

STRIKES AND DISPUTES March 15 to April 30

Transvaal

Company	Union	No.	Date	Event
Achronat Isando	Sacwu	250	12 March	The workforce was locked out when all procedures in a wage dispute were exhausted. Workers were demanding a 18% across-the-board increase. Management offered 16%. The minimum wage at the company was R935.
African Telephone Cables Brits	Numsa	512	13 March	Shop stewards were suspended when workers failed to arrive at work due to violence in Bophuthatswana. In protest against the suspension, workers went out on strike.
Akasia Town Council Pretoria	NUPSW	600	March 2 days	Workers held a two-day strike to demand a minimum wage of R600. Wage negotiations were under way.
Allied Chemicals Alrode	Sacwu	70	15 March	Workers involved in a legal wage strike were locked out.
Alrode Cleaning Materials Wadeville	Sactwu	85	5 March 26 March	An agreement was reached that striking workers would return to work and the union would look into the wage dispute.
Artafina Springs	Cawu	52	13 March 14 March	Negotiations were continuing after a one-day strike to demand recognition.
Astas Benoni	Numsa	213	23 November	Workers went on strike against racism when management failed to use its disciplinary code after a white worker assaulted a black worker. Workers were dismissed and interdicted to keep away from plant gates. After negotiations failed to resolve the strike the dispute was referred to the industrial court for final determination. Management has sent telegrams to some of the workers calling for a return to work.
Automa Kempton Park	Numsa	200	5 April	Workers went on strike to demand that a director who assaulted a Numsa member be disciplined. Management issued disciplinary warnings and dismissed nine workers on their return to work after two days. The workforce went out on strike again and was dismissed. The company has agreed to reinstate all workers except for the nine who were originally dismissed. The union has asked for arbitration on the nine. Discussions were still under way. Automa is a German company and the union is preparing to lobby support among workers from other German companies and at the IMF.
Cedar Radex Wynberg	Sacwu	80	20 February	Workers were locked-out and the company has indicated its intention to dismiss workers on strike over wages. The union demanded a weekly across-the-board increase of R40. The company offered R21. The union has applied for a conciliation board hearing regarding the dismissals.
CIK Boksburg	Cawu	150	5 March 7 March	A two-day strike over recognition ended when management agreed to negotiate an agreement.
Craig Concrete Benoni	Cawu	85	19 March 19 March	The union is negotiating a recognition agreement and substantive matters with the company after a one-day strike.
Eclipse Foundries Benoni	Numsa	300	13 February	Workers were dismissed and scabs employed after an illegal strike which made demands on working conditions and health and safety. The company refused to negotiate further. The union proposed arbitration. The company is allegedly employing Zulu-speaking hostel dwellers.
Eigen Bou PWV sites	Cawu	350	20 March 22 March	Negotiations are proceeding for the drawing up of a recognition agreement after workers went on strike.
Elida Ponds Wadeville	CWIU	240	1 February 20 March	Management employed scabs and interdicted workers for intimidation in a prolonged legal wage strike. The settlement included a new hourly minimum of R6,99, two weeks back-pay, a 40-hour week, 1 May, 16 June and 21 March as paid holidays and other conditions of service. Workers also agreed to work shifts - a major point of contention in the dispute - after shift allowances were agreed to. The strike caused sporadic shut-downs in production due to conflicts between strikers and scabs.
Fednis Phalaborwa	CWIU	500	March 26 days	A five week legal wage strike was settled.
Ferro Products	Sacwu	164	15 March	Workers went on strike in support of wage demands.

