

# INDUSTRIAL RELATIONS - WORKERS'

ORGANISATIONS - COUNCIL OF UNIONS OF SA.  
(CUSA) & URBAN TRAINING  
Project.

1985

JANUARY — JULY.

143  
D. Dispatch  
11/85

# Firm stance on labour by Gencor

JOHANNESBURG — Gencor is pushing for better job opportunities for blacks on the gold mines — but it also seems prepared for a major battle, if necessary, with the black National Union of Mineworkers

These points emerge in comments by the chairman, Mr Ted Pavitt, and other senior Gencor executives in the annual reports of the group's gold mines

Mr Pavitt says in the Unisel report "The productivity of artisans could be greatly improved at the work face, where much of the maintenance is done on relatively unsophisticated machinery

"Much of this work could be done by less skilled personnel"

"The resolution of this matter with the trade unions should go a long way towards reducing the shortage of artisans and at the same time give more job satisfaction to those who choose to work underground

"The Chamber of Mines is negotiating with some trade unions and official associations regarding a security of employment agreement, the industrial relations structure and the elimination of 'scheduled person' from the Mines and Works Act.

"It is essential that meaningful progress should be made in this regard in order that members of any sector of the labour force can participate on an equal basis and on merit"

Mr Pavitt adds, however "The National Union of Mineworkers (NUM), representing black workers, conducted wage negotiations (in 1984) with the Chamber of Mines on behalf of its members, representa-

tive in certain categories of labour, on seven mines in the industry

"These negotiations were not settled by July 1, which is the normal date for the implementation of wage increases"

Mr Pavitt comments "The delay in settlement with the NUM can be attributed to unrealistic expectations

"Requests for increases commencing at 60 per cent and reducing to an absolute minimum of 18 per cent puts the union's credibility regarding realistic negotiations on the line

"While accepting the necessity for having to negotiate with trade unions, management does not see these unions as the only or most important medium for communicating with employees"

Mr C R Netscher, the chairman of the Winkelhaak, Leslie and Brackeen mines, goes a little further

He says "It should be appreciated that the NUM's membership is alleged to be 70 000 in a total labour force of some 550 000.

"At present there is no means of verifying this figure"

It would seem from these comments that the wage negotiations between management and the NUM are likely to be extremely tough in 1985 on both sides — DDC

*D. D. S. P. T. 143 3/1/85*

# Trade unions: tougher times ahead

DURBAN — Key trade unionists have predicted that employees face tougher times in the new year as the country's economy is still in the grip of recession

The past year had been hard for many workers with thousands retrenched, mainly from the motor and furniture industries, the hardest hit by the recession

Unions which negotiated wage increases in 1984 battled to secure fair and reasonable increases for their members and many employees received diminished Christmas bonuses

They said that in the new year there was very little prospect of further wage increases and some workers would have to face being laid off

Mrs Ruth Imrie, acting general secretary of the Trade Union Council of South Africa (Tucsa), said that unemployment and the misery, alienation and stark hardship it brought, was a crucial issue to be faced in South Africa

"Some way must be found to rescue the economy from its current state of devastation

"Our people need jobs, homes, a decent livelihood and decent prospects for themselves and their children. Let us hope that the new year will bring a sense of reality to those in positions of power so that we can all go forward in a spirit of conciliation to find a solution to the problems we face and which will otherwise tear us apart in bitter polarisation," she said

Mr Norman Middleton, regional co-ordinator of the Council of South African Unions, said it was "too frightening" to even consider what the future held for workers

"The past year was marked by retrenchments and a number of companies going on short-time. As the effects of company taxes and perks tax come into effect this year workers will have to bear the brunt and face even tougher times than the past year," he said —  
DDC

4/1/85

Strike ends at  
Staw  
Witbank mine (143)

The brief strike by 600 miners at the Tweefontein Colliery in Witbank ended today when all workers returned.

They went on strike over alleged forced overtime and the dismissal of six workers, said the general secretary of the National Union of Mine Workers (NUM), Mr Cyril Ramaphosa.

The Chamber of Mines said today the management had lengthy discussions with the NUM.

Mr Ramaphosa said discussions on the dismissals and overtime, "as well as other ugly incidents", will continue.

(143) (3/10) (5/10) Stan 5/1/85

### SA trade unionists in USA

NEW YORK — The powerful American AFL-CIO trade union organisation is taking 11 black South African labour leaders to Washington this weekend for a conference and training sessions. The group includes two of the men recently released from jail in South Africa — Mr Phiroshaw Camay, General Secretary of the Council of Unions of South Africa, and Mr Philip Dlamini, General Secretary of the South African Black Municipality and Allied Workers Union. The arrival of the South African trade unionists is expected to provide a fillip for the anti-apartheid demonstrations that have resumed outside the country's embassy in Washington — Sapa

# Sasol begins to re-employ stayaway workers

~~183/19~~

Labour Reporter

143

Star  
10/11/85

Sasol has begun to re-employ the 5 000 workers fired for participating in the two-day Transvaal stayaway in November last year, under a new threat of legal national industrial action by the 24 unions involved in the union unity talks if the dispute is not resolved

months more than 4 000 applications from former employees had been received and were being sympathetically considered, he added

The move follows informal pre-Christmas talks between the corporation and officials of the Chemical Workers' Industrial Union

At the discussions, an agreement was reached whereby the union would not proceed with industrial action before the end of January and Sasol undertook to reinstate as many dismissed workers as possible

According to a Sasol spokesman, 1 500 of the 5 100 dismissed Sasol 2 and 3 workers have already been re-employed Over the past two

I [scribble]



Seweter 14/1/85

# Unions plan boycotts

By JOSHUA RABOROKO

TWO trade unions have intensified their campaigns for a boycott of products in an attempt to have their sacked members reinstated by the companies.

The Cusa-affiliate Food Beverage Workers Union (FBWU) has launched a campaign against Dairy Maid products in Pretoria while the South African Black Municipal and Allied Workers Union have called for a boycott of all liquor outlets owned by the Oranje-Vaal Development Board.

