

WITH the economy slowing down, it is clear that 1982 is going to be a tough year for workers.

Already, 507 workers at Sigma Motor Corporation and 150 at Datsun have been retrenched.

Also, various Fosatu unions have reported that many workers were told at shutdown in December last year not to return to work in January.

However, despite the economic slowdown, retrenchments are not inevitable. Many workers believe that once employers have told them they have to be retrenched, this is inevitable. But this is not true.

#### KELLOGGS

Ways and means have been found to avoid retrenchment. At Kelloggs, workers had a stoppage last year when six of their colleagues were given retrenchment notices.

Negotiations between the union and management followed and the union was given the right to investigate the manning levels in the plant.

The shop stewards found six empty spaces, and all workers were taken back at the same rate of pay and with no change in conditions of service.

The Kelloggs example highlights the need for negotiation between workers and management over retrenchment.

Stoppages can be avoided if only management would talk to the union beforehand.

#### SIGMA TALKS

At Sigma, where the National Automobile and Allied Workers' Union (NAAWU) is recognised, discussions on retrenchment started two months before they happened.

Negotiations were about the possibility of avoiding retrenchment. Discussions also took place over an acceptable retrenchment procedure. The NAAWU proposals were as follows:

- \* The union should be given at least one month's notice of any retrenchment.

- \* Proper planning of production should take place to ensure that account is taken of downturns in the economy.

- \* Retrenchments should be on the principle of "last in, first out" (Lifo). This means that the oldest workers who have worked the longest in the plant should be the last to be retrenched.

- \* Severance pay should be paid to workers on the basis of a month's wages for each year worked.

As a result of these negotiations, Sigma workers were retrenched only after two months of deliberations, and some jobs were saved as a result of union pressure.

In addition, it was agreed that the workers be retrenched on the "lifo" principle.

The severance pay agreed to was one month's pay for workers who had worked for one year, two months' pay for workers with between two and five years' service, and three months' pay for workers with over five years' service.

Also, retrenched workers will be given first choice when Sigma recruits again.

NAAWU's Sigma branch secretary, Martin Ndaba, has described the negotiations as a "mixed victory".

He said: "On the one hand we lost the retrenchment battle as 507 workers were retrenched. However, we were at least able to get them increased retrenchment benefits."

# Tough year ahead for workers...

## but retrenchments can be fought

Mr Ndaba went on to point out the necessity of a union to negotiate a retrenchment procedure. At Datsun, 150 workers were retrenched. They received no severance pay and were not protected by the "Lifo" principle.

Management could simply dismiss older workers whom they saw as unproductive. Datsun management gave as the reason for retrenchment the fact that too many workers returned to work after the holidays.

#### REJECTED

A union spokesman said the union rejected this explanation. "Datsun should have planned properly," he said.

"This shows that, in the absence of a strong union at Datsun management can do what they like with workers and give unacceptable reasons for doing it."

He called on all workers to join a union to prevent management decisions like this.



WORKERS striking at Sigma last year to demand recognition of their union. Now, NAAWU has won workers increased retrenchment benefits.

## These Fosatu factories joined the stoppage

DOUBTS have been cast on the claims made for the claims made for the number of workers who took part in the national stoppage to mourn the death of Dr Neil Aggett.

Here, we publish a complete list of FOSATU factories where workers stopped, how many took part in the stoppage, and the unions of which they are

members, so that our account of the stoppage may be verified by anyone interested in doing so.

According to this list, a total of 59 161 workers in 90 factories organised by Fosatu-affiliated unions took part in the stoppage - the vast majority of workers did who so country-wide.

The list is as follows:

#### EASTERN CAPE

Volkswagen	7 000
Apex	200
Borg-Warner	200
Bosal	120
SKF	130
Motor Via	80
Farm Fare	200
Veldspun	1 100
CDA	3 000
Ford	4 000
GM	3 500
Willard	250
Firestone	800
Veldtex	400
Industex	1 600
Cape of Good Hope Textiles	400
Gubb and Inggs	700
Cadburys	450
Milling and Trading	200
Sidwell Timber	300
Timber Industries	150
Plascon	200

#### NATAL

Hebox	1 750
Progress Knitting	1 400
Natal Thread	550
Gelvenor	400
Smith & Nephew	750
Ninian & Lester	550
Regina	300
Nelba Prints	100
Stayflex	80
David Whitehead	1 500

