

# FOSATU WORKER NEWS

Federation of South African Trade Unions



July 1982



WORKERS on the march during the Progress Knitting strike in Hammarsdale. The strike was won by the NUTW and has resulted in many more workers in the area joining the union. See page 4.

## IMF expels two SA trade unions

Others warned to  
get rid of  
apartheid – or  
go out as well

THE International Metalworkers' Federation (IMF) has expelled two South African trade unions and has warned two other unions to get rid of apartheid in their organisations – or be expelled as well.

This far-reaching decision was taken at a meeting of the IMF's Central Committee in Rome last month.

The move has come after years of conflict between metal unions operating in South Africa.

Automobile and Allied Workers' Union (NAAWU) and the Metal and Allied Workers' Union (MAWU) – both FOSATU and IMF affiliates – made certain allegations concerning the activities of other IMF affiliates to a visiting IMF delegation.

### STATEMENTS

Written statements were filed about the activities of the Radio, Television, Electronic and Allied Workers' Union, the Engineering Industrial Workers' Union, the SA Electrical Workers' Union and the Amalgamated Engineering Union.

It was alleged that these unions practised racism, showed an attitude of paternalism rather than of co-operation, and in some cases actively undermined fellow IMF delegates.

The statements noted the following:

- During disputes at Heineman (1976), Eveready (1978) and Dorbyl (1981), the unions concerned undermined strikers and in some cases collaborated with management and the Department of Labour to force a settlement against the wishes of the unions involved in the disputes.

- They have ignored requests

to caucus about wage demands before wage negotiations in which they have been involved.

### OBJECTED

- They objected to MAWU's registration application on racial grounds, which is out of keeping with internationally accepted principles and those of the IMF.

- The four unions submitted a memorandum to the Wiehahn commission asking that blacks should do military service on the border before they were given apprenticeship training.

- They have also practised segregation by either working only among white workers or by having parallel unions for workers of different races, normally dominated by

the white unions.

At last month's meeting, all the parties were present and each union was given a chance to present its point of view. After considerable debate the SAEWU and AEU were expelled while the other two unions were given a year to get rid of apartheid in their organisations and put their house in order.

### IMPLICATIONS

The decision has several important implications. It is the first time that a major international body has taken action against South African unions for practising apartheid.

It is also feared that some of the expelled unions may hit back and veto the stop order exemption currently granted to MAWU by

the metal industrial council, of which those unions are members.

It is believed that the South African government took an interest in the proceedings and it was reported that a representative of the SA embassy had met with at least one of the expelled unions in Rome.

### COUNCIL

Metal unions affiliated to the IMF used to meet together on a co-ordinating council, which became defunct two years ago when the conflict between them worsened.

Now, following the expulsions, the remaining IMF affiliates will meet to see if there is sufficient common ground and goodwill to revive the council.

## Quick jump in PG profits

fund – and deposited their contributions of R10 a week with the company's personnel officer.

The original offer was suddenly increased to 15 percent and the threatened strike was called off.

GAWU organiser Wesley Dumo has commented: "It's sad that managements have to be threatened by strike action before paying

workers their just rewards. Before the strike threat, Plate Glass management produced figures to 'prove' to workers that they could not afford more than a 4 percent increase.

"Suddenly, however, they found the money. Workers should not be blamed for disbelieving management statements about profitability."

PLATE Glass (Pty) Ltd recently refused to meet a 15 percent pay demand by workers organised by the Glass and Allied Workers' Union, saying it could only afford a 4 percent increase

However, the company quickly changed its tune when workers started collecting money for a strike



FRED Sauls, general secretary of NAAWU, was one of the delegates from FOSATU unions to the IMF central committee meeting in Rome.

# Mavi's death a loss to SA worker movement

SOUTH African workers lost an important leader when Joseph Mavi, president of the Black Municipality Workers' Union, died in a car accident last month.

Joseph Mavi came to prominence in July 1980 as the leader of the Johannesburg municipal workers' strike when 10 000 workers stopped work and brought Johannesburg to a halt.