The FBWU accuses Dairy Maid of several grievances, including the sacking of its members at the plant and maintain that these practises constituted "an unfair labour practice."

Numerous attempts to break the impasse ended in deadlock when management could not meet the workers demands, and the union started the boycott in an attempt to pressurise management to change its decision.

The union has also alleged that its members were often referred to as "bobbejane" and "kaffirs" by white personnel and "we are quite concerned about these allegations," a spokesman said.

Mr Andrie van Rhyn, group personnel manager of Imperial Gold Storage, of which Dairy Maid is a subsidiary, said that he was surprised by the allegations which were raised by the union some 10 months ago. He was dismayed by the boycott.

Sabmwu's boycott against all liquor outlets owned by the OVDB

follows the sacking of workers at Big S sorghum beer depot and Big Malt company — both are subsidised by the board.

The union said that management had refused to negotiate "in good faith" with them and "we had no alternative but to call for the boycott which is gaining momentum in the area."

Sabmwu's Phillip Dlamini said

However, Big Malt's manager Mr J Scholtz has reiterated that the company did not belong to the OVDB and that the boycott was unfair on the board.

The management was willing to discuss the matter with the union at the earliest convenience in an attempt to resolve

the matter. He contended that the workers refused to work and were dismissed. They also refused to collect their money when requested to do so.

Meanwhile the Black Allied Mining and Construction Workers Union has reiterated that its campaign to ban all asbestos mines in South Africa was still on. Several meetings

# Unions call for US disengagement

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15/1/85

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SOUTH African trade unions have called on the United States to stop all new investments which support the apartheid system, including the "homeland" policy in South Africa.

The unions have also called on the US to pursue a vigorous campaign of constructive disengagement and to ensure that nuclear, computer and defence technology is not sold, or licensed

or franchised in South Africa

The president of the Council of Unions of South Africa (Cusa), Mr James Mndaweni, said the US should terminate its involvement in so-called homelands because of the exploitation that takes place in these territories

## Fosatu

This view has been supported by Fosatu's president, Mr Chris Dlamini,

who said that the federation has written letters to the US Government protesting the involvement of American companies in the "homelands"

He said that most American companies operating in South Africa did not adhere to the Sullivan Code of Conduct and were exploiting black workers by refusing to pay them a living wage



# Council of Unions urges asbestos mining ban

By Carolyn Dempster,  
Labour Reporter

The 150 000-member Council of Unions of South Africa (Cusa) has thrown its support behind the campaign to ban asbestos mining and manufacture in South Africa

The campaign was launched by the Black Allied Mining and Construction Workers' Union last year after it was re-

vealed that thousands of Lebowa residents and mineworkers in the North Eastern Transvaal asbestos mining region of the Strydpoortberge were at risk

Inhalation of fine asbestos fibres in the form of asbestos dust can result in the crippling lung disease asbestosis, the fatal and rare cancer of the lung lining, mesothelioma, and lung cancer

The old disused dumps in the NE Transvaal pose a severe health hazard to the local community, who, *The Star* found, were using the waste asbestos material to make bricks.

It was also established that dust levels during 1980 to 1982 often exceeded the safety limits recommended by the Government Mining Engineer

In the latest issue of *Izwilethu*, the Cusa newsletter, the union federation states that the campaign to ban asbestos in South Africa "cannot be dismissed as a case of political opportunism. Asbestos has already ruined the lives of many people".

Official statistics compiled by the Medical Bureau for Occupational Diseases reveal that

there were 5 140 asbestosis victims between 1967 and 1983, 212 compensated cases of mesothelioma and 57 cases of bronchogenic carcinoma

But because the asbestos-related diseases take between 20 to 30 years before the symptoms become manifest, Government and health officers admit that the official records are unreliable indicators of the full extent of the health hazard.

# SOWETAN

WEDNESDAY, JANUARY 16, 1985

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23c+2c GST (SA) Elsewhere 25c

# UNIONS <sup>WARN</sup> WW

By JOSHUA RABOROKO — Labour Reporter

**FOREIGN companies operating in South Africa face massive industrial action unless they adhere to the Sullivan and European Economic Commission codes.**

This tough warning was yesterday issued by the country's most powerful trade union federations, the Federation of South African Trade Unions (Fosatu) and the Council of Unions of South Africa (Cusa). Together these federations account for more than 250 000 of the country's labour force.

The federations have demanded the creation of special committees to monitor the activities of foreign firms in South Africa. They claim that, while the codes were introduced several years ago, they have not been adhered to by some foreign companies in South Africa.

These companies have under-employed blacks, continued to pay them wages far below living standards, and their black staff work under conditions far inferior to those under which whites work.

Although the two federations did not indicate what type of action they envisage taking, it is expected that the unions will organise more strikes and product boycotts to pressure the multinationals.

## Boycotts

In recent months several unions have called for boycotts of products produced by most multinational companies — an action reminiscent of the large-scale boycott against the American company, Colgate in the early '80s.

The warning by Fosatu and Cusa comes after affiliates com-

## Multinationals in SA face industrial action

plained bitterly about companies not observing the codes.

Other independent unions, The Commercial, Catering and Allied Workers' Union of SA (CCAWUSA), and the Motor Assemblies Components' Workers' Union of SA (Macwusa) have also raised their voices about multinational companies' refusal to adhere to the codes.

The Sullivan Code, designed basically for American companies, was drawn up by the Reverend Leon Sullivan, one of the early leaders of the civil rights movement in the United States.

