac de Bruyn, were re-employed.

The workers who were dismissed are Alfred Wat-

BCAWU to fight sackings

son, Samuel Armse, Abel van der Linde, Sibasteen Petersen, Marius Louw, Jeffrey Makawas, Urakiel Refulo, William Stevens and Piet van Koller

Maumakoe said the BCAWU represented more than 50% of the workers at Renza Kitchen before the dismissals

He said Cusa viewed management's action as "pure victimisation" and the failure of Renza Kitchen manager Leeuw Smith to give reasons for the dismissals proved beyond doubt that he was a

143
"union buster"
Smith confirmed that nine workers had been fired

However, he denied that they were fired because they joined the BCAWU

"These workers were dismissed on merit and it is part of the retrenchment system," he said.

Leeuw said he did not know of BCAWU's existence in his factory.

He said he was only aware of the Renza union of which all the workers automatically became members

"I am challenging BCAWU to provide facts which would prove that it was of any advantage to my employees"

He said most of the BCAWU members in his factory had denounced their membership and had not been active in the union's activities

Boycott in 4th week

143
SO WETO
26/11/86

AS THE Putco bus boycott entered its fourth week this week, commuters yesterday said they would continue using other means of transport until the company lowers its fares.

The Soweto Bus Boycott Committee, which claims to have met senior Putco officials before the boycott, said it was determined to pressurise the company to resolve the dispute.

It also said that it wanted Putco to refrain from retrenching about 270 workers in Soweto

because of the bus boycott

A spokesman for the Transport and Allied Workers Union (Tawu), which is organising Putco workers, said they had been informed about the proposed retrenchment of their members.

"Our executive committee is to meet soon to discuss the matter with members who will decide what line of action to take," the spokesman said.

A Putco spokeswoman said they have held talks with the Azanian

People's Organisation and the United Democratic Front and exchanged views on a number of issues, including fare hikes.

"Our doors are open to everybody who wishes to come and discuss with us. We are inviting the boycott committee to talk to us about their problems, including the proposed retrenchment of workers," the spokeswoman said.

She said there was nothing the company could do to reduce the fares.

Welcome

"We will welcome anybody to meet us, but I hope in as much as we will be sympathetic towards their views they will also understand our problems," she added.

A spokesman for the boycott committee has appealed to private car and taxi owners to reduce their tariffs in the wake of the bus boycott.

THE Cusa Azactu federation was deeply committed to the total emancipation and mental independence of all black workers in South Africa, the federation's president, Mr James Mndaweni, said yesterday.

Mr Mndaweni, who returned to South Africa this week after leading a 17-men delegation to a week-long education workshop in Harare, said the federation had fulfilled its congress wishes to establish an educational desire which will inform and educate all their members

The workshop dealt with various aspects involving trade unions and their day-to-day dealings with management. Speakers at the conference shared varying views, Mr Mndaweni said

Mr Mndaweni said what they had learnt would be based on providing a broad political philosophy of self-reliance and self-determination which will be worker controlled

"We must have an education that will assist us in our struggle against oppression and exploitation", he said

Armed with these,

EDUCATING THE WORKERS



Mr JAMES Mndaweni . . . led delegation to Harare.

he said "We can manage to achieve total emancipation and mental independence with our members."

The conference has formulated education-

nal recommendations for the federation

• The federation will hold its national council meeting at Lekton House, Johannesburg, on Sunday

Union to meet after workers' death fall

MEMBERS of the Building Construction and Allied Workers Union are to meet at the weekend to formulate what action to take following the death of a shop steward who fell from the roof of a building while on duty on the East Rand.

The worker whose name has not been released because the next of kin has not been informed, fell to his death while employed by Management Services Company in Kempton Park this week.

A union organiser, Mr Narius Moloto, confirmed the death and said another employee has been admitted to Boksburg Hospital where his condition has been described to be serious after he also fell from the roof of the same building.

He said their attempts to meet management have drawn a blank because the company was "a union buster" as it had refused to negotiate with them earlier. Workers will meet at Lekton House, Johannesburg, tomorrow to discuss strategies.