The strike followed a recognition dispute between the union and the Johannesburg City Council and a

pay demand at Orlando power station.

The council refused to negotiate and brought in the police to crush the strike and deport striking workers to the homelands.

Mr Mavi and other leaders of the BMWU were arrested and charged and were only finally acquitted in May last year.

Two months later Mr Mavi was back in detention under the Internal Security Act after he had addressed an anti-Republic Day meeting. He

was released again in August.

## UNITY TALKS

Joseph Mavi's death could not have come at a worse time for his union and for the workers' movement in South Africa. He was an important figure in the unity talks and his union was only just re-establishing itself after the defeat in 1980.

FOSATU wishes to salute a departed comrade who has been tragically lost to the workers' struggle.



Joseph Mavi, president of the Black Municipality Workers' Union, who died in a car accident last month.

# Major victory in the courts

FOSATU has won a major victory in the courts which will help workers all over South Africa.

Before the judgment, the courts refused to compel employers to reinstate workers after they had been victimised. Now, after the new ruling of the Transvaal Supreme Court, an employer can be obliged to take workers back and pay all wages that have been lost in between, as a result of victimisation.

## STAG PACKING

The new ruling has been made in favour of workers at Stag Packing, members of the NUTW, who were fired in June last year. The dispute started when the company, a subsidiary of the British company Turner Newall, retrenched twelve workers.

When workers struck, the company agreed to negotiate retrenchments with the union and that no further overtime would be worked until then.

Shortly afterwards, the company demanded once again that workers should work overtime. When they refused, the managing director switched off the machines and told the workers they were fired.

A security firm was called in and guards with dogs marched the workers out of the factory.

The union applied for a court interdict to stop the company from victimising the workers and force it to take them back. However, the magistrate refused, saying that even if the workers' claims were correct the law could not enforce reinstatement even if workers were dismissed or locked out.

An appeal was lodged against the ruling, which eventually resulted in the new judgment by the supreme court.

## SETBACK

Meanwhile, however, it represented a setback for the workers' movement. It confirmed the bias in the law in favour of employers against workers which was also displayed when the courts refused the reinstatement of Mr Khubekha at Imextra on the same grounds, seven years earlier.

The effect of this judgment was that a victimised worker or his union could not take legal action themselves but had to persuade the Department of Labour to lay a criminal charge against the offending employer.

FOSATU unions succeeded in doing this several times but the department's cases were so inadequately prepared that they all failed.

The unions began fighting back five years ago when they found they could stop an employer victimising a worker provided they got a court order before the victimisation took place.

## PRECISION TOOLS

Several important cases were won in this way, especially by MAWU against Precision Tools.

More progress was made when FOSATU unions succeeded in winning a victimisation case on behalf of Angel Makhanya who was fired in 1979.

Employers, who had to pay the legal costs of FOSATU as well as their own when they lost, began to realise that victimisation of FOSATU union members could be expensive, and this practice began to decline in FOSATU factories.

However, one major problem remained. It was difficult to prove victimisation before it happened, and difficult to press a criminal

case after it had taken place.

According to union lawyers, this is why the Stag Packing judgment is so important. For the first time, workers have the possibility of getting real legal protection against victimisation - which they know well is the main weapon employers use to break a union.

FOSATU president Chris Dlamini has told FWN: "After an eight year battle FOSATU has won important new rights not just for FOSATU members but for workers all over the country."

"Through this case, South African workers have won rights that even British workers do not enjoy."

"We can now struggle even harder without needing to watch all the time for a stab in the back."

# French unions will support FOSATU

CHRIS Dlamini, president of FOSATU, recently attended the annual congress of the French Trade Union Federation, the CFTD, which was held at Metz in France.

According to Chris, congress debates focused on:

- international solidarity for all workers
- solidarity on equality of men and women workers
- solidarity against retrenchments caused by the introduction of new machinery
- solidarity with trade unions

from the Third World, including South Africa, especially through the exchange of shop stewards.

