

INDUSTRIAL RELATIONS - Workers' Org.

B Q W 4

~~1975~~ 1975 - 1982

1975

19/6/75 **Union man held**

JOHANNESBURG — A Diepkloof man, Mr. Phillip Masia (29), a field worker for the Black Allied Workers' Union (Bawu), was arrested by the Security Police yesterday.

A spokesman for Bawu said two security policemen, a Coloured and an Indian, came to the Bawu office in Eloff Street just before noon and told Mr. Masia they "had a case against him."

Earlier in the day, Mr. Masia's mother came in with a note signed by a policeman summoning Mr. Masia to John Vorster Square.

1976

① 312 - General

② 138

③ 144

Putting in the boot

F.M. 21/5/76

CURRENT AFFAIRS

There are more than enough problems in White management-Black worker relations without Justice Minister Jimmy Kruger putting in his boot.

Yet he has made it abundantly clear that one of the targets of his new SS Bill will be the various student wages commissions and the unregistered African trade unions.

Under a veritable arsenal of enabling legislation, Kruger already has powers to detain and ban people and to proscribe organisations without giving them a fair trial. He will now, *inter alia*, have the added power to intern people without even contemplating charges against them.

Despite the fact that the Bill has been attacked by the bar councils of Johannesburg, Cape Town, Durban, and the OFS, it went through its third reading in the House of Assembly this week.

The State already has more than adequate machinery to deal with real threats to security through normal court procedures. Further, in terms of the Industrial Conciliation Act — which effectively

prohibits registered trade unions from engaging in political activity — the State has adequate powers to ensure that unions confine themselves to legitimate industrial issues such as wages and working conditions.

Kruger's new powers are therefore redundant, unless he means to go further than merely safeguarding State security and to proscribe perfectly legitimate activities.

The student wages commissions have done much useful work in researching wages and working conditions. Certainly in the FM's experience, the information they have published has generally been accurate.

They have also submitted memoranda to the Wage Board, and encouraged African workers to attend hearings of the Board and speak directly to its officials. This is a constructive approach.

For several years they have been distributing pamphlets informing workers of their (albeit limited) rights. Again, a constructive step towards building industrial democracy.

If Kruger uses his new powers as he has threatened to do and thus cripples the attempts by African workers to improve their collective bargaining position through trade unionism, he will be endangering sound industrial relations.

Government's works and liaison committee machinery clearly does not have widespread support among African workers. The recent events at Heinemann Electric — when virtually the entire work-force rejected committees and said

1977

Challenge by black union on EEC code

Labour Reporter

A black trade union intends to put the code of conduct for South African subsidiaries of European Common Market firms to the test.

The Transport and Allied Workers' Union will renew previous requests for recognition at bus companies belonging to United Transport Holdings, the South African subsidiary of a British firm.

"If they reject our renewed representations for recognition, then they also reject this code of conduct," said Mr Clement Montsho, general secretary of the union.

A few months ago, African Bus Service, the Pretoria subsidiary of United Transport Holdings, rejected a request from its black works committee that the union be recognised. The union claims to represent three in four black workers at African Bus Service.

IN OFFICE

Mr Montsho was last week questioned for two hours by security police who picked him up in the offices of Rustenburg Bus Service, another United Transport Holdings firm.

The management had called him into the office after he had been speaking to workers. While he was speaking to management, the police arrived.

The EEC code of conduct says: "Should black African employees decide that their representative

body should be in the form of a trade union, the company should accept this decision."

Trade union officials should be permitted to speak to employees and distribute documentation on the company's premises, the code says.

Mr Ockert Goosen, chief executive of United Transport Holdings, said the works committee channel of communication was "eminently suitable to the company's needs and should not now be changed."

144

1978

2 GENERAL NEWS

ALM 2/10/73 (144) 129 (129)

Black unions move closer to federation

Labour Correspondent

PLANS to unite mainly black trade unions in a new federation were taken a step further yesterday when five Transvaal unions and union branches elected an interim federal committee for the Transvaal.

The committee was elected at a meeting of about 150 trade unionists in Sharpeville.

Similar committees have been set up and are functioning in Natal and the Eastern Cape.

A national meeting involving all the regional committees will be held in Durban on October 21 to discuss drafting a constitution for the federation.

Although the federation is aimed primarily at uniting black unions, it will be open to all races. Among its main movers is the National Union of Motor Assembly and Rubber Workers of SA, a registered union for coloured and Asian workers.

A statement issued after the meeting said unions who elected the committee were:

⊗ The Glass and Allied Workers' Union, Engineering and Allied Workers' Union and Paper, Wood and Allied Workers' Union — all affiliated to the Consultative Council of Black Trade Unions;

⊗ The Transvaal branch of the Metal and Allied Workers' Union, affiliated

to the Natal-based Trade Union Advisory and Coordinating Council;

⊗ The Transvaal branch of the United Automobile Rubber and Allied Workers' Union;

Four other unions affiliated to the Consultative Council did not commit themselves to joining the federation.

The split in the Consultative Council over the federation has apparently not yet been resolved and yesterday's developments may widen it.

Mr Churchill Mhlanga was elected chairman of the interim committee, Mr Neebisi Mqhayi vice-chairman and Mr Taffy Adler secretary-coordinator.

1979

Fact or fantasy? 144

Just what is the unregistered Black Allied Workers' Union (Bawu)? Does it even exist? And what is banned SA exile Drake Koka, who claims to be its general secretary, up to overseas?

There is no clear answer to these questions — except that Koka has been successfully raising money abroad, despite the fact that Bawu leaders in SA disown him.

Speaking in Johannesburg, Alfred Mahlangu, who says he is Bawu's president, tells the *FM*: "Many people make the mistake of connecting this union with exiles." Snorts acting general-secretary Mary Ntseke: "Koka is abroad."

Ntseke, who says Bawu has a membership of 20 000 in Johannesburg, Newcastle, Ladysmith, and Durban, tells the *FM*: "We organise workers irrespective of the industries they are employed in." She claims that Bawu is active in clothing, metal/steel, tobacco, confectionery, laundering, catering, furniture, and building.

But Anglo American's Sam van Coller, who had contact with many black unions when he was seconded as director of the Institute of Industrial Relations, says: "I don't know that union." And a source in the National Union of Clothing Workers tells the *FM* that at a seminar in Botswana attended by most of SA's black unions last year, Ntseke could not satisfactorily explain her union's working.

Before his banning and subsequent flight into exile, Koka was active in the

black consciousness movement, and, according to one unionist, Bawu was to be a black workers' council within the movement.

Mahlangu also confirms to the *FM* that some Durban members have broken away from Bawu to form the SA Allied Workers' Union.

But Samuel Kikine, general secretary of that union, denies there is a split. "We only changed the name Bawu. Workers demanded this because people like Koka

... were misrepresenting us overseas." He tells the *FM* that union members objected that the word "black" in their name had racial connotations. Kikine also says that "besides Koka, Mahlangu and Ntseke were expelled from our union last year," a statement which Ntseke denies.



Koka . . . colourful spokesman for 20 000 workers?

Kikine, who claims a membership of 12 000, has another complaint: "When we meet our sponsors they always ask what we have done with the money they gave Koka. But we never received any money from Koka."

Meanwhile, Bawu recently opened a new office in London. Koka travels the world in search of funds. Last month he was in Geneva, this month he has been to North America. These activities suggest that Koka's international support is considerable, apparently because he has so far adopted a moderate stance, opposing both violence and militant industrial action.

But a number of Western trade unions, religious bodies, and charitable organisations are beginning to question the efficacy of Bawu within SA and in particular the activities of Koka. Thus a Canadian labour official who was in SA earlier this year told the *FM* that he had been unable to trace Bawu during his visit.

Koka has received money from a variety of organisations, including the International Confederation of Free Trade Unions in Europe, the AFL-CIO in the US, Catholic aid groups, and several anti-apartheid organisations. He has evidently received donations by appealing on behalf of SA refugees in Botswana rather than for Bawu's claimed trade union activities.

For instance, the Catholic Fund for Overseas Development parted with £1 000 last February to assist a pig farm, which Koka said had already been started in Botswana. But one supporter who visited

the country earlier this year complained, "There were no pigs." Other supporters visiting Botswana found little evidence of self-help schemes which Koka said had been set up. Yet other sponsors, while admitting privately that they have contributed, are unwilling to publicise this fact because they now fear that they have been taken for a ride.

Some of the young Soweto refugees in Botswana are themselves bitter about Koka. A document issued by a students' committee in Gaborone talks of "imaginary projects conjured up" by Koka. His gullible customers in Europe might take note.

1980

Post 21.2.80

197 144 139 135

Poached workers mystery deepens

THE MYSTERY of the organised poaching of East London members of the National Union of Clothing workers has deepened.

Mrs Lucy Mvubelo, secretary of the NUCW, has accused an organiser of the Black Allied Workers Union (BAWU) of touting members.

BAWU has no members in the Cape, according to BAWU's secretary, Mrs Mary Ntseke.

The East London based national organiser of the

South African Allied Workers Union, Mr Thozamile Gqweta, has also denied poaching.

"I am just blank as you are," he said. "I would also like to know who this person Mrs Mvubelo is talking about. It is definitely not me. I do not visit people at their homes when canvassing. I organise workers at their factories and the only people I visit at their homes are my contacts."

Mr Gqweta, however, said his union had embarked on an intensive drive for members in the border area. He said SAAWU did not concentrate on knitting and clothing workers only but on all the workers.

POST 21/2/80
144



Mrs Lucy Mvubelo

Bid to launch

black mine unions

STAR
1/11/50

100
51

Efforts to launch a black miners' union have been announced by the former public relations officer of the U. M. W. (A. J. Williams) in California.

The union has submitted a draft constitution to the proposed union to be published in the U. M. W. journal. It is a document which is being distributed to all black miners in California and is being distributed to all black miners in California and is being distributed to all black miners in California.

The constitution also sets out the aims of the union, "to organize and act in the interests of the black miners by peaceful means."

Mr. Williams said "Just wages" would require to a minimum of 20% a month.

The draft constitution mentions "peaceful" methods of protest, including the use of pickets, but does not mention the possibility of the miners' union taking action against the U. M. W. or the coal owners or the state.

Mr. Williams said that the draft constitution is being distributed to all black miners in California and is being distributed to all black miners in California.

He said he was going to ask the U. M. W. to help in the launching of the union.

He said the U. M. W. has done this in the past and he said he was going to ask the U. M. W. to help in the launching of the union.

KDM 23/7/80
**Wage dispute is
boiling at Veka**

Labour Reporter

A WAGE dispute is simmering at the Newcastle plant of Veka, the largest clothing manufacturer in the area.

Black workers have rejected a management pay offer of a R1,30 a week increase and the company is to tell workers on Friday whether it is to increase its offer, according to a spokesman for the Black Allied Workers Union (Bawu).

The spokesman described the situation at Veka as "serious".

Company spokesmen could not be contacted for comment.

Bawu, a general union for black workers which supports the black consciousness philosophy, has been active in the Newcastle area for some time.

According to the spokesman,

most Veka workers are members of Bawu.

Newcastle is a border area in terms of the Government's decentralisation policy and there is no minimum wage legislation for its industrial area.

Wages in the area have tended to be substantially lower than in urban areas.

According to Bawu, the wage dispute at Veka has been simmering for some time. Late last week, a delegation from the union was scheduled to meet management but the meeting was cancelled because company representatives said they had to attend a meeting elsewhere.

This week management offered the workers the R1,30 a week but they have rejected this increase.

146

Fate of two Bawu officials rocks union

S. POST By Z B MOLEFE 31/8/60

THE Empangeni branch of the Black Allied Workers Union (Bawu) has threatened to breakaway from the mother body should two of its members be dismissed.

This decision follows resolutions passed at a branch executive meeting last week in which the fate of general secretary, Mr M Toliphant and Mr M A Maphalala, Bawu's national organiser, was debated.

The resolutions stem from a general meeting of general secretary, Mr M T Oliphant and Mr M A August 17. There it was decided to evict the two members from the Empangeni office. This was after a number of allegations were levelled against them.

The Empangeni branch resolutions, which came into the possession of SUNDAY POST this week, read as follows:

- That the branch has lost all confidence in the Bawu president, M M J Khumalo.
- That the branch was totally opposed to his action to evict Mr Oliphant from office.
- That the decisions taken by delegates representing Newcastle, Ladysmith and Johannesburg at the Madadeni meeting to ratify the president's ruling to dismiss Mr Oliphant and Mr Maphalala cannot bind their branch, which is totally opposed to such action.
- That the Empangeni branch is satisfied with Mr Oliphant's handling of members' money.
- That should the order to evict Mr Oliphant from the Empangeni office be carried out, the branch shall withdraw its membership from Bawu.
- That the branch is being forced to defect from Bawu by the actions of the president together with delegates from Ladysmith, Newcastle and Johannesburg.
- That Mr Oliphant and Mr Maphalala have been framed because they have been honest enough to the Bawu membership by exposing the misuse of members' funds.

The Bawu president, Mr Khumalo, told SUNDAY POST that he was not aware of the resolutions. But he warned that should the branch decide to go it alone it would be rebelling against the mother body.

On the other hand he charged: "I don't think that this group is representing the Empangeni branch. They are representing themselves. Should they go ahead with their splinter group I wish them all the luck. After all we have thousands of members throughout South Africa."

A source close to Bawu told SUNDAY POST that after Mr Oliphant and Mr Maphalala were elected to run the union affairs from the head office in Durban, malpractices appeared to surface. According to the source, the two started a campaign to discredit the Bawu president.

The source also alleged that the two collected money from Bawu branches for which they did not account.

Bawu hit by a third split

Labour Reporter

THE Black Allied Workers Union, a general union of black workers which backs the black consciousness philosophy, has been hit by another split.

Sapa reports that the union's Durban and Empangeni branches have broken away to form a new union to be called the National Federation of Black Workers.

This is the third split from Bawu in the past few years and the second in the past few months.

Labour observers believe the union, once seen as an important vehicle for the black consciousness ideology on the factory floor, has been so weakened by the splits it has virtually no worker support left.

Although at one stage there were suggestions that the black consciousness movement would move closer to Bawu in an attempt to increase its influence on the factory floor, it appears the successive splits have made this unlikely.

The first recent Bawu split occurred when a group broke away to form the South African Allied Workers Union. Then

Johannesburg officials of the union were expelled and left to form the General and Allied Workers Union.

Now the Durban and Empangeni branches have broken away after the union's general secretary, Mr Matthews Oliphant, and its national organiser, Mr M A Maphalala, were expelled from the union.

The two branches have backed the expelled officials.

The break-away comes amid claims and counter-claims from the two factions that large sums of money belonging to the union have not been properly accounted for.

In a statement to Sapa, Mr Oliphant and Mr Maphalala claim they were expelled after raising this issue with the union's president, Mr M J Khumalo.

They say Mr Khumalo reacted to discussions on this issue by expelling them from the union and ordering them to vacate the offices at Empangeni.

The Durban and Empangeni branches held general meetings following the expulsion of the two men and demanded they be reinstated. When this was not accepted, a new union was formed.

Cash claims: union splits

POST
4/4/80

1.4.80

By KINGDOM LOLWANE

TWO branches of the Black Allied Workers' Union (Bawu) have broken away from the union and formed a new one — the National Federation of Black Workers.

The breakaway by the Durban and Empangeni branches follows allegations that large sums of money belonging to the union have not been properly accounted for.

Sources close to the union claim that its national organiser, Mr M A Maphalala, and the secretary, Mr M T Oliphant, had made inquiries about the alleged spending of large sums of money and could not get satisfactory answers from the president, Mr M J Khumalo.

Mr Maphalala and Mr Oliphant claimed in a statement that the president had reacted to the inquiries by expelling them from the union and ordering them to vacate the union offices at Empangeni.

New union formed after split

DURBAN. — The Durban and Empangeni branches of the Black Allied Workers' Union broke away and formed a new union to be called the National Federation of Black Workers following allegations that large sums of money belonging to the union were not accounted for.

The breakaway came after the union's national organizer, Mr M A Maphalala, and the general-secretary, Mr M T Oliphant, were expelled from the union.

They said they had made inquiries about the money and could not get satisfactory answers from the president, Mr M J Khumalo.

Mr Khumalo reacted by expelling them from the union, they said.

The Durban and Empangeni branches demanded that they be reinstated. When this was not accepted, they formed a new union.

Mr Khumalo could not be reached for comment. — Sapa

Bawu protests at rent hikes

1051 10/19/55
144

By PHIL MTIMKULU
A TRADE union movement has added its voice of protest against the determined attempts to increase the rents in Soweto.

low wages and it is difficult to see how they can pay high rentals unless of course their earnings are accordingly adjusted.

payments for the usage of their sites or houses, but the imposition of exorbitant rentals for poorly constructed mass produced houses can only cause unhappiness," the statement concludes.

"Admittedly a relatively small elite group in Soweto can afford increased

The Johannesburg branch of the Black Allied Workers Union (Bawu) said it would be more humane and reasonable for the central government to assume responsibility for financing the infrastructure and development of black urban areas.

Their statement said: "Bawu would be failing in its duty as the representative of the black worker if it does not point out that the bulk of the people of Soweto merely manage to live from hand to mouth.

"Intellectuals would say they live below the minimum poverty datum line. We simply say they earn

n in MAN.

on an

rising

ctor is

Re: Term 5: The riskiness of this flow is likely to be equal

to that of Term 3 thus t suggested. This stream from the tax deductibility equivalent (the displace

The general approach will now be app

530 which follows.

Re: Term 4: The riskiness of this flow is likely to be equal to that of Term 3 thus the same discount factor is suggested. To facilitate a fair comparison with leasing the most rapid method of depreciation allowed by the Receiver of Revenue should be used. Further- more depreciation in this context includes the invest- ment and initial allowances.

Re: Term 3: Here it is suggested that a discount factor equal to (or slightly higher than) the interest rate on a comparable loan should be used for this term. This stream is riskier than the stream in Term 2 because the lessee requires to have a taxable income to get the cash flow.

Powerful new trade union merger on non-racial lines

144

By STEVEN FRIEDMAN
Labour Reporter

TWO unregistered trade union groupings have joined forces after they split from the Black Allied Workers Union (Bawu) — a general union which backs the black consciousness philosophy.

And in a statement issued yesterday, they called on all union groupings to meet next April for a labour "national convention" which would attempt to resolve the differences splitting the union movement at present.

Recently, two branches of Bawu, in Durban and Empangeni, broke away from the union to form the National Federation of Black Workers

(NFBW). Their decision followed a dispute between the Bawu leadership and two union officials, Mr M. Cliphart and Mr A. Maphahle.

Yesterday, they announced that they had decided to throw in their lot with the South African Allied Workers Union (Sawu), which was itself formed out of a split in Bawu ranks.

Their members will now become Sawu members.

Sawu has attracted attention from labour observers lately because its East London branch has shown a dramatic increase in support in recent months.

East London has become a key centre of black worker ac-

tivity and some independent sources believe Sawu has members in virtually all factories in the area.

Leaders of the NFBW have claimed that almost the whole of Bawu's Durban and Empangeni branches have now joined them.

But Bawu spokesmen claim that few workers have supported the latest split and that the union continues to enjoy worker support, particularly in the Newcastle and Ladysmith areas.

In a statement yesterday, Sawu said it was committed to non-racial trade unionism and was "totally opposed" to registering under the Government's new labour

dispensation.

It labelled the Bawu leadership as "saboteurs" and accused the union of being "weak" because it was open to black workers only.

Sawu also announced that it would attempt to convene a meeting of all trade union groups next April.

It is not clear, however, whether this attempt to bring warring groups in the labour movement together will succeed.

Divisions between rival union bodies run deep and are unlikely to be reconciled easily.

An attempt by Sawu to involve other groupings in a meeting in Durban last year met with no response.

164
2/16/80 Rom
134

Saawu, NFBW are 'close but separate'

Labour Reporter

THERE would be no immediate merger between the South African Allied Workers' Union (Saawu) and the new National Federation of Black Workers, a NFBW spokesman said yesterday.

He was reacting to reports in which the nonracial Saawu announced that it had joined forces with the new federation.

Both organisations broke away from the Black Allied Workers' Union (Bawu), which backs the black consciousness philosophy.

The spokesman confirmed

that the two organisations had forged close links, but said they would keep their separate identities for the time being.

The new federation would also remain a blacks-only body for the foreseeable future, he added.

The two organisations have accused Bawu of being "racist" because it admits blacks only. In response, Bawu accused the two break-away groups of "being ashamed of being black".

But the NFBW spokesman yesterday rejected this charge.

New black media union

The Workers Association of South Africa (Wasa) has disbanded, and a new organisation has been born.

POST 13/12/80

The new organisation is the Media Workers Association of South Africa (Mwasa) and membership will be open (only) to all black workers in the publications industry.

This was resolved at

the 4th annual congress of Wasa held at Langa township, Cape Town, at the weekend.

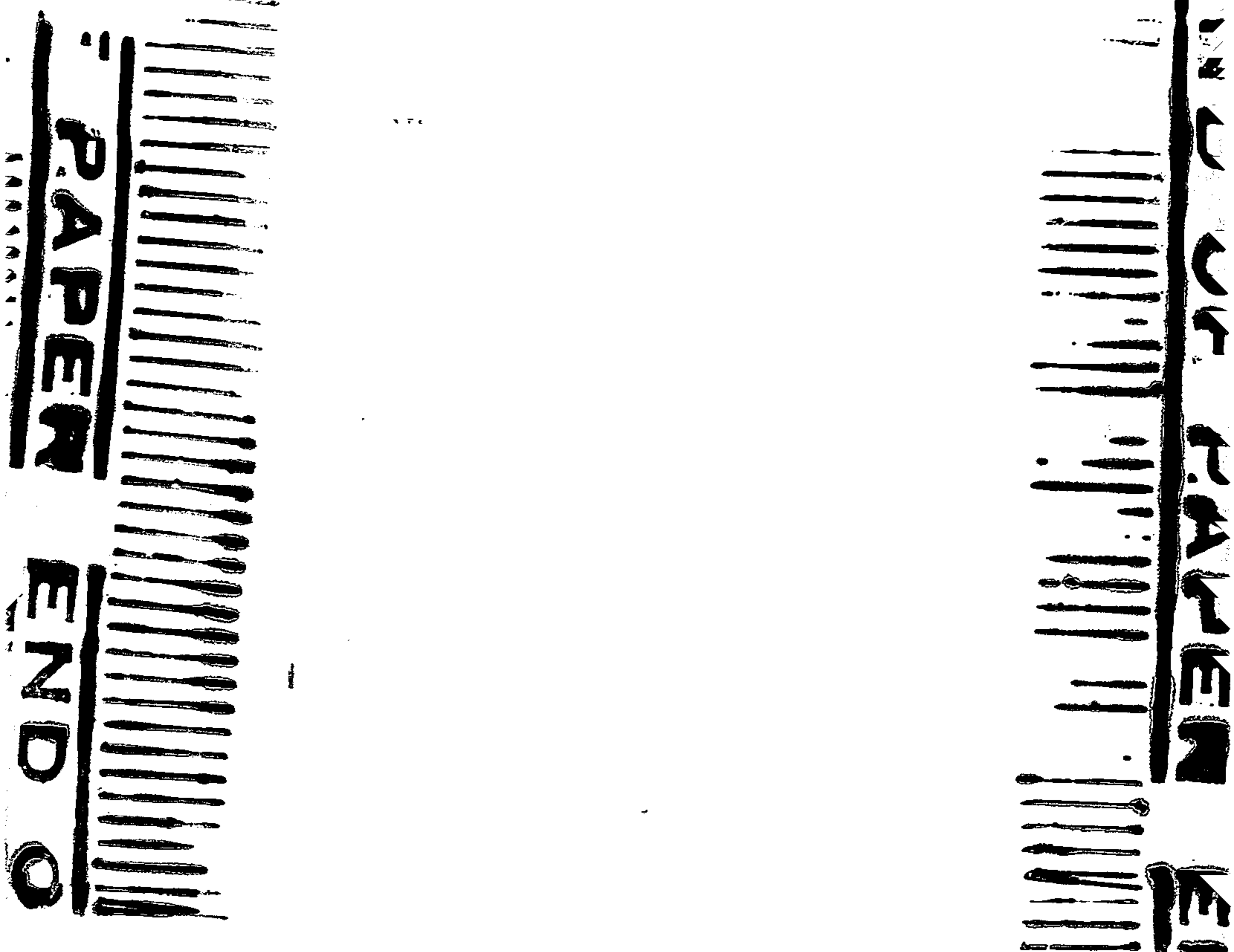
The reason given for the dissolution of Wasa was that a new organisation was needed that would open its doors to all workers in the industry.

The aims of the new organisation are:

- To promote the interest of black workers in the publication industry.
 - To engender a spirit of self-reliance and competence among black workers in the media.
 - To provide training for members, and
 - To engage in activities that would benefit the black community.
- The congress condemn-

ed the continued detention of Drum editor Stan Motjuwadi, Cape Times reporter, Zubeida Jaffer, and all other political detainees.

The national executive was returned with the secretary being Mrs Haud Motanyana, Zvelakha Sisulu returned for the third term as president, and Willie Bokala assistant treasurer.



PW warned of riots in Soweto rent crisis

STAR 28/10/80

144

278

343

Staff Reporters

A black trade union has appealed to Prime Minister PW Botha to intervene in the Soweto rent crisis.

The General Secretary of the Black Allied Workers Union Mr Samuel Nhlapo, yesterday sent a telegram to Mr Botha urging him to intervene.

The telegram read: "The rent crisis is similar to the Afrikaans-medium problem in 1976. Intervene in good time or prepare for another riot situation."

Mr Nhlapo yesterday told The Star the authorities were usually "careless" with warnings from community leaders.

"In 1976 they were warned that a riot situation was looming but they just went on with their plans.

We are warning them again and unless they reason with us, human lives will once more be destroyed and they will claim that they were not warned," he said.

Mr Nhlapo's union was one of the organisations that took a weekend decision to march to various West Rand Board offices in Soweto to protest against high rents.

The rent crisis started in August when the Soweto Community Council announced a R13,05 rent increase for all houses.

On Saturday rents in the Diepmeadow area will increase by R6, and the Soweto Civic Association has organised protest marches on that day.

Two Soweto councillors have defied a call by local

civic groups to resign from the council in protest against the rent increases.

Mrs Martha Taylor of Klipspruit township and Mrs Violet Phetjulema of Orlando West said they were prepared to face death if it "came to a push."

They both belong to the opposition party within the council which earlier this year lost a battle against the increased rents.

Mrs Phetjulema said that at a special council meeting to discuss the mounting opposition to the strikes, "I was threatened with death by a number of councillors who accused me of being an instigator. But even they have failed to intimidate me."

She described the Soweto Civic Association's strategy of forcing the councillors to resign by approaching them from house to house as cowardice.

The SCA should stick to its initial strategy of fighting the increases in court, she said.

Soweto residents who fail to pay their rents may have their movable property attached by the Department of Co-operation and Development to recover the rent for the Soweto Council.

This was explained today by Mr Nico Malan, chief executive officer of the Soweto Council who said the move was designed to avoid bringing criminal actions against people who were in arrears with rent.

He said township managers have to issue a notice advising a tenant of the outstanding rent and request payment by a specific date, but if the tenant fails to pay, the township manager arranges with a Commissioner to have the tenant appear in court within 10 days.

Failure to pay within the period of the notice date or to provide sufficient reason why he should not pay or appear before the Commissioner, a warrant of attachment and sale of movable property would be issued by the Commissioner to recover the outstanding rent.

"But as far as I can remember, no movable property has ever been attached to the..."

City liaison officer plan slammed by black union

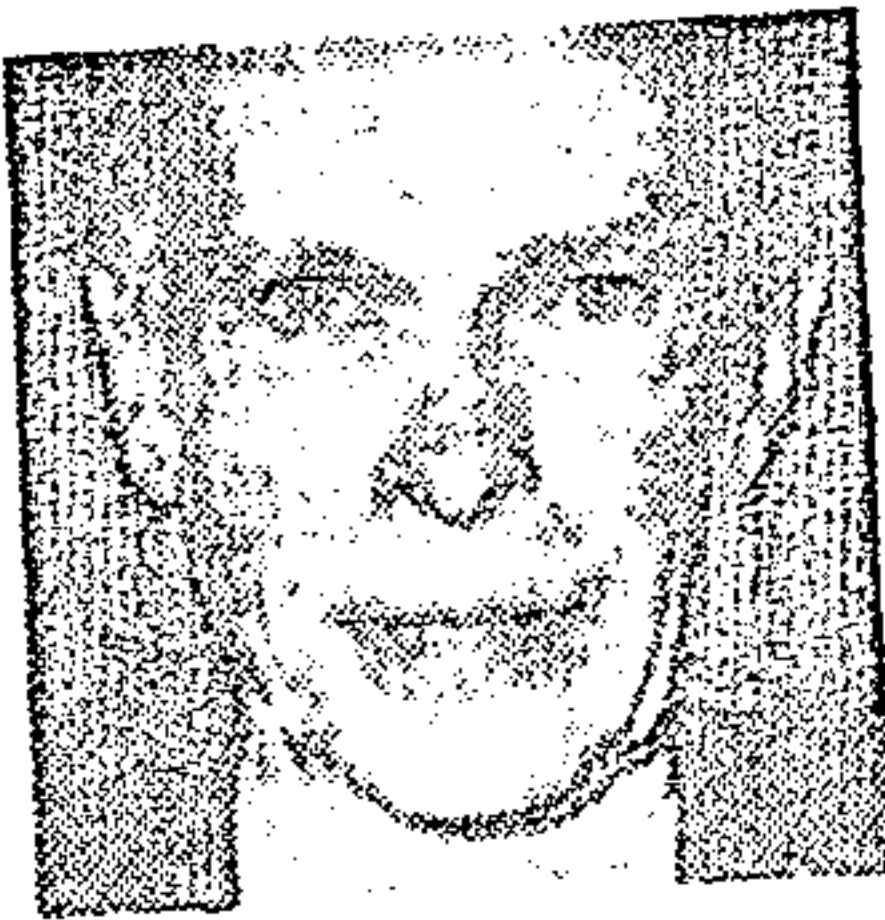
S-TAR 15/10/80 (200) (12) (144)

Johannesburg City Council plans to streamline worker-management relations by the appointment of a "labour liaison officer," were attacked yesterday as "irrelevant" by the Black Municipality Workers' Union.

The plan, announced by Town Clerk Mr Alewyn Burger, will go before the council at its next full meeting on October 28.

It appears to be a response to the recent municipal strike, which was explained by some council officials as being partly due to "inadequate communication."

The labour liaison officer would supplement and, where necessary,



MR BURGER

override the existing compound supervisors, Mr Burger said. He would be in "constant direct contact" with the municipal work force, acting both as an information officer and a channel for worker grievances.