GFB (Coast/Ink)	Locality	Union	Members	Date	Description
	Johannesburg		311	29 November	Workers were dismissed after numerous strike actions were taken over a six month period in support of wage demands. Scabs were employed to work on the Old Mutual city centre construction site. A worker was shot dead and another paralysed after picketing workers were shot by a security guard. The union met the company in the industrial council and an offer to pay-off strikers was rejected by the union. If negotiations fail the dispute will be referred to the industrial court.
	Goldstein Pretoria	Cawu	150	March 2 days	A strike for recognition was settled when management agreed to recognise the union.
	Rail Longmore Roodepoort	Numsa	80	2 April	Workers went on strike to demand that the company make provision for regular meetings with shop stewards.
	Hultrans	TGMU	78	April April	Striking drivers and general workers were dismissed. The company later agreed to reinstate them with no increase and loss of benefits.
	Kanym Food Enterprises Germiston	Fawu	400	20 April 21 April	Two plants held a sleep-in to demand the reinstatement of a worker. The dispute was referred to arbitration.
	Kenitex Africa Wynberg	Sacwu	90	5 April	Negotiations between the company and the union were underway to resolve a strike over short-time.
	Leonard Brushware Johannesburg	PPWAMU	160	12 March	Workers went on a legal wage strike to demand an increase of R30 on the weekly minimum of R82,50. Management offered R11 at the CB hearing.
	Maxwell Tubes Springs	Numsa	180	26 March	Workers on strike for a service increment were dismissed and the company has refused to negotiate further. The company is hiring a new workforce - allegedly recruiting Zulu speaking people from local hostels. The union has declared a dispute.
	Mondiply Boksburg	PPWAMU	150	19 February 2 May	Workers returned to work after a 10 week legal wage strike with no improvements in the wage offer.
	Mondi Waste Alrode, Tulisa Park	PPWAMU	150	19 February 23 April	Workers returned to work after a nine-week legal wage strike with no improvement in management's last offer.
	MCD Boksburg	Fawu	512	16 February	Workers demanded that management take action against a supervisor who assaulted a worker. The demand led to stoppages after which workers were locked-out and interdicted to return to work. Workers were subsequently dismissed. The parties could not agree on arbitration and talks were under way between legal representatives.
	OTK East Rand	Fawu	178	2 November	Workers who went on strike over unequal increments and for recognition were dismissed and locked-out. After negotiations 40 workers were reinstated and the union was negotiating for the rest. The dispute was referred to the industrial court.
	Putco Wynberg	Zatawu, TGMU	450	23 February	The demand for the dismissal of a manager led to a strike and the voluntary resignation of a manager. After the resignation, workers continued the strike to demand wages for the period on strike. Putco agreed to provide back-pay but at the same time announced it would be retrenching 150 workers and relocating operations to the Dobsonville depot. The union was still negotiating with the company.
	Rand Water Board Alberton	MSFAMU	500	23 April	Disciplinary action against a union shop steward sparked-off a strike.
	Rolfes	CMIU	550	26 February	The union declared a dispute with the company over the demand that the company join the union-initiated provident fund. After balloting, workers engaged in two-hour daily work stoppages, as a result of which the workforce was dismissed. Marching workers were dispersed by police. The company later agreed to reinstate all dismissed workers.
	Sappi Enstra	PPWAMU	800	7 February April	After a worker was shot dead by company security and SAP who opened fire on picketing workers, workers proposed arbitration in the 11 week wage strike. The terms of reference were not settled before the return to work.
	Sappi Kraft Mill Ngodwana	PPWAMU	800	7 February 9 April	Strike action in the paper/wood sector spread and workers downed tools in legal wage strikes. Workers at Ngodwana accepted management's offer for a new minimum of R5,46 after a two-month strike. The offer was not an increase on previous offers.
	Shoredits Pretoria	Cawu	300	March 2 days	A strike over recognition led to the signing of an agreement between the company and the union.
	STC Benoni	Numsa	200	18 April 18 April	A section of the workforce went on strike to protest the unfair promotion of a newly employed worker. Management conceded to workers' demands.
	Tilley Macmill Wadeville	Numsa	200	March March	The threat of dismissal against workers who embarked on a defiance campaign against segregation led to a strike in which 200 workers were dismissed. The matter was settled by arbitration and all workers were reinstated.
	Transiton	TGMU	70	12 April	Workers were locked-out after they refused to sign new contracts.