About 300 delegates attended the congress and they applauded for three minutes when FOSATU was presented.

According to Chris, his visit was important because there had previously been little contact between FOSATU and French trade unions.

"Now that they are informed about our situation, they are keen to build links with FOSATU affiliates and give us all the support they can," he said.

# Police crack down on Brits march

POLICE have questioned NAAWU and MAWU organisers and shop stewards and Young Christian Worker leaders about a march which took place in Brits in May.

The two unions have been organising in Brits since the end of last year and have received valuable support from members of the Young Christian Workers in the area.

In May, the unions and the YCW decided to organise a workers' celebration to commemorate May Day. Pete Maseko, NAAWU organiser for the Brits factories, says the celebration began with a church service at 8 a.m.

Then followed a procession of drum majorettes and workers with banners of the three organisations, accompanied by the guest of honour, Archbishop E. Cassidy, Apostolic delegate to Southern Africa, and

Father Angelo.

Riot police with sjamboks, tear-gas and guns stopped the procession in the township. Despite explanations by Father Angelo, the police gave the workers five minutes to disperse and escorted them back to the church. Two workers were arrested, apparently for having cameras.

Back at the church, a shop steward from Sigma addressed the meeting and stressed the need for organised unity among workers. A FOSATU office bearer encouraged workers to fight retrenchments through joining trade unions.

## CHURCH PRAISED

He praised the church for the day it had organised saying: "Such churches are needed, not churches who tell us to wait for the coming

# Motor workers down tools

LABOUR unrest erupted in the automobile industry in the Eastern Cape this month after employers refused to meet workers' wage demands.

Earlier this year, NAAWU formulated a demand for R3.50 an hour for this year's industrial council negotiations.

## REJECTED

However, employers rejected this and offered R2.15 an hour. This offer was rejected at mass meetings of Ford, General Motors and Volkswagen workers early this month.

Workers decided to wait for the outcome of another industrial council meeting on the 14th before deciding on further action.

Despite the flat rejection by the workers, employers stuck to their offer at the council meeting and workers decided to down tools after shop stewards reported back to them.

Over 10 000 workers were out at the three plants - the biggest ever strike to hit the motor manufacturers in the area.

## DEADLOCK

Another council meeting held early the next week also ended in deadlock. However, employers and unions agreed to continue meeting. Eventually, a formal wage dispute was declared which will be referred to mediation or arbitration.

Meanwhile, workers decided to continue to demand higher wages but to return to work.

However, some workers found their plants closed when they tried to return and the union accused employers of locking workers out. All Volkswagen and General Motors workers eventually returned but at the time of going to press this dispute was still continuing at Ford.

A full report on the dispute will appear in the next issue of FWN.

world."

A YCW office bearer spoke next, urging workers to take action through trade unions. "It is through actions that people are united," he said.

"It is through action that men and women are newly made. It is through action that the struggle is won."

Police kept a low profile in the hall but tried to intimidate people who were entering by asking their names and addresses. "In a way, the police united the people," an eyewitness said.

## COMPLAINT

Archbishop Cassidy has since written to complain to the Internal and Foreign Affairs Departments. However, Brits police have opened a docket on the procession and have taken statements from union

organisers and shop stewards, as well as YCW leaders, about the presence of union banners in the procession.

This follows:

- the questioning of David Sibabe, general secretary of MAWU, about the union's annual general meeting in the Vosloosrus stadium on May Day

- the questioning of office bearers of the Katlehong local, including its secretary, Basner Maloi, who was removed from his house in the middle of the night and taken to a deserted spot for several hours.

FOSATU's vice-president, Andrew Zulu, has said: "Once again, it seems that the Department of Manpower's labour reforms are being put in doubt by the intimidatory actions of the police."

# Thousands strike in Richards Bay

## Twelve workers in hospital after police action.

YET another major dispute has broken out over the pensions issue, this time in Richards Bay.