But the scheme was

slammed as "irrelevant" by the assistant secretary of the BMWU, Mr Gatsby Mazwi. "Communication is not the issue," he snapped. "The Council is well aware of what the workers want — more money."

And by having the proposed liaison officer deal directly with the workers, Mr Mazwi added, the council was merely trying to bypass the union.

Act before Soweto ^{RD by} explodes, ^{28/10/80} union ~~is~~ asks PM ¹⁴⁴

Labour Reporter

A BLACK trade union has sent an urgent telegram to the Prime Minister, Mr P W Botha, warning that the situation in Soweto is "explosive" and urging him to suspend the rent increases in the township.

The warning came from the Black Allied Workers Union, a general union of black workers which supports the black consciousness philosophy.

In the telegram, Bawu says that recent rent increases in the township have created a situation similar to that caused by the introduction of Afrikaans medium instruction in 1976.

This "unhappiness" could produce unrest unless the Government acts, it adds and complains that the Government has only acted to meet township grievances after unrest has occurred.

It urges Mr Botha to "please intervene and suspend the rent hikes".

A Bawu spokesman said yesterday that the union had decided to send the telegram to "make the authorities aware that the situation in Soweto is close to boiling point and unrest could explode there if nothing is done about the rent increases."

He added: "It is no good the Government doing what it usually does — acting only after unrest has broken out. We hope this warning will prompt official action to suspend the rent hikes."

Workers return after stoppage

A CROWD of about 2,000 work-seekers and intimidators jostled outside an East London factory yesterday after more than 1,000 workers had returned to their jobs following Friday's complete work stoppage.

All of the 1,530 workers of the Wilson Rowntree sweet and chocolate factory stopped work on Friday after a stoppage by about 800 workers at mid-day.

Management asked many of them to go home because of intimidation, said Mr. Alis-tair Lightbody, the firm's personnel manager.

"People were running around the factory threatening workers," he said. Yesterday morning more than 1,000 resumed

work, many of them arriving early by unusual means of transport to avoid intimidators.

"Many of those who started work this morning have asked for permission to leave early because of fear for the safety of their families," Mr. Lightbody said.

He said "not a single worker" had been dismissed and the firm was anxious to return to normal operations because the work load was at a peak.

Mr. Lightbody estimated that at least half of the crowd of 2,000 outside the factory yesterday represented work-seekers. Others were imitations.

Many were so keen to get work that it was difficult to control them. The company called on the crowd to go home.

Mr. Lightbody said Friday's stoppage was only

one of many such disruptions which had occurred since the South African Allied Workers Union (Sawu) had appeared in the factory about five weeks ago.

He said the firm had "very cordial" relations and discussions with Saawu, but the union appeared to have lost control over the executives of the workers' committee which operated in the factory under the auspices of Saawu.

Management repeatedly asked workers to appoint their own spokesmen to discuss various grievances. But after two or three hours of discussions with these spokesmen, the workers invariably insisted on being addressed at mass meetings instead.

There was no racialism whatsoever at the factory, Mr. Lightbody said.

Workers return after guarantee of reinstatement

POST
30/10/80

144

POST Reporter

WORKERS at Wilson-Rowntree in East London who were dismissed on Friday returned to work yesterday. This decision was taken at a meeting at Mdantsane on Tuesday after they had been told by officials of the South African Allied Workers Union (SAAWU) that management had agreed to reinstate all the workers.

The workers were supposed to go back to work on Tuesday but decided to go back yesterday because some of them were not present when the management's decision was made.

The national organiser of SAAWU, Mr Thozamile Ggweta, said his union had been assured that all the workers would be reinstated. He said

negotiations were cordial.

They had also been assured that the scab labour had not been employed on a permanent basis, but merely to clean up the mess left by the strike.

The union would see to it that no workers would be victimised, he said.

Mr Ggweta added that management had also agreed to look into the grievances of workers in the factory's chocolate moulding department.

The company personnel manager, Mr A Lightbody, confirmed that the workers would be reinstated. He said the workers' jobs were still there for them until yesterday. If some workers did not return by the morning the company would employ new workers to fill the vacancies.

LABOUR'S 'SIEGE CITY'

3/10/80

NOBODY in East London took terribly much notice this March when Mr Thozamile Gqweta, a former furniture salesman, moved his branch of the South African Allied Workers Union into offices in the city.

By August, many people, including the Minister of Manpower Utilisation and most employers, were taking a great deal of notice.

In those five months, the union's membership had grown from 5 000 to 15 000, according to Mr Gqweta. Employers confirm that it has grown at a "flabbergasting" rate.

And East London, never a centre of worker action, had seen a spate of strikes in factories in which employers resisted the union.

Suddenly, East London had moved to labour's centre-stage. It had seen one of the most startling growths in worker militancy in many a year.

This was all the more remarkable in an area which had hardly experienced unionism and where unemployment in Mdantsane township runs at an estimated 30%.

To some, it quickly became labour's siege city, with a rapidly growing and "militant" union on one side and nervous employers and the Government on the other, determined to keep it out.

Certainly the authorities think the area is important. Mr Gqweta has been arrested twice — once by Ciskeian and once by South African authorities.

Worker leaders at three other factories face charges in the courts and recently 126 workers at National Converter Industries were convicted of attending an illegal meeting after a strike there.

At one strike, police took it upon themselves to call individually on strikers at one firm, exhorting them to return.

And Minister Fanie Botha was moved to fly to East London for urgent talks at which he urged employers not to deal with unregistered unions and to

SAAWU is also suspicious of industrial councils, a cornerstone of official labour policy. For years these councils have not had black representation and SAAWU says they "co-operate in exploiting the black worker".

None of this is likely to please companies or Government authorities. The Government obviously believes that SAAWU is beyond the union pale and many employers see it as a dangerous mass movement with a distinct tinge of black militancy.

Mr Gqweta rejects these assertions. He doggedly insists that "our prime goal is the security of the individual worker on the factory floor".

And he adds, that SAAWU wants to negotiate with employers, not confront them. The way to achieve worker security is to achieve recognition, he says.

He goes on to blame the strike wave on Government and employer hostility. "There would be no trouble here if employers were prepared to negotiate with us."

SAAWU is one of the new breed of black union which have recently sprung to prominence. It has sprung from nowhere and, like Macwusa in Port Elizabeth, it is not a product of years of careful study of Western European and American union tactics and strategy.

Its growth may herald an important new trend — the sudden rise of seemingly untrained, but effective, mass unions.

"Mainstream" black unions have always operated according to a carefully-laid down strategy. They have battled manfully in terms of this strategy to carefully build up support on the shop floor.

They stress the need not to spread their meagre resources too thinly and to fight those battles which the unions have some prospect of winning.

Workers will only stick with a union if it offers them concrete gains. If they continue to lose, they will ditch the union

perhaps for something more militant," argues an East Cap unionist.

SAAWU has broken many of those rules — for now, with amazing success. It could, at some unionists predict, run out of steam and collapse, but there are few signs of that yet.

Despite its seeming inexperience in the skilled business of negotiating, it has recruited workers at a rate which other unions hardly dare to dream of.

SAAWU officials insist that their rapid growth stems from their commitment to "worker democracy" and "mass participation" — "the decisions must be taken by the mass of our members," says Mr Gqweta.

The union's rapid growth has alarmed many in the area — more so because it coincided with the rash of strikes.

After a strike by union members at the Mdantsane Special Organisation, a Ciskei Government project, the Ciskeian authorities arrested Mr Gqweta. It has made it clear that SAAWU is not welcome in Ciskei — the union cannot hold meetings in Mdantsane.

The Government appears determined to resist the union, certainly if it remains unregistered. Minister Botha has made that clear and the police willingness to intervene has strengthened the impression.

While he won't comment directly on SAAWU's growth, the Department of Manpower Utilisation's divisional inspector in East London, Mr J Bam, says his office has urged SAAWU to register.

He is obviously concerned that the union isn't registered and that concern is shared by his Minister.

He adds that his staff are actively engaged in trying to encourage employers to use liaison committees, a move which, unintentionally or by design, would weaken the union. "If there is a strike we go in and tell the employer to improve" communication through his liaison committee," he says.

Many employers are also alarmed, more so because the union's emergence has coincided with a rash of strikes.

While they never spread into the sort of strike wave which hit Uitenhage this year, an increasing number of companies were affected. At least 10 East London companies have experienced strikes this year.

The most recent occurred last week at Wilson Rowntree, where about 1 500 workers were downed.

With few exceptions, employers have reacted by dismissing all strikers and replacing them with new recruits from the Mdantsane unemployment queues.

There are certainly enough unemployed to fill the gaps. Some employers blame the union for the strikes. "We never had any trouble until SAAWU came here. Now communication channels have broken down and workers are making unreasonable demands," claims one company personnel man.

Employers complain that SAAWU "can't control its members". While relations with the union leadership are cordial, they charge, SAAWU committees in their plants are "intent on provoking companies, and are prepared to use violence and intimidation to do this".

Others insist that the union "has made ground by creating worker expectations which can never be fulfilled" — a charge which is echoed by rival unions. Still others complain that SAAWU is "unprofessional".

Employers who want to see the union's constitution are kept waiting, they claim, and SAAWU leaders "never keep appointments — they ask to talk and then don't turn up for ages".

Many employers are clearly bewildered — and deeply worried — by SAAWU's rapid growth. They claim that communication in their plants breaks down when the union appears on the scene, that workers suddenly become militant.

Some also say that the union — that attitude — has softened. Certainly, many employers are now talking to some of the strike-hit have opened talks on ment of strikers. A panies are discussing the nition of SAAWU com The union believes occurred because "e have learned from the There are less strikes cause companies are t says. But, while compa prepared to talk to the most become non-ce when asked whether

Some, like National Converter Industries, simply take a hard line. They say the union "promised its members the earth" and lost out. That, the company argues, is the end of the matter.

Others insist they are prepared to talk and have shown "patience and restraint" in dealing with it. But they say that a "militant splinter group" in the union is provoking confrontation.

Mr Gqweta denies these charges. The union leadership, he insists, does not tell workers what to do. It merely informs SAAWU committees of the progress of negotiations at their plants and, while it offers advice, it leaves it up to them to decide what action to take.

The union is democratic, he says, and besides, a man with two increment charges over his head is not terribly eager to go looking for a third.

The union plays no role in urging workers to strike, he says.

But he insists that SAAWU does control its members. "We insist on discipline. Our workers have many grievances and the situation is tense, but we tell them these must wait until we win recognition and they must be patient."

"If we are negotiating with a company we tell them that they must not arrive late for work, they mustn't get drunk and they must accept instructions."

Not all employers see SAAWU as a menace. Says one: "I can't buy this

talk about the union destructive. "We've had no problem it's too much of a cec that the companies getting along with SA managing fine and t aren't are in difficult. Employers in the a there is no common Some also deny that official pressure to ta man, who is talking to says employers are aware of Government not to deal with the u business sense tells u must talk to anybody majority support. Bu being officially encove take a hard line. We d to listen, but obvious, clal line influencece employers."

Some also say that the union — that attitude — has softened. Certainly, many employers are now talking to some of the strike-hit have opened talks on ment of strikers. A panies are discussing the nition of SAAWU com The union believes occurred because "e have learned from the There are less strikes cause companies are t says. But, while compa prepared to talk to the most become non-ce when asked whether

SAAWU: the tough new breed

WHAT IS SAAWU? The organisation is a new factor on the labour scene and some explanation is in order. The union was born out of a split in the Black Allied Workers Union (BAWU), a black-consciousness oriented organisation, towards the end of 1978. The split occurred when a substantial number of BAWU members rejected the union's "blacks-only" constitution and decided to form a non-racial union.

"We believe the country has a non-racial future and we must therefore be totally non-racial," says SAAWU national organiser Mr Thozamile Gqweta.

It is a general union organising everyone from steel workers to domestic servants, but plans to split into separate individual unions in time.

From the time of the split until early this year, the union was active in East London but was not a significant force. By March this year it had accumulated about 5 000 members, according to Mr Gqweta. Its chief problem was that it could not find an office in which to meet workers.

The turning point came in March, when the union finally found offices. It was then that "workers began flocking to us," he says.

Soon afterwards, SAAWU formed a close working relationship with the African Food and Canning Workers Union, a Cape Town-based union which had opened a branch in East London.

Co-operation grew when AFCWU's branch secretary, Mr Bonisile Norushe, was detained by police. SAAWU office-bearers stepped into the breach and temporarily took over administering the union.

Mr Norushe is still in detention and the links have grown. Employers complain that "we can't distinguish between the two unions".

Soon after the union found its offices, Mr Gqweta was joined by two workers, Mr Sifa Njikalana and Mr Xolani Kota, who were fired from SATV, a local company — for union activities, they allege.

The union has few of the trappings of other unions with their sophisticated bargaining

The union does not ask for recognition from companies until it has organised 60%-80% of the plant's workers.

At that stage a SAAWU committee is elected at the plant and management is sent a letter asking it to recognise this committee. The fact that some 20 firms have received letters is a clear indication of union growth.

Unlike most other unions, SAAWU does not raise worker grievances with management until it receives recognition. Workers, says Mr Gqweta, are urged to "be patient" about grievances until employers are prepared to talk.

SAAWU's chief method of sustaining membership interest is the holding of mass worker meetings. These are used, says Mr Gqweta "to educate workers on the purpose of a union and to increase their commitment".

But union meetings are now rare because of official disapproval and the union relies on meetings with its committees in the various plants to maintain communication.

Committees come into the union offices regularly, are briefed and return to inform their members of developments and ask them to decide on action.

One important aspect of the union is its links with the East London black community and its emphasis on "mass participation."

Union officials ride on buses encouraging workers to sing union songs and workers are encouraged to drop in on the office during weekends — many do.

It is this union, which seems amateurish and doomed to immediate failure at first glance, which prompted Minister Botha to fly urgently to East London this month.

144

Bawu appeals to PAM over rent crisis

A BLACK trade union has appealed to Prime Minister P W Botha to intervene in the Soweto rent crisis.

The General Secretary of the Black Allied Workers Union Mr Samuel Nhlapo yesterday sent a telegram to Mr Botha urging him to intervene.

The telegram read: "The rent crisis is similar to the Afrikaans medium problem in 1976. Intervene in good time or prepare for another riot situation."

Mr Samuel Nhlapo yesterday told the Star the authorities were normally "careless" with warnings from community leaders. In 1976 they were warned that a riot situation was looming but they went on with their plans. We are warning them again and unless they reason with us human lives will be once more destroyed and they will claim that they were not warned," said Mr Nhlapo.

Mr Nhlapo's union was one of the organisations

that took a decision, at the weekend, to march to various West Rand Board offices in Soweto to protest against high rents.

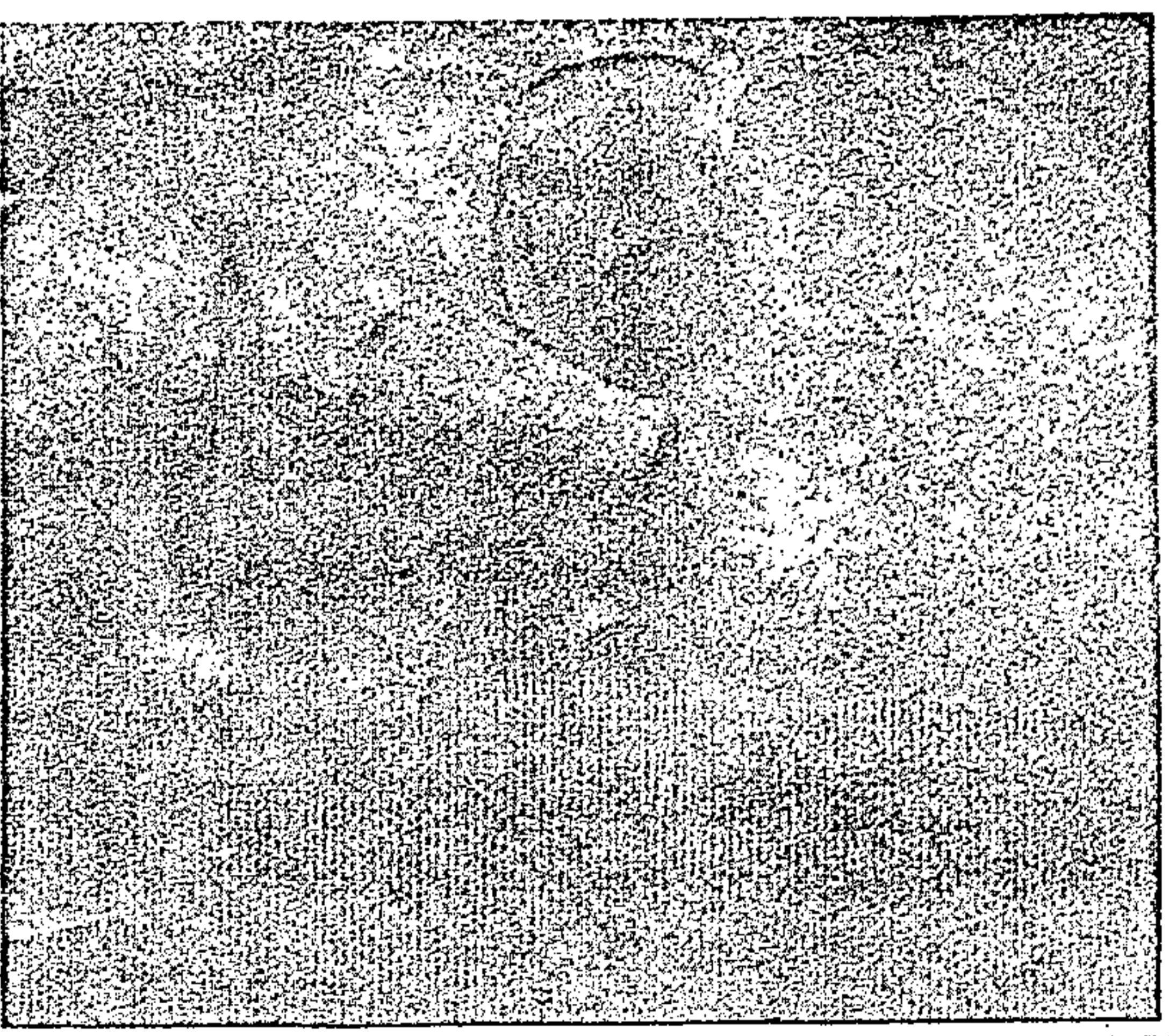
The recent rent crisis in Soweto started in August when the Soweto Community Council announced a R23,05 rent increase for all houses.

On Saturday the Diepsmeadow area will increase rents by R6 and the Soweto Civic Associations have organised protest marches on that day.

RESIGN FROM COUNCIL

Black consciousness organisations are also planning to force Soweto Community Councilors to resign from their positions. In Chlavelo residents plan to march to the homes of two councilors in their area this weekend.

The only two women councilors in Sowet have been asked by the militant Soweto Women's Federation to resign their positions.



Prime Minister Botha

Smell of success in sweet factory strike

THE DISPUTE at the Wilson-Rowntree sweet factory in East London seemed on the point of resolution yesterday, with management agreeing to re-hire the entire 1 000-strong black work force.

This concession is in marked contrast with the policy of other strike-hit East London companies, which have insisted on the selective re-employment of strikers, and the use of "scab labour" to replace them.

According to Mr Thozamile Gqweta, national organiser of the South African Allied Workers Union (SAAWU), agreement was reached at a meeting between the union and

management on Monday.

Management have also agreed to look into the grievances of workers in the factory's chocolate moulding department, he said. Their dismissal last Friday apparently sparked a sympathy walkout by the rest of the black workforce.

The company offer of general reinstatement had been accepted at a mass meeting of workers in Duncan Village township yesterday, Mr Gqweta added.

Their only condition was that the huge crowd of police and unemployed work-seekers at the gate of the Wilson Rowntree plant should disperse.

Lecturer : Dr. J.M. Coetzee

After an introduction to the terminology and principles of modern linguistics, we will analyze in detail some of the basic syntactic structures of English. There will be a strong emphasis on weekly class exercises.

Prescribed Texts:

1. An Introduction to Language (1978) p/b

Personal

11/2/80 Star
Unions will get foreign aid - prof

South African trade unions would increasingly receive moral and material support from international unions, South African labour reformer Professor Nic. Wiehahn warned South African businessmen yesterday.

The Wiehahn Commission on labour reform has completed its work and is expected to dissolve soon.

New legislation will be promulgated by Parliament in the New Year.

From next year Professor Wiehahn will head the University of South Africa's new industrial relations department.

He will make his services as industrial relations adviser available to the private sector, acting as labour consultant to the National Development and Management Foundation.

Professor Wiehahn said in Johannesburg it had to be accepted that interna-

tional trade unions would become increasingly involved with South African labour and would increasingly link up with labour leaders.

Managements had to take note of this development to help them handle the new labour situation properly. Diagnosis of labour problems was more important than treatment.

As adviser to the NDMF he would help companies to accept the new situation and try to control it.

This would include comprehensive analyses of labour relations within companies.

According to the NDMF's executive director, Mr Paul Penzhorn, Professor Wiehahn has been appointed as part of the Foundation's comprehensive service to member companies on all aspects of labour relations.

- Smith, P : The Needle (Balkema) p/b
- Plomer, W : Turbat Wolfe (Donker)
- Plantje, S : Mhudi (Heinemann) p/b
- Rosman, H.C : Infeking Road (Human and Rousseau)
- Abrahams, P : Line Boy (Heinemann) p/b
- Paton, A : City the Beloved Country (Penguin) p/b
- Paton, A : Too Late the Phalarope (Penguin) p/b
- Lesing, D : The Grass is Singing (Heinemann) p/b
- Gordimer, N : The Late Bourgeois World (Cape)
- Gordimer, N : Selected Stories (Cape)
- Coetzee, J.M : In the Heart of the Country (Ravan)
- Cope, J : My Sun Man (Heinemann)

contd....

1. COMPULSORY SECTION:

MONDAY & TUESDAY 8.30 a.m.

TERM I :

- Shakespeare : King Lear (Arden preferred)
- Jonson : Antony and Cleopatra (Arden preferred)
- Shakespeare : Volpone (Methuen)
- Shakespeare : The Winter's Tale (Arden preferred)
- Shakespeare : The Tempest (Arden preferred)

- Webster : The Duchess of Malfi (New Hermaid)
- Donne : Complete English Poems ed. A.J. Smith (Penguin)
- Marvell : The Complete Poems ed. D.S. Durro (Penguin)

TERM II:

- Milton : Poetical Works ed. D. Fish (O.U.P)
- Dryden : All for Love (Regent's Restoration Drama Series)
- Pope : The Norton Anthology of Poetry (Revised) (Norton)
- Defoe : Robinson Crusoe (Norton)
- Swift : The Portable Swift (Penguin)
- Fielding : Joseph Andrews (Everyman p/b)
- Austen : Persuasion (Penguin)

II

TERM I - OPTIONS

A. PERIOD OPTIONS

1. Shakespearean Tragedy

Lecturer : Mrs. J. Heywood

Thurs. 2.15 p.m.

A study of the nature and development of Shakespearean Tragedy. Discussion will refer to Aristotle's Poetics with which students should familiarise themselves; they should also have read some Greek tragedies.

Texts dealt with will be :

- Shakespeare : Romeo & Juliet
- Shakespeare : Hamlet
- Shakespeare : Othello
- Shakespeare : King Lear
- Shakespeare : Macbeth
- Shakespeare : Antony & Cleopatra
- Aristotle : On the Art of Poetry, trans. T.S. Durroch, (Penguin, 1965)

11/2/50 Star

Union will get
foreign aid-prof

South African trade unions would increasingly receive moral and material support from international unions, South African labour reformer Professor Nic Wiehahn warned South African businessmen yesterday.

The Wiehahn Commission on labour reform has completed its work and is expected to dissolve soon.

New legislation will be promulgated by Parliament in the New Year.

From next year Professor Wiehahn will head the University of South Africa's new industrial relations department.

He will make his services as industrial relations adviser available to the private sector, acting as labour consultant to the National Development and Management Foundation.

Professor Wiehahn said in Johannesburg it had to be accepted that interna-

tional trade unions would become increasingly involved with South African labour and would increasingly link up with labour leaders.

Managements had to take note of this development to help them handle the new labour situation properly. Diagnosis of labour problems was more important than treatment.

As adviser to the NDMF he would help companies to accept the new situation and try to control it.

This would include comprehensive analyses of labour relations within companies.

According to the NDMF's executive director, Mr Paul Penzhorn, Professor Wiehahn has been appointed as part of the Foundation's comprehensive service to member companies on all aspects of labour relations.

TABLE 14: U S DIRECT INVESTMENT IN SOUTH AFRICA, 1969 - 1978
 BOOK VALUE AT YEAR END
 (millions of dollars)

Date	All Industries	Mining and Smelting	Petro- leum	Total manu- factu- ring	Food pro- ducts	Chem- icals & al- lied pro- ducts	Prim- ary & fabri- cated metals	Machi- nery	Trans- port- ation equip- ment	Other manu- factu- ring	Other indus- tries	Trans- porta- tion, Comm- unication & public utility	Trade	Finance & other indus- tries	Other
1969	755	84	158	373						140	163				
									)	179	193	1	113	(D)	45
								)	)	245	259	1	156	37	51
								)	15	210	261	1	181	(D)	54
1978	1994	(D)	(D)	743	(D)	123	54	186	(D)	(D)	2	2	201	-11	69
									(D)	(D)	2	2	230	(D)	87

Claim of pressure on unions to register

Labour Reporter

AN unregistered black trade union yesterday claimed that the authorities were telling employers not to have any dealings with unregistered unions.

The president of the Natal-based National Federation of Black Workers, Mr A Maphalala, said his union "strongly objects to official pressure on employers not to deal with us - it is up to a union's membership to decide whether to register or not".

Mr Maphalala said that he had attempted to take up a complaint this week on behalf of one of his union's members in Pinetown.

But the worker's employer refused to see him and told him that he had been advised by the authorities not to deal with unregistered unions.

"This means that we cannot attend to a legitimate grievance because of official pressure on employers - and simply because we have not decided to register," Mr Maphalala said.

The National Federation of Black Workers is composed of workers who split from the Black Allied Workers Union which is committed to the black consciousness philosophy.

Percentage distribution by sector

1969	100,0	11,1	20,9	49,5	6,4	5,7	3,0	10,4	14,3	18,5	0,1	11,2	-0,6	3,9
1977	100,0	45,6	39,8	6,4	5,7	3,0	10,4	14,3	18,5	0,1	11,2	-0,6	3,9	

Source: U S Department of Commerce, Survey of Current Business, various issues.

Note: (D) denotes suppression to avoid disclosure of data of individual companies.

1981

Black body attacks 'parallel union' bias

Labour Reporter

The Black Allied Workers' Union has attacked employers for instituting parallel unions in the work place.

"Parallel unions" are often management-initiated black unions which complement all-white unions at companies and were slated by BAWU for being ineffective bodies.

At a meeting in Madadeni township near Newcastle, several hundred BAWU members resolved to take up the issue of parallel unions with employers and Government officials.

BAWU also criticised

the current pension crisis. Workers feared the proposed draft legislation which would freeze pensions until the age of 65.

Complaints were raised against official policy which enforced registration for employment through local labour offices. This issue would be raised with the Department of Co-operation and Development, the meeting was told.

BAWU resolved to inform the Minister of Justice about "harassment" of BAWU members by the security police.

A national convention was being planned in the Eastern Cape in July.

Four black unions seek registration

The Black Allied Workers Union (Bawu) plans to register four of its trade-union affiliates, says its national president, Mr A J Kumalo.

Bawu, once a prominent general union committed to the black consciousness philosophy, appeared to have been fatally weakened by a series of splits last year. But, according to Mr Kumalo, most of the membership lost at that time has since rejoined.

The organisation had reorganised as a union federation with 16 affiliates, Mr Kumalo said, and was active in various centres in Natal and the Free State. In Newcastle alone, Bawu had more than 10 000 members.

Four affiliates — for textile and clothing workers, metal workers, employees in the trans-

port industry and shop and office workers — were preparing to register, Mr Kumalo said.

Despite its willingness to try out the system by opting for registration, Bawu was still committed to black consciousness and to working for political change through the labour movement, he said.

(114) SIM
12/3/37
13/3/37

Union man is charged

The national president of the Black Allied Workers' Union, Mr M J Khumalo, was detained by the Ladysmith security police this week and charged under the Riotous Assemblies Act.

The charge is related to the recent Ezakheni bus drivers' strike in Natal.

Mr Khumalo's detention follows the questioning by security police of Bawu's Ladysmith organiser, Mrs K R Khumalo.

Union reforms surge ahead

STAR

2/5/81

~~124~~
~~135~~
~~146~~
144

Labour Reporters

The South African Railways Artisan Staff Association is to become multiracial.

It was decided yesterday at its 50th annual congress to admit black apprentices, to press for new wage increases and not to go ahead with a one-day strike protesting the cost of living.

According to the president of the association Mr Jimmy Zurich, this was a result of economic forces and black apprentices would receive the same wages as their white counterparts, probably before September.

White coal and gold miners are to receive a 13.9 percent wage increase effective from this month.

This was announced yesterday by the Council of Mining Unions and the Chamber of Mines and will affect about 20 000 white workers.

Black mine workers will get increases in July. They are expected to be higher than those of whites to close the wage gap.

The all-white South African Confederation of Labour (Sacla) has removed the "dissolution clause" from its constitution. This clause required the confederation to disband if its membership fell below the 10 000 mark.

Only all-white unions may be affiliated to Sacla, and the body has been steadily undermined by the defection of affiliated unions who opened their ranks to other races.

The Black Allied Workers' Union (Bawu) has announced its intention to launch a teachers' union.

Three bank unions representing bank officials have agreed to amalgamate.

The SA Society of Bank Officials (Sasbo), the SA bank Employees' Union (Sabeu) and the National Union of Bank Employees (Nubesa), representing white, black and coloured officials respectively, are amalgamating under Sasbo.

Le Grange challenges torture claims

SEP 29/6/81

257 (152)
144 (333)

The Minister of Police, Mr members involved in a at its Ladysmith office was
le Grange has challenged strike at Ezakheni Transport threatened by a policeman
claims by the Black Allied in Ladysmith had been as- with a revolver.
Workers Union (Bawu) that saulted.

stantiate the irregularities
purported to have been
committed by members of
the Security Branch."

Security Police "tortured" It claimed statements had union that charges of in-
union members after a been extracted from the citement would be laid
strike in February. workers to the effect that against Bawu president Mr

Investigations into the
union claims had been dis-
continued, he wrote,
because the union had in-
structed a Bawu official not
to speak to police.

