

FOSATU WORKER NEWS

Federation of South African Trade Unions



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MAWU MOVES FORWARD

New Era of Mass Worker Mobilisation



A NEW era of mass mobilisation of workers has been ushered in by the Metal and Allied Workers Union's recent decision to join the giant metal industries' Industrial Council.

MAWU's massive growth during the wave of strikes in 1981 and 1982 – when Transvaal membership shot up to 30000 – has led the union to make this key change in tactics.

In a statement released shortly after MAWU's National Executive Committee made the final decision, the union said it had become clear in an assessment of these strikes that MAWU needed a focus around which the union could unite demands.

Although the strikes assumed industry-wide proportions, the united opposition of employers in the form of SEIFSA backed by the various Administration Boards prevented workers uniting in their demands.

In setting out its strategy for effective mobilisation of its new members, MAWU said it would use the council as a means to negotiate around united worker demands and to secure recognition rights at the hundreds of organised factories.

The union said it would use its experience at grass roots organisation to mobilise at different levels:

- * plant – the basis of the union's strength.
- * company – MAWU is building company shop steward councils.
- * local – the local shop steward councils are uniting workers in each local.
- * sectors – shop steward councils are being built for different sectors of the metal industry; for example iron and steel making, the foundries, motor building etc.
- * national – MAWU aims to become an effective national union by dominating a large

fraction of the 1000 major factories in the industry.

On top of this, the union said it had raised many important demands, in order to win new rights for workers, which had been taken over and misused by the Industrial Council.

Also, there are unions on the Industrial Council which claim to speak for the most oppressed workers when they truly do not. MAWU and other unions with the same policies must clearly take the lead.

MAWU said it was fully aware of the traps which had destroyed any shop floor organisation of unions presently sitting on the council but, the union said, its organising strategy and its history would enable it to overcome these.

'We must never rely only on the council to solve workers' problems. We must continue to build shop floor organisation and strong shop stewards in all factories. If we leave this strategy we will have no power at all,' the union said.

MAWU added that it would always negotiate where its members interest were best served and it would have no hesitation in leaving the council if necessary.

'The present unions don't involve their members in council negotiations but merely inform them when everything is finished,' MAWU said.

'As long as our members have a clear sense of direction and we keep our organisation strong, we can continue to be a democratic union fighting for workers' rights. We must take the struggle forwards always,' MAWU concluded.

To build the first mass based union in the metal industry.
To give black workers their first real voice on the council.
To prevent the hijacking and misuse of MAWU initiated demands for worker rights.

To confront employers on all levels – factory, company, regionally and nationally.

To establish domination in key sectors of the metal industry.
To fulfill the mandate given by MAWU's grass roots membership.

BUT...

MAWU is not prepared to sacrifice the clear principles on which the union was founded in 1973.

SHOP FLOOR BASED – the strength of the union lies in factory floor organisation.

WORKER CONTROL – control by union members through elected representatives.

WORKER MANDATES – no negotiations at any level without a worker mandate.

NON-RACIAL – all workers regardless of race are free to join the union.

NOW...

MAWU will demand decent minimum wages, job security and the reduction of working hours.

MAWU will fight for the right of workers to negotiate at their own factory.

MAWU will mobilise around united worker demands. MAWU will refer all agreements to its grass roots membership.

INFLUX CONTROL MAKES WORKERS' LIVES 'INTOLERABLE' — SAYS UNION

THE new influx control laws are intended to oppress workers, to keep them weak and to keep their labour cheap — say the Metal and Allied Workers Union.

In a statement attacking the proposed Orderly Movement and Settlement of Black Persons Bill, MAWU said that through these laws its members were cut off from their families and forced to live like 'ants in degrading hostels'.

'Furthermore, if they lose their jobs the workers are condemned to starvation in the homelands.'

MAWU also slammed the continuing destruction of shacks in the townships and said it strongly supported the initiative of FOSATU's Transvaal region in mobilising workers in opposition to these measures.