About 1 700 workers from the MAWU-organised Alusaf factory and 500 from the TGWU-organised Richards Bay Coal Terminal downed tools after disputes over the companies' pension schemes.

A near-general strike followed when two construction firms were also affected and workers from the Enseleni township refused to turn up for work.

Union leaders say the Richards Bay disputes underline the problems of unrepresentative industrial councils which take decisions in which the majority of workers have no say.

It also demonstrates, they say, the dangers of huge industrial councils which move so slowly that it takes months for a dispute to be resolved.

### DEMANDS

As long ago as 15 September last year, Alusaf workers expressed their unhappiness with the Alusaf Pension Fund. During lengthy discussions with the company, workers demanded that Alusaf:

- withdraw from the Metal Industries Group Pension Fund
- establish a new fund for which the workers could negotiate the rules.

Alusaf told the workers that changes would take a long time as the fund was nation-wide.

However, after the workers submitted a new petition on pension and wage demands on May 25 this year, it became apparent that the company had not even taken the first step of applying to the industrial council for exemption from the fund.

### SIT-IN

According to the MAWU organiser for Alusaf, workers' patience was at an end, and on June 15 1 700 workers staged a sit-in in the factory.

Management responded by calling in the police, who attacked the workers. Twelve workers were so

badly injured that they were hospitalised. Sixteen were arrested.

The company also asked two neighbouring construction factories, Grinakkers and Fraser and Chalmers, to lend workers to Alusaf. This led to these workers joining the strike, although Grinakkers management apparently refused the request.

### STAYAWAY

On June 19 and 20 the police intervened again. Meetings in the township were banned for the weekend, which only angered workers more. On Monday June 21 there was a complete stayaway of workers from Enseleni township and a partial stayaway of people from other smaller townships around Richards Bay.

Finally, at a meeting on Wed-

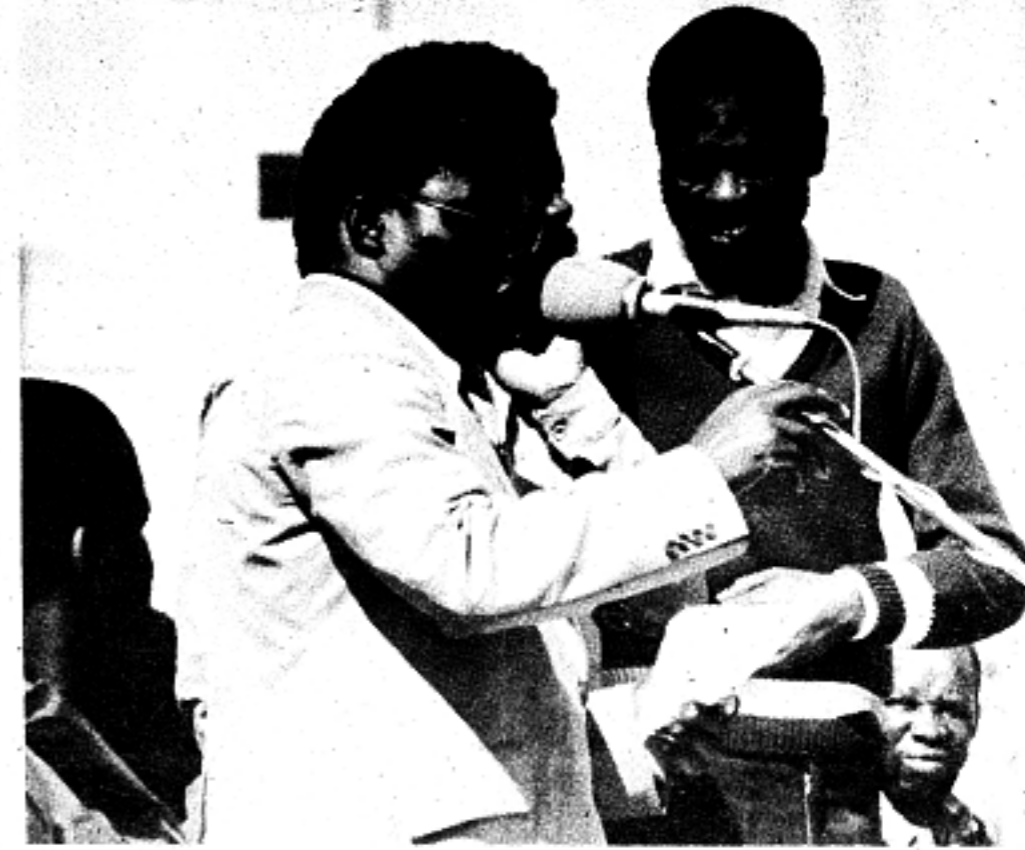
nesday the 23rd, Alusaf management agreed to take the proposal for withdrawal from the pensions scheme to the industrial council.