The black consciousness the union had instigated the M J Khumalo.
union wrote to the authori- strike.

In a letter published by
the union Mr le Grange said:
"Evidence could not sub-

ties in the same month, It also alleged that in the
complaining that five Bawu same week the book-keeper

Bid to admit servants to jobless fund fails

Labour Reporter
The Department of Manpower has rejected an appeal to include domestic workers in unemployment benefits.

The Black Allied Workers Union (Bawu) had called for an extension of the unemployment insurance fund to "household technicians."

The Unemployment Insurance Board decided against the appeal.

The UIF commissioner, Mr C J Vermeulen, told

Bawu that the board reached its decision in the light of the many problems foreseen if domestic workers employed as such in private households are admitted as contributors to the fund.

Bawu's president, Mr Makhosini Fumrali, said the issue should not be dropped until the authorities had changed their views on domestic workers.

Hikers take man's car

PRETORIA—Doctor Yusuf Adams (DB) of Krugersdorp was robbed of his expensive German car, R720 in cash and his luggage at gunpoint by two hitch-hikers on Friday.

Dr Adams gave the two men a lift to Cape Town on Friday and one of them produced a firearm between Newport and Colesberg.

They left him by the side of the road and drove off — Sun

Residents
claim,
but
.1904.
Creed's

- 31. G.61-1901, pp.28-30.
- 32. G.61-1901, p.43.
- 33. 3/WSK 48. Minutes of the Woodstock Plague Special Committee.
- 34. 3/WSK 48, 21.6.1901, 25.6.1901.
- 35. 3/WSK 100. Gregory to the Woodstock Plague Committee, 5.11.1901.
- 36. G.48-1901. Report of the Chief Inspector of Public Works for 1901, p.11.
- 37. MOH 33 f302. Dr Foults to the Mayor, Simon's Town, May 1901.
- 38. MOH 27 f 231. Correspondence on the recruitment of nurses. Their terms were 4 guineas a week with a six month contract and return fare paid.
- 39. MOH 27 f214. Creed's report, 26.9.1901.
- 40. MOH 46 f668. Simpson's report. These deaths were commemorated in a memorial erected in Matiland cemetery.
- 41. M.W.Swanson: 'The Sanitation Syndrome: Bubonic Plague and Urban Native Policy in the Cape Colony, 1900-1909'. Journal of African History, 18, 3, 1977; C.C.Saunders: 'The Creation of Ndabeni: Urban Segregation and African Resistance in Cape Town'. Studies in the History of Cape Town, 1, 1979.
- 42. MOH 19 f80. Gregory to Chairman, Cape Town Sanitary Committee, 2.3.1901.
- 43. MOH 19 f80. Report on Ebenezer Camp, 27.3.1901; Gregory to Secretary, Public Works, 31.3.1901.
- 44. MOH 6 f7. Correspondence regarding the purchase of land, 17.8.1901.
- 45. G.36-1903. Report of the Chief Inspector for Public Works, p.2. Rentals received amounted to £4413.11s.6d and a balance of £973.18s.6d remained after interest and maintenance costs.
- 46. MOH 6 f24. Gregory to the Under Colonial Secretary, 18.9.1903.
- 47. MOH 8 f27. Correspondence between Colonial Office and Silberbauer, Wahl and Fuller; W.E.Moore and Son to the Colonial MOH, 17.5.1901.
- 48. G.16-1901, p.98.
- 49. PM 96. General Forester Walker to Prime Minister, 8.3.1901; MP.45. Kitchener to Forester Walker, 8.3.1901.
- 50. MP.45. Kitchener to Forester Walker, 16.3.1901.
- 51. MP.45. Chowder to Kitchener, 30.3.1901, 11.4.1901.
- 52. MP 45. Graham to Milner 10 4 1901

'Racist' report - union reacts

By Z. B. MOLEFE
(44)

THE existing labour system in South Africa is a product of an exclusive white Government entrenched by white workers, the Black Allied Workers Union (Bawu) said in a statement yesterday.

Bawu was reacting to a Johannesburg afternoon newspaper report which, it said, created the impression that the union would preserve its racial status.

Union secretary, Mr Samuel Nhlapo, said: "Bawu does not see how whites can be regarded as champions of the black workers.

"We also fear unions initiated or guided by whites shall be a projection and perpetuation of white domination and supremacy over black workers under the guise of enlightened



Mr Samuel Nhlapo

'white leadership'." Bawu welcomes co-operation with any good-willed and well-intentioned organisation or individuals "but forcefully rejects domination," the statement went on.

It continued: "We also welcome material assistance, with no strings attached. Our stand is based on the principle of self-determination.

"The best we expect from whites is for them to evangelise their lot into accepting a black worker as a human being deserving all the respect due to him."

It was remarkable the so-called non-racial trade unions always had a place for whites at the top and not within their ranks, said the statement — "a simple case of paternalism. As a matter of fact the 100 Dollar question is in whose interests are they serving?"

Bawu also argued that by saying it was racial implies that it was open to those of a particular race or ethnic groups: "This, of course, is inaccurate nonsense as Bawu has active coloured members in its ranks."

Bawu also re-affirmed its stand that labour laws are discriminatory, oppressive and unacceptable to black workers be changed.

Pensions Bill

will lead to

unrest, say

trade unions

Mercury Reporter

ONE OF Natal's biggest black trade unions, the Black Allied Workers Union, has sent a letter to the Registrar of Financial Institutions, Mr E W van Staaden, condemning the Government's new draft Pensions Bill announced during the Budget speech in Parliament two weeks ago.

Other trade unions have also criticised the new Bill, saying it will lead to increased poverty among black workers and ultimately to labour unrest.

The Black Allied Workers Union said in their letter to Mr van Staaden that they rejected the new Bill and resented the fact that no attempt was made by his department to find out how workers felt about the proposed changes which would come into effect when the Bill was passed.

The union's main objection was that workers would not be able to draw their pension contributions if they left a company or were fired. When the Bill becomes effective, pensions would be subject to compulsory preservation and transferability.

Migrant

If a worker could not find a new job, he would have to wait until retirement age before he could draw his accumulated contributions.

The Black Allied Workers Union fears the effects the new Bill may have on migrant workers, and is not sure what would happen to a worker's pension if he died before retirement age.

A spokesman for the Department of Health, Welfare and Pensions told The Mercury yesterday that no questions concerning the new Bill could be answered yet because the draft had not been

finalised.

The union suggested that pension payment should be considered in the case of workers who were unemployed for more than eight months, and urged the department to consult worker organisations before the Bill was passed to ensure its 'fairness and justification'.

The general secretary of the National Federation of Workers, Mr Matthews Oliphant, said yesterday his union had opposed the proposed Bill from the start, and believed that if it was passed 'it could only lead to labour unrest'.

Unacceptable

'The Government is trying to shift the burden of taking care of the aged from its shoulders,' Mr Oliphant said.

Mr David Lewis, general secretary of the General Workers Union, described the Bill as 'unacceptable' and believed it would lead to labour unrest.

'People are threatened with long term unemployment if they are fired or lose their job. They will have money saved in their pension schemes, but will not be able to draw it.'

Mr Lewis said if better social benefits were available to blacks the Bill might be acceptable, but at present it was not.

Mr Selby Nsibande, secretary of the National Union of Sugar Manufacturers and Refining Employees, said the proposed Bill was unacceptable and would lead to unrest if passed.

NM 27/8/87

144

**No accord
at Dunlop**

Mail Correspondent

NEGOTIATIONS with management have broken down at Dunlop's Ladysmith factory after last week's work stoppage by half the workforce.

Mr Makhosini Khumalo, the president of the Black Allied Workers' Union, said 200 workers had been told by management to collect their wages, and that 150 replacements had been hired at a higher wage than experienced workers earned.

Mr John Lowe, works director, denied the workers were hired at anything above the fixed wage scale and said all but 30 workers who elected to be paid off were back at work.

financial statements a
company that is less t
subsidiary incurs an i
ised upon consolidatio
the holding company ha
effect of capitalising
sidered when calculati
a portion be allocated

idating a subsidiary
It can occur that a
hich may be capital-
n of the fact that
set. Should the
nsolidation be con-
nterest, i.e. should
interest. Ernst &

Whinney contend that the calculation of the minority interest should be based on the net income shown in the separate financial statements of the subsidiaries.⁵⁶ It is submitted that this is the best treatment of the minority interests.

4.8.3 Unconsolidated Subsidiaries

A parent company and its unconsolidated subsidiary may be viewed as a single entity for financing purposes. For this reason, I feel the entire amount of profit resulting from inter-company financing should be eliminated, and therefore not be eligible for capitalisation, when reports are drawn up in conformity with the Companies Act of 1973, or when the subsidiary is accounted for on the equity method.

4.8.4 Associated Companies

When accounting for associate companies on the Cost Method, there is no problem because the investor company only recognizes profits as they accrue in the form of dividends.

SECTION

Council fails to settle Iscor dispute

Starts 15/10/81

144

105

9 (b)

Labour Reporter

An industrial council for the steel industry sitting in Johannesburg this week failed to resolve a dispute between Iscor and the Black Allied Workers' Union.

Tuesday's sitting followed a dispute at the Iscor plant in Newcastle, Natal, last month when the union accused Iscor of a lock-out

The dispute started after Iscor had introduced a new two-shift system at the plant in place of a three-shift system.

Several shifts subsequently downed tools and were later warned they would "dismiss" themselves if they did not return to work.

At the industrial council for the Iron, Steel, Engineering and Metallurgical Industry this week, the union called for reinstatement with full pay of the 78 former Iscor workers it represented.

But Iscor said it was willing to re-engage workers on merit.

"As far as we are concerned nothing was decided," a union official said.

A spokesman for the industrial council said that progress had been made at the talks but the dispute was not resolved and the council was now considering bringing the issue to the attention of the Minister of Manpower.

we have a supply situation in equilibrium B is where the market is

Q_1 is being produced
the price is P_1 the total price is $P_1 \times Q_1$
is defined as the commodity to be sold
we see from the

people
mean
down
selling
a
value

Diagram The advantages of doing this at price B with revenue of $P_1 \times Q_1$, we see how if we sold at a higher price say P_2 then we could sell a smaller quantity Q_2 and so on thus making a greater price increasing our total revenue. The diagram also attempts to capture the whole of the consumer surplus which is defined as the price people are prepared to pay for the product and the above equilibrium price. However certain conditions have

Swetun 29/10/81
Protest at Defy
WORKERS at the Defy
plant in Jacobs, Durban,
today enter their third day
of protest in support of
demands for a refund of
their pension fund contribu-
tions

1444

17

BAWU Laweta secretary 29/10/87 gets the sack (744)

By SELLO
RABOTHATA

THE Johannesburg branch secretary of the Black Allied Workers' Union (BAWU), Mr Samuel Jabulani Nhlapo, has been sacked from the union for alleged misconduct.

Bawu's legal advisers, Simelane and Simelane, said that further investigations were under way in regard to Mr Nhlapo's activities which have led to his dismissal.

"Members are advised to address all their inquiries to the branch chairman, Mr Klaas Seete, under whose jurisdiction the secretariat will function."

Iscor workers paid off after row over shifts

CAPITALISING IMP A NUMBER of black workers at an Iscor plant in Newcastle have lost their jobs after a dispute over a new shift system.

Financial accounting realities of a business cannot be entirely explained due to the fact required to be objectified for economic purposes. Accounting should not be there are compelling reasons not to recognise the inter-

According to an Iscor spokesman, 62 workers were paid off yesterday after walking off their jobs and refusing to return.

The Black Allied Workers' Union claims 150 workers are involved, and that the workers were locked out of the factory.

Mr Neels Howard, Iscor's head of industrial relations, said a two-shift system instead of three shifts was introduced at an Iscor plant on Monday. The move had been discussed with the industrial council, unions party to the council and workers.

Black workers had raised a number of practical problems, including transport difficulties, but after negotiations with bus companies and changes in their schedules, most black workers supported the system, he said.

On Monday the first shift of 31 workers refused to start at the

By RIAAN DE VILLIERS

new time but went to their jobs after talks with management.

However, they downed tools at their accustomed time of 3pm instead of 7pm and refused to return, despite a warning that they would "dismiss themselves" if they did not. The night shift acted in the same way.

Mr Howard said the workers were paid off. He hoped there would be "no further problems".

According to Sapa, a Bawu spokesman claimed about 150 workers had been locked out when they returned on Tuesday and were removed from the premises in the presence of police.

He said the union had held talks with the industrial council, which denied that it had approved the new roster.

because to do so would not be in accordance with GAAP.

Anthony feels that this conclusion is unwarranted.³

In this chapter I propose to discuss briefly the Proprietary and Entity theories of Accounting, and then to highlight various of the arguments both for and against capitalising an imputed interest on equity capital. I will conclude by examining some of the major problem areas involved were such a policy to be implemented.

5.1 Proprietary vs Entity Theory

The proprietary theory of accounting views the enterprise as being owned by the proprietor himself. He is the centre of all accounting - all the assets are his, and the liabilities are his obligations, and any excess of assets over

Star 17/19/81
Iscor sack men for
refusing new shift times

A number of workers who refused to work new shift times at Iscor's rod-mill in Newcastle have been dismissed, according to the company's general works manager, Mr C J van Vuuren.

"More than a quarter" of the 150 workers in the department were at work yesterday, he said, and the mill was operating at slightly reduced capacity.

Mr van Vuuren said the new four-day, 12-hour shift system which sparked Monday's unrest had been "forced on management by circumstances." The mill's capacity had to be reduced, and the new schedule made this possible without retrenchments.

Iscor plant pays off 150 workers

Mercury Reporter

THE S A Iron and Steel Industrial Corporation Ltd in Newcastle has paid off 150 workers following their objection to new working hours, according to the president of the Black Allied Workers Union, Mr B E Khumalo.

Mr H van Vuuren, Iscor's general works manager, confirmed that workers had been paid off, but said that the figure of 150 workers was an exaggeration. He said the situation had been

brought about by an economic recession which had forced the Newcastle plant's rod mill to decrease its number of shifts from 18 to 12 a week.

In terms of the decrease in the number of shifts, about one third of the mill's workforce had become redundant, he said.

Mr van Vuuren said that in the past the mill had run on three eight-hour shifts for six days a week. But due to 'economic conditions', the mill would now run on two 12-hour shifts for four days a

7/9/81

A factor which has brought about the new work roster is the considerable time it takes for the mill to become operational. Running the mill for 24 hours at four-day periods is more economically viable, Mr van Vuuren said.

For the average mill worker, this means a four day week made up of four 12-hour shifts.

Mr Khumalo said the workers were not happy with the new work roster.

144

objection was that it created transport problems.

In some cases, when a man finishes work at 7 pm, he will have to wait until 10 pm before he can catch a bus. This means that he gets home at midnight, and has to be up by 4 am the next morning to be at work at 7 am.

Mr van Vuuren said that Iscor regretted taking this action, but the situation had been building up for some time. 'We have tried to keep the

workers on for as long as possible, but at times we have had to close the mill for up to a week because of the recession.

Iscor and the Black Allied Workers Union disagreed over whether the Industrial Council had approved the new work roster.

According to Mr Khumalo the Industrial Council had not heard about the new hours. But Mr van Vuuren said the Industrial Council had been informed from the start and had accepted the new roster.

DD 10/11/81

~~200~~ ~~153~~ ~~142~~ ~~141~~ ~~140~~ ~~139~~ ~~138~~ ~~137~~ ~~136~~ ~~135~~ ~~134~~ ~~133~~ ~~132~~ ~~131~~ ~~130~~ ~~129~~ ~~128~~ ~~127~~ ~~126~~ ~~125~~ ~~124~~ ~~123~~ ~~122~~ ~~121~~ ~~120~~ ~~119~~ ~~118~~ ~~117~~ ~~116~~ ~~115~~ ~~114~~ ~~113~~ ~~112~~ ~~111~~ ~~110~~ ~~109~~ ~~108~~ ~~107~~ ~~106~~ ~~105~~ ~~104~~ ~~103~~ ~~102~~ ~~101~~ ~~100~~ ~~99~~ ~~98~~ ~~97~~ ~~96~~ ~~95~~ ~~94~~ ~~93~~ ~~92~~ ~~91~~ ~~90~~ ~~89~~ ~~88~~ ~~87~~ ~~86~~ ~~85~~ ~~84~~ ~~83~~ ~~82~~ ~~81~~ ~~80~~ ~~79~~ ~~78~~ ~~77~~ ~~76~~ ~~75~~ ~~74~~ ~~73~~ ~~72~~ ~~71~~ ~~70~~ ~~69~~ ~~68~~ ~~67~~ ~~66~~ ~~65~~ ~~64~~ ~~63~~ ~~62~~ ~~61~~ ~~60~~ ~~59~~ ~~58~~ ~~57~~ ~~56~~ ~~55~~ ~~54~~ ~~53~~ ~~52~~ ~~51~~ ~~50~~ ~~49~~ ~~48~~ ~~47~~ ~~46~~ ~~45~~ ~~44~~ ~~43~~ ~~42~~ ~~41~~ ~~40~~ ~~39~~ ~~38~~ ~~37~~ ~~36~~ ~~35~~ ~~34~~ ~~33~~ ~~32~~ ~~31~~ ~~30~~ ~~29~~ ~~28~~ ~~27~~ ~~26~~ ~~25~~ ~~24~~ ~~23~~ ~~22~~ ~~21~~ ~~20~~ ~~19~~ ~~18~~ ~~17~~ ~~16~~ ~~15~~ ~~14~~ ~~13~~ ~~12~~ ~~11~~ ~~10~~ ~~9~~ ~~8~~ ~~7~~ ~~6~~ ~~5~~ ~~4~~ ~~3~~ ~~2~~ ~~1~~

Natal Unrest goes on despite bill being ditched

DURBAN — Pensions fund disputes still continued in Natal yesterday in spite of the government's scrapping of the proposed Pensions Bill.

A total of 450 workers from the Homes in Isipingo were fired and about 800 workers from the Saiccor mill in Umkomaas still had not returned to work after disputes over pensions.

The registrar of Financial Institutions, Mr Naas van Staden, and the Director-General of Manpower, Mr Jaap Cilliers, announced on Friday that the Preservation of Pension Interests Bill would not proceed.

The bill had triggered off countywide labour unrest with workers demanding the refunding of pension contributions — with Natal being the worst hit.

The managing director of Ileo Homes, Mr A. C. De mmers, said yesterday, the whole of the labour force — about 450 workers — at their Isipingo site had stopped work and demanded repayment of their pension money.

"If they start getting stupid like that there is nothing left to do but to fire them all."

"We gave them 30 minutes to get back to work, refusing even to discuss the issue and then when this had passed, we dismissed them all," he said.

Mr Sam Kikine, of the South African Allied Workers Union (Saawu), said Ileo management had agreed to reinstate certain of the workers, but workers demanded unconditional reinstatement.

At the Saiccor rayon-pulp mill at Umkomaas, the workers, who downed tools on Friday after the management had refused to pay out their pension contributions, had not returned to work yesterday.

The workers yesterday again sat outside the factory demanding their pension contributions. Management told them to come back today for its decision.

Mr O. W. Fainton, the managing director, could not be contacted yesterday.

Trade unions contacted yesterday said although they welcome the government's decision to scrap the Pensions Bill, the labour unrest would not cease.

Mr Kikine representing Saawu's 25 affiliate unions, said the withdrawal of the bill would not solve the pension problem.

"Already we have had problems with both the building and steel industries who still have a preservation clause in their pension schemes."

A spokesman for the General Worker's Union said they strongly welcomed the withdrawal of the Pension Bill, but had the government paid attention to the early warning of the unions, the labour unrest would have been avoided.

"In the event of the government's failure to consult with the worker's leaders has led to an unprecedented wave of strikes that cost the jobs of thousands of workers."

The general secretary of the National Federation of Workers, Mr Matthews Oliphant said this should serve as a lesson to the Government that workers should be consulted on any legislation that will effect them.

"But it will not stop workers demanding their pension contributions as it has highlighted certain issues involving pension funds."

"Workers are eager to know where their pension money is going to and are demanding to be represented on existing pension schemes," he said.

Mr B. E. Khumalo, general secretary of the Black Allied Workers Union saw the dropping of the Pensions Bill as a sign of "growing up" on the part of the Government. — DDC.

286

~~329~~

144

~~129~~

~~138~~

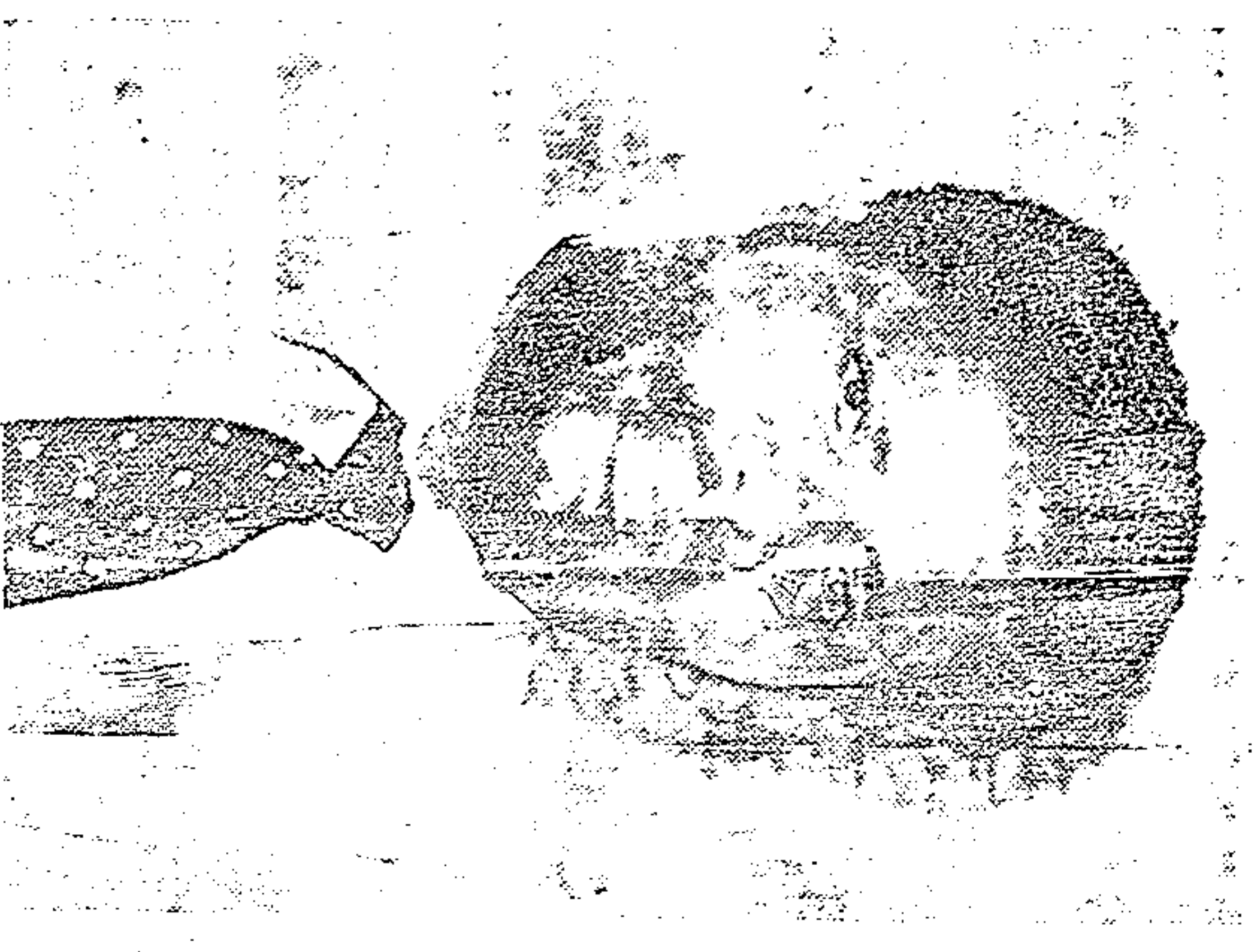
~~257~~

14

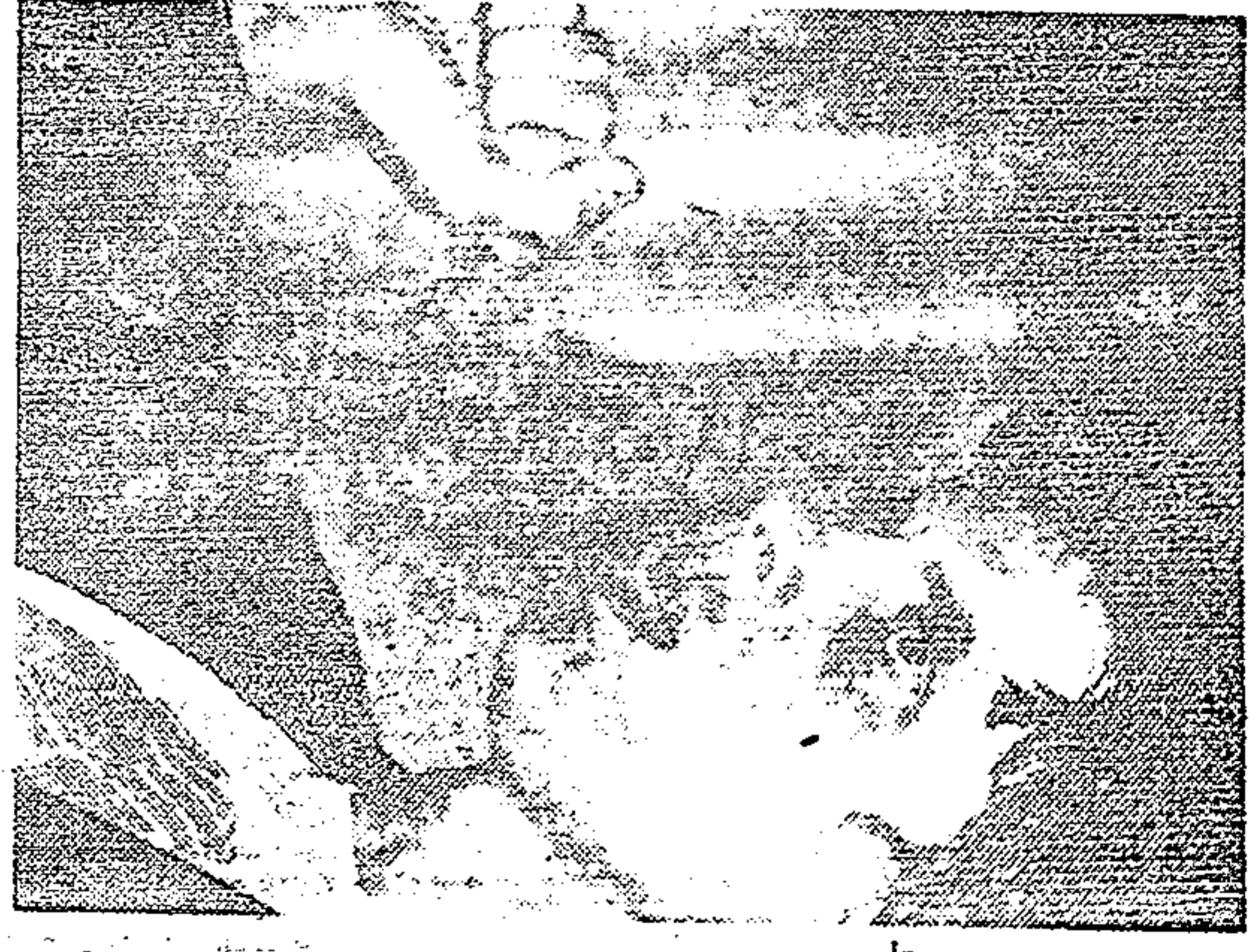
DEATH DEBAINEE NO 46



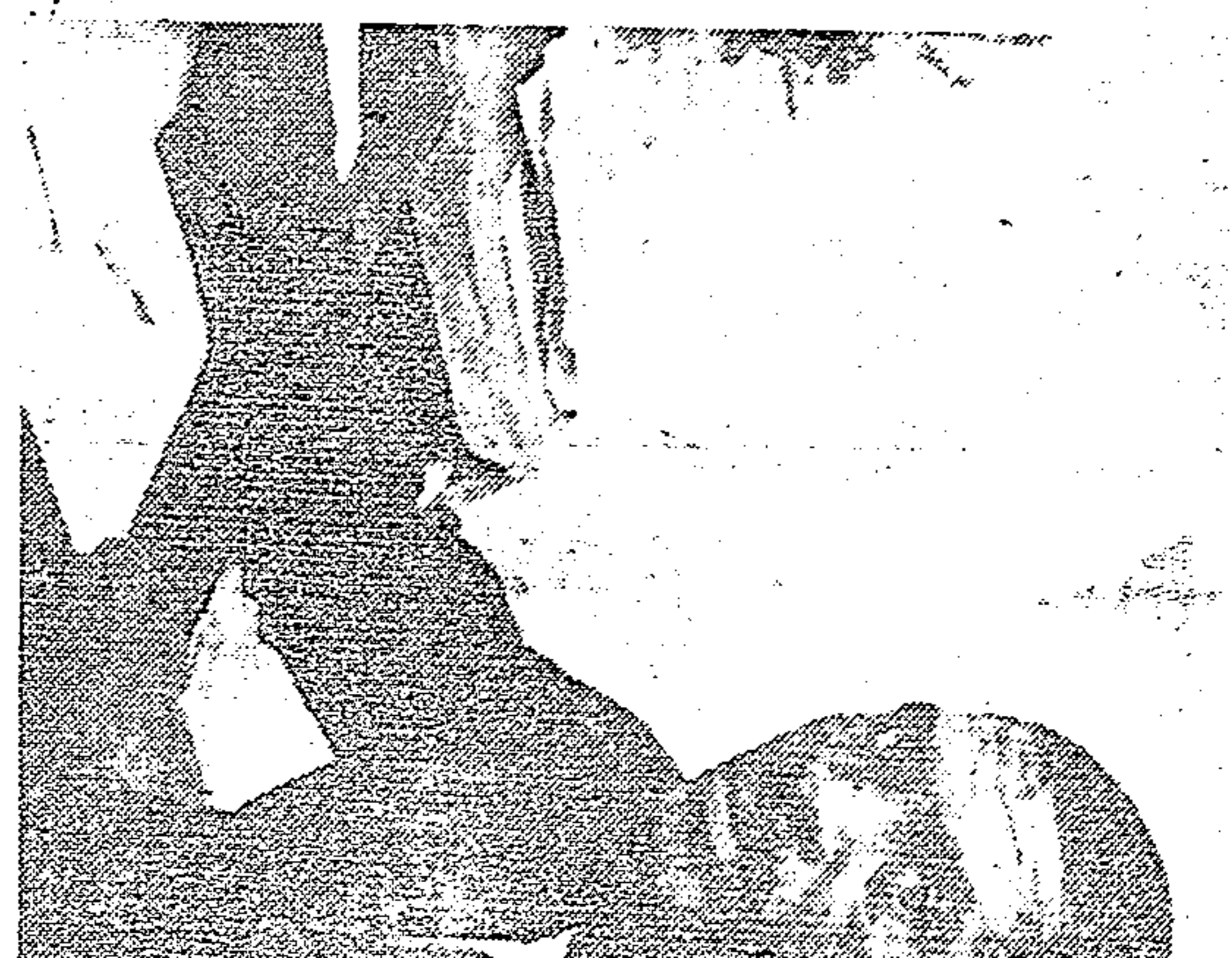
Mr and Mrs Hugh Floyd, parents of Neil Arggett's detained girlfriend . . . 'They helped people for no material rewards'



James Khumalo, president of the Black Allied Workers' Union . . . written to the Prime Minister



Jan Theron, general secretary of the African Food and Canning Workers' Union . . . we cannot operate in a subversive way.