The statement released after a recent meeting of MAWU's National Executive Committee said even though the Bill had been temporarily shelved, the Administration Boards had already implemented many of the worst parts of the Bill:

- * hundreds of shacks had been torn down.
- * there have been increasing raids in all the townships.
- * the West Rand Administration Board has inserted into call-in

cards a section saying that a worker who brings his family to the town faces the cancellation of his contract plus a fine.

MAWU's NEC recommended that it be made clear to employers that the new influx control measures would cause 'great dissatisfaction and instability among workers'.

'Our members do not accept that it can be a crime to be in town at night nor to look for work when there is no work to be found in the 'homelands'.

'Our members do not accept that it can be a crime to have their family staying with them nor that it is a crime to build shacks when the State fails to provide shelter for them,' the statement said.

MAWU said the present legislation and the proposed Bill would make workers' lives in 'intolerable' as it denied them adequate shelter, a family life and the freedom of movement.

'It is little wonder that the union has been mandated to let the 'powers that be' know of workers intense frustration and to put pressure on employers to assist workers in their struggle for decent living standards,' the statement concluded.



Workers' shacks at Katlehong

Battle looms over shack destruction

A MAJOR confrontation between the Katlehong Shop Stewards Council and the East Rand Administration Board is on the cards unless it halts the demolition of shacks in the townships.

The confrontation also threatens to draw in the local town councillors who workers said had given their consent to the demolition of the 'illegal structures'.

There are believed to be more than 44 000 shacks in the township, many of which house FOSATU members, whereas there are only 27 000 'legal' box houses.

TOOK UP ISSUE

The Katlehong Shop Stewards Council, which took up the issue when approached by angered union members, represents shop stewards from all the FOSATU unions in the Wadeville area.

It plans to approach employers and ask them to intervene or see to it that accommodation is provided for their workers and families.

Shop Steward Council chairman, Ronald Mofokeng said

employers were always eager to get workers' labour but cared nothing about where they lived.

Shack dwellers told FOSATU Worker News when we visited the area recently that they had moved out of the 'disgusting' hostels and built shacks in order to have their families with them.

FIVE YEAR WAIT

Others with city residence rights said they had been forced to build shacks because 'there just isn't enough houses in the township'.

They said thousands of workers had been waiting more than five years for houses to be built.

'Besides, many of us prefer our shacks to the box houses as we can design them to fit our needs and add on to them when we need to,' one worker said.

Referring to the dispute with the town councillors, a union shop steward said during elections the councillors had said they would allow the building of shacks but now that they were in power they had forgotten this promise.

At this stage the Administ-

ration Board has only demolished shacks in one section of the township but workers live in continual fear that their 'home' may be next.

For migrant workers this would mean sending back their wives and children to the poverty and drought stricken homelands.

'How can I do that to my family? My children don't even know what the homeland looks like,' a worker said.

'DOM PAS' : HISTORY OF WORKER CONTROL

THE first pass laws in South Africa were introduced in 1760 and applied to the slaves in the Cape but by 1827 all Africans who came from outside the Cape had to have a pass to go there.

Pass laws also existed in the OFS, Natal and the Transvaal, but it was only when diamonds were discovered in Kimberley that the pass laws were fully enforced. This was because farm labourers were beginning to leave the white farms to go to Kimberley. They were leaving because wages were paid in cash on the diamond mines. This they needed to pay the taxes which the Government had imposed on them.

White farmers became worried that they would be left without labourers because of this flow to the diamond mines so they called for the introduction of passes to put a brake on this flow of men away from the farms. In 1890 a law was passed which made it compulsory for all workers to pay a shilling if they wanted to leave the Transvaal.

However, with the discovery of gold in 1896 stricter influx control measures were introduced. Mine owners were faced with the problem that the gold was very deep underground and required a lot of effort to mine. It required many labourers and these had to be found at the cheapest 'price' to make mining profitable for mine owners.