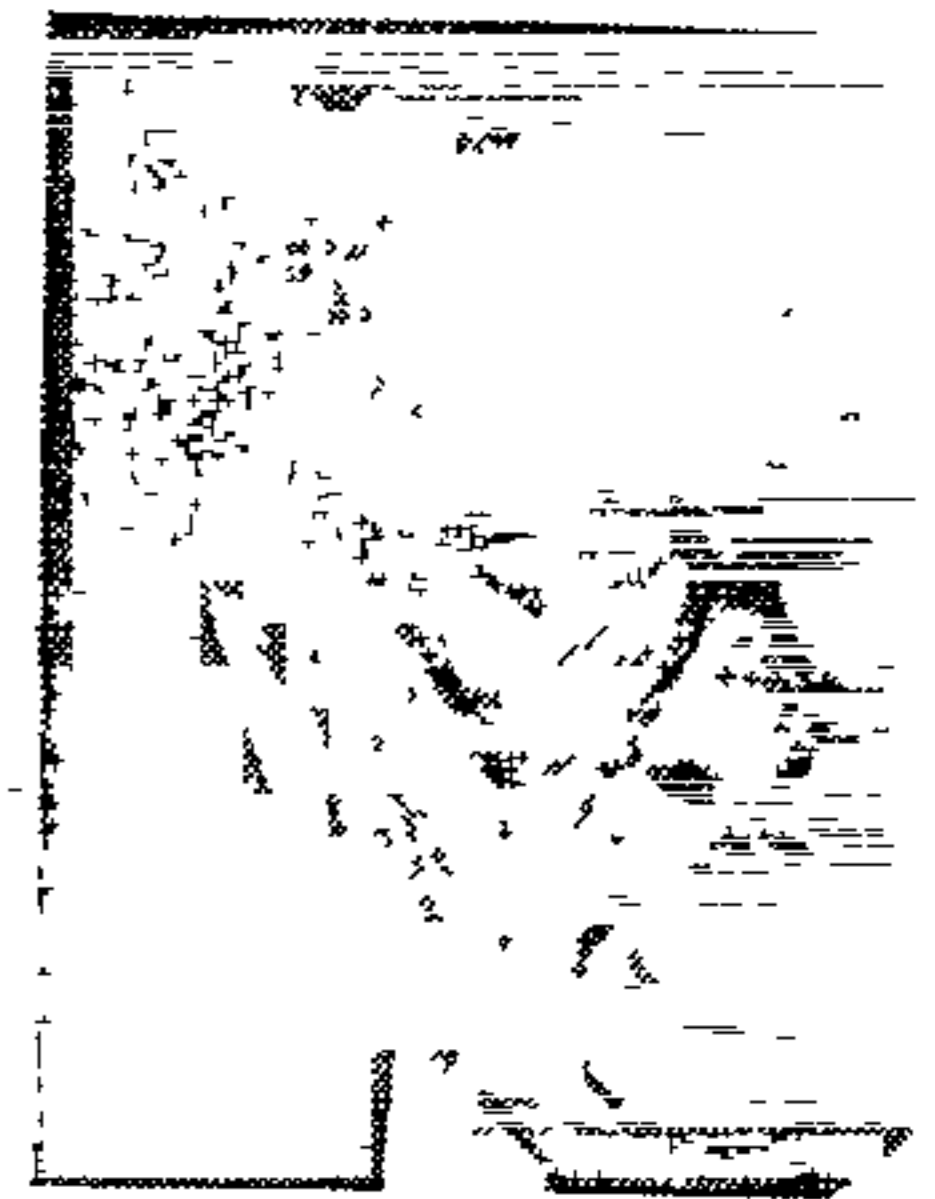
The Code stipulates, inter alia, non-segregation of races in all eating, comfort and work facilities, equal pay for all employees doing equal or comparable work for the same period of time, increasing the number of blacks and other "Africans" in management and supervisory positions, and equal and fair employment practices for all employees.

Fosatu's president, Chris Dlamini, said they have made recommendations to several American companies and Mr Sullivan himself regarding the treatment of some multinationals in South Africa gave to black workers.

"We have also urged that the codes be monitored by a special committee based in South Africa. We have had no positive move and unless this is done we shall be forced to put pressure on the companies, like we did with Colgate a few years ago," he said.

Mr Dlamini said American companies have taken advantage of the "cheap labour" in the "homelands" and have invested in these territories, especially in KwaZulu.

A co-ordinator of the Sullivan principles in SA, Mr Lionel Grewen, said that as far as he was concerned the codes were monitored.



Rev LEON SULLIVAN ... code

**UNBEATABLE**

**SALL**

**MANY PRICES**

GIRLS' SHORT SLEEVED BLOUSES

**3** 49

from

GIRLS' DUNGAREES

**7** 99

from

GIRLS' PLEATED SKIRTS

**9**

**By PHILLIP VAN NIEKERK**  
 THE unregistered National Union of Mineworkers, South Africa's largest trade union, is set to make a key policy turnabout at its annual congress this weekend when it debates a resolution calling on it to register.

The resolution has been proposed by the NUM's Carletonville region but is believed to have widespread support and little opposition within the union.

Other major issues to be discussed at the congress — to be held in Thabong township near Welkom — are the formation of a Southern African mining union federation and the NUM's affiliation to the Council of Unions of South Africa.

The union also seems set to make racial job reservation on the mines a bargaining issue alongside wages this year.

Mr Cyril Ramaphosa, general secretary of the NUM, said a motion to this effect had been tabled by the Free State region, to put pressure on the Chamber of Mines to hasten talks with the white unions on scrapping mining apartheid.

This means that if there is no movement on the issue in the next few months, the chamber could find itself in dispute with the NUM and face the possibility of industrial action.

# NUM to debate policy change

Mr Ramaphosa said the move to register the union was because as an unregistered union, the NUM had to apply to the Minister of Manpower for stop-order facilities.

"We feel that registration is no longer a political issue," he said.

The NUM's relations with the union body to which it is affiliated, Cusa — which reached a low point in October last year when the NUM delegation walked out of Cusa's annual congress — are high on the agenda.

The proposed formation of a Southern African federation of mine unions — encompassing eight countries on the sub-continent — will also be discussed.

The union will also examine last year's legal strike over wages, discuss ways of counteracting police action during strikes and reassess the whole question of legal strikes.

143  
20/1/85  
**Passport refused**

COUNCIL of Unions of SA national organiser Mahlome-la Skhosana was this week refused a passport by the SA Government - for the third time.

Mr Skhosana intended travelling to neighbouring states. He does not regret the move, but is furious at the fact that he has to pay R10 for each application - which is not refundable.

"I would rather donate the money to charity than to the Government's coffers."