Uitenhage	NAAWU
Uitenhage	NAAWU
Uitenhage	NAAWU
Uitenhage	NAAWU
Uitenhage	NAAWU
Uitenhage	TGWU
Uitenhage	SFAWU
Uitenhage	NUTW
East London	NAAWU
Port Elizabeth	NAAWU
Port Elizabeth	NAAWU
Port Elizabeth	NAAWU
Port Elizabeth	NAAWU
Port Elizabeth	NAAWU
Port Elizabeth	NUTW
Port Elizabeth	NUTW
Port Elizabeth	NUTW
Port Elizabeth	SFAWU
Port Elizabeth	SFAWU
Port Elizabeth	PWAWU
Port Elizabeth	PWAWU
Port Elizabeth	CWIU

Hammarisdale	NUTW
Hammarisdale	NUTW
Hammarisdale	NUTW
Hammarisdale	NUTW
Pinetown	NUTW
Pinetown	NUTW
Pinetown	NUTW
Pinetown	NUTW
Pinetown	NUTW
Pinetown	NUTW
Tongaat	NUTW

Mooi River Textiles	1 000	Estcourt	NUTW
SA Fabrics	650	Roseburgh	NUTW
Prestige	120	Maritzburg	MAWU
Pillar	60	Maritzburg	MAWU
CYE Engineering	100	Maritzburg	MAWU
Scottish Cables	450	Maritzburg	MAWU
McKinnon Chain	120	Maritzburg	MAWU
APV Kestner	100	Maritzburg	MAWU
Robertson Stone	120	Jacobs	MAWU
Krommenie	120	Jacobs	MAWU
Ferralloy	550	Cato Ridge	MAWU
SA Tyoxide	450	Umbogtswini	CWIU
AE & CI Paints	270	Jacobs	CWIU
Rivertex	150	Jacobs	CWIU
Durapenta Plastics	450	Pinetown	CWIU
Omega Plastics	120	Pinetown	CWIU
Incorporated Laboratories	100	Maritzburg	CWIU
Bonus Fertiliser	50	Empangeni	CWIU
Meadowfeeds	350	Maritzburg	SFAWU
Epel	180	Maritzburg	SFAWU
Noodsberg Sugar	400	Dalton	SFAWU
Huletts Paper	4 000	Stanger	PWAWU
Richards Bay Town Board	250	Richards Bay	TGWU
TRANSVAAL			
Hendler & Hendler	1 800	Boksburg	MAWU
Vaal Metals	200	Boksburg	MAWU
Light Castings	140	Boksburg	MAWU
Chloride	130	Benoni	MAWU
Nickel Chrome	120	Boksburg	MAWU
Siemens (Isando)	450	Isando	MAWU
Henred Fruehauf	450	Wadeville	MAWU
Stone Street	60	Elandsfontein	MAWU
National Spring	400	Wadeville	MAWU
National Bolt	1 117	Boksburg	MAWU
Fenner	150	Isando	MAWU
Automatic Plating	84	Isando	MAWU
Litemaster	320	Wadeville	MAWU
Siemens (Spartan)	180	Spartan	MAWU
Domani Steel	90	Wadeville	MAWU
TMF	350	Wadeville	MAWU
Vesankor	90	Wadeville	MAWU
Krost	1 100	Heriotdale	MAWU
Dresser	200	Wadeville	MAWU
Salcast	400	Benoni	MAWU
Reef Chemical	150	Boksburg	CWIU
Abecol	80	Isando	CWIU
Rolfes Chemicals	400	Boksburg	CWIU
Colgate	180	Boksburg	CWIU
S & CI Chemicals	80	Wadeville	CWIU
Matthey Rustenburg Refinery	250	Wadeville	CWIU
Henkel	100	Isando	CWIU
Kelloggs	180	Springs	SFAWU
Weston Biscuits	250	Springs	SFAWU
Plate Glass	400	Germiston	GAWU
Premier Paper	350	Kliprivier	PWAWU
Nampak Recycling	90	Edenvale	PWAWU
Carlton Centre Employees	250	Johannesburg	TGWU
Sigma	4 000	Pretoria	NAAWU
WESTERN CAPE			
Leyland	2 000	Bellville	NAAWU

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