So the mine owners began to call the tune. They wanted to control the numbers of workers looking for jobs and the places they found jobs. One of the reasons for this was that the conditions on the mines were terrible so workers stayed for

the shortest possible time. Although it was a crime to break your contract, bosses complained that it was not easy to prove a person guilty of deserting the job. So according to the new pass laws any male 'Native' on the Rand had to be employed if he wanted to stay in the area and had to show a metal badge to show this.

Already the mine owners could see that the system of migrant labour suited them well as it was cheaper to feed and house one worker instead of his whole family. But the pass laws and police control were not enough to satisfy the mine owners' need for cheap labour, so in 1901 the Chamber of Mines set up a recruiting organisation — the Witwatersrand Native Labour Association (WNLA). The WNLA sent agents all over Southern Africa who used chiefs to assist them in their recruitment.

So by using the pass laws and a system of organised recruitment the mine owners were able to ensure for themselves a regular flow of cheap male labour whose bargaining position was extremely weak. Workers were not free to move where they wanted and were directed through the pass system to where employers needed cheap labour most. The pass system also meant that the contract system was enforced and that the unemployed were 'weeded out' of the Reef area.

In 1922 it was proposed in the South African parliament that passes should be extended to women. However, just as the mines needed a controlled source of labour so the newly emerging industries actually

benefited from an uncontrolled flow of women to the towns. It was only in 1930 when farmers again complained that too many women and children who they depended on to work their farms were leaving for the towns that the Government amended the Urban Areas Act and gave municipalities the option of issuing passes to women. Later in 1952 the Native Abolition of Passes and Co-ordination of Documents Act was passed and new reference books were issued to men and women. At this time it was not yet compulsory to always carry a reference book. This was introduced in February 1963.

Since the 1960's the Government has continued to make changes to the pass laws. Most of these changes have tightened the control over the movement of black labour. And the Orderly Movement and Settlement of Black Persons Bill is yet another attempt to tighten up these controls. Even if the Government decides not to pass the Bill as it stands, it is likely that many of the measures will be introduced through the 'back door'.

However, it must not be forgotten that although it is the Government which is planning the stricter influx control measures, the people who benefit the most from them are the employers. The migrant labour system gives them power over workers who always live in fear of losing their jobs. Working hand in hand with the Government the employers have been able to use the pass laws to provide a steady flow of cheap labour — never too few and never too many.

NEW BILL ANGERS WORKERS

THE Transvaal region of FOSATU has been mobilising union members to fight tighter influx control measures.

Over the past few weeks general meetings have been held in all the locals to discuss what action to take to halt the introduction of the 'horrific' Orderly Movement and Settlement of Black Persons Bill.

Workers at the meetings have been united in their rejection of the Bill which they say is aimed at dividing blacks into 'insiders' and 'outsiders'.

They suggested that the Bill was intended to make migrant workers more powerless and exploited 'as everyone knows if a migrant worker loses his job he won't get registered in another'.

The workers said the Bill continued the pattern where first the Government took over the farms and chased the people to the towns and now it was chasing them back to the farms.

The Bill was also aimed at controlling workers by allowing the organised workers to be replaced by others, workers said.

At the general meetings, workers said they had noticed that the pass offices had been tightening control over migrant workers.

They said people from the homelands could no longer get registered for new jobs in the town.

'If a contract worker loses his job in the middle of the year, he can no longer transfer his contract to another employer — even if he has been retrenched,' a worker said.

Workers also reported that people who had worked in one company for ten years no longer get 10 (1) b rights, and children born in the location were classified as citizens of some homeland.

Workers at the meetings resolved to approach employers and their organisations and ask them to support workers' opposition to the new influx control measures the Government is sure to introduce — whether by the Bill or through the back door.

'Now is the time for employers to show that they are opposed to this inhumane system,' workers said.

EDITORIAL

ON the 9th and 10th April FOSATU will send a worker delegation, consisting of representatives from all the federation's regions and affiliates, to a meeting in Cape Town to once again discuss trade union unity. There is no doubt that this meeting of unions will be crucial for workers in South Africa.