# NUM's pledge to fight job reservation

143  
Cape Times  
2/1/85

Own Correspondent

**JOHANNESBURG** — The 110 000-strong National Union of Mineworkers (NUM) is preparing for a major battle against job reservation, which protects white workers and blocks black advancement in the mining industry

## Conflict

In a move which could bring them sharply into conflict with the Chamber of Mines and white unions, the NUM has resolved to put mining apartheid on the bargaining table this year

This was one of several key policy decisions taken at the NUM's annual congress at Welkom this weekend, attended by 350 delegates and more than 3 000 members

The NUM, which has grown into the country's largest union, resolved to register in terms of the Labour Relations Act

The decision was taken because, delegates said, the union's paid-up membership was being prevented from maximum growth by delays in being granted stop-orders by the Minister of Manpower

In addition, the NUM resolved to organize mineworkers in SWA/Namibia and to apply for registration there as well if necessary

The resolution on job reservation on the mines is significant, as this is the last major preserve of legal white worker privilege in South Afri-

can industry

Mr Johannes Phathe, chairman of the NUM's Free State region, said workers were disturbed that the talks initiated by the Chamber with white unions aimed at scrapping job reservation had excluded the NUM

He said the NUM would press to be included in these talks, and that failing this the whole issue would be placed on the bargaining table alongside wages and other demands for 1985

This was one of several signs at the congress that the NUM is preparing to take a tough stance in negotiations with the Chamber this year

Mr Cyril Ramaphosa, general secretary of the NUM warned the Chamber that if they did not bargain in good faith from the first meeting with the union this year, workers would take action on July 1

The NUM took no decision to disaffiliate from the Council of Unions of South Africa (Cusa), but NUM speakers at the congress referred to Cusa in harsh terms

Speculation that the NUM might leave Cusa followed the NUM walkout from Cusa's congress in October last year

Explaining the reasons for the walkout, Mr Ramaphosa said the other unions in Cusa had clubbed together to oppose the NUM and many of these unions did not practise worker control

43

# NUM set for battle over job reservation

By PHILLIP VAN NIEKERK

THE 110 000-strong National Union of Mineworkers is preparing for a major battle against job reservation in the mining industry, which protects white workers and blocks black advancement.

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The decision was taken because, delegates said, the union's paid-up membership was being prevented from achieving maximum growth by delays in the granting of stop-orders by the Minister of Manpower.

In addition, the NUM has resolved to organise mineworkers in Namibia and to apply for registration there as well, if necessary.

The resolution on job reservation on the mines is significant as this is the last major preserve of legal white worker privilege in South African industry.

Mr Johannes Phathe, chairman of the NUM's Free State region, said workers were disturbed that the talks initiated by the chamber with white unions aimed at scrapping job reservation had excluded the NUM.

In addition, they were disappointed

that the whole issue had taken so long to be resolved.

He said the NUM would press to be included in these talks, and that failing this the whole issue would be placed on the bargaining table alongside wages and other demands for 1985.

This was one of several indications at the congress that the NUM is preparing to take a tough stance in negotiations with the chamber this year.

Mr Cyril Ramaphosa, general secretary of the NUM, warned the chamber that if it did not bargain in good faith from the first meeting with the union this year, workers would take action on July 1.

He warned that a lot of people were asking themselves if it was worthwhile going on a legal strike, as they did in September last year, if workers were "still going to be shot down".

## Cusa comes under fire

Mail Reporter

THE National Union of Mineworkers (NUM) has taken no decision to disaffiliate from the Council of Unions of South Africa (Cusa) — but NUM speakers referred to Cusa in harsh terms at their annual congress at the weekend.

Speculation that the NUM might leave Cusa followed its walkout from Cusa's congress in October last year.

Explaining the reasons for the walkout, Mr Cyril Ramaphosa, general secretary of the NUM, said other unions in Cusa had clubbed together to oppose the NUM and many of these unions did not practise worker control.

He said Cusa had not sent fraternal greetings to the NUM congress even though several overseas and local unions, including the Federation of SA Trade Unions, had wished the NUM well.

Delegates of the NUM expressed support for the dismissed Sasol workers.

CAF 521185  
70 union men strike

Mail Reporter

ABOUT 70 members of the SA Chemical Workers' Union went on strike at the Pharma Natura Company in Wynberg, Johannesburg, yesterday

The union claimed workers had received no wage increases for the past three years, that the company had deliberately delayed recognition agreement negotiations and that union members were victimised

A company spokesman denied the allegations

rent affairs, January 18), launched his new initiative which includes talks with Fernandes followed by talks with Maputo and then hopefully tripartite talks. But first indications are that the MNR has not abandoned its rigid attitude and excessive demands that have been standing in the way of an agreement with Frelimo until now.

Wisner's visit to Maputo is also seen as significant. He was the man whose hard work and bargaining helped make Nkomati possible. He is again in Mozambique to act as a broker, this time with the carrot of limited US military aid in his hand.

## DISINVESTMENT

### Counter-moves

The business sector is studying proposals for a counter-offensive against the US disinvestment drive. This comes none too soon to consider a Bill containing several gaining increasing support and Congress is soon to consider a bill containing several measures that will restrict trade with SA.

Although the counter-campaign is still in its embryo stage, there is consensus that effective use should be made of special lobbyists and agencies in the US, that business partners in that country should be drawn into the fight and that the six largest national employer bodies in SA should cooperate closely.

The apparent success of the manifesto handed to visiting Senator Ted Kennedy by the six bodies — in effect the first step of such a campaign — has strengthened the idea that the private sector should speak with one voice.

Some businessmen also feel that the private sector should at the same time keep up their lobbying and pressure on government for reform and be seen to do so by critics in the US.

Says the executive director of the American Chamber of Commerce in SA (Amcham), Steve Bisenius: "The anti-apartheid issue is snowballing. SA corporations are a significant force and it is time that they go on the offensive. At the moment there is a deafening silence. They could apply a lot of leverage to get their US connections to act against economic sanctions."