• The Metal and Allied Workers Union (Mawu) has applied for mediation to resolve their dispute with Graylight Batteries in Benoni following the dismissal of 129 of their members. The workers were

Labour Briefs

sacked after going on strike over the dismissal of five of their colleagues by management. The company's managing director, Mr J Saunders, confirmed that the union has applied for mediation to resolve the issue.

• About 140 workers at Skaal Transport in Brakpan are still on strike over demands for a pay rise, improved working conditions and the recognition of their union (the African Miners and Allied Workers Union). The *Sowetan* could not contact the company's manager, a Mr Snyman, as he was said to be out of town.

• Members of the Chemical Workers Industrial Union (CWIU) in the Transvaal yesterday protested against the continued detention of their organiser, Mr Vusi Mavuso. He has been in detention for five months.

• About 2 000 mine-workers who went on strike at Gencor's Matla Colliery were locked out this week, according to a spokesman for the National Union of Mine-workers.

demofa
143
24/11/86
[Signature]

FIN MAIL 13/6/86 (143)

SENTRACHEM STRIKE

A chemical reaction

The wage strike at seven Sentrachem plants by some 3 000 members of the SA Chemical Workers' Union (Sacwu) seems set to become a long and bitter fight

The strike started on May 12 after conciliation meetings failed to break a deadlock over Sacwu's demand for minimum increases ranging from R200 to R250 a month. More than three weeks on, there is no sign of a weakening of resolve on either side

Management claims production has been maintained — and even improved — with the help of casual labour; and, stating firmly that it has no intention of dismissing the strikers, shows every indication of holding out for as long as is necessary to break the strike. The union, on the other hand, says the

workers are prepared for a drawn-out power struggle.

Sentrachem subsidiaries affected by the strike are Agrihold in Silverton, the Sasolburg and Newcastle plants of Karbochem, Fedmis and Safripol in Sasolburg, and National Chemical Products (NCP) plants in Germiston and Kempton Park.

The wage negotiations that gave rise to the strike are the third to be held between Sentrachem and Sacwu since the union was first granted recognition by the group in 1984. In

that time, according to Sacwu national organiser Manene Samela, one of the union's major aims has been to move towards closing the gap between wages paid by the group's various subsidiaries. This is much the same tactic it adopted and succeeded with at several AECI plants where it is recognised.

In contrast to its openness with the press on its financial affairs, Sentrachem is saying very little about the strike. MD Dave Marlow is not prepared to divulge what the group's final offer was, nor to discuss whe-

some older, more established unions with mainly white members, to pay heavy duty drivers R980 a month and that black workers in the equivalent Peromnes category are now being offered only R850 a month. Aside from stating that the group's policy is to pay the rate for the job, no matter what a workers' background is, Marlow refuses to comment.

This is not the first time that a union has alleged that Sentrachem practices discrimination. Last year a dispute arose at the Karbochem plant in Newcastle when Sacwu claimed 87 workers had been retrenched for racial reasons. Dispute procedures came to an abrupt halt when the Minister of Manpower refused to appoint a conciliation board. But the Natal Provincial Division of the Supreme Court recently reviewed that decision and ruled that a board should be convened. Marlow will not comment on the matter.

The strike continues



Workers picket company

A GROUP of striking Sentrachem workers yesterday picketed the company's head office in Johannesburg, protesting management's refusal to accede to their wage demands.

The demonstration, which took place outside Sentrachem's offices in Anderson Street, went without incident. The placard-carrying workers called on management to accede to their demand for an across-the-board wage increase of R250

About 3 000 workers at seven Sentrachem subsidiaries have been on wage strike since Monday last week. Their union, the SA Chemical Workers' Union (Sacwu), and Sentrachem management have deadlocked

Strike-hit Sentrachem divisions are NCP (Germiston), NCP (Kempson Park), Safripol (Sasolburg), Fedmus (Sasolburg), Agrihold (Pretoria), Karbochem (Newcastle) and Karbochem (Sasolburg). At NCP in Germiston, strikers have been "sleeping in" since last week

Sacwu has charged that there were pay disparities in black and white scales at Sentrachem subsidiaries. In some cases the wage gap between a black and white worker doing the same job was as high as R600, according to Sacwu. Sentrachem, asked for comment about the union's claims, indicated that the matter was not subject for "discussion through the Press"

• A national overtime ban enforced by three metal

By LEN MASEKO

unions, became effective as from yesterday.