Herbert Barnabas, national organiser of the Workers Union . . . to succeed they would have workers.

THE UNIONS AND POLITICS

14/1/82

144

SECURITY

police intervention in the affairs of the independent trade union movement in South Africa has almost become a way of life for them.

The offices are raided regularly, their members are recruited to spy on officials.

Detention

At present the entire executive of the South African Allied Workers' Union is in detention and last Friday Neil Aggett, Transvaal secretary of the Food and Canning Workers' Union, died in solitary confinement.

Speaking at this week's meeting to protest against Dr Aggett's death, Jan Theron, general secretary of the African Food and Canning Workers' Union, said: "Neil Aggett's death must

By INGRID STEWART

be seen as the logical outcome of the vendetta being waged against unions by the Security Police."

In an interview with the Sunday Tribune he elaborated.

In the past few years, a number of their officials and office bearers have "seen the inside of a jail" and only one has been charged under the security laws which allowed their detention.

Trivial

Most have been released without any charges being brought at all, a few have been convicted for "trivial offences" — under the Riotous Assemblies Act and the possession of banned literature.

Apart from Philemon Norushe, East London branch secretary who was jailed for a year for refusing to give evidence for the State, none of them has had more than a fine imposed.

Mr Theron said he had "strong reason to believe" that spying in the union is widespread.

Planted

"We have had numerous admissions from people who have been approached to spy for the Security Police but who haven't done so. We also have admissions from people who have been planted in factories where we are unionising and organising at a very early stage," he said.

One of these spies confessed after being transferred from one branch of a company to another when the union started organising there.

The Security Police also brought pressure to bear on the union's landlords to have them evicted. In a short space of time the Food and Canning Workers' Union had to move their offices four times.

"We know from the landlords themselves that this has happened. Also the Security Police brag about it. They have come into our offices and said: 'How long do you think you'll last in this one?'"

He also told of threatening phone calls from people identifying themselves as security policemen and intimidating raids where only one or two documents are taken.

Growth

David Lewis, general secretary of the General Workers' Union, tells the same story. Although they don't have anyone in detention at the moment many of their people have been detained in the past, particularly in the East London-Port Elizabeth area where the growth of the independent trade union movement has been phenomenal over

the past few years.

The GWU has also been forced out of its offices and Mr Lewis described security police raids as "run-of-the-mill".

Suspects

He suspects there are Security Police spies within the union itself.

The Black Allied Workers' Union has complained to the Prime Minister about security police intervention in their affairs. Their president, Mr James Khumalo, gave the Sunday Tribune two affidavits from workers approached to spy on the union for the Security Police.

The South African Allied Workers' Union national organiser, Herbert Barnabas, also talks about the infiltration of his organisation by informers.

"We know they are there, but it doesn't really matter," he said.

The spying did not

144
14/1/82

concern the other unions we spoke to either.

"We operate openly, we operate above board and we make no attempt at concealment," said Jan Theron. "We cannot operate in any other way."

He explained: "The sort of union that we are, and the reason why we are unpopular with the Government is because the participation of the workers is sought. They must be fully consulted about what the union does and be party to all important decisions."

Answerable

"Union officials must be answerable to them ultimately. This is what we consider to be the basis of a democratic trade union."

"For this reason we cannot operate in a subversive way. The Security Police make allegations that we

are being infiltrated by subversive elements but that is the method they use, it is not the methods we use."

Threat

"Why, then, is the independent union perceived as a threat to State security on the one hand while on the other the Government is going all out to convince the world that it supports an independent, free trade union movement?"

"The operation of a strong and democratic union movement is a threat to its very existence," says Mr Theron.

"The workforce in this country is in a position of unique power. Clearly it has no vested interest in the status quo. In fact, the status quo oppresses it in every sense."

David Lewis put it another way: "Any form of organisation that is out of their control is a threat. The level of disaffection in this coun-

try is well known. Any form of organisation that is not controlled, guided and directed by the State becomes a forum for this dissatisfaction to be aired.

The Government cannot come out openly and ban these organisations, although it has the laws to do it, because of the consequences this would have both here and overseas, say the unionists.

"This would be contrary to what they are trying to portray overseas," says Mr Lewis. "But I think they also fear the internal consequences. Our members would be terribly dissatisfied and I don't know what political conclusions they would draw from that."

Amicable

"We also have amicable relations with a large number of employers who may not like us but they do respect us and they would not be happy either if we

were wiped out.

"Even though they might not like the things they hear from us, at least they have a reasonable assurance that what they hear from us is an accurate reflection of what their workers are saying and what their workers want."

Leaders

And so, as they see it the destruction of the independent trade union movement has been left to the security police through detention of their leaders and intimidation of the rank and file.

Nevertheless, the unions continue to grow. SAAWU claims a membership of 80 000, the GWWU 20 000 members and African Food and Canning, with its sister the Food and Canning Workers' Union, has 20 000 members.

"SAAWU is not the officials or the office. It's out there on the factory floor. SAAWU is not con-

trolled by the officials, it is controlled by the workers themselves. Their only solution would be to detain every worker," said Herbert Barnabas.

Meanwhile the General Workers' Union has refused to participate in an investigation being conducted by the National Manpower Commission because of the recent spate of detentions.

Mockery

Mr Lewis told them the detentions and Security Police actions against the union movement made a mockery of any attempts to reform and democratise the country's labour policies.

Head of the National Manpower Commission, Iemie Reynders, refused to be drawn on the issue.

"The detentions have nothing to do with us," Dr

Reynders said. "We cannot intervene. They have been detained in terms of security legislation which is outside our sphere."

The Sunday Tribune asked the head of the Security Police, Lieutenant-General Johan Coetzee, why the Security Branch was so interested in the work of these unions and whether they were, in fact, perceived as a threat to State security.

Torse

His reply was terse.

"As has been repeatedly stated by the Minister of Police, Mr Louis le Grange, and senior police officials as well as the chief of the Security Branch, Lieutenant-General Johan Coetzee, no investigation of bona fide trade union affairs is conducted by the police."

Handwritten circled numbers and scribbles: 144, 144, 144, 144, 144, 144, 144

Independent unions invited to pay talks

By STEVEN FRIEDMAN
Labour Reporter

IN AN unprecedented move, unregistered unions are to be invited to take part in this year's annual industrial council wage negotiations in the giant metal industries.

And registered unions in the industry have come up with a surprise demand — that legal minimum wages be raised to R2 an hour within a year — almost double the present minimum.

The metal council is the biggest in the country, determining minimum pay and conditions for nearly half-a-million workers.

Both moves come in the wake of attacks on the industrial council system by emerging black and non-racial unions.

The Steel and Engineering Industries Federation (Seifsa), which strongly supports the metal council, has initiated talks with emerging unions on the council system and other issues.

Although most of these unions are unlikely to take up the wage talks offer, the unregistered Black Allied Workers' Union has already taken part in a union caucus to draw up wage demands for the negotiations.

Unregistered unions may not take part officially in council bargaining, but the metal council — which comprises regis-

tered unions and Seifsa — has invited them to take part informally.

Mr Ben Nicholson, director of the Confederation of Metal and Building Unions, said yesterday that unions on the council had invited all unions in the industry to take part in their caucus meeting to formulate wage demands.

Unions such as the General Workers' Union and Fosatu's Metal and Allied Workers' Union had not taken up the offer, but BAWU had.

Mr Ike van der Watt of the Boilermakers Society added that the industrial council had then agreed to invite all unions to take part in the negotiations, scheduled for March 9.

This was confirmed by Seifsa's director, Mr Sam van Coller.

Mr Nicholson disclosed the unions were demanding a minimum wage of R1,75, rising every three months until it reached R2 within the year. Unions were also asking for a 20% rise in the minimum for the highest-paid workers. The present minimum is R1,13.

The demand for a R2 minimum was voiced in several strikes last year and adopted as a target by Fosatu.

But both unionists denied this was the reason for the demand. "It was simply the decision of unions at the caucus," Mr Van der Watt said.

Both said they expected employers to strongly resist the demand, citing the downturn in the economy.

24 000	24 000	Debtor (Insurance Company)	Income from Life Policy	Jan 2:	being accrual of proceeds receivable
300	300	Bank	Insurance Expense	04, Jan 1:	
					Years 02 and 03 - same as 01
300	300	Income Statement	Insurance Expense	Dec 31:	being closing entry
300	300	Bank	Insurance Expense	01, Jan 1:	being payment of premium
					(1) Premiums Treated as Business Expense

~~144~~ ~~109~~ ~~139~~
EAWU 346
~~145~~ ~~145A~~

to attend Star 2/3/82 wage talks

In a surprise move, the Engineering and Allied Workers' Union has accepted the invitation to attend the 1982 wage talks for the metal industries.

The decision was taken at an executive committee meeting at the weekend, according to EAWU's general secretary, Mr Calvin Nkabinde.

EAWU and the Black Allied Workers' Union are the only unregistered unions known to have accepted the offer of observer status at the industrial council talks beginning on March 9.

Two key unregistered unions, the SA Allied Workers' Union and the General Workers' Union, have refused.

Registered unions outside the industrial council have also been invited.

144 / 100 / 1029
 EAWU
 145 145A
 Star 2/3/82
 to attend wage talks

ld-
 ed
 ant
 ree
 nd
 ce-
 at
 in
 ed
 ad
 er-
 ily
 ld-
 en
 nt
 ch
 ti-
 ge
 on
 ri-
 ly
 ig

In a surprise move, the Engineering and Allied Workers' Union has accepted the invitation to unregistered unions to attend the 1982 wage talks for the metal industries.

The decision was taken at an executive committee meeting at the weekend, according to EAWU's general secretary, Mr Calvin Nkabinde.

EAWU and the Black Allied Workers' Union are the only unregistered unions known to have accepted the offer of observer status at the industrial council talks beginning on March 9.

Two key unregistered unions, the SA Allied Workers' Union and the General Workers' Union, have refused.

Registered unions outside the industrial council have also been invited.

'Observers' invited

The unprecedented invitation to unregistered trade unions to attend the annual wage talks in the metal industries has been rejected.

Unregistered unions, and registered unions outside the industrial council, have been offered observer status at the industrial council talks on March 9. Established unions party to the council have also agreed to bring them into the union caucus during the talks.

But two key unregistered unions in the metal industries — the SA Allied Workers' Union and the General Workers' Union — said they would not attend.

A GWU spokesman said it "had reservations about the industrial coun-

2 key
Star 1/3/82
UNIONS

reject
talks

cil's structure" and would not join the same caucus as Trade Union Council of SA affiliates.

"Tucsa has been consistently hostile to the independent unions," she said. "We are particularly concerned about its stance on Neil Aggett's death."

Two major Fosatu affiliates — the Metal and Allied Workers' Union and the National Automobile and Allied Workers' Union — have also refused.

In a letter to the

industrial council, the unions say they will not attend as "observers." Since talks on the industrial council's future structure are planned with the metal industries' employer body, Seifsa, their attendance would serve no purpose.

They also "cannot allow" the union caucus to speak for them, as "serious allegations" against certain caucus members are pending at the International Metalworkers' Federation.

The only union to accept the invitation is the unregistered Black Allied Workers' Union — but its spokesman said it wants more than observer status.

"If we can't take part as full members, we could decide to go home," he said.

~~14/82~~
~~14/82~~
~~2/82~~
~~1/82~~
144

Metal Unions, Skilled Toolmakers Demand Higher Wages

135
181
133
144
134
Star 9/3/82

By Drew Forrest
Registered metal unions meet the annual Steel and Engineering Industries Federation of SA (Seifsa) in Johannesburg today to negotiate new minimum wages and conditions for the metal industries. 400,000 workers.

The annual industrial council talks take place against the backdrop of mounting unrest over wages in the East Rand metal industries. They also follow a systematic offensive by some black unions on the industrial council system.

In an unprecedented step — apparently aimed at softening resistance to the council — unregistered unions have been offered "observer status" at the talks.

ACCEPTED
The Black Allied Workers Union and the Engineering and Allied Workers Union are known to have accepted

led the invitation and will take part in the union caucus meetings. But the offer has been spurned by several key worker bodies.

Although the unions on the council agree that sharp increases are needed for the poorest and workers, they have not been able to agree on a common platform for the first time.

BOTTOM RATE

The established unions are demanding a bottom rate of R1.75 and hour, rising to R2 during the year — the current minimum is R1.13 — and 20 percent in the minimum rate for artisans.

But the only independent black union on the council, the Steel, Engineering and Allied Workers' Union, has put in a separate demand for a bottom rate of R1.80 rising to R2.10, and only 3 percent for artisans.

The division is seen to reflect the different constituencies of the unions — skilled workers on the one hand, and unskilled and semi-skilled black workers on the other.

Long-standing tensions between established and emergent metal unions surfaced during the run-up to the negotiations. Explaining its refusal to attend, the unregistered (General Workers'

Clothing workers want rise

Mr F M Galland-Buerki, managing director of J H Henochsberg, a Doornfontein, Johannesburg, clothing factory, said about 140 workers stopped briefly yesterday over a misunderstanding.

Staff sources said close to 500 struck over pay. Officials of the National Union of Clothing Workers said the root cause was the adherence of many employers to an industrial council agreement expiring in June.

Strikes hit two more metal firms

Labour unrest over wages hit two more East Rand metal factories yesterday, on the eve of annual wage talks in the metal industries' industrial council.

The unrest appears to be spreading to Germiston from nearby Wadville, where workers at four metal factories struck over wages last week.

About 300 workers at the Afrox gas equipment factory, engineering contracts department,

ment and supplies division in Germiston are still out after striking yesterday for an increase of R2.50 an hour.

A spokesman said the strike followed a verbal demand last week for planned July increases to be put into effect immediately. He added that the management would not grant the increase, as it "would make the man-

No union is involved, and the workers have appointed four negotiators at the request of the management. And at Fensecure, also in Germiston, a management spokesman said about 30 workers were still on strike for an increase of R2 an hour.

...of the mag-
...subject to its prior a-
...by their to-
...South Africa.

Blood fed Witness is 'fine'

Mail Reporter

MR WILLIAM Dyson, the 59-year-old Jehovah's Witness who received court-enforced blood transfusions after being injured in a car accident, was in a satisfactory condition yesterday.

A hospital spokesman said Mr Dyson, a production controller at an Alberton telecommunications company, was "getting better every day".

He was admitted to the Johannesburg Hospital last month as a "dead-on-arrival" patient after a car accident, and was revived by the hospital staff.

When told he was a Jehovah's Witness, and religiously opposed to blood transfusions, the hospital administration obtained emergency permission from the Rand Supreme Court in an urgent application to allow the transfusions.

Bid for an HNP mayor

Pretoria Bureau

THE Herstigte Nasionale Party made its voice heard in the Pretoria City Council yesterday when four HNP councillors nominated one of the party's newly-elected members as a mayoral candidate.

However, their candidate Dr P J Barnard was defeated by 30 votes to five — one of the HNP councillors did not attend yesterday's informal council meeting — by Dr P R Smith, former deputy mayor who is now the mayor-elect.

Dr Smith is a member of the Federation of Ratepayers' Associations (Frats).

He will be sworn in on Thursday with the deputy mayor-elect, Professor F R van Jaarsveld, and the five councillors who were elected as management committee members yesterday.

The management committee members are all members of Frats.

...announced
...He blamed the de-
...the cur-
...Kwazulu.

Unions split as vital pay talks begin

By STEVEN FRIEDMAN
Labour Reporter

NEGOTIATIONS on legally-binding minimum wages and work conditions for more than 400 000 metal workers begin in Johannesburg today with unions divided on their demands for the first time in many years.

The division is largely along racial lines, with the all-black Steel, Engineering and Allied Workers' Union making demands which are opposed by predominantly non-black unions in the metal industries' industrial council, the largest in the country.

In another development, registered unionists on the council said that three emergent, predominantly black, unions had taken part in a union caucus yesterday to plan demands for the negotiations.

A registered union source said the Black Allied Workers' Union, the Engineering and Allied Workers' Union and representatives of the General Workers' Union attended the caucus.

The first two unions had already announced they would take part, but a spokesman for the GWU, which is opposed to industrial councils, yesterday denied it had sent representatives to the caucus meeting.

"We have already sent a letter to those taking part informing them that we would not be there.

"Not only do we have strong reservations about councils, but we refuse to take part with unions affiliated to Tucsa, because of the appalling attitude Tucsa took to the death of Dr Neil Aggett," he said.

A registered unionist said he expected negotiations to be "tough", because of the downswing in the economy and the division between the unions.

The SEAWU, whose black members are mostly in lower-paid jobs, is asking employers to grant skilled workers only a 3% increase, while pushing up lower-paid workers' pay by around 50%.

The other unions, many of whom represent skilled workers, are prepared to support large increases for the lower-paid but have made it clear they will oppose penalising skilled workers to make this possible.

Established unions are also worried about a demand by the SEAWU that there be no job preference for workers returning from military service — a measure which was introduced at their request.

But a union source said yesterday established unions may be willing to alter their stance because apprentices can now have national service deferred.

"We had hoped to discuss these issues with SEAWU at the caucus meeting, but they chose not to attend," he said.

MATTER OF FACT

TO CORRECT specific errors of fact, write to the Editor at P O Box 1138, Johannesburg, or telephone the Editor's secretary at 28-1500 between 9am and 5pm on weekdays.

If you have broader complaints about the Rand Daily Mail these can be taken up with the Mail Ombudsman, James McClurg, c/o the Editor's secretary.

Protest over jet break-in

VIENNA. — A United States congressional delegation has protested to the Polish Government after unidentified people broke into the group's special Air Force jet at Warsaw's Okęcie Airport, a congressman said here.

Delegation sources said the break-in was discovered by pilots of the plane during a routine pre-flight check on Sunday. Nothing was taken. — Sapa-AP.

Bawu opens Vaal office

11/3/82 144
Som-etam

THE 51 000-strong Black Allied Workers' Union has opened a Branch office in the Vaal complex to help its many members there.

Branch organiser Cosmos Thokoa said that despite the detention and harassment of unionists by the security police, people should not fear intimidation.

"Fear of those people who think themselves in possession of the whole truth, and whenever other people differ with them they should lock them in jails, is wrong.

He said Bawu would not hesitate to indicate in clear terms the necessary principle and sentiment of the workers in the country.

He urged workers to unite and "flex their muscles", by voicing their grievances wherever possible.

The opening of the branch should be regarded as a sign for "greater things" to come in the area as far as the labour situation was concerned, Mr Thokoa said.

He was keen to see more workers joining the union, which has opened offices at the St Francis Catholic Church in Small Farms, Evaton.

h
a
i
t
l
e
n
d
h
t
e
m

144

No wage demand down

Managements hoping that union pay demands will be modest this year because of fears of lay-offs due to economic contraction, might be in for a rude awakening.

The message coming from the shopfloor in several industries is that workers are going to insist on substantial pay increases, even if some union leaders doubt the wisdom of pressing managements too hard at this stage. Workers have already started putting on pressure. For example, work stoppages have occurred in the garment and metal industries on the very eve of wage negotiations.

Dr Anna Scheepers, president of the Trade Union Council of SA (Tucsa), warns that wage negotiations will be "very, very tough this year." In industries such as the garment industry, where there have not been layoffs, workers believe they are entitled to substantial increases, she says. These employees are not concerned about the possibility of a recession and believe it is the duty of employers to compensate them for inflation.

Garment industry employers this year face demands that would be daunting in even a boom year. Unions want a 5% across-the-board wage increase, an annual holiday bonus equal to two weeks' wages, equal pay for men and women, and some other benefits.

Scheepers emphasises her commitment to avoiding confrontation with managements or unions breaking agreements with them. But she warns that there could be an increasing number of applications for legal strikes or arbitration.

Talks deadlocked

Pay negotiations in the metal industries, which cover more than 400 000 workers, are deadlocked. Unions are demanding that legal minimum wages be raised to R2 an hour this year — almost double the present minimum. At talks this week they rejected the employers' pay offer. Negotiations will continue next month.

An important feature of this year's talks is that three unions, which do not belong to the metal industries industrial council, have accepted an invitation to take part. They are the Black Allied Workers' Union, the Engineering and Allied Workers' Union and the Eastern Province General Workers' Union.

The Metal and Allied Workers' Union (Mawu) has, however, refused to participate in the negotiations because it is opposed to the industrial council system. An affiliate of the Federation of SA Trade Unions (Fosatu), Mawu grew rapidly last year and now has branches in most major



Tucsa's Scheepers ... "a tough year"

centres. By the end of the year it had about 23 000 members — almost double its membership at the end of 1980. It is therefore an open question whether a wage agreement reached without Mawu's participation will result in labour peace. Some observers doubt that it will. However, it is significant that the R2 an hour for the metal industry unions are demanding in a much-publicised Fosatu target.

Seminar looks at the black worker

Mercury Reporter

WORKERS had to learn to differentiate between economic and political oppression, and the strength and organisation of labour should start with basic 'bread and butter' issues.

This is what Mr Tom Mantatha of the South African Council of Churches and a member of the Soweto Committee of 10 told a seminar organised by the African World Foundation, a civil rights movement, and the Black Allied Workers' Union, in the YMCA Hall in Beatrice Street, Durban, at the weekend.

The respective roles of the black personnel officer and trade unions was discussed by Mr J B Magwasa, Hulett's industrial relations and development officer.

Mr Magwasa said that while the two roles were often in conflict with each other, differences should not be allowed to stand in the way because the main point of interest for personnel officers and trade unions was the worker.

'And the people who will liberate South Africa's

blacks will be the workers,' he said.

Mr M Rajah from Unisa's Institute of Labour Relations discussed industrial relations requirements in South Africa, concluding that 'successful industrial relations are not based only on optimism and good intentions, but technical skills as well'.

The inclusion of blacks in the Industrial Conciliation Act and labour reforms made since 1979 were meaningless, while workers still did not have the right to work, said Mr Nazeer Cassim, senior lecturer in Law at the University of Natal, Durban.

'The starting point for any effective change in the country should be the abolition of all laws that restrain a black's right to work,' he told the seminar.

The Black Allied Workers' Union's president, Mr Makhosini Khumalo, said he was not in the black trade union movement because he believed in socialism but was motivated by being black and being able to fight for the black man's cause.

23/3/82

Mercury



144



Chemical & Chemical Products,

- Black Allied Workers Union
- Cape Explosives Industrial Workers Union
- Chemical and Allied Workers Union
- Chemical Workers Industrial Union
- Chemical Workers Union
- Durban Rubber Industrial Union
- Engineering and Allied Workers Union
- Engineering Industrial Workers Union
- Federated Mining, Explosives and Allied Workers Union
- Industrial Salaried Staff Association
- General Workers Union
- Metal and Allied Workers Union
- National Union of Engineering, Electrical and Allied Workers Union
- National Union of Motor Assembly and Allied Workers Union
- S.A. Chemical Workers Union
- South African Allied Workers Union
- Steel, Engineering and Allied Workers Union
- Umbogintwini Industrial Workers Union
- Weskaapse Plofstof & Chemiese Ondernemingswerkers Union

Non-Metallic Mineral Products

- Building, Construction and Allied Workers Union
- Glass & Allied Workers Union
- Glass Workers Union
- National Cement Employees Union
- National Union of Brick and Allied Workers Union
- Transport & General Workers Union

Base Metal Industries and Manufacturing Machinery and Equipment

- Amalgamated Engineering Union of South Africa
- Amalgamated Society of Woodworkers
- Black Allied Workers Union
- Electrical and Allied Trade Union
- Electrical and Allied Workers Union
- Engineering and Allied Workers Union
- Engineering Industrial Workers Union
- General Workers Union
- General Workers Union of South Africa
- Iron Moulders Society of South Africa
- Metal and Allied Workers Union
- Motor Assembly Components Workers Union
- Motor Industry Employees Union
- Motor Industry Combined Workers Union
- Motor Industry Staff Association
- National Union of Engineering, Electrical and Allied Workers Union
- National Union of Motor Assembly and Allied Workers Union
- Radio Television, Electronic and Allied Workers Union
- S.A. Boilermakers, Iron and Steelworkers, Shipbuilders and Welders
- S.A. Electrical Workers Union
- S.A. Iron, Steel and Allied Industries Union
- S.A. Tin Workers Union
- South African Allied Workers Union (SAAWU)
- Steel, Engineering and Allied Workers Union
- Transvaal, Radio, Television and Allied Workers Union
- United African Motor and Allied Workers Union

Black union first with access right on mines

See 6/5/82

144

By Tony Davis, Labour Reporter

The Black Mine Workers' Union has become the first black union with access to mines in the Chamber of Mines group, to recruit members.

Access was granted this week after talks between mining officials and the union's general secretary, Mr. Chillian Motha.

The union was able to meet the Chamber's strict criteria, which include registration. The union is not registered but assured the Chamber it would seek registration.

Mr Motha said differences between the Chamber and the union were still being dis-

cussed.

Mining sources feel the access is an important step forward in the Chamber's labour relations.

In the past only registered trade unions with largely white membership have had access and recognition.

The onus is now on the Black Mine

Workers' Union to gain enough members to win recognition.

The Chamber has not previously been asked by black unions for access or recognition, although the Natal-based Black Allied Workers Union has approached it over individual labour disputes.

A ticklish question

for the mining union is the extent to which its organisers have access. This is still at the discretion of individual mine managements.

The right to organise workers in compound hostels has always been carefully guarded by the Chamber and its members.

In a letter the union

has been told that gold mines and collieries have been advised to grant the union access when it is asked for.

The Chamber wants to deal only with unions which present credible credentials, because there is nothing to prevent unregistered unions organising members outside mine

property or trying to organise in the hostels.

The Chamber's criteria for union recognition make it clear that no "unregistered" trade union should be allowed access to miners without being scrutinised by the Chamber in respect of its views on labour politics and registration.

1/11/82
Workers
Sowetan 9/7/82
meeting

The Transvaal region of the 6000-strong Black Allied Workers Union is to hold a meeting in Johannesburg tomorrow to discuss retrenchments and other labour issues.

The region's secretary general Mr Cosmos Thokoa said that in recent weeks some members of the union had been retrenched by a firm in the area and that this matter had given rise to "much concern" among other workers.

The meeting will discuss a wide variety of other issues, including how workers can improve their skills and know-how.

Mr Thokoa said that since the union had broken away from the General and Allied Workers' Union, it had made "tremendous strides" in organising members.

"Bawu has a strong membership in the Transvaal and we hope to get more of our members back," he said. All members are urged to attend the meeting which starts at 1 pm.

Council last month.
 Union gets 144
 Iscor payout 180
 280
 390
 9/2/82
 The Black Allied Workers' Union in Natal recently won an out-of-court settlement against Iscor.
 The union took legal action against the steel corporation because of deductions for a burial fund and a facilities fund from Bawu members' pay cheques. Iscor paid more than R27 000 back to Bawu.

5. In the light of the 1979 amendments to the Industrial Conciliation Act, could you please indicate if your union has made any application for extensions in scope. If so,

- a) where.....
- b) to whom
- c) for what additional area.....
- d) has this been granted.....
- e) if so, when.....

Federation of Salaried Staff Associations of South Africa	
Pulp and Paper Industry's Joint Committee	
Rand Water Board Unions Joint Committee	
South African Council of Mining Unions	
South African Federation of Leather Trade Unions	
South African Council of Transport Workers	
South African Federation of Chemical and Allied Workers Union	

4. AFFILIATIONS TO INDUSTRIAL FEDERATIONS CONTINUED:

Iscor payout settles lengthy union dispute

Labour Reporter

ISCOR has paid out more than R27 000 to members of the Black Allied Workers' Union — settling a four-year dispute over compulsory membership of a benefit fund, union sources said.

The dispute revolved around a 10c deduction from workers' wages at Iscor's Newcastle plant which was paid into the Ingqyazivele Club — a benefit fund which provided recreational and other facilities.

Bawu's general secretary, Mr B E Khumalo, said the workers had protested against the formation of the fund, but this had been ignored by Iscor.

'The workers complained that they had not benefitted from the fund and that they still had to pay to use the recreational facilities,' he said.

The union had taken up the issue, but after it had not received any response from the company it instructed its attorneys to begin legal action, he said.

Recently, Iscor forwarded a cheque for R27 930,64 to the attorneys to be paid out to Bawu members.

It is understood that the fund has been closed.

Iscor's general works manager, Mr C J van Vuuren, confirmed it had been closed and that workers' had been paid out their contributions, but denied that the union was responsible.

But Bawu's attorneys said yesterday that in their correspondence with Iscor they had said they were acting on behalf of the union, and at one stage the company had even challenged the right of Bawu to represent workers.

144 10/9/82

10/5/82

Iscor

144
drops

pension

Mercury
'freeze'

30/9/82
clause

Labour Reporter

ISCOR has decided to drop its pension fund's 'freeze' clause and will pay out discharged employees' contributions from the beginning of next year, the group's personnel manager, Mr C J M Prinsloo, said yesterday.

Pension 'freeze' clauses, which prevent workers withdrawing their contributions before they reach retirement age, have been attacked by independent trade unions since the wave of strikes last year which forced the Government to back down on a move to legislate pension preservation.

And Iscor's pension fund has come under fire for the past year from the Natal-based Black Allied Workers' Union over its preservation clause.

Bawu's general secretary, Mr B E Khumalo, said more than 500 discharged employees were still waiting to be paid out their money — including three that had since died.

Board decided

Mr Khumalo said they had received a letter from Iscor earlier this year suggesting that company representatives meet the union to discuss their 'future relationship' but 'we are not going to talk until these workers have been refunded their contributions'.

Mr Prinsloo said yesterday that the decision to drop the preservation clause, taken at a recent board meeting, followed approaches made by Iscor employees, 'not only through trade unions but also through existing liaison committees'.

He said the board's decision had also been influenced by the present economic climate where 'cash in hand would tide a retrenched worker over his period of unemployment'.