Unity is at the very heart of the workers' struggle as it is only if they can achieve unity of organisation and political direction that they can build a society of equality and justice for all.

Workers understand this well and ever since the rebirth of independent non-racial trade unions in the early 1970's there have been moves to build a wider trade union unity. In 1979 FOSATU was formed and CUSA shortly after that. However, outside of these two federations there remained other independent unions and new unions began to emerge.

It was clear that the task of building a wider unity had to continue. Faced by new labour laws an important step towards unity was taken by the independent union movement at the Langa meeting in Cape Town in August 1981. This was followed by further meetings in April and July the following year held in Johannesburg and Port Elizabeth.

But, so far no wider unity has been achieved and in fact at the Port Elizabeth meeting talks deadlocked when seven unions attempted to set down seven non-negotiable principles which they wanted to apply to any new federation.

However, all has not been in vain. Since the talks there has been a great deal of rank and file discussion on the question of unity in many unions. And in many cases a better understanding has grown between the unions.

In building trade union unity, FOSATU believes there are two basic principles which should guide our actions and between which we have to reach a workable and acceptable position.

Experience has taught us that on the one hand trade union unity will only truly benefit the worker movement if it is based on UNITY of PURPOSE and POLITICAL DIRECTION. We need an organisational structure which will allow us to take effective common action at all levels - local, regional and national. We also need a common political direction since all trade union activity is political and wide differences prevent common worker action.

On the other hand, FOSATU knows that to achieve these things we have to deal with the histories and problems of the unions involved. It is impossible to build unity if any one union or group of unions insists on dictating the terms of unity.

Within FOSATU there has been detailed discussion on how to balance these two basic principles in a way which will acceptably advance unity.

However, FOSATU believes there are two crucial policies which we can never sacrifice if we are to remain true to the worker movement - WORKER CONTROL and NON-RACIALISM. It is our belief that both should be carried out in word and deed.

FOSATU has other important policies but we accept that they will have to be fully debated with other unions committed to unity. It is our strong hope that out of this we will achieve a unity truly beneficial to the worker movement.

FOSATU remains committed to the building of such unity - a task which daily becomes more urgent and cannot be neglected by those committed to the worker struggle. We need unity to face the anti-union attack of employers and the State and it is needed to deal with the new challenges created by increasing international interest in South African workers.

ALL TALK AND NO ACTION IS A DANGEROUS GAME!

VOLKSWAGEN BACKS DOWN

SHOP Stewards at Volkswagen in Uitenhage have forced the company to back down on its earlier decision to retrench more than 900 workers - as a result only 183 will be laid off.

Volkswagen Branch chairman, John Gomomo said when the company had approached the shop stewards with its retrenchment plans 'we told them straight that we don't believe in retrenchment.'

'We told management that to retrench that number of people would only add to the high unemployment,' he said.

Brother Gomomo said the company had been told to look for alternatives, 'after all they are not the ones who suffer during a recession, it's the workers who are always the losers'.

After more than a month of intensive negotiations, VW backed down on its earlier plan to retrench 900 workers and agreed to only lay off 183.

The company also undertook 'not to engage applicants other than those retrenched...until they have been all re-employed.'

In another crucial part of the agreement reached between the National Automobile and Allied Workers Unions shop stewards and the company, VW stated that 'employees who are re-

employed before August will retain their original service date' - meaning that the time the retrenched workers are out of work will not be considered as a break in service.

NEW WAGE AGREEMENT AT FORBO KROMMENIE

WAGES at Forbo Krommenie at Mobeni in Natal are now amongst the highest in the province thanks to an agreement negotiated by the Metal and Allied Workers Union.

The interim wage agreement pushes wages in the factory up to 16 cents an hour, taking the minimum starting wage to R2,22 an hour.

The company also agreed to negotiate a further increase in mid-year to become effective on July 1.