Says FCI's Johan van Zyl: "Disinvestment and other forms of economic sanction pose a very real danger to the private sector, so we have an important task in countering it. Government is more or less powerless for its credibility is very low overseas. The private sector has credibility, but we are not geared for this kind of thing. It would normally have been the task of the Department of Foreign Affairs. So we will have to create our own structures."

Afrikaanse Handelsinstituut (AHI) president Leon Bartell and Assocom immediate past president Bill Yeowart confirm that their organisations are investigating schemes to counter the disinvestment

drive. Both are looking forward to closer co-ordination between the service organisations in the private sector.

Yeowart believes the fact that disinvestment will hit the BLS countries and other neighbouring states as hard, if not harder than SA, should be used prominently in building up arguments against disinvestment.

Van Zyl believes there must be basic understanding of US public opinion before a programme of action is devised. Public opinion plays an important role in the US and if it is strong on some topic, it is going to influence policy-making because the administration cannot afford to ignore it like some other governments do.

"US public opinion is tuned to the moral aspects of apartheid, not only the economic aspects of it. What weapons do we have to fight the moral argument? We must grant them that unconditional contact between the two business sectors is not possible any more. Then we must concentrate more on the conditions on which such contact can take place."

"Our argument must be that it will be counter-productive to have no contact, so let us start a debate on what conditions we can have contact. Bishop Tutu has already laid down some of these conditions, some of them can already be met. We must tell them that we will accept certain conditions, but others are just not possible in Africa. And if they lay down too stringent conditions, we must tell them we cannot meet them and the ball is now in their court. We have done everything to bring about non-violent change."

Bisenius says Amcham is prepared to help any SA company or group in their ef-



FCI's Van Zyl ... seeking to influence US public opinion

forts, and will help set priorities, make contacts and give information on how the US system works, what strategies would work and what would not.

He does not believe the SA private sector should waste time in talking to the extreme Left. "There are a lot of people in the centre who can be swayed by intensive lobbying. At the moment only the anti-side is vocal, so people tend to believe there is only one side. South Africans must know and understand the system in the US to be successful. Things like writing letters to congressmen, for instance, are not effective here but certainly work in the US."

## BLACK MINE UNION Num gears up

After a tumultuous 1984 the black National Union of Mineworkers (Num) enters the fourth year of its existence determined to continue its challenge of some of the most difficult and sensitive issues in the SA mining industry.

Potentially the most explosive resolution passed at Num's annual congress in Welkom last weekend committed the union to take on the Chamber of Mines and the established mining trade unions on the issue of job reservation in the industry.

Unions and the chamber are currently discussing the possibility of changing the definition of the "scheduled person" in the Mines and Works Act to allow blacks to attain certificates to do skilled work. Num is not party to the discussions as it was not yet formed when the chamber and the other unions were first instructed by a government White Paper on the Wiehahn Commission to set about changing the definition.

Num general secretary Cyril Ramaphosa tells the FM that the union will approach the chamber very soon and demand to be involved in the talks. "If we get a negative response we will put the issue on the agenda for the negotiating table and the stage will be set for conflict," he says.

This threat and Ramaphosa's statement in his speech to the congress that Num is prepared to meet only once with the chamber to discuss 1985 wage increases before it will take strike action on July 1 — the date when increases are traditionally implemented — are further indications of Num's militancy.

On a more practical level, the congress gave Ramaphosa a mandate to apply to the Department of Manpower for Num to be registered. The reason for this is the problems Num has been experiencing in getting stop order facilities. As an unregistered union it has had to have permission from the Minister of Manpower and there have been grumbles that this procedure has been too slow.

Another issue discussed was Num's relationship with Cusa. This is clearly problematic. No decision on affiliation was taken.

P.T.O.



(143) (217)

But Ramaphosa spelt out some of the reasons why Num walked out of last year's Cusa conference. He objected to the fact that.

- Most of the Cusa unions do not practise worker control;
- Other Cusa unions are opposed to the new federation of emerging unions, and
- Cusa's affiliation to the International Confederation of Free Trade Unions

Speaking about other Cusa affiliates, Ramaphosa said "There was a misunderstanding between us and various Cusa affiliates. We found out that our large size is bothering them so they clubbed together and opposed our union." Ramaphosa also made a point of stating that Cusa had not sent a goodwill message to the conference.

For these reasons Num appears anxious to relocate itself in the union movement and there was a notable resolution calling on the participants in the talks aimed at forming the new federation to speed up the process.

Num joined forces with these unions in resolving to embark on a national strike if Sasol fails to reinstate the thousands of workers it dismissed during last year's stayaway.

Ramaphosa will have a difficult task to realise all the conference resolutions. Last year Num won some battles and lost others and even when it struck avoided outright

confrontation with the chamber by staging what are generally regarded as one day demonstration stoppages. But this year it seems poised to make a far more concerted challenge. A membership of 110 000 (45 000 of them paid up), 29 recognition agree-

ments with seven more in the pipeline and stop order facilities at 23 mines no doubt contribute to Ramaphosa's confidence.

26/11/85  
143  
144

# Racism fuelling price rise

Mail Reporter

THE Council of Unions of South Africa (Cusa) yesterday called on the Government to resign for its mismanagement of the economy, in the wake of this week's massive increase in petrol prices.

A statement by the council's general secretary, Mr Piroshaw Camay, said it was clear from the phenomenal increase in the petrol price announced on Thursday that the South African economy was in "serious trouble".

The statement added that while the Government would like workers to believe that this was due to the international situation, this was only partly true.

"The fact of the matter is that to fund its racist policies the Nationalists are getting this country deeper and deeper into debt.

"The Government spends about R2,7-billion a year on maintaining apartheid."

143 C Press

# NUM backs Scargill's fight

BRITISH mine union strongman Arthur Scargill and his miners' strike received a boost from black South African miners last week

The third annual National Union of Mine workers congress in Welkom in the Free State resolved to give full support to the striking British miners and pledged solidarity with them.