The ban is being co-ordinated by the Steel, Engineering and Allied Workers' Union of SA (Sea-wusa), the Metal and Allied Workers' Union (Mawu), and the Electrical and Allied Workers' Trade Union.

The unions have resolved to ban overtime work in the industry because the employer body, the Steel Engineering Industries Federation of SA, would not consider any of their wage proposals. The three unions are demanding a minimum wage of R3,50 an hour

About 400 Seawusa shop stewards unanimously agreed to implement the overtime ban during a meeting in Johannesburg at the weekend

Talks collapse

• Talks between Seawusa and Roodepoort-based Central Brass and Iron Foundry have collapsed. The union is seeking the reinstatement of a worker at the the company

Union members employed by the company were due to meet in Johannesburg last night to discuss further action. About 80 workers employed by the company took part in a two-day work stoppage last week, protesting the dismissal of a colleague

• Eight unionists are due to appear in the Boks-

burg Magistrate's Court tomorrow. Their appearance is a sequel to demonstration at Boksburg's Unilever, where black workers were protesting management's refusal to recognise May Day as a paid holiday.

Among the unionists is Mr James Mandaweni, president of the Council of Unions of SA (Cusa). The seven were arrested on April 17

• A Vosloorus unionist's home was searched by unknown men while he was away at work last Thursday, his family has reported

According to Mr Joseph Masuku's family, witnesses saw two black men accompanied by two white men break into the unionist's home.

Mr Masuku is a member of the Food Beverage Workers' Union (FBW), and was recently arrested while returning from a funeral in Katlehong a fortnight ago.

• Cusa has dismissed reports of a split within the ranks of its affiliate, the FBW, as "untrue".

Cusa's statement follows a report quoting FBW regional chairman Mr George Nene, saying that a group of union members had resolved to join a new union to be launched by the Congress of South African Trade Unions

Cusa general secretary, Mr Piroshaw Camay has promised union action "following the dissemination campaign being undertaken by these individuals"

Mr Nene could not be reached for comment.



CUSA general secretary, Mr Piroshaw Camay, dismissed reports of a split.

best narratives. head, leg and feet. said Mr Matsena's wife

Stalemate in Sacwu talks

Soweto 15/5/86

WAGE negotiations between the South African Chemical Workers' Union and management at seven Sentrachem subsidiaries, whose 3 000 workers are on strike, reached deadlock yesterday.

The striking Sacwu members went on strike on Monday this week, demanding an across-the-board wage increase of R250

Sentrachem divisions affected by the strike are NCP (Germiston), NCP (Kempton Park), Safripol (Sasolburg), Fedmus (Sasolburg), Agrihold (Pretoria), Karbochem (Newcastle) and Karbochem (Sasolburg)

Sacwu general secretary, Mr Mike Tsotetsi, said negotiations between the union and Sentrachem management had reached a stalemate.

- The black workforce at Central Brass and Iron Foundry near Roodepoort were involved in a work stoppage yesterday, protesting the dismissal of a colleague

The company's managing director, Mr Alfred Duro, declined to comment and said "the whole thing is an internal matter".

The Steel, Engineering and Allied Workers' Union of South Africa has sought a meeting with management at the Roodepoort firm in a bid to resolve the dispute.

The striking workers are demanding the reinstatement of a colleague and wage increases

- The Women's Association of the South African Black Municipal and Allied Workers' Union (Sabmawu) yesterday threatened to call out its members at Soweto City Council if the municipality continued to pull down shacks at "Mshenguville"

The council should provide shack dwellers at "Mshenguville" with alternative accommodation before demolishing their structures, the association said in a statement

"The problem is that our members are made to do the council's dirty work of demolishing shacks," the Sabmawu wing said

- Pick 'n Pay, fresh from a labour dispute involving 6 500 workers at the company's stores, yesterday placed a newspaper advertisement thanking its customers for their "loyal support".

the night together.

Workers' threat to Final

THE South African Chemical Workers' Union has threatened to call on the community to boycott the forthcoming National Panasonic Champion of Champions final between Iwisa Kaizer Chiefs and Frasers Celtic to be played at Ellis Park on Saturday.

The union said it will launch the boycott because National Panasonic was part of the grant Barlow Rand, which has shares in Adcock Ingram, the company presently refusing to meet its members demands.