Xerotech Johannesburg	Numsa	100	6 March 17 April	Workers went on a legal wage strike after mediation failed. Workers demanded a 21,5% increase across the board. Management offered merit increase between 13% and 15%. The current minimum is R850. Workers accepted the management offer and returned to work.
Zimco Industries Katlehong	Numsa	120	23 February 28 March	Workers went on strike to demand a transport subsidy due to the relocation of company premises. The company agreed to pay a percentage of costs.

Cape

Aberdare Cables Port Elizabeth	Numsa	540	15 January 19 March	The nine-week strike at Aberdare Cables was settled and workers won increases from 20c to 22c over and above the industrial council rate. The company has initiated disciplinary procedures against the 22 suspended workers on charges of intimidation and assault.
Acem Engineering Port Elizabeth	Numsa	350	March 1 day	Workers went on strike to demand centralised bargaining with the company.
Babcock Port Elizabeth	Numsa	300	March 4 days	A wage strike was resolved after four days.
Bell Essex Port Elizabeth	Numsa	350	March 1 day	Workers held a one-day strike to demand bargaining with the company as a group.
Brian Porter	Numsa	100	April 2 days	The company granted shop steward rights after a two-day strike.
Burg Head Engineering Uitenhage	Numsa	50	14 February	The workforce was locked out and dismissed after they left work early without permission on account of conditions in the Uitenhage townships. The previous day workers had also staged a demonstration to celebrate the release of Nelson Mandela. The company has refused to reinstate the workers. The union has declared a dispute with the industrial council.
Cape Contractclean Belville	TGMU	170	27 April 27 April	A strike of cleaners contracted to the University of the Western Cape ended when UWC agreed to supplement the wages of workers.
Cape Foundries Paarden Eiland	Newusa	150	12 March 4 April	Strikers returned to work after management negotiated a health and safety agreement and death benefits. Management also agreed to negotiate wages and working conditions at plant level. Workers were demanding a minimum rate of R10 which is double the industrial council rate.
Cape Sun Cape Town	Saccawu	72	21 March	Striking workers were dismissed and interdicted to leave the premises and to refrain from interfering with non-strikers. Workers who were on strike over grievances, marched through the hotel causing disruption to business.
Cape Town City Council Cape Town	Samwu	250	16 March 21 March	Clerical assistants and plan filers went on strike against racial discrimination and promotion procedures which are effectively apartheid barriers. The union is in dispute with the council and the matter has been referred to the industrial court.
Cash and Carry Port Elizabeth	Saccawu	100	March 28 days	The company agreed to recognise the union after a month-long strike.
EL City Council Mdantsane	Samwu	568	March 1 day	Municipal workers won recognition in a one-day strike.
City Park Hospital Cape Town	Nehawu	115	August	Negotiations between the union and management to discuss the reinstatement of workers dismissed in a legal wage strike last year were continuing. Management offered to re-employ 10 workers immediately and others as soon as vacancies arise. The offer was rejected by workers.
Consol Glass Belville	CCWIU	300	28 March 4 April	Workers downed tools in a one-day strike to protest internal company practice and racial discrimination. The response of management prompted a full-scale strike.
Dancarl Mines Kimberly	NUM	300	17 March 19 March	Workers went on strike over the lack of water at the hostel and general hostel conditions.
Dispatch Town Council Dispatch	Samwu	156	March 2 days	Municipal workers went on strike demanding the implementation of salary grades and increases due to them. Workers suspended their strike after two days.