A MAWU spokesman said 'We are satisfied with the increase and the manner in which negotiations were conducted. This is an example for other companies.'

ALFA TRIES TO KILL UNION

ALFA Romeo is attempting to push workers at their Johannesburg Warehouse and Repair shop into accepting a works committee in a bid to block the National Automobile and Allied Workers Union.

It has also dismissed key union members under the guise of retrenchment - a clear attempt to squash the union.

As a result NAAWU has instructed its attorneys to proceed against Alfa on an unfair labour practice case.

After the union had organised 40 out of the approximately 70 workers at the warehouse, NAAWU approached the company for recognition earlier this year.

Since then the company has brought in a black personnel officer in an attempt to 'persuade' workers to accept a works committee rather than the union.

A NAAWU spokesman said 'It was clearly not acceptable that management should set up a works committee at the very time that workers have elected to join the union.'

'Even now the largest department at Alfa, the stores, has refused to bow to management's pressure to elect a works committee,' he added.

More recently, the company retrenched 16 workers - among them were two key union members who had been instrumental in raising workers' grievances and informing the company that workers were not interested in a works committee.

NAAWU said it was clear that Alfa had used the 'retrenchment' to dismiss union members and that it had embarked on a systematic campaign 'to kill the union'.

R16 000 PAID IN RETRENCHMENT SETTLEMENT

ON the eve of an industrial court case where the National Union of Textile Workers planned to claim that SA Fabrics' retrenchment of 46 workers last year was an unfair labour practice, the company paid out R16 000 to the ex-employees.

NUTW's claim is believed to be the first brought against a South African employer during the current wave of retrenchments.

The union alleged that the retrenchments were unfair because they had been done without proper consultation with the union, the workers were selected on a basis other than Last-In First-Out and the retrenched workers received no severance

pay. After lengthy negotiations between the NUTW and the company, SA Fabrics agreed to settle the matter out of court and 'in order to foster better relations' paid the union R16000.

At worker meetings held shortly after the settlement, workers decided to give the money only to the 33 union members among those retrenched. As a result they will receive between R100 and R1000 each according to their length of service.

The settlement is an important landmark in FOSATU's battle against employers who randomly retrench workers without any consultation with the representative union.

STUBBORN FIRM TAKES BACK FIRED WORKERS

IN a major victory for the Sweet Food and Allied Workers' Union, Vleissentraal - a hide and skin factory at Cato Ridge in Natal - has agreed to take back workers dismissed in a stoppage last year.

This tough nosed management dismissed the workers when they stopped work after five key union members had been fired.

The manager told workers at the time that he had 'cut out a sore which has been hurting my back and if it should re-appear, I will cut it out again'.

When the workers refused to go back to work until their five colleagues had been taken back, he dismissed them all and within two hours had trucked in new workers.

The SFAWU felt that the

workers had been unfairly dismissed so it was decided to take the company to court.

However, just before the case was to be heard in the Maritzburg Supreme Court, Vleissentraal and the workers' lawyers reached a settlement.

The company agreed to take back ten key union members immediately and to take the rest back within three months when posts become available.

SFAWU organiser, Jay Naidoo said it had been a difficult struggle against a hard-line management but 'one in which we felt we had a just cause'.

'There has been many lessons learnt by both sides and we hope in future that managements will be prepared to talk to the representative union,' he said.

Brown Lung Campaign spreads to PE factory

THE National Union of Textile Workers' major campaign against 'Brown Lung' has spread to the Eastern Cape with the testing of workers at a Port Elizabeth factory.

Brown lung is a potentially fatal disease of the lungs which workers who work for long periods in cotton dust can get.

Overseas hundreds of claims are made annually by people suffering from Brown Lung, but here in South Africa only two workers have ever applied for assistance in spite of the fact that it is possible to claim under the Workmen's Compensation

Act.

Employers are quick to suggest this is because no-one is suffering from Brown Lung but this seems highly unlikely, as the campaign is beginning to show.