Although employees would now be paid out their pension contributions at the termination of service, Mr Prinsloo said, attempts would be made to persuade them to leave their money in the fund with a view to a better sum paid out at retirement.

Details of how the contributions would repaid had not yet been worked out.

White liberals helped divide black hawkers

SIR — Kindly allow me to voice my opinion concerning the article Dissatisfied With Union Officials which appeared in The SOWETAN of September 23, 1982.

It was in 1926, when the white Communist Party members, being disappointed by white trade unions, directed their attention to black workers, that the well-organised 500 000 member strong Industrial Commercial Workers' Union (ICWU) under Clements Kadalie, started to collapse. Black workers' motivation and philosophy, namely black consciousness, was neutralised. Black workers' solidarity was cracked. Their purpose lost direction as the so-called white enlightened leadership fragmented them into small autonomous commercial and industrial "ethnic" groupings.

Black worker power was destroyed. Meanwhile, white solidarity and supremacy grew stronger. As a unionist, I'm not trying to take sides, but I want to make it clear what most workers have been complaining about. I beg you to allow me to quote Mr L C Scheepers who said: "Allowing Africans into the trade unions of other race groups would mean cancellation of the unions' registration with the Department of Labour." (The Star, August 15, 1973.)

There will always be complaints about trade unions as long as multi-racialism is used to counter black consciousness as a philosophy and African Nationalism as the pride of the black nation.

When the law was still

silent or open about black trade unionism, white trade unions did not bother to organise blacks. In fact, they hindered any attempts to that effect. They looked with suspicion and misgiving at any initiative taken by blacks to organise themselves. They labelled the move "politics" and a threat to white security. They moved into the white racist laager to protect themselves against the intrusion of the black worker.

In 1956 the Industrial Conciliation Act was passed. This excluded blacks from the trade union movement. White workers showed their solidarity with the Government. They found security for their members in the job reservation clause. They hailed and accepted the discrimination and emasculation of the black worker. Black workers were deprived of their collective bargaining power and their right to strike.

It is true that whites have a long tradition in the history of the trade union movement. Blacks have none. Whites have the experience, the know-how and the material means of organisation. Blacks have very little.

I know I'm not the only person who has got this information, but I find it necessary to pass it on to others who may not be aware of what happened. And what is happening now? The problem of changing the labour system is ours. It rests squarely on our shoulders. This letter is open to criticism which is beneficial to the workers.

**THE BLACK ALLIED
WORKERS' UNION**

Johannesburg.

144

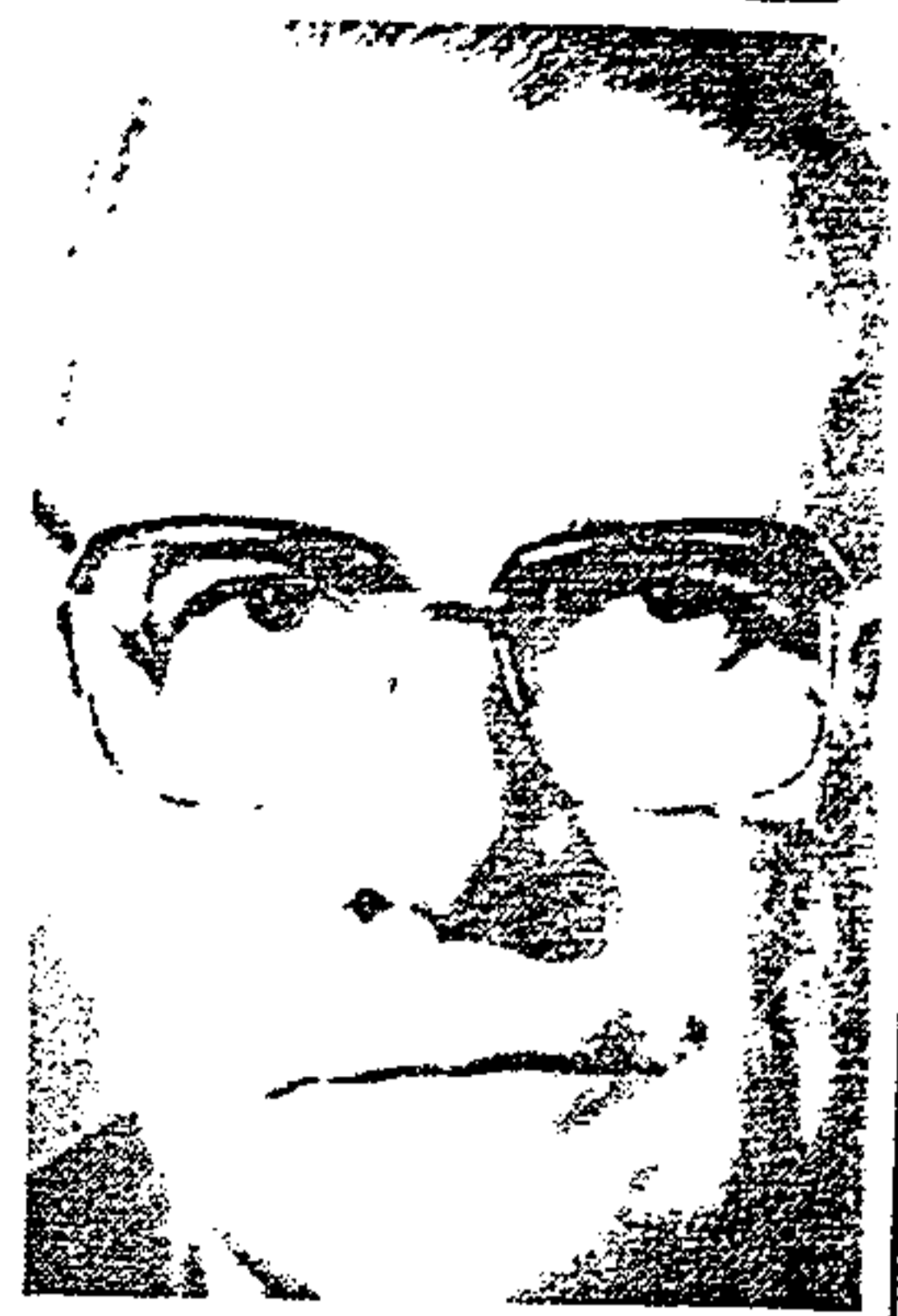
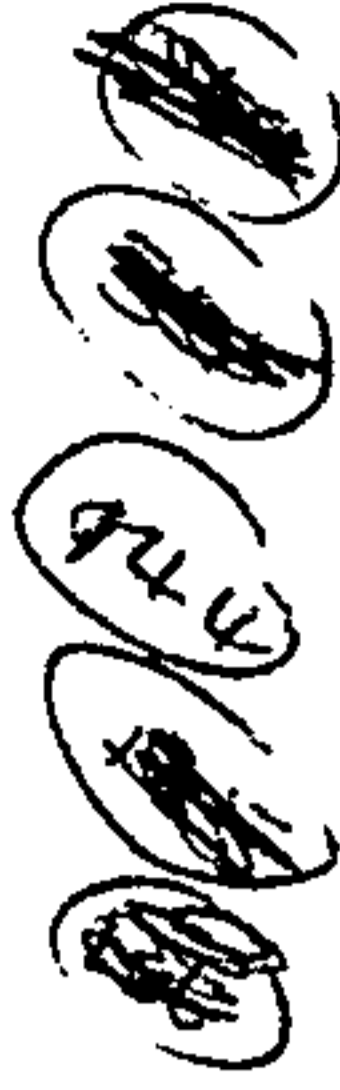
Sowetan

11/10/82

Many may be obliged to return to homelands or abroad

Dismissed Iscor workers appeal to Minister for aid

Sowetan 23/11/72



APPEAL: To Fanie Botha.

THOUSANDS of workers made redundant through the closure of the Iscor plant in Newcastle have appealed to the Minister of Manpower, Mr Fanie Botha, for special unemployment benefits.

Many of the workers, both black and white, are also faced with the prospect of being made homeless and being forced to return to their homes in the "homelands" and abroad.

Last week's announcement by the iron and steel giant of widespread labour cutbacks has also caused concern among trade unions.

Other problems the jobless face are:

- Disruption of their children's education.
- Financial obligations, such as hire purchase agreement bills, mortgage bonds, insurance premiums and so on.

They fear they will be unable to support their families.

An official of the multi-racial Boiler-makers' Union said nearly a thousand of their white members at Newcastle were immigrants.

"Repatriation, schooling, relocation, repayment of loans were some of the questions raised by members at their meeting recently," the official said.

Mr M J Khumalo, president of the Black Allied Workers Union

(Bawu), said that so far about 500 of their members had been laid off, or had been served with notices terminating their contracts.

"The workers have accepted the job crisis which has sent unemployment figures into the thousands. One of their only hopes lies in compensation benefits, like severance pay equal to a month's salary."


Workers who were being paid out their pension contributions saw this as a source of further relief. However, he said, "there were no assurances that the retrenched workers would not be forced to return to their respective homelands."

Mr Henry Ferreira, acting general secretary of the all-white Iron and Steel Workers' Union, said they had obtained minimum assurances that their members would be allowed to occupy their company homes for three months at the existing subsidised rents.

Meanwhile Iscor has outlined the benefits it will pay the hourly-paid workers it lays off. They will be paid the equivalent of four weeks wages as an ex gratia payment on November 24.

Leave, leave bonuses and long service bonuses will also be paid out pro rata and those with less than 10 years service will be refunded twice their pension contributions.

Retrenched



workers' fund call to be considered

Mercury 27/11/82

Labour Reporter

THE Department of Manpower is to consider an appeal made by the Black Allied Workers' Union for a fund to be set up to help retrenched workers weather the recession

In its memorandum to the Minister of Manpower, Mr Fanie Botha, the union appealed that excess Unemployment Insurance Fund (UIF) moneys be used to ensure that laid-off workers received a 'regular flow of income' throughout the present economic 'illness'.

During the Eastern Cape motor strikes in July, Mr Botha set up a R2 000 000 fund with UIF money to assist non-strikers.

The union, whose members were affected by the recent Iscor retrenchments, said the workers were victims of the countrywide economic slowdown and had no other source of income except UIF.

'We also believe that economically active persons who have been laid off should be protected from the social hazards to which they are likely to be exposed.'

The Director-General of the department, Dr Piet van der Merwe, said yesterday the memorandum would be considered by both the department and the Unemployment Insurance Board.



Almon Khuzwayo has sold all but three of his 30 goats in a struggle to survive

THE SAD FACE OF UNEMP

144
Sun. Tribune
28/11/82



BETWEEN 700 and 1 000 blacks were retrenched and sent home to their KwaZulu and Transkei villages this week, as the recession bit into what was previously one of the State's most secure job fronts—the giant Iscor steel works at Newcastle.

And while the men in Madadeni township were packing their belongings in the hostel and throwing their suitcases on the buses, about 500 of their white colleagues were heaving sighs of relief that they weren't doing the same.

Their jobs, safe for the moment, may go the same way after Christmas.

A prominent Newcastle businessman put it succinctly: "Iscor has employed the unemployable for longer than anyone else would have."

It is a view which is widely held. Even an office secretary in the town, which depends for 95 per cent of its business on the growth created by the steelworks, said: "Around here, Iscor has always been regarded as a welfare agency."

This week the welfare stopped.

The effect can be seen in the palatial Iscor Club. Once a hub of social activity, it is echoing and emptier by the day.

"People can't afford to drink here any more," a strapping fitter who once worked for a Durban bank, told me cheerily over a beer. "The overtime died away more than four months ago. The retrenchments are just the nail in the coffin."

Will be next in the queue for the chance to earn a living?

28/11/82
Sun. Inland
28/11/82



Queuing for money or a job... the people of Vulamehlo, part of the KwaZulu homeland on the South Coast.

NEVER PEOPLE MOVEMENT

Saturday, December 11, 1982

144 RDM 11/12/82

UIF head says no to black payouts plea

Mall Correspondent

CAPE TOWN. — The Unemployment Insurance Commissioner, Mr E E Radue, has turned down an appeal for a fund to be set up to help retrenched black workers weather the recession.

He said it would amount to preferential treatment for blacks.

The refusal follows allegations by the Black Sash advice office that unemployed workers in Natal are waiting up to eight months for benefits to be paid out.

The Black Allied Workers' Union (BAWU) had appealed to the Department of Manpower to use excess Unemployment Insurance Fund cash to ensure that retrenched black workers received a "regular flow of income" throughout the present economic problems.

Earlier this year, after an appeal by

an all-white motor union, the Minister of Manpower, Mr Fanie Botha, set aside R2-million from the UIF for motor workers in the Eastern Cape who wanted to work but could not do so because of the strikes.

According to figures released by the department yesterday, the UIF had invested R247-million at the end of last year but paid out only R88-million.

In his letter to BAWU, Mr Radue said the Unemployment Insurance Act did not provide for special payments of benefits to unemployed.

Introducing payments for black workers, he added, would "discriminate against unemployed persons of the other population groups as well as applicants for illness and maternity benefits".

"It will amount to preferential treatment being given to black workers who are unemployed as a result of the downfall in the economy."

Mr Radue added that the Act was

"benevolent by nature" and the department was trying to process applications for benefits as quickly as possible "to reduce cases of hardship to the absolute minimum".

The head of the Cape Town Black Sash advice office, Mrs Jill Nicholson, said the steady decline in the handling of UIF pay-outs was reaching "crisis point".

"The office has been full of people who have had to wait more than six months for their benefits," she said.

Among them were former Alusaf employees at Richards Bay, who were still awaiting their UIF money after being dismissed after a strike earlier this year.

The Natal Divisional Inspector in charge of UIF pay-outs, Mr D P Liebenberg, said delays were usually caused by vital information not being available or application forms being filled in wrongly.

ROM 28/12/62 (144) (155) (157) (267)

BAWU says Post Office stalled on its ILO mail

Mall Correspondent

DURBAN. — The Natal-based Black Allied Workers Union has accused the Post Office of hampering "democratic exchange of opinion" by withholding literature sent to the union from the International Labour Organisation in Geneva.

In a statement released yesterday, the union's general secretary Mr B E Khumalo said the ILO had sent copies of its special report on apartheid and other publications of special interest to South African workers in October which had been translated into Zulu.

Initially, the Post Office told the union it withheld the

ILO literature as it still had to work out the customs duty, he said.

"We told them we could not work out the customs duty, which is calculated on the purchase price of the item, as the literature was donated to us free of charge by the ILO.

"However, the Post Office promised to ascertain the duty themselves and charge us accordingly," Mr Khumalo said.

Finally, on December 22, the union was told the ILO literature had been sent to the Directorate of Publications to find out whether the material was acceptable or not, he said.

"It is ridiculous that the

authorities did not tell us from the outset that they were investigating the contents of the literature instead of hiding behind payment of duty on the parcel," Mr Khumalo said.

He added that the union would not be "intimidated by this obviously hopeless action".

A local Post Office spokesman said as far as book parcels were concerned the Post Office acted merely as agents of the Department of Customs and Excise.

He said in this instance it was normal procedure for the parcel to be forwarded to the local publications officer for inspection.

INDUSTRIAL REL. - WORKERS' ORGANISATION - AZACTU

1983 - 1987

Roll - 2000

1983

144
~~144~~
Student pair
DD 12/2/83
released

EAST LONDON — Two former University of Fort Hare students have been released after 53 days in detention.

They are Mr Cunningham Ngcukana, 22, of Johannesburg and Mr Sonwabo Sobukwe, 23, a nephew of the late Mr Robert Mangaliso Sobukwe, the former leader of the outlawed Pan Africanist Congress.

Mr Ngcukana said they were arrested on December 17 in Alice while hitching a ride to East London.

Mr Ngcukana said at the time he had been working as an official of the Black Allied Workers' Union and had come here to set up an office.

He was detained in Alice for a week and at Punzana police station thereafter.

Mr Sobukwe was held in Middledrift.

The two men were detained under Section 26 of Act 13 of 1982. — DDR

144

144

144

144

Union may enlist miners

By JOSHUA RABOROKO

THE BLACK Allied Mines and Tunnel Workers Union (Bantwu) has become the third trade union to be granted permission to recruit members on mines under the control of the Chamber of Mines.

Bantwu, an affiliate of the Black Allied Workers Union (Bawu), representing thousands of miners, would use this opportunity to voice workers' grievances, according to union

sources.

The other black trade unions to which the chamber has granted access to mines for recruiting purposes are the National Union of Mine-

workers, who are affiliated to the Council of Unions of South Africa (Cusa) and the Black Mineworkers Union

A fourth union, the Federated Mining Ex-

plosives and Chemical Employees Union, representing mainly coloureds and Asians, was granted access to mines for recruiting purpose last year.

The union has subsequently signed a recog-

nition agreement with the chamber, in terms of which the chamber will negotiate with the union on wages and other conditions of employment on behalf of certain categories of employees, initially on two mines.

Residents to cough up

t
/
h
t
c

SS
May 22, 1983

SEBE'S

'PRISON'

144
~~106~~

ARMY

22/5/83 City Press

CP Correspondents

EAST LONDON — Ciskei is planning military-style punishment camps for migrant workers who break their contracts in South Africa.

In a bombshell announcement in the homeland's parliament, Manpower Minister Lent Maqoma said that in consultation with state security chief Charles Sebe he was planning to introduce "disciplinary training" for workers who returned early from their contracts.

"Contract-breaking Ciskeians are irresponsible and unpatriotic," Chief Maqoma told the homeland parliament. "They are breaking down bridges Ciskei is trying to build with Pretoria."

Our black gold

He said the homeland's 25 000 migrant workers in South Africa are Ciskei's main source of income.

"They're our black gold", he said.

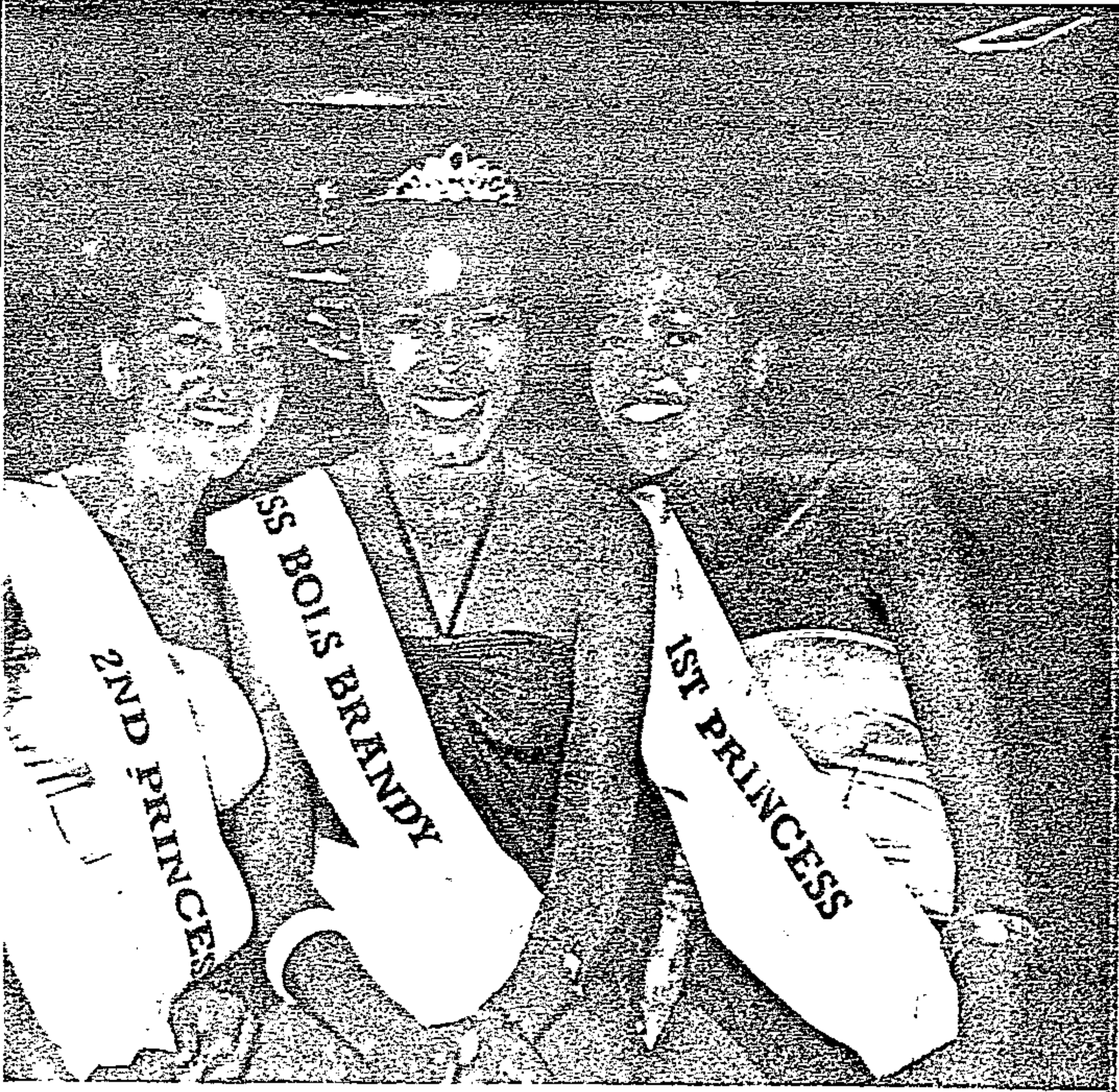
Their estimated R37-million-a-year wages are the homeland's main source of income.

The announcement has been greeted with outrage by trade unionists.

It will rebound

National Mineworkers' Union secretary Cyril Ramaphosa, whose union's 25 000 members include a large number of migrant workers, warned: "We will use all the power at our disposal to fight the Sebe homeland if they do this to even one of our members."

Black Allied Miners' and Construction Workers' Union president Letsatsi Mosala warned: "The migrant workers will suffer, but this will rebound on the Ciskei government. It could have ugly repercussions."



go to your head . . . 18-year-old Nontsikelelo Tolashe (centre) walked off s Brandy title last week. Runner-up was Victoria Hoho, 16 (left) and Tha- i, who came third.

ANOTHER PASSPORT VETO

CP Reporter City Press six months
Black Allied He had thus been unable

Workers' Union has launched a stinging attack on the Government for its refusal to grant a passport to BAWU President Mr J Khumalo.

to attend the International Labour Organisation conference in June and a meeting last week of the American Labour Organisation in Hollywood.

In a statement issued by the union, they said that the Government had twice refused Mr Khumalo a passport in the past

FOOTNOTE: It is Government policy not to divulge reasons for the refusal of passports.

Bawu urges voters

to spoil poll papers

Political Reporter

White voters should spoil their ballot papers in the interest of maintaining peace in South Africa, the secretary of the Johannesburg branch of the Black Allied Workers Union, Mr Cosmos Thokoa, has advised.

The Bawa is representative of black workers from all industries and claims 6 000 members in the Johannesburg region and more than 70 000 members countrywide.

Mr Thokoa said whites who intended voting "no" because they did not want coloureds and Indians in Parliament were showing their egoism, political malnutrition and destructive hatred.

Those who vote "no" because the constitution excludes less-privileged members of the community he accused of "utter hypocrisy and opportunism."

"The 'yes' vote is going to take the country back to political adolescence. It will confirm

a preference for Nationalist policies rather than love for other races. It is an exercise in bankruptcy, political irresponsibility and incapability.

"My humble suggestion is to put a cross in both squares."

Mr Thokoa also hit out at the use of religion in the constitutional debate. He said religious men had been holding two sides of a skipping rope, expecting God to do the 'yes' and 'no' jumping.

"I appeal to politicians to stop using God in their tricks to hoodwink the world."

He said black leaders who had urged their white friends to vote 'no' had made a blunder which would be obvious only if a 'yes' vote won.

He said it would allow the Government to say to the world that blacks had had their say, they had suggested 'no' and they had been defeated.

(Report by D Braun, 47 Sauer Street, Johannesburg)

Star
26/10/83

Star 26/10/83
T44

1984

Mine unions fight for unity

Since unionisation of black employees in mines, one of the changes to follow the Wiehahn Report, there has been an all-out effort by different unions to increase membership on the mines. This resulted in a general scramble for members and a mushrooming of unions. Labour reporter JOSHUA RABOROKO looks at unions emergent in the mining industry.



BLACK trade unions seem to be mushrooming in South Africa's mining industry in the post-Wiehahn era.

The multiplicity of these unions is causing concern as it weakens the solidarity of black miners, according to trade union leaders.

However, the past year has been a momentous one for industrial relations in the mining industry in that for the first time in history, the Chamber of Mines negotiated pay and other conditions of employment with unions representing black workers.

It has been the year in which the black National Union of Mineworkers (Num) emerged

as a potent force. An affiliate of the Council of Unions of South Africa (Cusa), it was started in August last year.

There are several other unions trying to recruit black mineworkers, but more than any other Num has been able to match the right-wing whites only Mine Workers' Union led by Mr Arrie Paulos.

The Federated Mining Union (FMU) formerly named the Federated Mining, Explosives and the Chemical Employees Union has made substantial gains. It was originally formed to cater for coloureds but it has begun recruiting blacks with the aid of the South African Boilermakers Society which recently broke off from the Trade Union Council of South Africa (Tucsa).

RIGHTS

Three other unions have also been granted access to recruit workers employed at Chamber Affiliated Mines, but by August last year they had not made a formal approach for recognition. They are: the Black Mineworkers Union, which has not made headway despite the fact that they were the first to be granted such rights; the Black Allied Mining and Tunnel Workers Union. This last mentioned union is being watched with great interest by some employers who be-

lieve that it does have some potential. Its leader, Mr Letsatsi Mosala, is also a member of the Azanian People's Organisation (Azapo).

Meanwhile, the Federation of South African Trade Unions (Fosatu) has quietly been observing events in the industry and is considering the establishment of its own mining union.

Given the growth and the efficiency of most Fosatu affiliates, such a union could be a serious rival to Num.

The growth of black unions in the industry has largely been prompted by radical revisions made in the chamber by its previously tough stance as far as recognition is concerned. But there has also been strong opposition from Arrie Paulos' unions which have threatened to take industrial action time and again as blacks get more recognition in the industry.

GROWTH

The growth of black unions in the industry was also accelerated by the fact that the chamber's requirements made it possible for even an unregistered union to be recognised as the representative of a category of workers on a chamber-affiliated mine once it had recruited a significant proportion of them.

The reason for the chamber's acceptance of

these unions is that it has become inevitable for them to recognise black trade unions and as such they revised their guidelines to allow recognition, which reduced the possibility of employers facing the kind of recognition battles waged in other industries.

In addition to that the employers are hoping that effective union leadership will enable unions to channel black interests and grievances through collective bargaining and other processes designed to minimise conflict.

They also know only too well how quickly violence can erupt in black mine hostels — and how handy it can be to have representative leaders with whom they can talk.

RELATIONS

The effect of the 1946 strikes — which exposed the inadequate channels of communication between mine management and workers — belatedly propelled the mining industry into the country's new era of labour relations.

It has on the whole been the Num which has shown that black mineworkers are interested in unions. To an extent, this stemmed from changes within the black labour force. The composition of these workers has changed dramatically in recent years.

This is largely so because miners who come from neighbouring countries, "independent homelands" and South

Africa have turned to view mining as a long-term career. Miners are concerned about job advancement, training as artisans and job enrichment in general.

Meanwhile the Chamber of Mines states the mining industry is committed to abolishing racial discrimination in employment and to centralised bargaining on all matters that concern the industry.

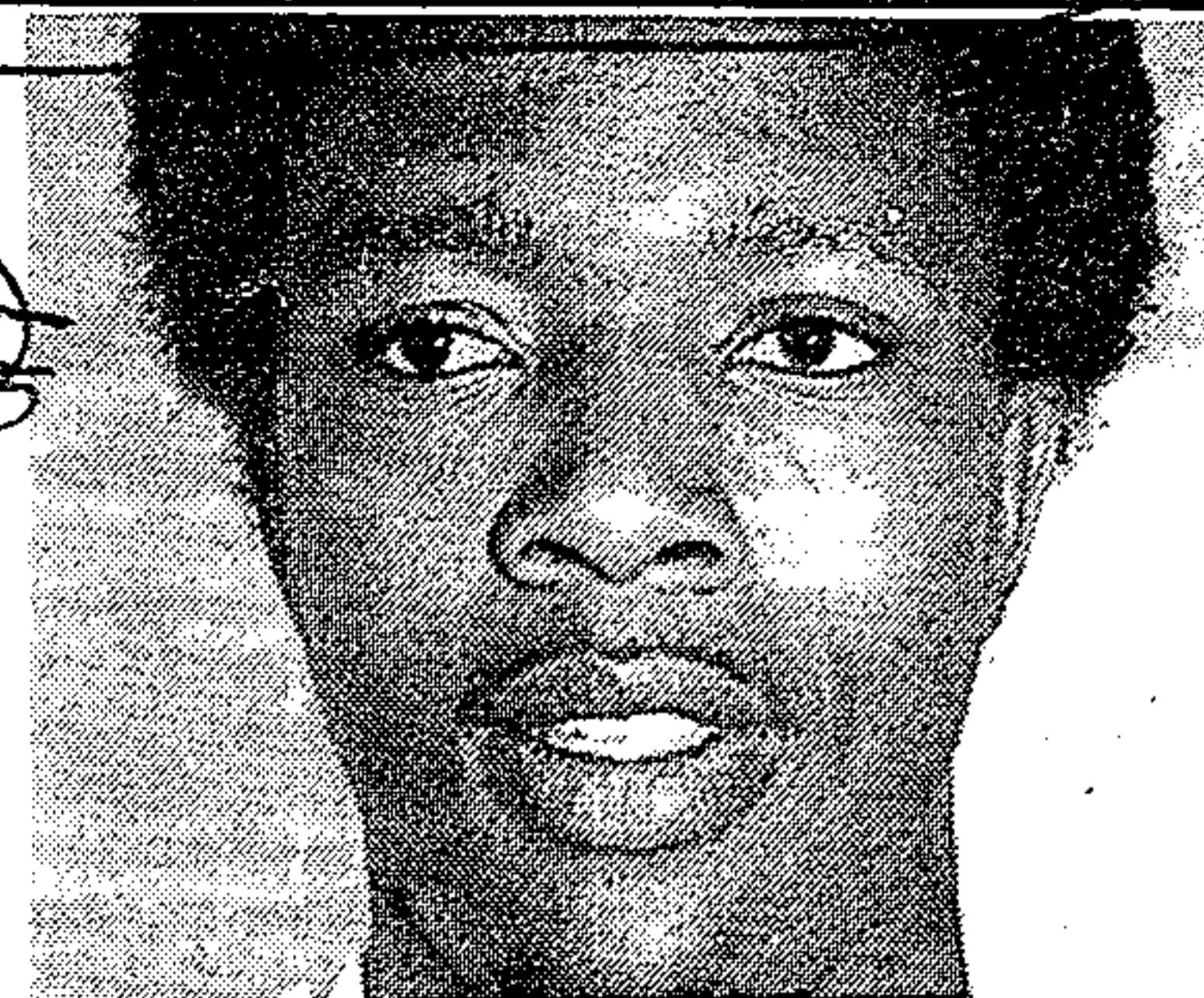
They believe there have been notable achievements in both these areas during the past year.