"An injury to one is an injury to all," NUM general secretary Cyril Ramaphosa told the 3 500-strong congress

On the thorny issue of wage negotiations with the Chamber of Mines, Ramaphosa said last year his union had five sessions with the Chamber

But this year NUM was only prepared to have one session of negotiations with the



ARTHUR SCARGILL SA miners support him Chamber.

Ramaphosa said if wage negotiations were not resolved by July 1 — the date the mining industry reviews wages — NUM would be forced to take industrial action.

He said black miners were scared of going on a legal strike because of alleged police harassment

"Five hundred miners sustained injuries from police last year," he said

# Ms. Londor

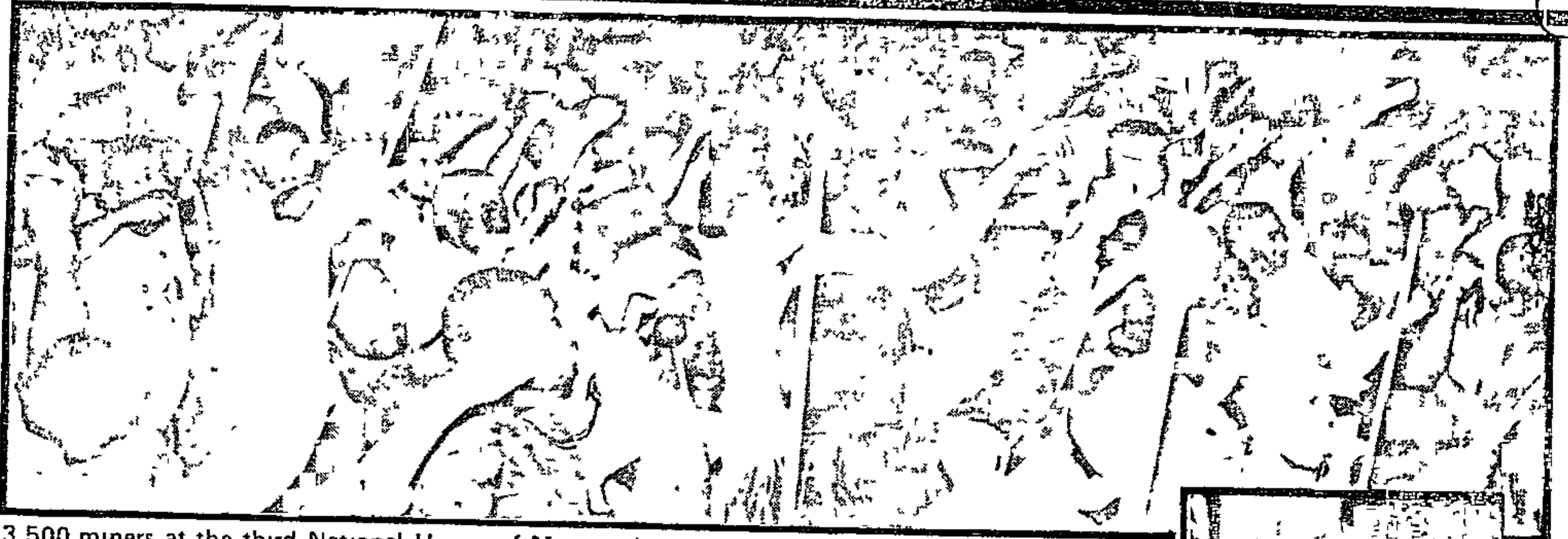


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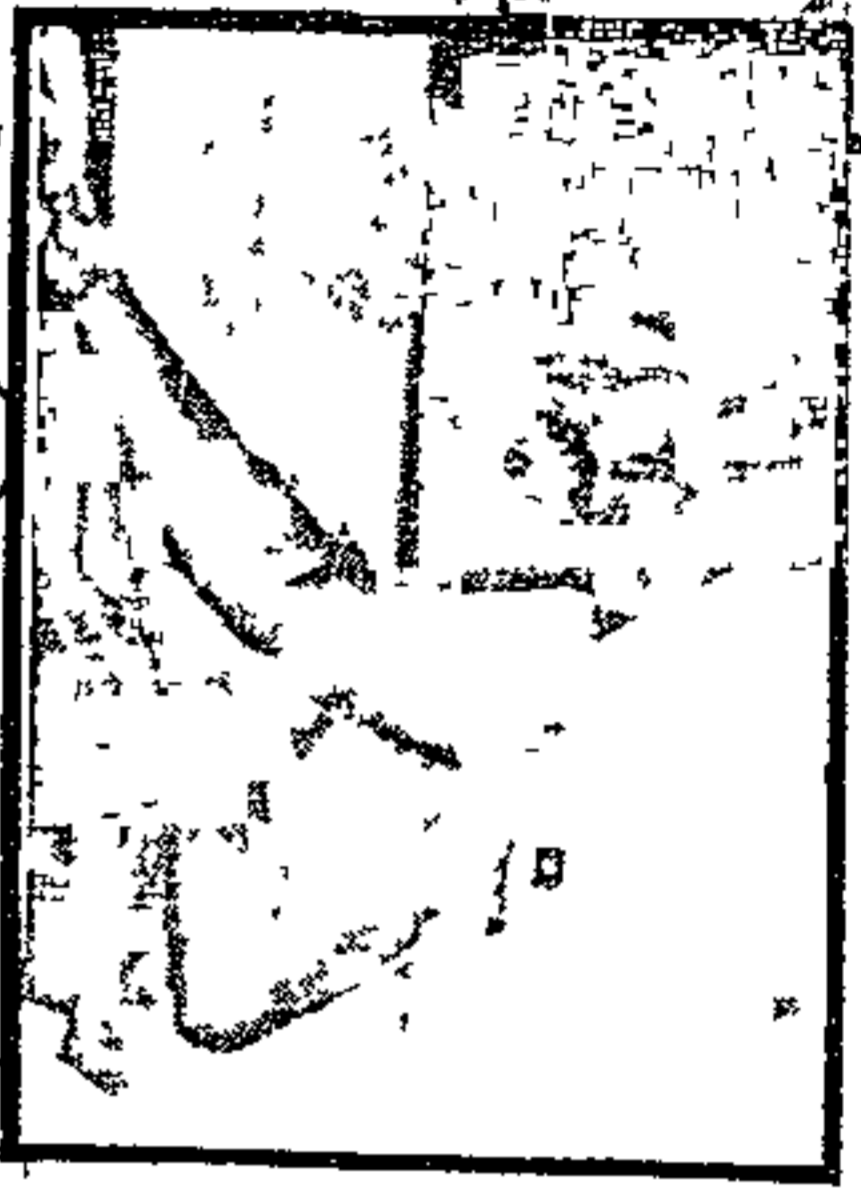
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3 500 miners at the third National Union of Mineworkers congress in Welkom — and, right, general secretary Cyril Ramaphosa