About 350 members of the union employed at Adcock are on strike demanding wage increases and improvement of working conditions. The strike is in its second week.

The workers have held consultations with the National Soccer League, the Azanian People's Organisation (Azapo) and the United Democratic Front (UDF) with the aim to get solidarity support.

Panasonic's managing director Mr Terry McLincock said his company had nothing to do with the strike at Adcock company.

SOWETAN
Reporter

NSL's public relations officer Mr Abdul Bhamjee said. "We have explained to the union our concern about their struggle, but we fail to understand how the game can be boycotted."

"The workers should fight for their rights with the company that has employed them," he said.

Barlow Rand's spokesman said all their subsidiaries have autonomous powers and have to control their own affairs. "We have nothing to do with Adcock's problems," he said.



WORKERS at Adcock Ingram Company in Industria, Johannesburg, demonstrated and picketed outside the company's premises yesterday.

Epping

workers

on strike

MORE THAN 200 workers at two Epping paint and ink factories have downed tools in support of more than 400 Plascon workers in the Transvaal who were fired last week after striking over the dismissal of two colleagues

About 150 workers at Plascon in Epping downed tools on Thursday in support of colleagues in Johannesburg and yesterday 63 workers at the Inmont printing factory in Epping joined in

The SA Chemical Workers' Union (Sacwu) said the industrial actions were in sympathy with more than 400 workers at Plascon in Luipaardsvlei, Krugersdorp, and Polycell in Alberton, who were fired last week

Union condemns dismissal of strikers at AECI plant

By Sheryl Raine

The South African Chemical Workers Union (Sacwu) has condemned yesterday's dismissal of 270 striking workers by AECI's Alrode plant.

The workers failed to meet a company ultimatum to return to work yesterday morning.

Sacwu general secretary Mr Mike Tsotetsi said the workers went on strike last Friday in protest against the dismissal of a shop steward and another worker.

Mr Tsotetsi said the workers had been told to report to the plant today to collect their pay. The company had also requested another meeting with the union to discuss the matter.

An AECI spokesman, Mr Bokkie Botha, said the shop steward had appealed against his dismissal and appeal procedures were in progress when the workers decided to strike.

"On Monday afternoon workers were

given an ultimatum to return to work yesterday morning or face dismissal. They continued to strike and have been dismissed.

"However, discussions are still taking place with union representatives," he said.

● Work at the Nampak Paper factory in Bellville stopped yesterday after a breakdown in wage negotiations.

More than 150 workers downed tools while a Conciliation Board met union officials, management and representatives of the Department of Manpower.

A spokesman for the Paper, Wood and Allied Workers' Union said workers had not had an increase since October last year and had asked for a 50 c increase on their wages of R2,18 an hour.

The management had offered 30 c now and a further 8 c to lower-paid workers in July which was not acceptable to the workers.

... who selects QCs and bringing separate actions against the Lord Chancellor, but both are Britain for his appearance inquest into the death of Steve Biko.

Plascon Parthenon strikers return to work

WORKERS on sympathy strikes at four Plascon Parthenon or related factories in the Western Cape and Tranvaal returned to work yesterday after management at the company's factory in Epping, Cape Town, undertook to resume talks. The legal strike at Plascon Parthenon in Epping began last week.

CLAIRE PICKARD-CAMBRIDGE

after a deadlock in wage negotiations. SA Chemical Workers' Union members at four other Plascon-related factories joined the strike on Thursday in sympathy with the Epping workers' demands. Plascon Parthenon, Cape, MD

Ralf Johanssen said the company yesterday withdrew its ultimatum to striking Epping workers. Talks resumed yesterday between the Paper, Wood and Allied Workers' Union and Printpak of Industria, Johannesburg, after about 90 workers called a wage strike on Thursday.

Police hurt in shoot-outs

TWO policemen were injured in separate contacts with men armed with grenades — one had an AK47 rifle — in Port Elizabeth black townships yesterday.

Two men were killed and two arrested.

Captain I P du Plessis, of the CID, was wounded four times in his left leg after being fired on by a man in New Brighton with an AK47.

Constable A Strydom received shrapnel wounds in his legs and arms in a follow-up contact in Port Elizabeth's Soweto district.