Workers began returning to work soon afterwards.

According to FOSATU representatives at Richards Bay, management and police action again emphasises the need for a full legal right to strike, including the right to picket and hold meetings.

Jeffrey Vilane, president of MAWU and chairman of the shop stewards' committee at Alusaf, has added:

"Police intervention and the charging of workers under the intimidation Act have also not solved any problems and can only lead to worse confrontation in future."



JEFFREY Vilane, president of MAWU and chairman of the shop stewards' committee at Alusaf, addressing the union's annual general meeting earlier this year... "police intervention has not solved any problems," he has warned.

# Effective strike rights demanded

FOSATU is to consider proposals demanding the right to effective legal strikes at a future central committee meeting.

The proposals have been drawn up following a national seminar on strikes attended by all FOSATU affiliates last month.

Delegates at the seminar shared their experiences of strikes and discussed strikes in the individual factory, area strikes like those which occurred in Uitenhage in June 1980 and Isithebe earlier this year, and the rolling strike like that which took place on the East Rand last year and earlier this year.

### UNWORKABLE

During the discussions it was agreed that the present strike laws are unworkable and are themselves responsible for worsening industrial conflict.

Delegates noted that many employers had begun to realise this, but were still in two minds. Many had signed agreements with FOSATU unions which accepted that the companies would not

dismiss striking workers for up to three days.

Also, during the recent East Rand strike wave when there were 40 strikes in MAWU factories alone, employers started by allowing two days or more for a resolution of the disputes.

However, employers were still not ready to accept disputes procedures which grant an unrestricted right to strike and the East Rand employers later hardened their attitude by dismissing striking workers as soon as they had downed tools.

### CONFRONTATION

This immediately increased tension in the area, leading to worse confrontation as striking workers tried to stop strike-breakers from taking their jobs. They also began to consider ways of widening the dispute to other workers.

The State's attitude has also been contradictory and backward, the seminar heard.

Almost all the strikes have been illegal because workers have needed a speedy remedy to their problems

and have not been prepared to use the official channels, which involve long delays before a legal strike is permitted.

Despite this, the State has not usually sent in the police to break up strikes and arrest workers, as it used to do two years ago.

It has, however, acted to stop picketing and when it claims intimidation or violence has taken place.

Then, as during the TMSA strike in Springs last year, it has also banned public meetings and arrested striking workers.

Delegates reached the conclusion that the law itself is responsible for much of the violence which has accompanied some recent strikes.

### RIGHT TO PICKET

Several delegates who had seen confrontations develop with the police argued that it was essential for workers to have the right to picket.

If workers could not stand outside the factory gates and exert moral pressure on strikebreakers, which is common practice in democratic

countries, they were more likely to resort to violent forms of pressure, they said.