"A major step forward was the agreement with the Underground Officials Association (UOA) on the scrapping of job reservation Determination No 27. This legislation reserved occupations falling within the ambit of the UOA for whites only. Trainees for positions in sampling, survey and ventilation are now selected on a non-racial basis, according to them.

NEGOTIATIONS

On the other hand, very little progress has been made in negotiations between the Chamber of Mines and white unions to remove the racially discriminating definition of "scheduled person" from the Mines and Works Act.

This effectively prevents blacks from promotion beyond a relatively low level in mining and is the last legal obstacle to overcome before there is equal opportunity in the mining



Tebogo Mngomezulu, general secretary of the Black Allied Mining and Construction Workers Union.

industry.

The chamber states it seemed appropriate to remove discrimination in the mines by legislation because "the reasonable period of time" as specified in the white paper following the Wiehahn Commission report "must be running out."

Some of the gold mines administered by Anglo American Corporation indentured their first black apprentices during the year. Although they number only 18, this represents an important advancement, say the chairmen.

However, the right-wing Mineworkers Union led by Arrie Paulos has continued to oppose changes and has threatened action should blacks be allowed to hold blasting certificates.

The MWU's opposition in black advancement is not surprising, considering the fact that unlike the craft unions, it has difficulty in drawing occupational boundaries to protect its members' privileges. Paulos has not hidden his hatred for Num.

Num's general secretary, Mr Cyril Ramaphosa, who has proved to be a very able administrator, said that the resolution passed at their recent congress for black miners' union solidarity was important

because it would help solve many problems.

Num's success has been the effective recruiting strategies, it has concentrated on opinion-making groups within the black workforce, and machine operators — men who are difficult to replace in a hurry.

Therefore, he added, it was vital that a federation of such unions be formed to facilitate the workers' interests and job advancement and phase-out job reservation that is rife in mines.

The general secretary of the Black Allied Mining and Construction Workers' Union, Mr Tebogo Mngomezulu, said that although they have not been approached by Num on the federation issue, it was "a welcome notion."

"It is a good thing because there is a need in this industry that we come together to bargain for thousands of workers and also to avoid competition and poaching of members.

"We have to look into the welfare of the workers and their upliftment in the industry where job reservation has also almost become the order of the day," Mr Mngomezulu said.

He said that the union had not yet agreed and would probably decide at their national congress.



Cyril Ramaphosa,

LABOUR DISPUTES

The ultimate option?

Employers are taking an increasingly tough line with truculent unions. Some even seem prepared to go all the way, including shutting down plants, if industrial disputes cannot be resolved amicably.

The management at Uniply, a Barlow Rand subsidiary in Natal, gave this as one of a range of options they are considering in their efforts to bring to an end a particularly intractable labour problem at their Cato Ridge plant.

The Paper, Wood and Allied Workers Union (PWAU) immediately interpreted the gesture as an intimidatory tactic. PWAU general secretary, Pat Horn, says the union is particularly united at Uniply and the company's action appears to be a "last-ditch attempt to crush it completely." Further, she claims, it is in line with Barlows' hardening attitudes in respect of workers' attempts to influence management decision making (*Current affairs* April 27).

But Uniply MD, Lew Behr, denies that any threat was intended or that undue emphasis was placed on the closure option in their discussions with the union. Says Behr: "The company doesn't threaten anything. All we did was lay out the various alternatives open to us in our attempts to settle the matter — one of which was the possibility of closing the plant." (Other options

were to reduce the size of the factory, fire the entire workforce and re-employ or negotiate a settlement with the union.)

The dispute arose when four shop stewards were dismissed for organising a May Day rally at the plant. Two were subsequently re-employed but management refuses to make a similar concession on behalf of others. As a result the workers reacted with work stoppages and a go-slow.

Horn contends that Barlows could be using Uniply as a "soft target" to demonstrate to the more militant unions that it means business and will in future close plants if it has union problems.

Behr, however, says any talk of closure is purely speculative. He says the management, with its obligations to shareholders, would hardly take lightly a decision to close down a successful operation.

However, Barlows' human resources executive for the building materials division, Leon Conradie, tells the *FM* Uniply is not a "very exciting" business. He cites a number of reasons: timber used at the plant is not grown in the area but has to be transported in; and its main competitors enjoy a range of benefits because they operate from decentralised areas. On top of that it also has a legacy of labour problems.

No final decision has been reached. In the interim, all workers have been suspended with full pay while management chews over the problem.

Financial Mail May 18 1984

500 miners decide to go back . . .

ABOUT 500 workers at the Montrose chrome mine have agreed to return to work after management had decided to hold talks on recognition with the Black Allied Mining and Construction Workers' Union.

The workers went on strike last week demanding that management should recognise the union and wage increases.

A spokesman for the union told The SOWETAN that management had agreed to negotiate with the union. It was on this proviso that the workers went back to their jobs.

He added that police had been summoned to the scene and one union organiser had been charged under the Intimidation Act. The man is expected to appear in court today.

"Once the mine management has recognised the union, we shall represent our members on various issues, especially on wages," the union spokesman said.

A company spokesman said that they were prepared to recognise the union once they had proof that it had majority representation. The National Union of Mineworkers also has representation at the mine.

Sowetan 4/7/84 ~~113~~ ~~114~~ ~~115~~ ~~116~~ ~~117~~ ~~118~~ ~~119~~ ~~120~~ ~~121~~ ~~122~~ ~~123~~ ~~124~~ ~~125~~ ~~126~~ ~~127~~ ~~128~~ ~~129~~ ~~130~~ ~~131~~ ~~132~~ ~~133~~ ~~134~~ ~~135~~ ~~136~~ ~~137~~ ~~138~~ ~~139~~ ~~140~~ ~~141~~ ~~142~~ ~~143~~ ~~144~~ ~~145~~ ~~146~~ ~~147~~ ~~148~~ ~~149~~ ~~150~~ ~~151~~ ~~152~~ ~~153~~ ~~154~~ ~~155~~ ~~156~~ ~~157~~ ~~158~~ ~~159~~ ~~160~~ ~~161~~ ~~162~~ ~~163~~ ~~164~~ ~~165~~ ~~166~~ ~~167~~ ~~168~~ ~~169~~ ~~170~~ ~~171~~ ~~172~~ ~~173~~ ~~174~~ ~~175~~ ~~176~~ ~~177~~ ~~178~~ ~~179~~ ~~180~~ ~~181~~ ~~182~~ ~~183~~ ~~184~~ ~~185~~ ~~186~~ ~~187~~ ~~188~~ ~~189~~ ~~190~~ ~~191~~ ~~192~~ ~~193~~ ~~194~~ ~~195~~ ~~196~~ ~~197~~ ~~198~~ ~~199~~ ~~200~~ ~~201~~ ~~202~~ ~~203~~ ~~204~~ ~~205~~ ~~206~~ ~~207~~ ~~208~~ ~~209~~ ~~210~~ ~~211~~ ~~212~~ ~~213~~ ~~214~~ ~~215~~ ~~216~~ ~~217~~ ~~218~~ ~~219~~ ~~220~~ ~~221~~ ~~222~~ ~~223~~ ~~224~~ ~~225~~ ~~226~~ ~~227~~ ~~228~~ ~~229~~ ~~230~~ ~~231~~ ~~232~~ ~~233~~ ~~234~~ ~~235~~ ~~236~~ ~~237~~ ~~238~~ ~~239~~ ~~240~~ ~~241~~ ~~242~~ ~~243~~ ~~244~~ ~~245~~ ~~246~~ ~~247~~ ~~248~~ ~~249~~ ~~250~~ ~~251~~ ~~252~~ ~~253~~ ~~254~~ ~~255~~ ~~256~~ ~~257~~ ~~258~~ ~~259~~ ~~260~~ ~~261~~ ~~262~~ ~~263~~ ~~264~~ ~~265~~ ~~266~~ ~~267~~ ~~268~~ ~~269~~ ~~270~~ ~~271~~ ~~272~~ ~~273~~ ~~274~~ ~~275~~ ~~276~~ ~~277~~ ~~278~~ ~~279~~ ~~280~~ ~~281~~ ~~282~~ ~~283~~ ~~284~~ ~~285~~ ~~286~~ ~~287~~ ~~288~~ ~~289~~ ~~290~~ ~~291~~ ~~292~~ ~~293~~ ~~294~~ ~~295~~ ~~296~~ ~~297~~ ~~298~~ ~~299~~ ~~300~~ ~~301~~ ~~302~~ ~~303~~ ~~304~~ ~~305~~ ~~306~~ ~~307~~ ~~308~~ ~~309~~ ~~310~~ ~~311~~ ~~312~~ ~~313~~ ~~314~~ ~~315~~ ~~316~~ ~~317~~ ~~318~~ ~~319~~ ~~320~~ ~~321~~ ~~322~~ ~~323~~ ~~324~~ ~~325~~ ~~326~~ ~~327~~ ~~328~~ ~~329~~ ~~330~~ ~~331~~ ~~332~~ ~~333~~ ~~334~~ ~~335~~ ~~336~~ ~~337~~ ~~338~~ ~~339~~ ~~340~~ ~~341~~ ~~342~~ ~~343~~ ~~344~~ ~~345~~ ~~346~~ ~~347~~ ~~348~~ ~~349~~ ~~350~~ ~~351~~ ~~352~~ ~~353~~ ~~354~~ ~~355~~ ~~356~~ ~~357~~ ~~358~~ ~~359~~ ~~360~~ ~~361~~ ~~362~~ ~~363~~ ~~364~~ ~~365~~ ~~366~~ ~~367~~ ~~368~~ ~~369~~ ~~370~~ ~~371~~ ~~372~~ ~~373~~ ~~374~~ ~~375~~ ~~376~~ ~~377~~ ~~378~~ ~~379~~ ~~380~~ ~~381~~ ~~382~~ ~~383~~ ~~384~~ ~~385~~ ~~386~~ ~~387~~ ~~388~~ ~~389~~ ~~390~~ ~~391~~ ~~392~~ ~~393~~ ~~394~~ ~~395~~ ~~396~~ ~~397~~ ~~398~~ ~~399~~ ~~400~~ ~~401~~ ~~402~~ ~~403~~ ~~404~~ ~~405~~ ~~406~~ ~~407~~ ~~408~~ ~~409~~ ~~410~~ ~~411~~ ~~412~~ ~~413~~ ~~414~~ ~~415~~ ~~416~~ ~~417~~ ~~418~~ ~~419~~ ~~420~~ ~~421~~ ~~422~~ ~~423~~ ~~424~~ ~~425~~ ~~426~~ ~~427~~ ~~428~~ ~~429~~ ~~430~~ ~~431~~ ~~432~~ ~~433~~ ~~434~~ ~~435~~ ~~436~~ ~~437~~ ~~438~~ ~~439~~ ~~440~~ ~~441~~ ~~442~~ ~~443~~ ~~444~~ ~~445~~ ~~446~~ ~~447~~ ~~448~~ ~~449~~ ~~450~~ ~~451~~ ~~452~~ ~~453~~ ~~454~~ ~~455~~ ~~456~~ ~~457~~ ~~458~~ ~~459~~ ~~460~~ ~~461~~ ~~462~~ ~~463~~ ~~464~~ ~~465~~ ~~466~~ ~~467~~ ~~468~~ ~~469~~ ~~470~~ ~~471~~ ~~472~~ ~~473~~ ~~474~~ ~~475~~ ~~476~~ ~~477~~ ~~478~~ ~~479~~ ~~480~~ ~~481~~ ~~482~~ ~~483~~ ~~484~~ ~~485~~ ~~486~~ ~~487~~ ~~488~~ ~~489~~ ~~490~~ ~~491~~ ~~492~~ ~~493~~ ~~494~~ ~~495~~ ~~496~~ ~~497~~ ~~498~~ ~~499~~ ~~500~~ ~~501~~ ~~502~~ ~~503~~ ~~504~~ ~~505~~ ~~506~~ ~~507~~ ~~508~~ ~~509~~ ~~510~~ ~~511~~ ~~512~~ ~~513~~ ~~514~~ ~~515~~ ~~516~~ ~~517~~ ~~518~~ ~~519~~ ~~520~~ ~~521~~ ~~522~~ ~~523~~ ~~524~~ ~~525~~ ~~526~~ ~~527~~ ~~528~~ ~~529~~ ~~530~~ ~~531~~ ~~532~~ ~~533~~ ~~534~~ ~~535~~ ~~536~~ ~~537~~ ~~538~~ ~~539~~ ~~540~~ ~~541~~ ~~542~~ ~~543~~ ~~544~~ ~~545~~ ~~546~~ ~~547~~ ~~548~~ ~~549~~ ~~550~~ ~~551~~ ~~552~~ ~~553~~ ~~554~~ ~~555~~ ~~556~~ ~~557~~ ~~558~~ ~~559~~ ~~560~~ ~~561~~ ~~562~~ ~~563~~ ~~564~~ ~~565~~ ~~566~~ ~~567~~ ~~568~~ ~~569~~ ~~570~~ ~~571~~ ~~572~~ ~~573~~ ~~574~~ ~~575~~ ~~576~~ ~~577~~ ~~578~~ ~~579~~ ~~580~~ ~~581~~ ~~582~~ ~~583~~ ~~584~~ ~~585~~ ~~586~~ ~~587~~ ~~588~~ ~~589~~ ~~590~~ ~~591~~ ~~592~~ ~~593~~ ~~594~~ ~~595~~ ~~596~~ ~~597~~ ~~598~~ ~~599~~ ~~600~~ ~~601~~ ~~602~~ ~~603~~ ~~604~~ ~~605~~ ~~606~~ ~~607~~ ~~608~~ ~~609~~ ~~610~~ ~~611~~ ~~612~~ ~~613~~ ~~614~~ ~~615~~ ~~616~~ ~~617~~ ~~618~~ ~~619~~ ~~620~~ ~~621~~ ~~622~~ ~~623~~ ~~624~~ ~~625~~ ~~626~~ ~~627~~ ~~628~~ ~~629~~ ~~630~~ ~~631~~ ~~632~~ ~~633~~ ~~634~~ ~~635~~ ~~636~~ ~~637~~ ~~638~~ ~~639~~ ~~640~~ ~~641~~ ~~642~~ ~~643~~ ~~644~~ ~~645~~ ~~646~~ ~~647~~ ~~648~~ ~~649~~ ~~650~~ ~~651~~ ~~652~~ ~~653~~ ~~654~~ ~~655~~ ~~656~~ ~~657~~ ~~658~~ ~~659~~ ~~660~~ ~~661~~ ~~662~~ ~~663~~ ~~664~~ ~~665~~ ~~666~~ ~~667~~ ~~668~~ ~~669~~ ~~670~~ ~~671~~ ~~672~~ ~~673~~ ~~674~~ ~~675~~ ~~676~~ ~~677~~ ~~678~~ ~~679~~ ~~680~~ ~~681~~ ~~682~~ ~~683~~ ~~684~~ ~~685~~ ~~686~~ ~~687~~ ~~688~~ ~~689~~ ~~690~~ ~~691~~ ~~692~~ ~~693~~ ~~694~~ ~~695~~ ~~696~~ ~~697~~ ~~698~~ ~~699~~ ~~700~~ ~~701~~ ~~702~~ ~~703~~ ~~704~~ ~~705~~ ~~706~~ ~~707~~ ~~708~~ ~~709~~ ~~710~~ ~~711~~ ~~712~~ ~~713~~ ~~714~~ ~~715~~ ~~716~~ ~~717~~ ~~718~~ ~~719~~ ~~720~~ ~~721~~ ~~722~~ ~~723~~ ~~724~~ ~~725~~ ~~726~~ ~~727~~ ~~728~~ ~~729~~ ~~730~~ ~~731~~ ~~732~~ ~~733~~ ~~734~~ ~~735~~ ~~736~~ ~~737~~ ~~738~~ ~~739~~ ~~740~~ ~~741~~ ~~742~~ ~~743~~ ~~744~~ ~~745~~ ~~746~~ ~~747~~ ~~748~~ ~~749~~ ~~750~~ ~~751~~ ~~752~~ ~~753~~ ~~754~~ ~~755~~ ~~756~~ ~~757~~ ~~758~~ ~~759~~ ~~760~~ ~~761~~ ~~762~~ ~~763~~ ~~764~~ ~~765~~ ~~766~~ ~~767~~ ~~768~~ ~~769~~ ~~770~~ ~~771~~ ~~772~~ ~~773~~ ~~774~~ ~~775~~ ~~776~~ ~~777~~ ~~778~~ ~~779~~ ~~780~~ ~~781~~ ~~782~~ ~~783~~ ~~784~~ ~~785~~ ~~786~~ ~~787~~ ~~788~~ ~~789~~ ~~790~~ ~~791~~ ~~792~~ ~~793~~ ~~794~~ ~~795~~ ~~796~~ ~~797~~ ~~798~~ ~~799~~ ~~800~~ ~~801~~ ~~802~~ ~~803~~ ~~804~~ ~~805~~ ~~806~~ ~~807~~ ~~808~~ ~~809~~ ~~810~~ ~~811~~ ~~812~~ ~~813~~ ~~814~~ ~~815~~ ~~816~~ ~~817~~ ~~818~~ ~~819~~ ~~820~~ ~~821~~ ~~822~~ ~~823~~ ~~824~~ ~~825~~ ~~826~~ ~~827~~ ~~828~~ ~~829~~ ~~830~~ ~~831~~ ~~832~~ ~~833~~ ~~834~~ ~~835~~ ~~836~~ ~~837~~ ~~838~~ ~~839~~ ~~840~~ ~~841~~ ~~842~~ ~~843~~ ~~844~~ ~~845~~ ~~846~~ ~~847~~ ~~848~~ ~~849~~ ~~850~~ ~~851~~ ~~852~~ ~~853~~ ~~854~~ ~~855~~ ~~856~~ ~~857~~ ~~858~~ ~~859~~ ~~860~~ ~~861~~ ~~862~~ ~~863~~ ~~864~~ ~~865~~ ~~866~~ ~~867~~ ~~868~~ ~~869~~ ~~870~~ ~~871~~ ~~872~~ ~~873~~ ~~874~~ ~~875~~ ~~876~~ ~~877~~ ~~878~~ ~~879~~ ~~880~~ ~~881~~ ~~882~~ ~~883~~ ~~884~~ ~~885~~ ~~886~~ ~~887~~ ~~888~~ ~~889~~ ~~890~~ ~~891~~ ~~892~~ ~~893~~ ~~894~~ ~~895~~ ~~896~~ ~~897~~ ~~898~~ ~~899~~ ~~900~~ ~~901~~ ~~902~~ ~~903~~ ~~904~~ ~~905~~ ~~906~~ ~~907~~ ~~908~~ ~~909~~ ~~910~~ ~~911~~ ~~912~~ ~~913~~ ~~914~~ ~~915~~ ~~916~~ ~~917~~ ~~918~~ ~~919~~ ~~920~~ ~~921~~ ~~922~~ ~~923~~ ~~924~~ ~~925~~ ~~926~~ ~~927~~ ~~928~~ ~~929~~ ~~930~~ ~~931~~ ~~932~~ ~~933~~ ~~934~~ ~~935~~ ~~936~~ ~~937~~ ~~938~~ ~~939~~ ~~940~~ ~~941~~ ~~942~~ ~~943~~ ~~944~~ ~~945~~ ~~946~~ ~~947~~ ~~948~~ ~~949~~ ~~950~~ ~~951~~ ~~952~~ ~~953~~ ~~954~~ ~~955~~ ~~956~~ ~~957~~ ~~958~~ ~~959~~ ~~960~~ ~~961~~ ~~962~~ ~~963~~ ~~964~~ ~~965~~ ~~966~~ ~~967~~ ~~968~~ ~~969~~ ~~970~~ ~~971~~ ~~972~~ ~~973~~ ~~974~~ ~~975~~ ~~976~~ ~~977~~ ~~978~~ ~~979~~ ~~980~~ ~~981~~ ~~982~~ ~~983~~ ~~984~~ ~~985~~ ~~986~~ ~~987~~ ~~988~~ ~~989~~ ~~990~~ ~~991~~ ~~992~~ ~~993~~ ~~994~~ ~~995~~ ~~996~~ ~~997~~ ~~998~~ ~~999~~ ~~1000~~

Staff Reporter

REPRESENTATIVES of community organisations, trade unions and the United Democratic Front packed the small boardroom of the local Road Transportation Board offices today to hear an application by City Tramways Ltd for a fares increase.

City Tramways has asked the National Transportation Commission for an average increase of 11,8 percent.

The UDF, the Food and Canning Workers Union, the General Workers Union, the Cape Town Municipal Workers Association, the Federation of Cape Civic Association, the Cape Town City Council and the Atlantis Management Committee were among organisations objecting to the proposed increase.

At the start of today's hearing counsel representing most of the objectors, Mr David Mias, asked for a postponement of the hearing on the grounds that the objectors were not properly prepared and had been unable to obtain a full financial statement from City Tramways.

Sensitive issue

Counsel for City Tramways, Mr S Selikowitz, SC, objected to a postponement on the grounds that City Tramways had submitted its application for an increase in May.

Mr Selikowitz said no financial statement would be available even if the matter was postponed for a month. However, the company had audited certificates of revenue and expenditure available from the period July 1 1983 to February 26 1984.

Mr Mias appealed to the chairman of the commission, Mr H C van Zyl, to postpone the hearing as the matter of transport was a sensitive social and political issue.

He said he intended to call three expert witnesses, only one of whom was available today.

Mr Selikowitz said the company did not intend to cross-examine the witnesses and suggested that memoranda be submitted to the commission in writing.

Mr van Zyl agreed to postpone hearing the objectors' case until tomorrow. City Tramways were permitted to present evidence in support of their application today.

Bus fares: Objections to be heard tomorrow

Angus 19/9/84 144

NATIONAL

1985

Black
unions
join pay
struggle

Political Editor

WAGES for black mine workers will no longer be set by agreement between members of the Chambers of Mines.

Instead, say the chairmen of the three major gold mine companies, they will be subject to employer negotiations with black unions.

The chairmen — Mr Dennis Etheredge of Vaal Reefs, Mr Gerald Langton of Western Deep Levels and Mr Nicholas Oppenheimer of Elandrand, foresee a new era of negotiated wages springing from the advent of trade unions for black workers.

An Anglo American news release says: "The past year has seen the formation of at least four unions which emphasise membership of black and coloured mineworkers."

It adds: "Two of these unions requested, and were granted, access to recruit on its member mines by the Chamber of Mines."

In their reviews for 1982 the three chairmen refer to the operation of consultative committees for the past five years as a system of communication between mine workers and employers.

fr
is
p
a
d
e

144

26/3/85 144 (40) D. Dispatch

Union meeting rejects disinvestment

DURBAN — A black Allied Workers Union of South Africa conference in Durban at the weekend rejected disinvestment as a strategy for change in South Africa because of the implications such disinvestment would have for black people in the country.

Instead it resolved to write to the State President, Mr P. W. Botha, urging negotiation with blacks, and their full participation in government, the union's general secretary, Mr B. E. Khumalo,

said.

"While we recognised that black people are exploited and discriminated against and that disinvestment is a strategy to bring about change in this country, we rejected the strategy because of the repercussions foreign disinvestment would have for black people in South Africa," he said.

"We want negotiation with government and any non-violent forces seeking effective change." — DDC.

Bawu supports May Day unity

By JOSHUA
RABOROKO

THE Black Allied Workers Union yesterday came out in full support of a call by most trade unions representing the majority of South Africa's workers to hold this year's May Day celebrations together.

Bawu's Transvaal general secretary Mr Cosmos Thokoa said they supported the call in view of the fact that it was a "historic day" for workers throughout the world.

The unions called for far-reaching political and economic demands, which included the granting of full demo-

cratic rights for all and the lifting of bans on people and organisations.

The unions include the Federation of South African Trade Unions (Fosatu) Council of Unions of South Africa (Cusa), the Alliance of Unregistered Trade Unions and others affiliated to the United Democratic Front (UDF).

In a statement the unions called for:

- May Day to be recognised as paid public holiday,
- Adequate housing for all at reasonable rental rates.
- A social security pro-

viding for free unemployment and medical benefits,

- Free compulsory education for all,
- The scrapping of "racist legislation including influx control, the Group Areas Act and the existing parliamentary system."

A spokesman for the unions also said that they have disassociated themselves from earlier reports that they called for June 16 to be a public holiday.

The spokesman added that there unions have expressed support for "the struggle being waged abroad in the interest of South Africa's working class."

Sowetan 22/4/85

138

144

110

113

110

132

Sowetan 26/4/85 (270) (144)

2 refused passports

TWO union leaders have been refused passports by the Government to travel overseas where they are scheduled to attend and address meetings organised by the International Labour Organisation (ILO).

Mr Phandelani Nefolovhodwe, the general secretary of the Black Allied Mining and Construction Workers Union (Bamcwu) and Mr Cunningham Nqckana, general secretary of the African Allied Workers Union, were due to travel to Britain

and Australia respectively this month.

Both are members of the Azanian Confederation of Trade Unions which was formed by the black consciousness-orientated unregistered unions.

Mr Nefolovhodwe told **The SOWETAN** that he was informed by a white woman that he could not get a passport. The woman had telephoned him from the Department of Internal Affairs in Pretoria.

He was "distressed" by the refusal because

he was on a mission of gaining more knowledge as well as exchanging ideas with trade union leader in other countries, especially in Britain — the heart of the trade union movements.

No reasons were advanced for the refusal and "the whole exercise has spoilt my lifetime opportunity to travel overseas," he retorted.

Mr Nqckana said he was due to travel to Australia at the invitation of union leaders there. He was disap-

pointed by the cancellation of his application.

Both men said they were committed to the liberation struggle of black workers in South Africa and perhaps their visit would have helped them gain ideas in order to impart the knowledge to their colleagues on returning home.

A Department's spokesman said it is normally the practice of the authorities not to disclose reasons for refusing anybody a passport. However, the men could make new applications.

Parliament and Politics

In brief.

CAPE Times 29/5/85

Tucsa appeal on passports

THE Trade Union Council of South Africa urgently appealed to the Minister of Home Affairs yesterday against the withholding of passports from three trade unionists.

The unionists are Mr Joe Thlome, news editor of the Sunday Mirror and member of the Media Workers Association of South Africa, Mr Phandelani Nefolovhodwe of the Black Allied Mining and Construction Workers Union and Mr Cunningham Ncukana of the African Allied Workers Union.

Cusa and Azactu discuss possible merger

144 Star
6/11/85
The possibility of a merger has arisen between the Council of Unions of South Africa (Cusa) and the Azanian Confederation of Trade Unions (Azactu).

Cusa and Azactu representatives met at the weekend to explore common ground. A spokesman said today a sub-committee had been established "to examine the future of South Africa's working class".

Delegates agreed on broad principles for the union movement which included:

- Worker control.
- Black leadership.
- Acceptance of white involvement at "grassroot" level.
- Independent action of the unions within a federation.

● Non-affiliation to political groups.

The spokesman said unions already affiliated to political groups would not, however, be asked to end such ties.

Closer co-operation between Cusa and Azactu has been predicted by union-watchers since the two federations left unity talks aimed at establishing a "super federation" of all emerging unions.

Their main objection was the principle of non-racialism which is one of the cornerstones of the super federation.

The federation, which is expected to have a membership of nearly 500 000, the biggest in the history of the black labour movement, is to be launched in Durban in about three weeks' time.

STAR 2/12/85

Union formed after five years of tough negotiation

DURBAN — The Congress of South African Trade Unions (Cosatu) was formed after nearly five years of tough and sometimes acrimonious negotiations. Although it was initially meant to include all of South Africa's emergent trade unions, two major federations for black workers, the Azanian Confederation of Trade Unions (Azactu) and the Council of Unions of South Africa (Cusa), have remained outside. The two split from the rest of the unions over the question of non-racialism. Cusa and Azactu follow the Black Consciousness policy of not allowing whites in leadership positions in the unions. Cosatu, which boasts a membership of about 500 000, is based on principles including non-racialism and worker control. The new federation has received support from various quarters. These include international union federations, church groups, the United Democratic Front and the Non-European Unity Movement.

Black union

'opposed to ^{Mercury} ¹⁴⁴ ~~disinvestment~~'

Labour Reporter

18/12/85

THE Black Allied Workers' Union (Bawu), which says it represents 150 000 workers, was strongly opposed to disinvestment as a means to bring about changes in South Africa, Mr Bheki Khumalo, the general secretary, said after the union's annual congress in Durban yesterday.

Bawu, which is a federation of 17 trade unions representing workers from a wide spectrum including the building, iron, steel, agriculture and clothing industries, has dissociated itself from Cosatu, the newly formed Congress of South African Trade Unions.

But at its congress at the weekend Bawu decided to co-operate and work with any union or union groupings on any subject of common interest to workers on condition that

they were on 'equal footing and not under the influence or pressure of foreign manipulators or sympathisers'.

Bawu urged foreign multinational companies and quasi-Government companies, including SATS, Sasol, Iscor, Escom, the Water Board and development boards to invest more in black housing, black education and black advancement projects.

Mr Khumalo said employers should end racial discrimination in salaries and wages.

The Government was also urged to raise the R4 a day paid to unemployed workers on various projects to a reasonable amount of at least R15 a day.

The congress also called on President Botha to speed up the dismantling of apartheid.

1986

Azactu condemns ban on meetings

STAR 3/1/86



44

The Azanian Confederation of Trade Unions (Azactu) has strongly condemned Minister of Law and Order Mr Louis le Grange's extension of his ban on indoor gatherings of 74 organisations.

A spokesman for Azactu said, "We condemn, in the strongest possible terms, the newly imposed restrictions on the activities of black organisations.

"Such restrictions, in our view, are only reminiscent of martial law states," he said.

Mr le Grange extended the ban by listing 30 municipalities where certain organisations were now forbidden to hold meetings until June 30. The announcement was made in Tuesday's *Government Gazette*.

Among bodies forbidden to hold meetings were the Azanian People's Organisation, the Black Students' Movement and the United Democratic Front.

'STATE OF WAR'

The Azactu spokesman said: "It is becoming clearer to us that we are living in a state of war and we would like to warn the Government that with tempers running high in the work places and in black ghettos, it should immediately meet the just demands of black people to avoid a catastrophe which will only be too ghastly to contemplate."