Both men are in hospital in satisfactory conditions.

Police Commissioner General P J Coetzee said that early yesterday a man was arrested in Zwide in possession of a hand-grenade and revolver.

In a follow-up action police went to a hut in New Brighton where they were fired upon by a man with an AK47. The police party returned fire. A man was killed and a second arrested. Du Plessis was injured in this contact.

In another incident in Soweto yesterday, a hand-grenade was thrown at a party of policemen who went to a shack.

Strydom received shrapnel wounds. The police opened fire, killing a man.

Meanwhile calm returned to Atteridgeville, Pretoria, early yesterday after a weekend of teargassing, tyre-burning and sjambokking.

The township was hit by a three-day stayaway called to protest at the presence of white policemen and soldiers in Atteridgeville. — Sapa.

AIRLINE MOVEMENT

Tuesday Air Schedule			
Johannesburg to Cape Town			
Dep	Arr	Flight	
0100	0305	SA399	11
0725	1050	SA301	11
0730	0935	SA305	11
0930	1135	SA303	22
1200	1400	SA347	Je
1220	1515	SA377	05
1420	1620	SA343	05
1430	1635	SA317	07
1600	1805	SA335	09
1800	2005	SA325	11
1810	2135	SA321	12
2020	2225	SA333	16
			17
			23
Cape Town to Johannesburg			
0700	1015	SA300	Po
0800	0955	SA304	011
1120	1405	SA376	075
1230	1425	SA302	075
1420	1615	SA314	094
1445	1730	SA338	112
1555	1745	SA310	143
1710	2025	SA332	154
1730	1925	SA328	184
1900	2055	SA344	184
2100	2255	SA340	Joh
2315	0110	SA396	122
			Get

Maize imports to cost R50m



18/2/86 (40A) (253) (143)
**Chemical workers
return to work** DISPATCH (152)

Dispatch Correspondent
JOHANNESBURG —
Workers on sympathy
strikes at four Plascon
Parthenon or related
factories in the Western
Cape and Transvaal re-
turned to work yesterday
after management at the
company's factory in

Epping, Cape Town,
undertook to resume
negotiations

The legal strike at
Plascon Parthenon in
Epping began last week
after a deadlock in wage
negotiations

South African Chemi-
cal Workers' Union (Sac-
wu) members at four
other Plascon-related
factories joined the
strike last Thursday in
support of the Epping
workers' demands

The managing director
for Plascon Parthenon,
Cape, Mr Ralf Johanssen
said the company had
withdrawn its ultimatum
yesterday to striking
Epping workers to re-
turn to work or face dis-
missal.

Meanwhile, talks were
resumed yesterday be-
tween the Paper, Wood
and Allied Workers Un-
ion (Pwawu) and Print-
pak in Industria,
Johannesburg, after
nearly 90 workers had
started a wage strike last
Thursday

The strike follows a
deadlock in wage talks
and a failure to reach
agreement after media-
tion

Support for paint workers strike

CHT Times 14/2/86

143
Staff Reporter

SOUTH African Chemical Worker Union members at Plascon Parthenon plants in the Transvaal downed tools yesterday in sympathy with striking workers at the company's plant in Epping

Sacwu workers downed tools at the Epping plant on Friday, following a breakdown in negotiations and a failure to convene a conciliatory board resulted in a strike ballot last Thursday.

Meanwhile, Sacwu workers at another Epping paint factory, Inmont (Pty) Ltd, downed tools in sympathy yesterday with the Plascon workers. This was confirmed by an Inmont spokesman.

Sacwu branch secretary at Plascon, Ms Patricia Dalille, said that no further offers had been received from management on an across-the-board increase of R52 per month, which was rejected on Friday.

Workers are demanding R150 more per month

According to a Plascon statement released in Johannesburg, workers at five plants in the Transvaal and the Western Cape are on strike.

Only the strike at Plascon in Epping is legal



Striking SA Chemical Workers Union members at the Plascon-Evans plant in Epping yesterday afternoon. The workers have downed tools following a wage dispute.

Wages: Paint workers down tools

Staff Reporter
SOUTH AFRICAN
 Chemical Worker Union members at the Plascon-Evans Paints (Pty) Ltd plant in Epping 2 downed tools yesterday following a wage dispute at the plant.