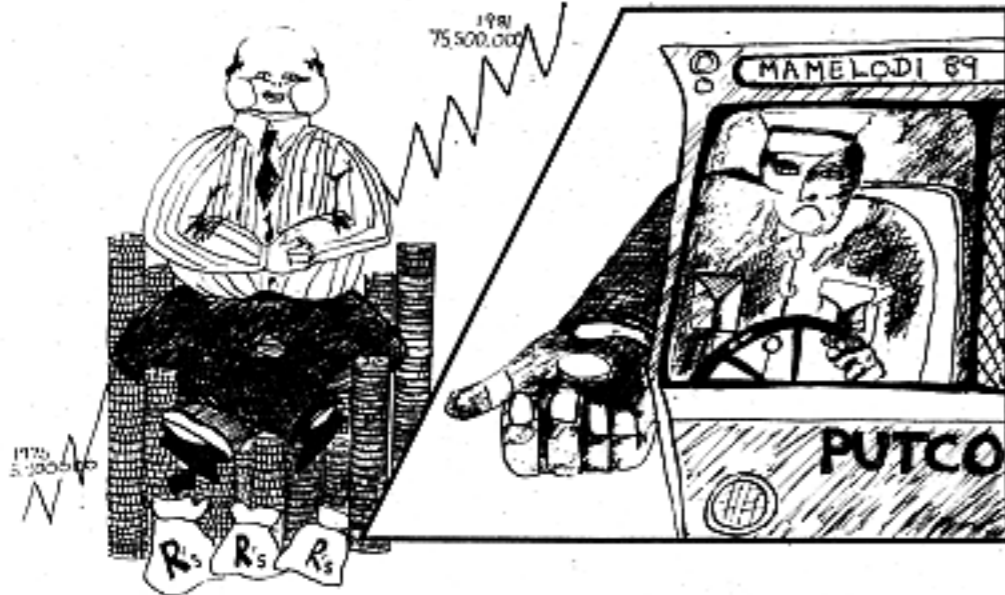
### REPORT-BACK

The right to hold report-back meetings during strikes was also essential, delegates said, as this was the only way in which disciplined collective decisions could be taken and violence avoided.

### RESOLUTIONS

The seminar also voted to recommend the following resolutions on strikes to the central committee:

- The right to an effective legal strike should be written into the law and the present delays in the official procedures removed
- unemployment payments should not be affected by the fact that a worker has been on strike
- the right to have strike funds should be conceded
- no FOSATU affiliate should accept an anti-strike clause in any agreement. Instead, an effective and speedy disputes procedure culminating in the right to strike should be negotiated.



# Little joy at Putco

DESPITE what Putco management has said in the past, South Africa's biggest private bus company is extremely wealthy.

From 1975 to 1981, the value of Putco shares rose from R5,9 million to R75,5 million, and in the year 1980/81 the company's turnover increased by 25 percent.

And yet, in May this year, the company agreed to increase wages by a mere 16 percent. This means

that the lowest paid workers are getting a basic wage of only R58 per week, and the highest paid workers R110 a week.

### UNHAPPY

The TGWU is extremely unhappy about these increases. The union, representing workers at the Springs Putco depot, put forward wage proposals far above those agreed to by management. However, because the union is not yet formally recognised, these proposals were not taken very seriously.

According to management, TGWU representatives were only invited to sit in at the wage talks out of "courtesy", and union officials were not invited.

The union based its proposals on FOSATU's "living wage" demand of R2 an hour for last year, and increased this to R2,30 to take account of a 15 percent increase in the cost of living.

Union representatives were opposed to percentage increases, as this always means that the lowest paid workers get the smallest increases. The union feels that the wage increases should close the gap between unskilled and skilled workers rather than increase it.

### ACROSS THE BOARD

Therefore, representatives

demand an across the board increase of R53,50 a week, which would have pushed the lowest wages up to R103, 50 and the highest to R148,50.

The union believes these demands were reasonable and could have been met by management. In contrast the increases granted will barely cover the rise in the cost of living over the past year, which means that wages of Putco workers have not really improved at all this year.

TGWU was also unhappy that no effective joint stand could be taken with the Transport and Allied Workers' Union (TAWU), a CUSA affiliate.

Without consulting TGWU, TAWU submitted far lower proposals to management, namely a 25 percent increase for those earning R62 and above and a 30 percent increase for those earning below R62.