Donkin Manufacturers Port Elizabeth	Numsa	200	March March	Workers were involved in a strike over wages. Negotiations to settle the dispute have been set up.
E H Walton Port Elizabeth	PPMAU	56	November	Workers were locked-out after they took industrial action to demand the reinstatement of workers dismissed during maternity leave. The company's offer to pay-off striking workers was refused. The dispute was referred to the industrial court.
Formex Industries PE	CWU	150	10 April 12 April	The workforce went on strike after 15 workers were arrested during a lunchtime protest. The protest was a result of the company's refusal to negotiate on substantive issues. Workers returned to work when their arrested colleagues were released on bail. Management has issued written warnings to all workers who participated in the stoppage.
EL Furniture Ind. East London	PPMAU	230	April April	The workforce was locked-out for a week after a go-slow during a wage dispute. The workforce had voted overwhelmingly in favour of strike action if the negotiations with management are unsuccessful.
Gesco	NUM	560	26 March 31 March	Workers at one shaft went on strike over the introduction of a new pay code.
Gonubie Town Council Gonubie	Samu	120	2 April 2 April	Municipal workers won recognition in a one-day strike.
Johnson and Johnson East London	CWU	500	13 April 24 April	Workers were fired when they went on strike against racism after management failed to use its disciplinary code against a white artisan who assaulted a black shop steward. The workers were reinstated after an agreement was reached between the company and the union.
KPL Mossel Bay	Mewusa	170	April	KPL workers doing contract work for Mossagas were dismissed when they downed tools for the third time in two months, this time to demand clarification over a medical aid scheme. Workers had been paying into the scheme for nine months but had not been issued with cards. Management locked-out workers in the presence of the SAP and dismissed them.
McCarthy Holdings Cape Town	Numsa	400	April 2 days	The company agreed to regional bargaining on divisional lines after a two-day strike at all plants.
Micro Finish Port Elizabeth	Numsa	350	March 1 day	Workers went on strike to demand centralised bargaining with the company.
Mondi Bruyl Stellenbosch, Elgin	PPMAU	470	8 February 8 April	Workers went on a legal wage strike. Management offered 48c increase against the unions demand for 90c. The strike was settled when management improved its offer by 2c. Strikers were interdicted to keep off company premises.
Multi Mech Epping	Numsa	114	5 February 4 May	Workers were dismissed in an illegal wage strike in support of a 50% wage increase. The union met the company in the industrial council and agreed on monetary settlement of the dispute.
Neill tools Epping	Seawusa	130	20 March	Striking steel workers were dismissed when they refused an ultimatum from management to return to work. Attempts at mediation in the week-old strike had failed.
Queenstown City Council Queenstown	Samu	497	4 April 9 April	Striking workers at Queenstown City Council were dismissed but later reinstated when they went on strike over wages and for recognition. The council agreed to recognise the union.
Repro Port Elizabeth	Numsa, Eawusa	300	25 January unknown	Workers on strike in support of wage demands were interdicted to return to work or face dismissal. They were demanding a R3 increase on the Seifsa rate. Management offered 25c and 25c on the year-end bonus.
Sentech Industries PE	Numsa	110	March 3 days	A strike over wages was settled after three days.
Spirvin Bottling Company Ultenhage	Fawu	170	5 March 9 April	Workers were involved in a five-week strike over conditions of work, recognition and retrenchment. The company agreed to recognise the union and a retrenchment package was agreed on.
Welfit Oddy Perseverance	Numsa	600	9 January	Mediation failed and successive failures in arbitration of the four-month old strike, in which the entire workforce was dismissed, prompted the intervention of MDM community leaders, who were involved in meeting the company. Lawyers were also negotiating new terms of arbitration. So far 34 workers have been arrested and charged for violence against non-strikers. High bail amounts were set. The dispute arose out of a strike when the company failed to pay full attendance bonuses for workers who stayed away on 5 and 6 September last year.
Window/Office Clnrs Port Elizabeth	TGMU	200	9 April	Workers went on strike demanding a minimum of R3,50 an hour and improved safety conditions.

Natal

Chrome Industries Merebank	CWIU	220	2 April	Workers went on a legal wage strike in support of wage demands. The company refused to raise its wage offer.
Dorbyl Shipbuilders Durban	Numsa	500	26 March	Workers who downed tools to protest the importation of Portuguese nationals to do skilled work were dismissed by the company. Workers complained that foreign workers were given far higher salaries and kept in hotels at company expense. They argued that their skills should be upgraded rather than importing labour. The strikers, many of them members of a boilermakers' union, also began signing up with Numsa after the strike. Dorbyl workers and their families marched through Durban to present a demand to the Department of Manpower that work permits of foreign labour should not be renewed.
GVL Isithebe	Numsa	71	April 3 days	Workers were locked-out after they complained to management about the dismissal of a union member. After negotiations between the company and the union, workers were reinstated.
Lion Match Durban	PPWAWU	400	13 March	After five months of unsuccessful wage negotiations between the union and the company, workers went on a legal wage strike. Negotiations have deadlocked since the start of the strike. The union demanded an increase on the minimum to R1 237 a month. Management's offer was R1 048. The company has employed scab labour.
Unilever Maydon Wharf	CWIU	900	11 April 19 April	Workers returned to work after management met their demand that a worker dismissed for poor performance be reinstated. The dismissal had taken place without the dismissal procedure being followed.