● The Black Allied Mining and Construction Workers' Union (Bamcwu) has also condemned the ban.

In a statement issued yesterday a Bamcwu spokesman said the union noted with concern the banings as well as the "intransigence of the Government".

"We see these new steps as manifestations of panic and unwillingness to listen to the voice of reason," the spokesman said.

Cusa, Azactu uniting

An amalgamation between the Council of Unions of SA (Cusa) and the Azanian Confederation of Trade Unions (Azactu) is on the cards. This follows a decision by the organisations to establish a joint sub-committee to investigate the prospect after twice meeting last month.

Cusa, which leans towards the black consciousness ethic, and Azactu, which is more overtly so, announced plans for closer working links last November. This was after their decision not to join the Congress of South African Trade Unions (Cosatu) because of disagreements over the issue of black leadership of unions, a policy they favour.

Significantly, the Cusa-Azactu sub-committee is made up of executive members of both bodies. Says Cusa president James Mndaweni: "We are now taking things further by saying that we are looking at ways and means of amalgamating with Azactu and also at a possible merger between various unions."

According to Mndaweni, Cusa has 12 unions operating in 17 sectors while Azactu's eight unions also spread their activities over 17 sectors. He foresees the possibility of a merger between Cusa and Azactu in the metal, transport and motor sectors. Their other unions, he says, will continue to organise in their respective sectors. These issues are likely to be clarified late in April when the sub-committee is due to deliver a progress report.

The obvious inference from the Cusa-Azactu initiative is that it amounts to a challenge to Cosatu and its non-racial policy.

CAPE TIMES
May 15/86
Day
rallies
banned

Own Correspondent

JOHANNESBURG. — Tension mounted in the Transvaal yesterday as a string of banning orders were placed on rallies which tens of thousands of workers were expected to attend to celebrate May Day.

Lawyers also rushed to the Supreme Court in Pretoria and Port Elizabeth last night in a last-minute attempt to have banning orders on Congress of South African Trade Unions (Cosatu) rallies lifted.

An attempt to have an order banning an Evander rally lifted was successful, although the meeting can go on only under certain restrictions.

Mr Piroshaw Camay of the Council of Unions of SA (Cusa) said three joint Cusa-Azanian Congress of Trade Unions (Azactu) rallies were banned yesterday, although permission to hold them had already been granted.

The two federations are planning to hold these rallies at alternative indoor venues.

Fears of a clash between Inkatha and Cosatu supporters are rife in Durban, where thousands of workers are expected to gather for opposing rallies.

Mrs Winnie Mandela will be the main speaker at the Cosatu rally, while Inkatha leader Chief Mangosuthu Buthelezi will open the United Workers' Union of SA (Uwusa) rally.

In the Western Cape, Cosatu will hold rallies at 1.30pm at the Bonteheuvel Civic Centre, the Bellville South Civic Centre and at the Zolani Centre in Nyanga East.

Trade unionist detained in EL — claim

Dispatch Reporter

EAST LONDON — A member of the national executive council of the African Allied Workers' Union (Aawu) here, Mr Samkelo Mngaza, who is also an organiser of the Azanian National Youth Unity, is alleged to have been detained by the South African Police.

The SAP directorate of public relations in Pretoria could not confirm the alleged detention yesterday.

A telex sent to the SAP in Pretoria on Friday has not yet been answered.

A spokesman for the police public relations directorate in Pretoria, Lieutenant J.L. Barnard, said yesterday a reply would be issued as soon as the directorate had received an answer from the security police.

The branch chairman of the AAWU, Mr Andile Jele, said Mr Mngaza had been fetched by the security police from his place of work, Wilson Rowntree, last Tuesday. He has not been seen since.

Mr Jele said the AAWU strongly condemned the detention.

Union turns to Industrial Court

Labour Reporter

THE dismissal of about 350 farm workers in the Mposa District near Lower Umfolosi is to be challenged by the Black Allied Workers' Union (Bawu) in the Industrial Court in Durban on May 30.

Mr Bheki Khumalo, general secretary of the union, said yesterday the union would also make an application to the Court to reinstate the former employees of Zululand Creosoting Company (Pty) Ltd.

He said the dispute arose after they went on strike in protest at the retrenchment of some workers on April 19.

Last week a Supreme Court judge in Durban granted a temporary order restraining a group of retrenched workers from the farm from assaulting or intimidating and interfering with other workers still employed.

2/1/74 20/5/74

9D 20/5/86
140

Police confirm unionist held

EAST LONDON — the Azanian National Police yesterday confirmed the detention of a member of the national executive council of the African Allied Workers' Union here, Mr Samkelo Mngaza, who is also an organiser of the Azanian National Youth Unity.

A spokesman for the SAP directorate of public relations in Pretoria said Mr Mngaza was being held under Section 29 of the Internal Security Act. — DDR

Azactu accuses 'agents'

THE Azanian Confederation of Trade Unions has condemned the killing of Soweto trade unionist Mr Siphon Mngomezulu, found dead under a pile of stones metres away from his Emndeni home last week.

In a statement issued yesterday, Azactu said the murder was committed by "paid agents of the system".

Mr Mngomezulu (25) was last seen alive by his family on Thursday night, when he was herded away by a group of heavily-armed men. His body was later found a few metres away

from his home near Emndeni High School the following morning.

Mr Mngomezulu was the general secretary of the Black Electrical and Electronics Workers' Union as well as projects organiser of the Azanian Youth Organisation.

Azactu said in a statement: "We note that Comrade Siphon Mngomezulu was abducted and later killed by a group of vigilantes. We condemn such barbaric acts and wish to state that the black community cannot tolerate such inhumane acts forever."

"It's time now for the black community to act against those people who undermine the value of life; those people who burn other people in the name of the struggle and commit other grisly acts in the name of our humane and just calls," the statement read.

Azactu noted that there were "paid agents of the system who commit such acts and claim to belong to some organisations in the liberation movement." There were no people who killed, maimed and destroyed political activists' homes "except agents of the system", said the union federation.

144 Swepu
22/86

Union congress may discuss merger moves

SIV
16/86
143
144

By Mike Siluma

Moves to merge the Azanian Confederation of Trade Unions (Azactu) and the Council of Unions of SA (Cusa) are expected to be discussed at the weekend congress of the Black Allied Mining and Construction Workers' Union (Bamcwu).

A Bamcwu spokesman said yesterday delegates to the congress, to be held at the Lutheran Centre in Hillbrow, Johannesburg, were likely also to discuss unemployment and retrenchments.

The union estimates it has lost 3 000 members in

the past two years due to the recession.

The spokesman said other items on the agenda might include the re-evaluation of the anti-asbestos campaign and the ratification of a new constitution and structure for the union.

The constitutional and

structural changes would ensure worker control of the union, he added.

Bamcwu has spearheaded a campaign against asbestos for the past three years.

Merger talks between Azactu and Cusa began towards the end of last year and are believed to be at an advanced stage.

THE formation of another super trade union federation is in the pipeline.

The new federation, whose name still has to be decided on, will become a reality when two black consciousness-orientated trade union federations — the Council of Unions of South Africa (Cusa) and the Azanian Confederation of Trade Unions (Azactu) — merge soon.

The two federations met in Johannesburg at the weekend to examine common ground for a future working relationship. A sub-committee has been established to examine the future of the black working class in the country.

The meeting found common ground on the following issues:

Giant union born soon

- Black leadership;
- Acceptance of white involvement at grass-roots level;
- Non-affiliation to political organisations;
- Agreement on financial accountability to members within unions;
- Independent action of unions within a federation;
- Methods of international financial assistance and
- Continued com-



Mr PANDELANI Nefolovhodwe of Azactu.

Cusa pulled out while: Azactu was not invited to talks aimed at the formation of the giant non-racial trade union federation — Cosatu.

Cusa's president Mr James Mndaweni told The SOWETAN yesterday that although discussions have not been completed towards the formation of the new federation



Mr JAMES Mndaweni of Cusa.

SOWETAN
"tremendous progress has been reported".

Cusa's joint executive council would hold a meeting on February 16 to get a clear mandate from its affiliates on the issue.

Azactu's co-ordinator Mr Pandelani Nefolovhodwe also reported progress on the possibility of forming the new federation.

144

5/2/86

THE Black Allied Mining and Construction Workers' Union is to hold its annual congress later this month. The two-day meeting, starting from August 30, will be held at the Lutheran Church Community Centre in Johannesburg. About 650 delegates from all over the country are expected to attend.

Top of the agenda will be Bamcwu's anti-asbestos campaign and the Government's threat to repatriate "foreign" workers.

Meanwhile the union is to seek an Industrial Court order forcing two West Rand companies to reinstate nine of its members.

In another Industrial Court application Bamcwu will also challenge the retrenchment of seven DVG Construction workers whose posts, the union

Workers' diary

By LEN MASEKO

IF YOUR union will be having a meeting please note that Workers' Diary has been specifically designed to announce this. All you have to do is telephone LEN MASEKO at 673-4160 on Mondays. The news will be published on Wednesday. We also publish meetings of shop stewards' councils or union committees. All we need is a telephone call.

says, were later filled by temporary labour.

- The Building Construction and Allied Workers' Union national shop stewards council will meet in Johannesburg on Sunday, to formulate strategy with a view to solving wage disputes at Concor's two West Rand plants and Pretoria's Gypsum.

The meeting is a sequel to Concor and Gypsum shop steward council meetings held in Johannesburg last month. The two councils referred to the national shop stewards council their decision to consider "national

action" to force the two companies to settle disputes.

The two-month-old Concor dispute, which centres on workers' demands for a minimum wage of R2,30 an hour at the company's Amalgam and Westonaria plants, will now be the subject of an arbitration proceeding. About 200 workers were sacked at these plants after a wage strike.

At Gypsum, about 250 workers were sacked in February this year after they downed tools in protest against management's refusal to grant them a R1-an-hour rise.

The union has given the two companies until September 1 to consider workers' demands.

- The recently formed Post and Telecommunications Workers' Association holds inaugural congress at Funda Centre, Soweto, this weekend.

Delegates from all over the country will converge on the centre to elect a new national executive council and adopt the constitution.

The two-day meeting starts on Saturday at 7am.

2/9/86 BUWOWY

Cosatu rival on way

140A

A RIVAL to the 500 000-strong Congress of SA Trade Unions (Cosatu) was being formed, union leaders said yesterday.

They said that would be the result of merging the Council of Unions of SA (Cusa) and Azanian Confederation of Trade Unions (Azactu).

They claim a joint membership of about 500 000. The new federation is expected to be launched next month.

A senior unionist said: "The major reason is based on the fact that ours are two of the biggest union organisations that have shared a common outlook on the future of the working class."

Both groups boast large memberships in terms of individual union affiliates.

SIENH NGCOBO

The priority task for Azactu and Cusa will be to make possible disbanding of affiliated general unions because a working committee has agreed on industrial unions only.

The disbanded unions will then join the affiliated existing industrial unions, the source said.

The unionists made it clear they did not want to be compared to Cosatu.

"We are not an alternative. Apart from that the whole idea of comparison is not in good worker spirit," the source said.

Cape Times
2/9/86



Cusa, Azactu to merge next month

Own Correspondent

JOHANNESBURG. — Another major trade union federation is on the verge of being formed and looks set to rival the 500 000-strong Congress of South African Trade Unions (Cosatu).

This was disclosed yesterday by union leaders who are involved in the formation of the federation, which will involve the merging of the Council of Unions of South Africa (Cusa) and the Azanian Confederation of Trade Unions (Azactu) which claim a joint membership in the region of 500 000.

According to sources within the working committee of the two labour groups, the new federation will be launched early next month.

"The major reason for this idea is largely based on the fact that ours are two of the biggest union organizations that for some time have shared a

common outlook as far as the future of the working class is concerned.

"We uphold the same basis with respect to the vanguard role of the black working class," said a senior unionist.

After all has been finalized, the overall membership of the coming labour force will total close to 500 000, combining Cusa's claimed membership of more than 300 000 with Azactu's 150 000.

However, the priority task for Azactu and Cusa will be to make possible the disbanding of all affiliated general unions, as the working committee has agreed on industrial unions only.

The disbanded general unions will then join the affiliated existing industrial unions, the source said.

The unionists made it clear that they did not want to be compared to Cosatu. . . .

Merger of black unions approved

By Mike Siluma 144

The Black Allied Mining and Construction Workers' Union (Bamcwu) has given its blessing to the proposed merger next month of two black union groupings.

At its weekend congress, Bamcwu said the proposed merger between the Council of Unions of SA (Cusa) and the Azanian Confederation of Trade Unions (Azactu) would serve the interests of the union's members.

Unity between Cusa and Azactu has been predicted since last year, when the two ceased to be party to talks which led to the formation of the biggest black union federation — the Congress of SA Trade Unions.

The Bamcwu congress condemned the Government's threat to repatriate black foreign mineworkers, describing it as "politically naive". It also resolved to intensify Bamcwu's three-year-old anti-asbestos campaign.

5011
144
Cusa, Azactu
form federation

4/9/76
A federation of the Council of Unions of SA and Azanian Confederation of Trade Unions will be launched in Johannesburg next month, says a senior trade union official.

The new federation will have a membership of 500 000.

The official stressed the new organisation would not be a rival to the Congress of South African Trade Unions.

"We have to co-operate with one another, which will eventually lead to one federation," he said.

A working committee has agreed on industrial unions only and the main task facing Cusa and Azactu is the disbanding of affiliated general unions. The disbanded unions will then join the affiliated existing industrial unions. — Sapa.

Union anger ignite fears in new Bill

By SEFAKO NYAKA

Against the workers. This is a highly controversial and political issue in South Africa. Num says it believes requiring educational qualifications will leave the majority of workers in the industry without protection against racial victimisation, because the white population enjoys access to educational facilities, whereas the

same is not the case for the black population.

The physical health requirement is unnecessary, in that the Act provides for this.

The security requirement is "both ambiguous and superfluous".

The union also objects to the institution and composition of committees to advise the minister and to the matters about which the committees must advise the minister.

"This will have the effect of introducing an outside body to determine the issues that fall within the collective bargaining domain between employers and workers.

"Apart from giving the minister a much wider form of discretion than is warranted, this will also introduce discriminatory bureaucratic machinery through the committees."

Dispute board meets again

By SEFAKO NYAKA

Meeting set between the National Dispute Board met last week. An agreement was reached with the union. However, they later came back and told us that after consulting with their members they were now rejecting the chamber's offer," the representative said.

A legal strike is looming at Ergo on the East Rand after the majority of workers voted in favour of industrial action.

Num has also declared disputes with De Beers Mine, Nufcor, Winterveld and the Union Carbide-owned Tubatse Ferrochrome.

Settlement has been reached with the Barlow Rand-owned Dhuva and Rietspruit Mines in Witbank, Rand Refinery, Consolidated Murchinson, Havercroft Verref Mines and The Employment Bureau of Africa (Teba).

Strikes have been called recently on several different mines.

At Grootvlei in the West Rand, 204 workers went on strike recently, demanding the reinstatement of a worker who was dismissed for defending himself against an alleged assault by a white miner.

On the same day, 6 000 workers at the President Brand shaft 2 in the Free State went out on strike, demanding production bonuses.

At the FSG Mine, 4 000 workers staged a 34-hour sit-in.

Last week about 3 000 workers at the Western Holdings Shaft 3 went out on strike, demanding the reinstatement of four shaft stewards.

On Sunday 7 000 workers at the Beatrix Mines downed tools in protest against incidents of alleged unfair dismissals and demotions.

On Tuesday at the Matla Coal Mines near Bethal, 130 workers were retrenched. Some workers received little more than R500 in severance pay.

Pupils burn American flag

By SEFAKO NYAKA

However, a letter written on behalf of Amcham's steering committee told Mtshali not to attend school until the withdrawal of his resignation was discussed at the end of the month.

Relating the incident that led to his resignation, Mtshali said he was summoned from his office by a staff member because soldiers were chasing some of his pupils into the school grounds.

He noticed three white soldiers walking away towards the school gate and he approached an Officer N Rautenbach to find out what was happening.

"He was very agitated and aggressive towards me. He shoved me

enjoyed from the staff and pupils has been destroyed by this officer," Mtshali said.

The soldiers, Mtshali says, were threatening to shoot and kill the children and he had to protect them.

One student was badly beaten in the fracas. A door was smashed and crockery broken in the canteen. He says there was a wild stampede after teargas canisters were thrown. Some of the pupils were overcome by teargas fumes and required medical attention.

On June 16 at 11am, five high-ranking Security Police officers took Mtshali from his home to open the school strongroom "because guns were allegedly stored there with my connivance".

ANC claims credit for vigilante chief's death

By PAT SIDLEY

THE African National Congress has claimed responsibility for the assassination of vigilante leader and Minister of the Interior of KwaNdebele, Piet Ntuli, ANC sources in Zimbabwe said.

The sources said the assassination was carried out by a unit of Mkhonto we Sizwe and that it is part of a strategy aimed at identifying the ANC's military wing with local struggles.

The ANC has also claimed it was responsible for the assassinations of Bophuthatswana policeman Brigadier Andrew Molohe and, earlier this year, of KaNgwane leader David Lukhele. Molohe was in charge when police opened fire on a crowd of elderly people during a meeting in Winterveld on March 26 and Lukhele was instrumental in moves for the incorporation of KaNgwane into Swaziland.

The ANC claim of responsibility for Molohe's assassination has been greeted with a degree of scepticism by various sources in touch with the homeland's affairs and by "KwaNdebele-watchers". While admitting it is possible, they point to the absence of the "usual" South African government announcements about the origins of explosives that might have been used by ANC units.

They also believe whoever brought about his death must have had access to the tight security arrangements laid on for Ntuli and his fellow cabinet members.

Meanwhile trouble seems to be brewing again in KwaNdebele.

Dissatisfaction is being voiced at the planned incorporation into Bophuthatswana of Bloedfontein and Geweersfontein, which were part of KwaNdebele, and at the consequent forced removal of about 15 000 people to the Rust de Winter area.

Chief Minister Simon Skhosana and his opponent Prince James Mahlangu are squaring for a final showdown while once again Moutse, which was earlier incorporated into KwaNdebele, simmers.

Sources close to KwaNdebele report an increased troop presence over the past week and rumours are rife — though unconfirmed — that the Mbokhotho vigilantes are making a comeback.

KwaNdebele sources believe Skhosana has by no means given up on the idea of an independent KwaNdebele and hopes to revive it at

Rumbles among union giants

RECENT shifts and disaffiliations by a number of local trade unions are changing the face of the South African labour movement.

Major realignments are already taking place, with the steady decline of the former labour giant, the Trade Union Council of South Africa (Tucsa), and the proposed merger next month of the Azanian Confederation of Trade Unions (Azactu) and the Council of Unions of South Africa (Cusa).

The planned new federation has publicly claimed it will have the support of 500 000 members, the equivalent of the largest existing federation in the country, the Congress of South African Trade Unions (Cosatu).

However, labour researchers at the University of Cape Town have estimated that together Cusa and Azactu combined have more like 250 000 members. Last year Cusa lost its largest affiliate, the 100 000-strong National Union of Mineworkers, to Cosatu.

The proposed new body is expected to endorse a policy of nonracialism, together with black trade union leadership. The proposed new federation has gone on record as saying it does not see itself as an alternative to Cosatu. Relations between the two labour giants will "remain sound", according to Azactu co-ordinator P Nefolovhodwe.

It seems likely the new federation, like Cosatu, will blur the divide between political and factory floor issues. "We have never seen a difference between life in the factories and life in the ghettos," Nefolovhodwe said.

Tucsa's reluctance to tackle political issues publicly has lost it significant support in recent years. The growing politicisation of South African trade unionism has, according to acting Tucsa president Robbie Botha, had some part to play in the federation's steady decline.

The largest trade union federation

Shifting alliances, declining memberships and new mergers are changing the power structures of South African labour, reports
MOIRA LEVY

in the country until Cosatu was launched in December 1985, Tucsa has experienced a serious decline in recent years. Membership has more than halved since its heyday in 1983 when Tucsa had 57 affiliated unions representing a total of 478 420 workers. In the past year, eight trade unions have withdrawn from Tucsa; in August, its membership had dropped to about 275 000.

The subject of the federation's decline in membership and support was expected to be discussed at an emergency meeting of Tucsa's national executive, scheduled this week to plan policy after the cancellation of Tucsa's annual conference.

According to Botha, the conference was cancelled at the last minute because affiliate unions could not afford to send full delegations, but observers believe the move is indicative of the federation's growing financial and organisational difficulties.

Tucsa is losing members from both ends of the political spectrum. Rightwing unions have disaffiliated because they fear the federation is no longer protecting white collar workers. Other unions are disenchanted with what they see as the federation's failure to state its opposition to government policy clearly.

Botha is indignant about criticism of Tucsa's multiracial, as opposed to nonracial, policy. "Some say we are not fighting the policy of apartheid. Others say we are ineffective, notwithstanding all that Tucsa has done over the past few years for labour, both nationally and internationally."

To some extent, he agrees Tucsa's declining fortunes are the product of

growing politicisation in the labour movement and impatience with the federation's commitment to factory floor issues.

"There is growing polarisation in the political sphere between the extreme Right and the extreme Left. I have heard whisperings of black unionists who feel Tucsa is controlled by whites, although I don't know how they can say that. They do participate in elections once a year."

Botha believes Tucsa will weather the crisis. "We have survived many crises in the past. Tucsa is intent on surviving. We will pick up the pieces where they fall."

In the latest blow, the more than 50 000-strong Garment Workers Union of the Western Province (GWUWP) announced that at its general meeting this weekend it would almost certainly vote to withdraw from Tucsa.

General secretary Cedric Petersen said the question of GWUWP disaffiliation has been on the cards since May. The decision was temporarily shelved to give acting secretary Fred Roux a chance to revive the federation. Roux's unexplained and sudden resignation after only two months "reopened the discussion", Petersen said.

Blaming Tucsa's decline on lack of leadership, Petersen praised the efforts of acting office bearers, Botha and Ruth Imrie. "Hats off to them, they have done a miracle keeping the pieces together — but the federation needs permanent staff in leadership positions," he said.

Like most of the unions that have left Tucsa, the GWUWP will not join another federation. "The workers we represent live on the poverty line. I think we need to look at the immediate problems that affect them. It is far more valuable and relevant to work with local community organisations at grassroots level instead of sitting around a confederation table debating national issues."

ORGANISER WANTED



UNIVERSITY OF CAPE TOWN
ADMISSION IN 1987

The closing date for applications for admission to

w/k AR6as 13/9/86

~~133~~
~~133~~
 144

LABOUR
 AFFAIRS
 DICK
 USHER



New federations order of the day

ONE federation fades and another is born.

As the run of unions leaving the Trade Union Council of South Africa continues — with this weekend's annual meeting of the Garment Workers Union likely to ratify that union's withdrawal — another federation of "emergent" unions has been created, an alliance between the Council of Unions of South Africa (Cusa) and the Azanian Confederation of Trade Unions (Azactu).

Claiming a total membership of about 500 000, the two last year withdrew from the unity talks that led to the formation of the Congress of South African Trade Unions (Cosatu) over the issue of "anti-racism" against the Cosatu stand of "non-racialism".

The anti-racist position is basically a black consciousness one promoting black leadership, but is not anti-white.

Cusa was formed in 1980 and joined unions which had previously met as a loose co-ordinating committee.

The giant National Union of Mineworkers, now a Cosatu affiliate,

was formed as a result of a decision by Cusa in 1982 to establish a union in the mining industry.

Azactu arose from a series of discussions started in February 1984 and its formation was announced in August of that year.

Although the unions are all formally independent of the Azanian Peoples Organisation (Azapo), some of them emerged from labour clinics set up by Azapo in the late 1970s.

Some form of alliance between the two had been anticipated since late last year.

At a meeting in November they found common ground on:

- Black leadership;
- Acceptance of white involvement at grassroots level;
- Non-affiliation to political organisations;
- Financial accountability to members within unions;
- Independent action of unions within a federation;
- Methods of international financial assistance; and
- Continued community involvement.

Envoy shocked by tent town



MR DAVID WHITE (third from right), First Secretary at the British Embassy in Pretoria, listens while MR MICHAEL NOBADULA, a Langa resident who has been moved to Kwanobuhle, explains the circumstances of his removal to a Black Sash worker. Mr White's visit to Kwanobuhle yesterday was filmed by a BBC crew.

BY DENISE BOUTALL

A SENIOR British diplomat yesterday described the tent town in Kwanobuhle, Uitenhage, where people have been moved from Langa as "mind-boggling".

Mr David White, First Secretary at the British Embassy in Pretoria, visited the Kwanobuhle resettlement area where more than 4 000 families from Langa and Kabah, the shack area between the white and coloured residential areas of Uitenhage, have been moved over the past two months.

The Kwanobuhle Town Council has always insisted that the move is voluntary while people in Langa and in the resettlement area have been adamant that they did not want to move.

Mr White described the tent town and new shack area as "mind-boggling" and said the circumstances under which people had been moved left him speechless.

He was accompanied by members of the Black Sash and was filmed talking to residents in the tent town by a BBC film crew.

During the visit the party was stopped by a staff member of the Cape Provincial Administration, who radioed for the SA Police. They took the names of the group and then allowed Mr White to continue his visit.

Mr White said: "My outstanding impression of the resettlement in Kwanobuhle is that it is something you have to see to believe."

His visit yesterday afternoon was his third to Uitenhage. The last was in May when he went to Langa. It was his second visit to Kwanobuhle.

"I've been in South Africa for 21 months and have not seen anything quite like it before."

He said he had recently visited the tent area at Khayelitsha in Cape Town where the people from Crossroads had been

moved.

"The Khayelitsha move was the result of the violence at Crossroads. The reasons for the removal in Uitenhage were different and the circumstances leave one speechless," he said.

He expressed horror at seeing the empty hill where Langa had stood in May.

Residents interviewed in Kwanobuhle yesterday reiterated that they had not wanted to move, but appeared to have accepted their lot.

Mr Michael Nobadula said: "You can't say it's good and you can't say it's bad. But what can you do about it."

Asked about the circumstances of the removal, he said the municipal police had repeatedly come to Langa and shouted at the people to demolish their shacks.

"You can't fight it, so you move," he said.

Police

Another super-union in the wings

1991/12/16 WESLINGTON 1044
By PATRICK LAURENCE

AMALGAMATION of the black consciousness-inclined Council of Unions of South Africa (Cusa) and the Azanian Confederation of Trade Unions (Azactu) into a new super federation of unions is imminent.

Delegates from Cusa and Azactu meet in Johannesburg tomorrow to put what Azactu co-ordinator Pandelani Nefolovhodwe calls the "finishing touches" to their unity talks. He anticipates that amalgamation may be complete by the end of next month.

Tomorrow's unification meeting at Cusa's headquarters is scheduled to be followed by a special Cusa conference early next month, at which Cusa leaders will seek a mandate to go-ahead with the amalgamation, adds Mahlomolo Skhosana of Cusa.

The new giant union will constitute an alternative bloc to the existing super union, the Congress of South African Trade Unions (Cosatu).

Cusa and Azactu were party to the unity talks leading to the formation of Cosatu — whose 33 founder unions

represent 450 000 paid-up members.

Cusa and Azactu withdrew or were excluded — each side offered its own version of what happened — from the discussions leading to the formation of Cosatu after differences of principle and emphasis.

Their new alternative super union will link 23 unions, 12 from Cusa and 11 from Azactu. They have a reported signed-up membership of nearly 350 000 members.

Nefolovhodwe says the new union will rest on four fundamental principles. They are: one union for each industry, worker democracy, financial accountability and black leadership.

Of these, black leadership is the most important because it is the salient distinction between the new federation and Cosatu. Nonracialism, rather than black leadership, underpins Cosatu.

But, Nefolovhodwe says, insistence on black leadership should not be interpreted as crass anti-white racism.

Leadership in the liberation struggle must come from the black working class as the "most oppressed class".

People who do not belong to the black working class — including black intellectuals — but who wish to participate in its fight for a new South Africa have to "commit class suicide" and identify completely with black workers.

Whether they are black intellectuals or white sympathisers, "they have to dance to the tune of the black working class". They have to understand black working class thinking viscerally as well as cerebrally.

In that way they can become acceptable to the black working class and help to "synthesis and galvanise" its ideas, if chosen to do so.

"If whites want to participate in the struggle, they must do so on the factory floor," Nefolovhodwe says. If they are then elected to leadership positions in the unions by fellow workers, they can do so without violating the principle of black leadership, he concludes.

UNITY THE GOAL, SAYS CUSA-AZACTU

THE newly formed labour federation, Cusa-Azactu, will strive to unite the majority of organised workers in the country.

The new Cusa-Azactu national executive council said in a statement yesterday that it believed in the principle of worker control based on non-racialism "to build a non-exploitative democratic society based on the leadership of the working class".

The executive members are Mr James Mndaweni (president), Mr Stewart Moletsane (vice-president), Mr Piroshaw Camay (general secretary), Mr Phandelani Nefolovhodwe (first assistant general secretary), Mr Mahlomola Skhosana (second assistant general secretary).

(144) 1/10/86 Sowejan (144)

New labour giant soon

2/10/80
Sowetan

A NEW labour giant will be launched this weekend with the merging of two black consciousness trade union federations.

SOWETAN Correspondent

Mr James Mndaweni, president of the Council of Unions of SA (Cusa) said that the long-awaited merger between his organisation and the Azanian Confederation of Trade Unions (Azactu) would go ahead this weekend.

He said the name of the new organisation would be announced at

a launch on Saturday afternoon following Cusa's conference at Broederstroum.

Talks

Talks between Azactu and Cusa have been underway for several months. Mr Mndaweni claimed the new federation would have a membership in the region of 350 000.

The Black Allied Mining and Construction Workers' Union (Bamcwu) has given its blessing to the merger.

Unity between Cusa and Azactu has been predicted since last year, when the two ceased to be party to talks which led to the formation of the Congress of SA Trade Unions (Cosatu). Cosatu claims a membership of up to 600 000.

144 2/10/86

350 000 to merge into labour giant

By Sheryl Raine

A new labour giant and rival to the Congress of South African Trade Unions will be launched this weekend with the merging of two black consciousness union federations.

Mr James Mndaweni, president of the Council of Unions of South Africa (Cusa), said the long-awaited merger between his organisation and the Azanian Confederation of Trade Unions (Azactu) would go ahead this weekend.

The name of the new organisation would be announced on Saturday after Cusa's conference at Broederstroom.

Mr Mndaweni claimed the new federation would have a membership of about 350 000.