The Brown Lung campaign was initiated last year at a Transvaal cotton factory and at the end of last year more than 1000 workers were tested at a Mooi River factory.

The union's general secretary, John Copelyn said the campaign had unearthed numerous workers who were permanently disabled and the union would be making claims for Workmen's

Compensation for them.

He added that a number of workers had been found to be suffering from lung disorders which would heal if they were moved to less dusty areas of the factories.

As part of the campaign NUTW would be negotiating for these workers to be moved, he said.

Brother Copelyn said it was crucial that workers have their own doctor to test them in order to prevent management firing workers when they found traces of Brown Lung.

He said a Transvaal company had tried to dispute this and wanted workers to be tested by their own doctor but the majority of companies had co-operated with the union in its campaign.

'It is important for the union to build up medical records of its members even if they have clear lungs when first tested, so that if five years later the worker finds he has lung disease, the union will have proof that it was caused by the factory,' he said.

Brother Copelyn said the campaign also attempted to prevent cotton dust disease by encouraging workers to consider reasonable demands for reducing the dust levels in the factory.

Previously this had always been the unchallenged prerogative of management.



Worker being tested at Mooi River.

THE GOVERNMENT'S PLANS

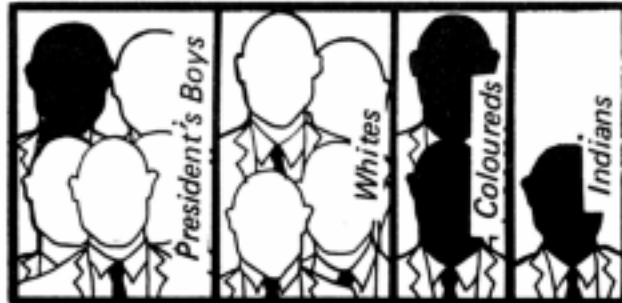
THE PRESIDENT.
Chooses the Cabinet.
Chooses 25 people for the President's Council.
Does not answer to any parliament.
Could dissolve parliament.



THE CABINET.
Chosen by the President.
Do not have to be elected members of any parliament.
Will run the country with the President.
Will control all important laws.



PRESIDENT'S COUNCIL.
Will decide what matters must be dealt with by the President and his Cabinet and what matters will be dealt with by the 'parliaments'.
Will be the 'arbitrator' between the three parliaments.



WHITE PARLIAMENT
Elected by whites



COLOURED PARLIAMENT
Elected by coloureds



INDIAN PARLIAMENT
Elected by Indians



WHY FOSATU REJECTS THEM

THE PRESIDENT WHO ELECTS HIM?

He is elected by an electoral college consisting of 50 whites, 25 Coloureds and 13 Indians - all elected members of the President's Council.

WHO CONTROLS THE VOTES?

Quite clearly the white power block of the National Party can never be outvoted in the President's Council. Looking at the percentage of votes:

President's Boys	42 percent
Whites	33 percent
Coloureds	17 percent
Indians	8 percent

RACIST

People are divided by race and are not treated as human beings with equal rights. So there is no real change in the old apartheid structures of a white parliament, the South African Indian Council and the Coloured Representative Council. Things have only been made worse as now all three will be firmly controlled by a National Party President with all the powers to be a dictator.

UNDEMOCRATIC

Democracy requires that every person has equal political rights. This basically means the right to an equal vote in the parliament which passes the laws of the land, controls the expenditure of our taxes and to which the Government must answer. Even a blind man can see that there is no democracy in these prop-

osals. The majority of South Africa's people are still denied BASIC HUMAN RIGHTS let alone political rights. In terms of the proposals 72 percent of the country's people will have NO VOTE and in the three parliaments there will be unequal voting leaving the white parliament in control. Even worse, the President and his Cabinet will have all the power and won't answer to any parliament.