# CUSA UNDER FIRE!

27/1/85  
 143  
 C. Press



THE COUNCIL of Unions of SA came under fire at the third National Union of Mineworkers' annual congress at Welkom last weekend

But a breakaway decision was not taken

NUM general secretary Cyril Ramaphosa told more than 3 500 members at the congress

By HERMAN LETSIE

about the circumstances which led the union to stage a walk-out from Cusa's annual congress in Hammanskraal last November

He also said there were other Cusa affiliates who were bothered by the largeness of NUM. This he said had resul-

ted in them clubbing together to oppose his union on a number of crucial black worker issues at the mother body's forums

He said there were four main differences NUM had with Cusa at the November congress

- The said unions did not practice worker control
- Cusa's congress was not at-

tended by workers

- The new federation
- Cusa's affiliation to an overseas federation with which NUM doesn't agree

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ROOM 28/85 143

# TWO factors to dominate mining

TWO structural issues seem set to dominate industrial relations on the mines in the coming months.

The one is the scrapping of job reservation, a subject which was heated up again last weekend with the National Union of Mineworkers resolving to put it on the bargaining table this year.

The other — the creation of a unitary bargaining system, or industrial council — is the subject of talks between the Chamber of Mines and 12 established unions.

At present the complicated and elaborate IR arrangements in the industry mean that the chamber has to negotiate three wage agreements every year with the officials' associations, with the predominantly white unions and with the black unions.

According to chamber sources, negotiations towards an industrial council have made fair progress — as an issue linked to the abolition of the colour bar.

The creation of an industrial council in the industry could mean that agreements would in future be published and monitored, overcoming a perceived lack in the present set-up.

Though the NUM and other emerging

## UK miners ready to start talking

LONDON — Talks to end Britain's 10-month-old coal strike could reopen soon, according to Mr Michael Eaton, a spokesman for the state-run National Coal Board.

"The chances of a meeting are very high but it has to be on proper grounds," he added.

The two sides seemed to be on the

verge of agreeing to fresh peace talks. Then the board announced it wanted a written guarantee that the closure of loss-making pits would be on the agenda.

President of the National Union of Mineworkers, Mr Arthur Scargill, had said earlier that he was willing to enter talks with no preconditions —

Reuter

## LABOUR WEEK By Phillip Van Nickerk

unions have not been included in the talks, one assumes that the creation of an industrial council would be futile if it excluded them, because they represent the vast bulk of the workforce.

However, the NUM have denied speculation that the decision at their annual congress last weekend to register in terms of the Labour Relations Act is long-term planning for participation in an industrial council.

Registration is a prerequisite for joining an industrial council.

The reason given for the decision to register is the lengthy delays caused by having to apply, as an unregistered union, to the Minister of Manpower for stop-order facilities.

The NUM now claims a membership of about 110 000, with 29 recognition agreements. As a result of stop-order delays only about 45 000 NUM members on little more than half these mines are paid-up.

□ □ □

JOB reservation and the formation of an

industrial council in the industry are likely to feature high on the agenda when the all-white Mine Workers' Union holds its annual congress tomorrow.

But observers hoping to determine the political direction of the union from the opening speaker are likely to be left a little puzzled.

This year the MWU congress will be opened by Mr Jaap Marais, leader of the Hetsstigste Nasionale Party.

Last year when it was opened by Dr Andries Treurnicht, leader of the Conservative Party, there was some speculation that the union was moving to the left, an opinion which would now have to be revised.

In fact, last year the MWU initially asked Mr Danie Steyn, the Minister of Mineral and Energy Affairs, to open the congress — and was offended when, according to the Mynwerker, he never even had the courtesy to reply.

The matter was subsequently patched up.

# Job reservation on mines hovers on the brink

THE STAGE has been set for a real life drama in the mining industry this year with South Africa's most enduring labour anachronism — racial job reservation on the mines — being challenged as never before

The cast includes the country's largest and fastest-growing black trade union, the most hard-line white union, the Chamber of Mines and the Nationalist Government

The 110 000-strong National Union of Mineworkers served notice on January 16 that it was preparing to put the colour bar on the bargaining table this year, and if necessary, take action on the issue

The chief thrust of its campaign would be aimed at the Chamber of Mines, whom it has accused of dragging its feet and not being serious about its stated intention of eliminating mining apartheid

The Chamber last year initiated talks with 12 mining unions aimed at reaching an agreed formula to present to the Government for the scrapping of statutory job reservation

But the chief obstacle is reaching agreement with the established unions, especially the all-white Mine Workers' Union (MWU), which can see little benefit in signing away the traditional rights of its members

Ultimately, the Government has the final say in changing the law, but has said it is not going to initiate change until there is agreement within the industry.

The origins of this contorted tale go back to the days of Paul Kruger's South African Republic, when key jobs underground were reserved for white miners.