Unity between Cusa and Azactu has been predicted since last year when the two ceased to be parties to talks which led to the formation of Cosatu, which claims a membership of up to 600 000.

at 7:15 of 10/86
**PAC flag
hoisted at
launch of
new union**

Own Correspondent

JOHANNESBURG. — The flag of the outlawed Pan Africanist Congress (PAC) was hoisted high and songs in praise of its late leader Robert Sobukwe echoed within the Alpha Centre hall as a new 350 000-strong union federation was formed at Broederstroom yesterday.

The federation, which at the time of going to press had not been named, is the result of a merger between the exclusively black Council of Unions of South Africa (Cusa) and the Azanian Confederation of Trade Unions (Azactu).

Dancing youths chanting political slogans and singing freedom songs momentarily turned the event into a PAC festival, to the delight of more than 1 000 delegates.

Cusa's general secretary, Mr Phiroshaw Camay, said he had a message of fraternal greetings from the PAC and the African National Congress (ANC).

6/10/86 BUD 147 (144) 123

Black union federation is born

THE flag of the outlawed Pan Africanist Congress (PAC) was hoisted high and songs in praise of its late leader Robert Sobukwe echoed within the Alpha Centre hall as a new 350 000-strong union federation was formed at Broederstroom yesterday.

The federation which, at the time of going to press, had not been named is the result of a merger between the exclusively black Council of Unions of SA (Cusa) and the Azanian Confederation of Trade Unions.

Dancing youths chanting political slogans and singing freedom songs momentarily turned the event into a PAC festival, to the delight of more than 1 000 delegates.

Cusa's general secretary, Phiro-

SIPHO NGCOBO

shaw Camay, said he had a message of fraternal greetings from the PAC and the African National Congress.

Other messages of solidarity came from the Trade Union Congress of Britain, the 2,2-million strong Canadian Labour Congress, the International Labour Organisation, the labour wing of the United Nations, the Zimbabwean Congress of Trade Unions, the National Forum, the Azanian National Youth Unity and the 82-million member International Congress of Free Trade Unions.

Cusa president James Mndaweni said the federation would not force its

members to adopt any particular political ideology.

He said: "We are a democratic organisation which will not impose any ideology upon any of our members. It is our members who will shape the direction of our federation and this they will achieve independently of any party politics."

Mndaweni said the principles of the federation included:

- Worker control;
- Industrial trade unionism;
- Independent trade unionism;
- Non-affiliation to political parties;
- Acceptance of whites at grassroots level;
- Continued community involvement.

Giant new trade union federation is launched

A NEW CHAPTER OPENS

By LEN MASEKO

ANOTHER chapter was opened in the labour history when a new union federation was launched at the weekend.

The new giant, which claims a membership of 350 000, became a reality with the merging of the Azanian Confederation of Trade Unions (Azactu) and Council of Unions of SA (Cusa).

The name of the new federation had not been announced by late yesterday.

Talks

More than 500 delegates from all over the country converged on Alpha Training Centre in Broederstroom, to launch the federation.

Messages of support were read at the two-day congress, from — among other organisations — Pan Africanist Congress, African National Congress, International Confederation of Free Trade Unions and Britain's Trade Union Council.

The new federation symbolised workers' aspirations, through which the working class "will march towards total emancipation," Cusa president Mr James Mndaweni told the conference.

Delegates

Cusa-Azactu talks started after the two federations "were pushed out" of the unity talks which resulted in the formation of the Congress of SA Trade Unions, Mr Mndaweni said.

"The federation is a democratic organisation which will not impose ideology upon any of our members," the Cusa official said.



SOME of the delegates at the launch of the giant new trade union federation at the weekend.

Journalist
6/10/88

144

FOCUS

WHAT is the significance of this week's birth of another labour federation in South Africa?

The new federation, Cusa-Azactu, was launched almost a year to the day after the Congress of South African Trade Unions (Cosatu) was launched with a membership of 500 000 workers.

That there are now two federations is a result of last year's collapse of talks to bring the entire labour movement in South Africa under one umbrella.

The two have so much in common that it is still not clear why they cannot agree to have one federation.

Although affiliates of the two groups have an entirely black membership, both federations subscribe to the principle of non-racialism.

Both aspire to a one-man-one-vote election in a unitary state after which workers will take over political and economic control of the country.

On the question of ideology, which has been seen as the major bone of contention between them, the two groups are in fact, singing the same tune.

Cusa-Azactu and Cosatu believe in retaining their autonomy by not affiliating to international confederations.

According to Cusa-Azactu's president, Mr James Mndaweni, Cusa has been given a period within which to wind up its commitments with organisations such as the International Confederation of Free Trade Unions and the African American Labour Centre, to which it had been affiliated.

Condemn

The two agree that foreign investment props up apartheid which ensures maximum exploitation of the working class.

Both also agree on the need to research and develop an alternative system of education to replace the current one which they condemn as geared to serve the interests of the capitalist minority.

There are only three issues on which the two federations disagree.

Although they both accept that labour issues are inseparable from the overall political situation in the country, Cusa-Azactu does not believe in union affiliation to political organisations.

Mr Mndaweni said:

The thin divide between labour giants

By SAM MABE

"Our members belong to various schools of thought and we respect that position by not imposing any ideology on them.

"We have, for instance, been labelled as a black consciousness group by certain newspapers. Nothing could be further from the truth.

"Our policy makes it very clear that we do not push any ideological line at all.

"We have within our ranks individuals who belong to the UDF, Azanian National Youth Unity (Azanyu) and to various Black Consciousness organisations and that does not in any way influence the federation's policy.

"But it must be clear that the position we hold has been determined by our membership and its change will also be determined by our membership."

Cosatu is an affiliate of the United Democratic Front.

Charter

The land question is another contentious subject.

Cosatu, which subscribes to the Freedom Charter, is by implication supporting the Charter's preamble which states that: "South Africa belongs to all who live in it, black and white..."

Cusa-Azactu, on the other hand, states clearly in its policy document that: "The feder-

ation recognises the fact that the entire country, balkanised or not, belongs to the indigenous people of our country."

But the most contentious of the three is the question of leadership.

Cusa-Azactu, while subscribing to the principle of non-racialism, believes in black working-class leadership.

Worker

Whereas Cosatu believes that everybody who earns his living by selling his labour is a worker — irrespective of the colour of their skin — Cusa-Azactu believes that whites belong to a class that owns means of production and can therefore not be accepted as constituting part of the working class.

For that reason, whites are not eligible for leadership positions within Cusa-Azactu.

Explaining this position, Mr Mndaweni said: "This is by no means discrimination. We only believe that a leader has to represent the interests of his membership and this can be possible only if such a leader comes from the ranks of the people he is leading."

Mr Mndaweni maintains, however, that his federation will not be influenced by differences between Cosatu and itself in its decision to support any action taken on a national basis.

"We obviously have a common attitude towards days like May Day and June 16 which we all recognise as public holidays," Mr Mndaweni said.



Cusa-Azactu president James Mndaweni.



The Media Council

THE South African Media Council is an independent body established to deal with various matters affecting media reporting and comment.

One of the council's functions is to receive and act upon complaints from members of the public who have not been able to get satisfaction by approaching a newspaper or other news

entry... it re... are... or to... otha... Asso... t ur... e as... incils... ge of... me of... onal... high-mak... ivern... h all... are... arlia... nsists... e and... more... g Af... have... ment, ... ll now... they... e cost... sepa... e the... give... ready... ament... e-vote... nt sys... ly that... is plan... trying... its Na... ody to... shape... coun... council... hat the... ded?

A WEEK OF MAJOR CHANGES ON THE LABOUR FRONT ...

Enter another super-union



Jubilant new president James Mndaweni after his election

But first, a question of figures

A rival union federation to Cosatu was formed at the weekend and hailed immediately as a 'labour giant'. But, argues labour writer PHILLIP VAN NIEKERK, the figures indicate that the new union is not yet in the Cosatu league

(13) (14)

A NEW black union federation — dubbed by the press a "labour giant" — was born when the Azanian Confederation of Trade Unions (Azactu) and the Council of Unions of South Africa (Cusa) merged at Broederstroom at the weekend.

The key difference in principle between the new federation and the Congress of South African Trade Unions (Cosatu) is Cusa-Azactu's insistence on "black working class leadership", which excludes white intellectuals from occupying leadership positions.

Cusa-Azactu president James Mndaweni said that though Cosatu claimed to share his federation's principle of "worker control", he did not believe Cosatu had working class leadership "as such".

Referring to white officials in Cosatu unions, Mndaweni said: "Other people who are not workers come in as intellectuals in leadership positions."

Mndaweni said this despite the fact that neither the new federation's general secretary, Piroshaw Camay, nor the assistant general secretary, Pandelani Nefolohodwe, worked his way into trade unionism from the shop floor.

At a press conference this week the still-unnamed federation claimed 420 156 signed-up members and 248 010 paid-up members. If true, these figures would put Cusa-Azactu only about 100 000 behind Cosatu.

Though the new federation contains important Cusa unions such as the South African Chemical Workers' Union (Sacwu) and the Food and Beverage Workers' Union (FBWU), it is not in the same league as Cosatu.

Unions affiliated to Cosatu were responsible for 22 times more industrial action in the first seven months of this year than unions in the newly merged Azactu-Cusa federation.

According to figures compiled by management labour consultants Andrew Levy and Associates, Cosatu unions accounted for 128 strikes and at least half-a-million lost man-days between January and July this year.

This compares to 22 strikes and 22 000 lost man-days by Cusa unions and one strike and 2 000 man-days by Azactu unions.

These figures exclude stayaways and political strike action, such as those initiated by Cosatu unions in response to the State of Emergency or the NUM's October 1 Day of Mourning.

Though strike action is not the only indicator of union strength, Cusa-Azactu lags far behind Cosatu in terms of worker mobilisation and organised campaigns.

According to Levy and Associates, the unions involved in the most industrial disputes between January and July were the National Union of Mineworkers, with 15 strikes for 211 550 lost man-days, and the Metal and Allied Workers' Union, whose 20 strikes cost 142 350 man-days.

Apart from this action, Mawu has been in the forefront of campaigning for higher wages and plant-level bargaining in the metal industry, led

the trend of factory sleep-ins, has held several successful industry-wide stayaways and was the first organisation legally to challenge the Emergency regulations.

There are several Cusa-Azactu unions in the metal industry but only

one — the Engineering and Allied Workers' Union of South Africa (Eawusa) — had a strike, which cost 320 man-days.

Apart from its strike action, the NUM initiated the most successful industry-wide stayaway in South

African labour history on October 1, in mourning for the fallen of the Kinross mining disaster, and in the still-deadlocked annual wage negotiations has so far managed to extract 22 percent increases from the Chamber of Mines.

By contrast, Cusa-Azactu's representative on the mines, the Black Allied Mining and Construction Workers' Union (Bamcwu), had one strike involving 2 000 man-days.

Other Cosatu unions involved in a lot of strikes include the National Automobile and Allied Workers' Union (Naawu), with 25 strikes and 29 100 man-days; the Chemical Workers' Industrial Union (CWIU) with 15 strikes and 40 135 man-days; and the Commercial, Catering and Allied Workers' Union of South Africa (Ccaawusa) with 14 strikes and 15 512 man-days.

The three Cosatu food unions which united into the Food and Allied Workers' Union (Fawu) had a combined total of 27 260 lost man-days in 14 strikes.

The largest Cusa-Azactu tallies were 12 strikes involving 10 304 man-days by Sacwu; one strike involving 4 000 lost man-days by the Transport and Allied Workers' Union (Tawu); and six strikes involving 7 860 lost man-days by the FBWU.

Meanwhile, the formation of Cusa-Azactu is unlikely to increase the chances of a merger with Cosatu to form one black opposition federation.

Mndaweni said on Monday that Cusa-Azactu would only be prepared to accept "principled unity" and not a "marriage of convenience".

On most major issues — such as political action, sanctions, worker control and working class independence — the positions of the two federations are remarkably similar.

The major stumbling block to unity, which kept the Cusa and Azactu unions out of Cosatu in the first place, is the stress they lay on black working class leadership.

Cosatu, on the other hand, still has a policy decision not to share a platform with the other federations, and has said that if the Cusa-Azactu unions want unity they must join Cosatu.

However, the formation of Cusa-Azactu is unlikely to spark shop floor rivalry with Cosatu unions of the kind that has marked the emergence of Inkatha's United Workers' Union of South Africa (Uwusa). Uwusa's industrial action tally is, incidentally, nil.

Called the Cusa-Azactu Federation until a new name is decided upon, the new black consciousness-leaning body is an amalgam of 23 unions with a paid-up membership of 248 000 and 420 000 signed-up members.

The negotiations which led to its formation commenced last April when it became apparent that neither Cusa nor Azactu would be joining in the talks that led to the formation of Cosatu, whose political sympathies tend towards the United Democratic Front.

The new federation believes in "the principle of worker control ... to build a non-exploitative democratic society based on the leadership of the working class." It is also committed to "black working class leadership." This is its major difference with Cosatu, which has a number of whites in key positions. Other guiding principles are "anti-capitalism, anti-imperialism, anti-racism and anti-sexism."

Former Cusa leaders occupy all the top leadership positions in the new federation — a reflection of the relative strengths of the two bodies before the merger. James Mndaweni and Phiroshaw Camay, Cusa president and general secretary, respectively, retain those positions in the new organisation. Pandelani Nefolohodwe, general secretary of the Black Allied Mining and Construction Workers' Union (Bamcwu) and the leading light in Azactu, is first assistant general secretary. Stewart Moletsane, head of the Azactu's Insurance and Assurance Workers' Union of SA's shop stewards committee, is vice-president. Camay's righthand man in Cusa, Mahlomola Skhosana, is second assistant general secretary.

The leaders are adamant the federation will retain its autonomy and will not become an affiliate of any political organisation. It will also not affiliate to any of the international union bodies, although it will "reserve the right to relate to any of them." Cusa's present affiliation to the International Confederation of Free Trade Unions (ICFTU) is something which will have to be "put under review," says Mndaweni.

The federation's leaders reject suggestions that it is a black consciousness (BC) body. Yet the flag of the Pan Africanist Congress (PAC) was raised at the weekend meeting, and Azactu certainly was a BC organisation.

The new federation is committed to the idea of industry-based unions. For this reason, three general unions in the Azactu camp — the African and Allied Workers' Union, the Black General Workers' Union and the National Union of Workers of SA — were accorded only observer status at last weekend's meeting. According to Camay, they will now disband and their members will be accommodated in unions catering for the industries in which they work.

Some unions will also hand over sections of their membership to others. Construction workers in Bamcwu's ranks will, for example, be shifted to the Building and Construction and Allied Workers' Union, formerly a Cusa affiliate. Likewise, the Black Electrical

and Electronics Workers' Union, the Engineering and Allied Workers' Union of SA, and the Steel, Engineering and Allied Workers' Union, are due to begin discussions on consolidating their memberships. ■

FIN MAIL 10/10/86
CUSA-AZACTU FEDERATION

The third force

The exuberant support for sanctions displayed at the launch in Broederstroom of SA's second-largest trade union federation indicates that a significant proportion of organised black labour now backs foreign economic strictures against SA.

The new federation combines the Council of Unions of SA (Cusa) and the Azanian Confederation of Trade Unions (Azactu). One of its first acts was to pass a resolution stating that it is "committed to a full sanctions programme for as long as the racist capitalist minority regime exists." The resolution also condemns foreign investment in SA, saying it represents "a further perpetua-



Mndaweni (L) and Camay ...
backing sanctions

tion of exploitation and oppression; and that its continued presence in our country is not in the interests of the working class."

The federation's position will no doubt fuel the controversy over the degree of black union member support for sanctions. The Congress of SA Trade Unions (Cosatu), the largest black union federation, officially supports sanctions as a lever for political change. But the Chamber of Mines has, for example, challenged the National Union of Mineworkers (NUM), a major Cosatu affiliate, to demonstrate that its members endorse its pro-sanctions stand.

In stark contrast to both, of course, is the Inkatha-backed United Workers' Union of SA (Uwusa), which opposes sanctions.

15/10/80. (144)
S.M.P.
**Plea to lift
restrictions
on unionists**

The newly formed Cusa-Azactu federation will today ask the Pretoria Supreme Court to lift restrictions placed on two officials formerly held under the state of emergency, a spokesman said.

The two officials are Mr Manene Samela and Mrs Joyce Sedibe.

Restrictions placed on them include that they may not leave their respective magisterial districts without permission from the authorities and that they may not give Press interviews.

Several other former detainees, including union leaders, are also under restrictions.

D. L. M. S.

BUS DAY 4/11/86
144

Pullouts: little praise

THE STRIKE at General Motors has highlighted to both opponents and supporters of the international sanctions campaign that the nature of the recent rash of withdrawals of US companies from SA — whereby assets and franchising rights are transferred to local interests — is something nobody expected.

And the moves by the likes of GM, IBM and Coca-Cola have won little approval from the disinvestment lobby.

SA's two largest trade union federations, the Congress of SA Trade Unions (Cosatu) and the amalgam of the Council of Unions of SA and the Azanian Confederation of Trade Unions (Cusa/Azactu), both advocate international economic pressure

against SA in one form or another.

Cusa/Azactu is on record as supporting a full programme of economic sanctions. Cosatu also supports sanctions and disinvestment, but with the rider that any multinational which pulls out should hand over its local assets "to the workers who have generated them".

Cusa/Azactu general secretary Piroshaw Carnay says the US corporate moves have done nothing to hasten the end of apartheid. He says multinationals which choose to remain in SA should be taking up the cudgels against government.

ALAN FINE

But those which have announced their intention to withdraw will continue to gain from their indirect presence, while no longer having sufficient presence to oppose the system.

Cosatu policy has been criticised, even in its own terms, as an example of unrealistic and woolly thinking. A more generous interpretation sees it as a reflection of the dilemma of militant organised labour.

While it is concerned at the further collapse of the economy, it simulta-

neously wishes to preserve what it sees as a valuable political weapon and to remain aligned with the anti-apartheid forces advocating sanctions.

Cosatu vice-president Chris Dlamini, himself an employee of a US multinational, says his organisation has not formulated a response to this type of disinvestment. But he criticises the companies for not heeding Cosatu's approach.

Cosatu education secretary Alec Erwin argues that the withdrawals are part of a worldwide trend by

multinationals towards overseas-franchising operations. In SA this trend is being expedited by the sanctions campaign, he says, and for companies producing more-sophisticated products — such as vehicles and computers — it is happening prematurely.

While these withdrawals will have little impact on the economy, they represent a political statement that apartheid is unacceptable, Erwin says. He concludes by arguing that events of the past few years have highlighted the fact that foreign investment has been "a rip-off on a large scale".

While political pressures may have accelerated the flow of funds from SA, the outflow preceded both the unrest, which began in September 1984, and the intensifying of the sanctions campaign.

Hotel workers fired after strike

By MATHATHA TSEDU

144

26/11/88



SOAETAN



TWENTY-THREE workers at the Great North Road Hotel in Pietersburg were dismissed on Monday following a work stoppage, a spokesman for the Black General Workers Union (Blagu) said yesterday.

The union national organiser, Mr Phosakuwa Mashele, said the workers were demanding the recognition of Blagu by management. The hotel's manager, Mr Steve Rudd, has not been available for comment since Monday.

Twenty-four workers, including union members, are still working, Mr Mashele said. Those on strike include the chef, waiters, wine stewards, barmen, cleaners, bedmakers and scullery workers. The strike has seriously affected the hotel's service.

Mr Mashele said the work stoppage resulted from "management's arrogance. The workers signed a petition which called for the recognition of the union but the manager refused to accept it. He has refused to even speak to us".

THE Cusa-Azactu federation was deeply committed to the total emancipation and mental independence of all black workers in South Africa, the federation's president, Mr James Mndaweni, said yesterday.

Mr Mndaweni, who returned to South Africa this week after leading a 17-men delegation to a week-long education workshop in Harare, said the federation had fulfilled its congress wishes to establish an educational desire which will inform and educate all their members.

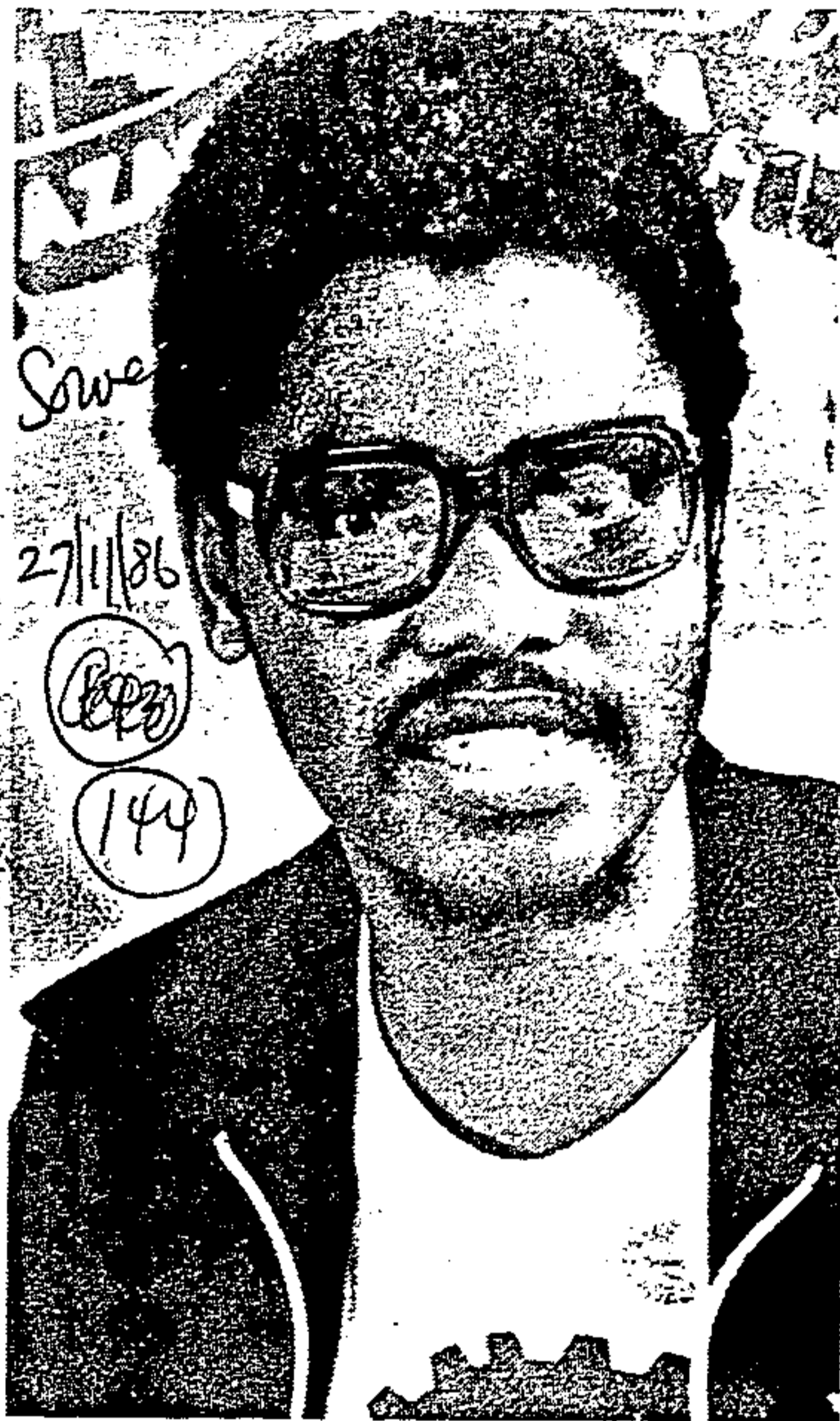
The workshop dealt with various aspects involving trade unions and their day-to-day dealings with management. Speakers at the conference shared varying views, Mr Mndaweni said.

Mr Mndaweni said what they had learnt would be based on providing a broad political philosophy of self-reliance and self-determination which will be worker controlled.

"We must have an education that will assist us in our struggle against oppression and exploitation", he said.

Armed with these,

EDUCATING THE WORKERS



Mr JAMES Mndaweni... led delegation to Harare.

he said "We can manage to achieve total emancipation and mental independence with our members."

The conference has formulated educatio-

nal recommendations for the federation.

• The federation will hold its national council meeting at Lekton House, Johannesburg, on Sunday.

Concern over deaths



THE Black Allied Mining and Construction Workers' Union has expressed concern at recent incidents of violence at the mines which have so far claimed 47 lives.

In a statement yesterday, Bamcwu said it was convinced the so-called faction fighting at the mines was "manufactured language conflict geared at destabilising the gains made by the labour movement organising in this industry."

Forty-seven black mineworkers have been killed and 138 injured

during incidents of violence at three mines in the past three weeks.

This week six mineworkers were killed and many others injured when faction fighting erupted at Anglo American's President Steyn gold mine near Welkom.

"We call on black miners, irrespective of affiliation, to exercise vigilance against this new form of control and

not to let the gains made so far by labour groups be eroded," Bamcwu said.

The Bophuthatswana National Union of Mine Employees holds a general meeting at Tlhabane near Rustenburg on Sunday.

The meeting will discuss — among other things — the ban on trade unions from operating in the homeland.

Also high on the agenda is the existence of job reservation and apartheid practices in the homeland, accord-

ing to a union spokesman.

"The meeting will focus on many labour issues, including the legality of trade unions in Bophuthatswana, and workers' right to belong to a union, to go on strike and organise," union official Mr Edwill Phosisi told the *Sowetan*.

The meeting, which starts at 8am, takes place at Tlhabane Community Hall, and is open to all workers.

The union was formed in 1984.

Sowetan 19/12/84

[Faint, illegible text from a second page or document, possibly bleed-through or a separate article.]

[Faint, illegible text from a third page or document, possibly bleed-through or a separate article.]

1987

Bop transport strike into fourth day, no end in sight

By Zenaide Vendeiro, Transport Reporter

The strike by bus drivers and other workers at Bophuthatswana Transport Holdings enters its fourth day today with no end in sight.

They are striking for a recognition agreement between the company and the Transport and Allied Workers' Union (Tawu).

Tawu officials approached BTH yesterday, but were told the company was unable to negotiate with the union as it had no legal status in the homeland. This was confirmed by BTH.

In statements issued yesterday, BTH claimed that there had been intimidation of drivers while Tawu alleged harassment and detention of workers on strike.

Tawu says . . .

The union said six worker leaders had been detained — two from Pitso, three from Batswana Gare and one from Botlhaba — and, as a result, many workers had left their homes in fear of harassment by police.

There had also appeared to be an attempt by the South African Police to frustrate workers' attempts to hold meetings in the Pretoria area.

On Wednesday, the union said, police locked out workers from the Empire Cinema in Marabastad and later locked out workers from the Laudium Hotel, where close to 1 000 workers had gathered.

Workers claimed they were transported in vans from the hotel to Bophuthatswana areas, where they were addressed by management.

Tawu said that, in a clear attempt to divide drivers from the technical staff, management persisted in calling on drivers to return to work while ignoring other members of staff.

Management had engaged white personnel to drive buses, it added.

"Workers have seen through this and they remain resolved to persist in the unity and quest for recognition of their democratic trade union and not a management-sponsored union,"

Tawu said.

BTH says . . .

BTH said officials had been informed that "unknown parties" made specific threats to employees.

Certain drivers were also threatened by colleagues and minibus operators, the company said.

"In more than one instance, firearms were used as an intimidation instrument."

BTH had been approached by Tawu officials, who were told that in terms of Bophuthatswana's industrial relations legislation, the company could not negotiate with foreign unions.

"They were informed that no *de jure* or *de facto* recognition can be granted by the company and that they should therefore approach the appropriate authorities in Bophuthatswana."

The company said the unlawful stay-away involved about 25 percent of drivers and that it had had a limited effect on regular commuter services.

Relief drivers had been used and arrangements had been made with SA Transport Services to transport by rail to Rosslyn and Pretoria.

Management expressed its sincere appreciation to BTH passengers for their patience and co-operation "during this difficult period".

Star 20/2/87

1424

1424

3

Campaign for OK strikers

144
A campaign has been launched by the Council of Unions of South Africa/Azanian Confederation of Trade Unions (Cusa/Azactu) to make OK Bazaars' management reinstate workers dismissed during the eight-week strike.

In a statement yesterday Cusa/Azactu said it fully supported the OK strikers.

12/2/87
A union meeting yesterday decided affiliates should examine what factory-level support could be given to the strikers, expressed disgust over alleged collusion between the stores and the police and called for the release of detained strikers.

The meeting also discussed the activities of certain OK directors and managements in not denouncing the police.

"Their silence has been deafening, especially among those who meet liberation organisations," the statement said.

Unions reject new Workers' Day

By Mike Siluma

STAR 23/3/87

Major unions today vowed to continue to work for May 1 as a paid holiday, despite State President Mr P W Botha's announcement that the first Friday of every May would be Workers' Day.

National Union of Mineworkers' spokesman Mr Marcel Golding said the announcement was clearly an election ploy.

"There is a specific symbolism to

May 1 celebrated by workers throughout the world. While there seems to be an acceptance of a workers' holiday, this does not change our position."

Cusa-Azactu federation spokesman Mr Phiroshaw Camay said both the State holiday and May 1 would be taken and employers would have to bear the cost.

The country's largest black workers' federation, Cosatu, and the Media Workers' Association also rejected the Government holiday.

1984 Eve Post 20/5/87

Leading PE unionist off to Canada to study labour issues

By JIMMY MATYU

A PORT ELIZABETH trade unionist, Mr Lizo Neti, national organiser for the Black Allied Workers Union of South Africa, is going to Canada on a six-months study of labour issues.

He will be studying a "worker awareness-raising" project at the Xavier University.

The study is being sponsored by the Coady International Institute and was recommended by the Wilgespruit Fellowship Centre in Rodepoort where Mr Neti had previously attended courses on labour issues.

He leaves Port Elizabeth for Johannesburg on Friday on the first leg of his trip.

A farewell party in Mr Neti's honour was held in Zwide at the weekend.

Mr Neti, a father of two from New Brighton, said he and two other trade unionists from other organisations in Transvaal would then fly from Jan Smuts Airport in Johannesburg on Wednesday next week.

"This will be my first trip abroad and I am looking forward to gaining much knowledge from the study. I hope to share it with my colleagues in the trade union movement when I return," he said.

Mr Neti said he became deeply interested in trade union administration during 1985. He joined the Commercial, Catering and Allied Workers Union of South Africa in 1983.

Ironically Mr Mbulelo



Mr LIZO NETI: "We saw a great need for a trade union to cater for small industries"

Nzwanana, who interested Mr Neti in joining Ccawusa, is now secretary-general for Bawusa.

"We established Bawusa after we saw a need for a trade union to cater for small industries where some people are exploited and dismissed unfairly,"

he said.

Mr Neti said Bawusa, which was still a small union, had branches in Paterson, Uitenhage and Addo. It was planned to nationalise the union.

He said at present Bawusa co-operated with any federation of unions.