### WEAKENED

TGWU could not accept these proposals and the two unions ended up submitting different demands - thus weakening the bargaining position of both.

TGWU hopes this will not occur again. It also hopes that by May next year the union will not only be fully recognised by management but will also have grown in numbers and in strength.

# Latest wage increases

HERE is a list of some of the wage increases and other benefits won by FOSATU unions in recent weeks.

**Henred Freuhauf (Wadeville):** MAWU wins minimum wages of R2 an hour.

**AA Fabrics (Edenvale):** NUTW wins a 40 hour week with no reduction of pay and a 10 percent shift allowance on all shifts.

This is in addition to the 11,3 percent wage increase negotiated by the TUCSA-affiliated National Union of Clothing Workers, which was refused a 40 hour week during industrial council negotiations.

**Union Liquid Air (Germiston):** CWIU wins 50 cents an hour

increase, 30 cents immediately and 20 cents in January, raising the minimum wages from R1,31 to R1,81 an hour.

**Natal Thread (Hammarisdale):** NUTW wins R10 a week across the board for the next nine months. This followed a strike when workers rejected a management offer of R4,05 a week.

**Hebox (Hammarisdale):** NUTW wins 23 percent increase for the next year, in addition to the 10 percent increase granted in April - a 33 percent increase altogether.

**Rolfes (Elandsfontein):** CWIU wins 50 cents an hour increase for this year, plus one week's extra

leave to compensate for the time migrant workers spend travelling home.

**Kelloggs (Springs):** SFAWU wins R9 across the board increase. Minimum wage increases from R72 to R81 a week. Also 5 percent afternoon shift and attendance allowances, and one week's wages as Christmas bonus.

**Revertex (Durban):** CWIU wins R2,03 cents an hour minimum wage and R2,20 in December. This is a 46 cents an hour increase since April.

**Viljoen's Transport (Wadeville):** TGWU wins back leave pay from R100 to R300 for its members.



Hammarsdale workers on the march

## Support grows after strike victory

HAMMARSDALE in Natal is becoming an important new centre of FOSATU growth.

Only two months ago, the NUTW had 3 000 members in its Hammarsdale factories. Now, it has already broken the 5 000 mark.

One of the reasons for the increased support for the union is its success in the recent Progress Knitting strike. Earlier this year, Progress management took a fairly tough attitude towards the NUTW.

It eventually agreed to give stop order facilities to the union but granted no shop steward representation or negotiation rights.

### TWO FIRED

Then, at the beginning of May, management fired two workers for reasons which their fellow workers in their department felt to be unfair. The department stopped work and the workers went to the union office.

They agreed to return to work on condition management negotiated with the union.

Management re-employed the two workers - but then fired two others on the grounds that they had incited workers to strike. A delegation of six workers representing the whole factory was then sent to management to protest.

### POLICE CALLED

The company responded by saying they were not going to be told by the workers who to hire and fire, and called in the police to arrest two of the delegation - James Ntshingela and Beauty Mdladla. Both spent several days in prison without being charged.

This triggered off a full scale strike by all 1 600 workers, which lasted for eight days. It also threatened to spread to the other textile factories organised by the NUTW in Hammarsdale.

The union met with other managements to get them to inter-

vene, and shop stewards' committees in several factories approached their managements independently to warn them of the danger of the strike spreading if the dispute was not quickly resolved.

Meanwhile, meetings were also held in the Mpumalanga township to build support for the strikers.

### MARCH

On May 9, all 1 600 Progress workers marched to the factory, with many workers from other factories either joining in or showing their support on the way.

With this show of militancy, the company's determination began to crack.

Earlier, the company had distributed leaflets in the township, saying it would not negotiate with the union over the strike under any circumstances and that it was employing new workers.

### SOLIDARITY

However, solidarity in the area was so great that only thirty workers applied for jobs in eight days.

After the march on the factory, the Department of Manpower also got worried and persuaded the company to take back all the workers and to negotiate union recognition afterwards.