ANTI-WORKER

In looking at the proposals it is important to understand that in any system of parliament, workers always start at a disadvantage. In our type of economic system workers have the least time, money and information. Newspapers, books, television, radio and films are produced, controlled and owned by the rich and not the workers. So the workers who are the majority in any society are not usually a majority in parliament because they have been disorganised and confused by all the propaganda set against them. So the only answer workers have against this is to organise - this gives them the power of numbers and the power of real worker organisation. To do this there must be unity amongst ALL WORKERS. Fearing such unity the Government proposals make sure that there is not one powerful parliament in which such unity could be used. They divide by race so as to try to keep the majority of workers out of the system, hoping to weaken workers by doing so. Even if a 'black parliament' were added to the proposals, workers could not accept such divisions - to do so would be to enter a parliamentary club for rich of all colours. For workers our task remains the building of an independent, non-racial worker movement in South Africa.



NEW MATERNITY DEAL AT AUTOPLASTICS

IN terms of a new deal negotiated by the National Automobile and Allied Workers Union at Autoplastics, women workers will no longer have to resign in order to go on maternity leave.

After negotiations between the union and the Pretoria company,

Autoplastics agreed not to terminate the services of women going on maternity leave as long as they keep their contributions to the company's pension scheme up to date.



LAY-OFFS BLOCKED

THE Sweet Food and Allied Workers Union has successfully blocked the retrenchment of 27 workers at Isando factory, TW Beckett.

Factory shop stewards when approached by management with retrenchment proposals called for the removal of casual workers and the dropping of overtime instead.

Management agreed to back down and started a third shift in order to keep on the workers.

FOSATU's president, Chris Dlamini who participated in the negotiations said retrenchments were often used by management as a 'scapegoat' to try and disorganise workers in the factory.

'Active union members are often removed through retrenchment,' he explained.

Brother Dlamini said the only way this could be prevented was by building up a strong shop floor based organisation.

NEW TEXTILE AGREEMENT

THE National Union of Textile Workers has signed a new procedural agreement with Tongaat Textiles covering 3 000 workers at their David Whitehead and Hebox mills in Natal.

The new agreement is the outcome of two months of intense negotiations between the union and the company.

It replaces the interim agreement which the company so hotly disputed in court last year following the strike at David Whitehead in Tongaat.

There is little doubt that the new agreement will have a powerful influence on future agreements in the textile industry. Tongaat Textiles is a major employer and active in TYFMA - the employers' association set up in 1981.

PLANT LEVEL NEGOTIATIONS

CARLTON Paper at Wadeville in the Transvaal has agreed to negotiate wages at factory level with the Paper Wood and Allied Workers Union - driving a further wedge into the pulp and paper industrial council.

Initially the pulp and paper employers had refused to negotiate with the union outside of the industrial council but through strong factory-based organisation PWAWU has forced two out of the four employers in the industry to back down.

A PWAWU organiser said when the union had first approached Carlton Paper about recognition, it had been prepared to recognise the union but not to negotiate wages with the shop steward committee.

'After months of wrangling Carlton has finally agreed to negotiate at plant level,' she added.

The chairman of the shop stewards committee, Arnold Nanise said 'Our wages must be decided here at the factory as this is where we do the production and this is where our increases come from.'