While a spokesperson for the union said that about 200 workers were involved in the action, a Plascon spokesman has

put the figure at 128. According to both Sacwu and management, a dispute had arisen following the rejection of an offer of an increase of R50 a month in favour of an "across the board" increment of R150 a month.

After a dispute was declared, the Department of Manpower had failed to convene a conciliation board within 30

days and a strike ballot was held on Thursday.

Since the strike, an offer of an increase of R52 a month was made by management, but this was rejected by the union.

In a telex to the Cape Times, a spokesman for the company, Mr R P Johannsen, said "Negotiations ceased with the company offering a mini-

mum increase of R50 per month per employee and the union demanding an 'across-the-board' increment of R150 per month.

"Currently the Plascon minimum wage is the highest in the paint manufacturing industry in South Africa — even before the R50 offered."

Mr Johannsen said the appointment of a conciliation board had been

requested and the outcome of this application was awaited.

"To date the negotiations have been conducted in a cordial and businesslike manner and the behaviour of the strikers has been reasonable."

He said 141 employees out of 300 participated in the strike ballot. Of these, 128 were striking, with the remainder having returned to work.

one time 8/2/86 103 102 101 143



SA Chemical Workers' Union members picket at Plascon's Inmont ink plant yesterday.

'Sympathy' pickets in Epping

Labour Reporter

WORKERS at two Epping factories belonging to the Plascon group joined a half-hour nationwide picket yesterday to support the wage demands of Plascon workers in George and Klerksdorp

Workers at the George depot and Klerksdorp factory have refused to accept management's offer of an R80 a month wage increase — about R30 less than the increase given to Plascon workers countrywide

The South African Chemical Workers' Union (Sacwu), which is recognized at most Plascon plants in South Africa, called for the picket, but could not say yesterday how many of its members had responded

Management at both Inmont ink and the Plascon paint plants at Epping in statements yesterday said they had successfully concluded wage negotiations at their own factories and operated independently of other Plascon-owned companies

B/Day 6/3/87 (183)

AECI AND the SA Chemical Workers' Union (Sacwu) reached agreement late yesterday ending a strike by 5 500 workers at the company's Modderfontein explosives plant

Strike ends at AECI plant

The dispute began on February 16 when 300 workers in one department went on strike in protest against management's refusal to dismiss a supervisor accused of using abusive language

AECI says the charge against him could not be proved.

On Wednesday, another 5 200 joined them in sympathy, and the company was granted a temporary interdict in the Rand Supreme Court ordering the unlawful strikers to return to work

AECI spokesman Murray Joubert says yesterday's agreement provides for the establishment of a joint management-union committee that will

ALAN FINE

"investigate the root cause of the incident and the unhappiness it caused".

□ About 80 morning and day workers — members of the Paper, Wood and Allied Workers' Union (PWAU) — went on strike at Nampak Paper in Bellville yesterday morning, demanding the back-dating of a wage increase

And a wage strike involving 300 PWAU members at two Bruply plants in Elgin and Stellenbosch entered its fourth day. A union spokesman says the company has offered increases of 31c an hour

(183) Stan 22/5/87

Ntsiki Mbundu, DC

Workers strike

ABOUT 250 members of the Chemical and Industrial Workers' Union at a Springs chemical plant yesterday embarked on a work-stoppage in protest against management's "refusal to meet our demands on wages and working conditions."

The workers are employed by a multinational chemical company, Gillette SA at New Era, Springs.

A CIWU spokesman said workers were protesting against management's refusal to meet their demand of R140 a month increase.

A management spokesman said negotiations were continuing with "both parties showing good faith", and he was confident that agreement would be reached at the bargaining table.

**STRIKES HIT 8
E CAPE PLANTS**

ALAN FINE 24/7/87

MEMBERS of the Chemical Workers' Industrial Union (CWIU) at eight eastern Cape plants went on strike yesterday, a spokesman for the union's regional branch said.

He said they were protesting at the recent lock-out and subsequent dismissal of 88 CWIU members at Associated Glass Works (AGW), a Philips subsidiary

Companies affected, according to the union, are Pilkington Shatterprufe and Plascon Paints (two plants each), Electric Lamp Manufacturers of SA, Allied Colloids, Shell and Mobil.

BIDAY
183