Workers returned to work on May 13 and negotiations began. On June 4, shop steward elections took place and workers voted in the two representatives arrested by the police as senior shop stewards.

### LEGAL ACTION

The union is now taking legal action against the police for holding the two workers for longer than 48 hours without laying a charge.

Senior shop steward James Ntshingela has said: "Workers in Hammarsdale have good reason to be pleased with their union. They are now flooding to our offices to join."



## VW workers down tools over retrenchments

RETRENCHMENTS continue to be one of the biggest problems facing FOSATU unions today.

Tensions are mounting in many factories over this issue and it seems clear that employers are heading for trouble if they do not negotiate retrenchment procedures which workers consider to be fair.

According to union spokesmen, recent events at Volkswagen in Uitenhage show how easily a confrontation can develop if employers insist on making retrenchment a management prerogative in which workers have no say.

### SUGGESTIONS

Volkswagen informed NAAWU of the need to retrench workers on March 31. In subsequent negotiations management refused to accept alternative suggestions put forward by NAAWU shop stewards such as working short, cuts in overtime and working alternative weeks. Severance pay for retrenched workers was also turned down.

While the negotiations were still continuing, workers started receiving letters when they came to work informing them that they had been retrenched, and eventually 316 workers were affected.

"The worst thing about the whole situation," says John Gomomo, full-time shop steward at VW, "was to see people with clean records being retrenched".

Workers were outraged. "Their fear was that if workers with clean records were affected, nobody was safe. To the workers, this was not a retrenchment but a strategy to break the union."

### MEETING

Workers responded by downing tools, but resumed work a day later pending negotiations. At a meeting on May 27, 4 000 workers demanded that those with clean service records be reinstated immediately and severance pay be paid to the rest, pending further negotiations. Management rejected this and a

strike followed which lasted until May 6. At this point, workers agreed to return on condition the company:

- immediately reinstated 20 workers
  - signed an agreement undertaking to employ retrenched people as vacancies arose
  - did not employ any new workers until all retrenched workers had been taken back
  - pay workers affected while they were out of work.
- management eventually agreed that only union members should be immediately re-employed.

### ACCEPTED

VW accepted these terms but said there was still a group of workers they were not prepared to take back. NAAWU shop stewards rejected this, saying the issue should be negotiated with the union.

Management agreed and the list of the 20 workers to be reinstated was given to the union. Even this did not settle the matter as, when the shop stewards examined the list, they found four non-union members on it.

At a general meeting on May 12 workers refused to accept this and

## MAWU launches new campaign

THE Metal and Allied Workers' Union (MAWU) has begun a campaign to negotiate retrenchment agreements in all its factories on the Rand.

It is demanding that workers be granted greater protection against retrenchments.

MAWU's proposals were adopted at its first joint Witwatersrand shop stewards' council meeting held in Katlehong last month, attended by 230 shop stewards from 66 MAWU factories.

### MEETINGS

Meetings are now being held in the Roodepoort, Katlehong, Thembisa and Johannesburg locals to promote the campaign further.

MAWU believes retrenchments are often used to force increased production from fewer workers in order to cut costs - and not because firms are financially threatened.

According to the union, the metal industry is largely controlled by a few big companies with huge resources. Retrenchments are therefore aimed at maintaining high

profits and not at avoiding closure. Sometimes, retrenchments are also used as a disciplinary measure, MAWU believes.

### PROPOSALS

Its proposals include the following:

- Companies should set up funds to help keep workers in jobs when business is slack (slack funds).
- Employers should notify workers at least a month in advance of plans to retrench, giving full reasons and a list of workers who would lose their jobs.

● They should then negotiate the issue with MAWU and stop recruitment, stop overtime and if necessary go on short time.

### REDUNDANCY PAY

Where retrenchments are unavoidable MAWU wants redundancy pay for affected workers; that retrenchment takes place on the LIFO principle (last in first out); and that retrenched workers are guaranteed re-employment before any others when more jobs become available.

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