UNION LOSS

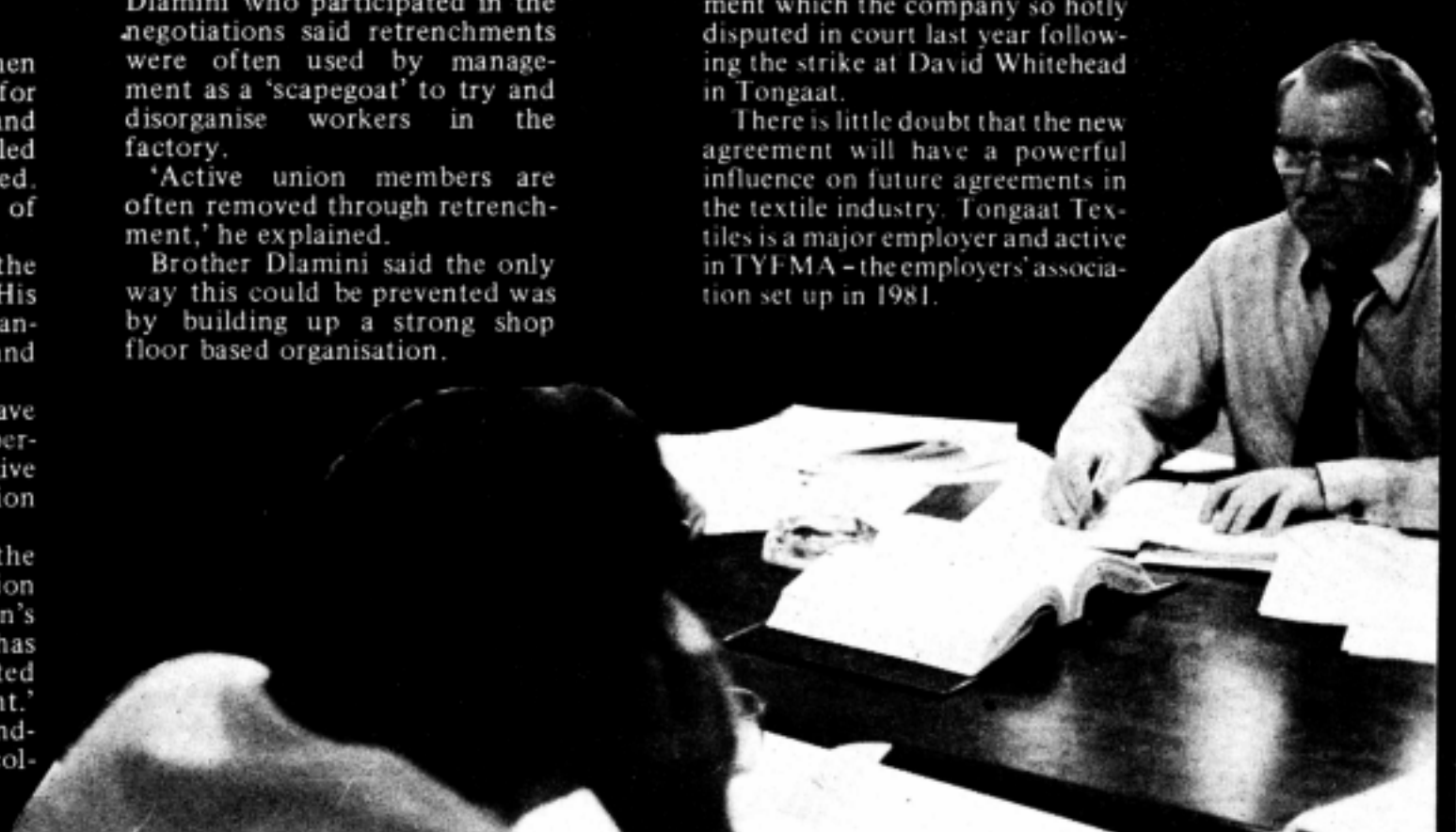
ON Saturday March 5, Stephen Maseko, a national organiser for the National Automobile and Allied Workers Union, was killed when his car overturned. Stephen was 34 at the time of his death.

Brother Maseko joined the NAAWU staff in 1979. His responsibilities included organising Firestone in Brits and Autoplastics in Rosslyn.

Both of these factories have over 80 per cent union membership and agreements which give those workers important union rights and benefits.

Commenting on his death, the chairman of the Transvaal region of NAAWU said 'Stephen's tragic and untimely death has robbed the union of a dedicated worker in the union movement.'

FOSATU has also sent condolences to his family and his colleagues in the union.



TONGAAT'S Barry de Wet who led the five man company negotiating team faces NUTW's John Copelyn during the negotiations. Brother Copelyn led the six man union negotiating team consisting of shop stewards and union officials.