REPRESSION MONITOR February - April

February - A worker was killed and another paralysed when strikers at a Johannesburg building site were shot by a security guard. The workers, members of Bcawu, were fired by Combrink Building Construction after a dispute.

February - Eleven Sats workers at the Salt River Depot were hospitalised after they were attacked by non-strikers on 12 February, in the aftermath of the Sats strike. The weapons of the non-strikers were allegedly stored on work premises.

February - A Fawu organiser and his assistant were arrested during a strike of contract workers at Spruitdrift Winery near Vredendal. Management called police and dismissed workers, who were sent back to the Transkei.

March - Police disrupted strike meetings in Port Elizabeth. On one occasion, when five strike meetings involving 1 550 workers were held simultaneously, police cordoned off two buildings and marched Wellfit Oddy strikers in groups of ten past a combi with one-way windows. In the parade, 14 workers were identified and charged with acts of vio-

lence and intimidation. Many arrests were made in connection with strikes in PE. So far 34 Wellfit Oddy strikers have been arrested and bail ranging from R500 to R1500 per worker has been set.

March - Harsh action was taken by police against strikers and their supporters in Bophuthatswana. Three striking Department of Justice employees were detained under the emergency regulations when strikers arrived en masse to turn themselves over to police at Garankuwa police station.

Two academics and Udusa office-bearers, Paul Daphne and Mandla Magwetyana, were detained under the Internal Security Act in connection with the strike at the University of Bophuthatswana. A third academic, Jon Lewis, was ordered to leave Bophuthatswana. Four foreign academics were also briefly detained.

March - Mine security at Vaal Reefs used teargas and rubber bullets to disperse marching workers. Thirty-eight mineworkers were hospitalised. Security also ordered shaft stewards at gunpoint to vacate union offices in Klerksdorp. Repression on the

mines, including Harmony and Freddie's, has been particularly high as campaigns against racism have escalated.

March - Police arrested two PPWAWU shop stewards from Mondiply Boksburg. Strikers had been interdicted from entering factory premises. The shop stewards were arrested alighting from a bus allegedly well clear of the factory.

March - A striker and PPWAWU member was killed when a picket outside Sappi Enstra was dispersed by company security and police using rubber bullets.

April - A NUM shop steward at Finch Mine in the northern Cape was detained briefly on 12 April but freed after 300 workers went out on strike to demand his release.

April - Fifteen CWIU members at Formex Industries in PE were arrested during a lunchtime protest and charged with attending an illegal gathering. Workers at Formex went on strike until the 15 were released on bail.

March - A Uitenhage shop steward was detained under the emergency regulations. Workers at Volkswagen responded by

striking and he was released a day later.

April - Sarhwi members in Durban and the Transvaal were attacked by Sats workers and two people were killed. It is alleged that weapons are being manufactured in Sats workshops and stored on Sats premises.

April - Five PPWAWU shop stewards from Sappi's Enstra Mill were detained for alleged intimidation.

April - Strikers from Rolles in Isando who had planned a peaceful protest march were confronted by police and dispersed when the Boksburg City Council withdrew permission for the march.

April - Three Mwasas were detained under section 29 of the Internal Security Act. Still in custody at the time of going to press were Mwasas general secretary Sithembele Khala (detained on 23 March) and Sowetan sports editor Horatio Motjuadi (detained on 12 April). SABC journalist Vincent Mfundisi was held for a week.

A fourth Mwasas member is being held under the Bophuthatswana state of emergency.