Job reservation has been entrenched by legislation since 1911 and was bolstered through the years by the political clout of white labour

But change at last seemed imminent when the

## PHILLIP VAN NIEKERK

SECTION 12 of the Mines and Works Act defines who can gain a "certificate of competency" on the mines. Those included are "Europeans, Cape coloureds or Cape Malays" and "the people known as Mauritius creoles or St Helena persons or their descendants born in the Republic". Blacks are excluded

One has to acquire a certificate of competency before one can be employed in most key skilled jobs underground, there are a total of 13 "scheduled" persons categories. The most important of these include miners (for which one is required to obtain a blasting certificate), shift bosses, mine overseers, winding engine drivers carrying passengers, lamp-room issuers and banksmen

sixth report of the Wiehahn Commission was tabled in Parliament in 1981

Today, almost four years later, about 13 skilled job categories — including the crucial right to obtain an underground blasting certificate — are still reserved for "scheduled persons" who, by definition, cannot be black

The Wiehahn Commission's basic recommendation was that the Mines and Works Act be amended to replace the racial definition of "scheduled person" with a non-racial definition of a "competent person"

In a white paper, the Government accepted the recommendations, but handed the issue back to the mining industry to sort out among themselves — with the proviso that agreement be reached within "reasonable time"

Since then the lack of progress towards scrapping job reservation has been criti-

cised by sources within the mining industry, by some established unions and by Professor Nic Wiehahn himself

In his outgoing address in June last year, Mr Colin Fenton, the Chamber's immediate past president, said it was essential that the last remaining racially discriminatory provisions be removed from labour legislation

Last year the Chamber initiated talks with the established mining unions aimed at reaching consensus within the industry

Mr Jol Liebenberg, labour advisor to the Chamber, says there have been seven to eight meetings so far and that progress has been fair — even though the MWU have attended only as observers

"Our responsibility now lies in persuading the white miners that their jobs would not be in jeopardy if they agreed to the cancella-



tion of the scheduled persons definition," Mr Liebenberg said

A security of employment agreement — which has been under discussion — would be designed to calm whites' fears about their jobs

Mr Liebenberg believes the next three to four months are crucial in persuading the white miners

Mr Cyril Ramaphosa, general secretary of the NUM, believes the Chamber is treading too softly in trying not to upset the white unions opposed to the scrapping of job reservation

"What concerns us is that these unions represent a tiny proportion of the total workforce, while we represent the majority. Is the Chamber prepared to sacrifice the interests of the majority for this tiny elite?"

Mr Ramaphosa can see

no benefit in a special security arrangement for whites

"It's the same thing that has been happening since 1911 — the protection of white workers. Whatever his race, a person should be sufficiently competent if he wishes to survive in the capitalist job market"

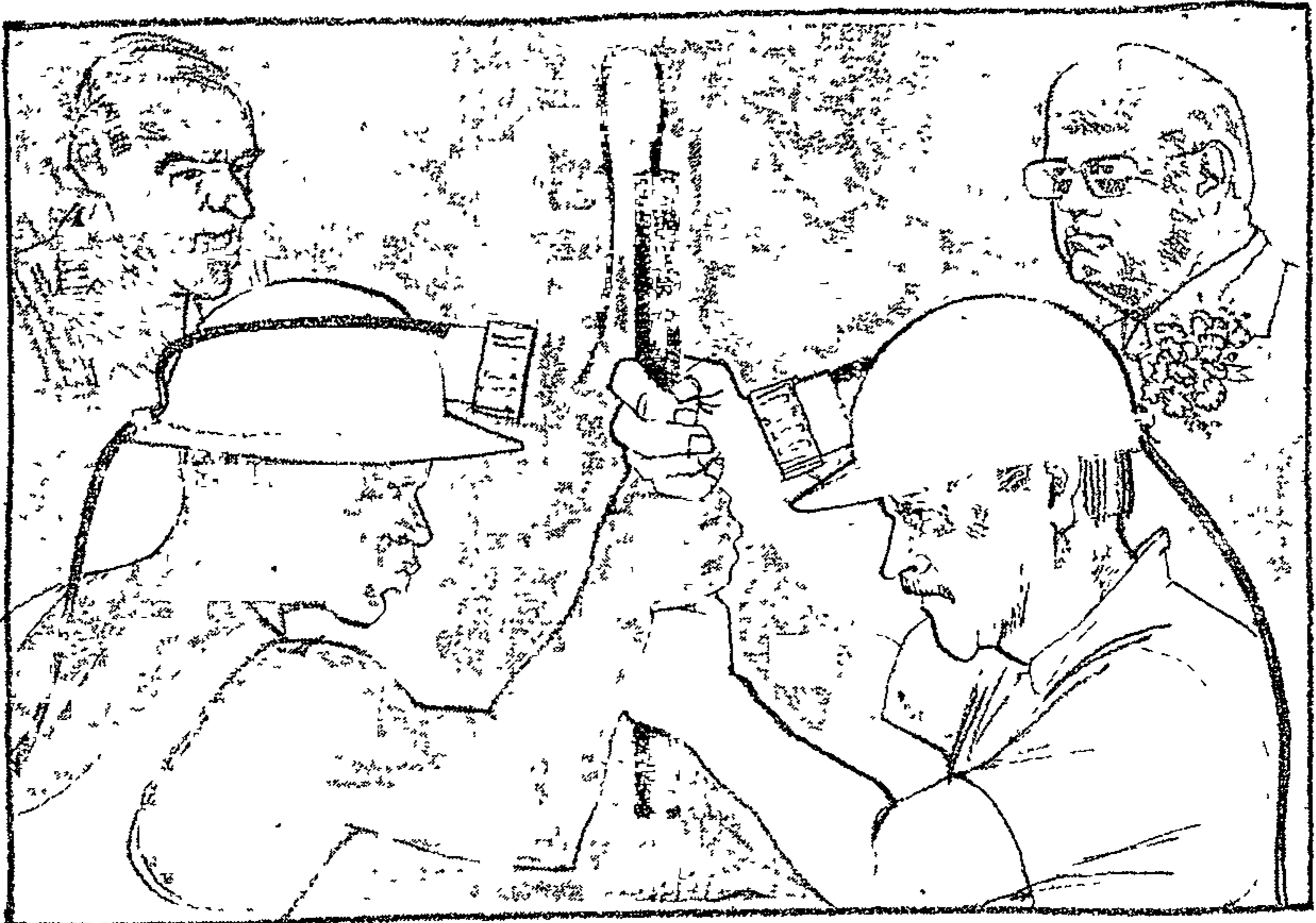
Mr Ramaphosa says black mineworkers are growing increasingly impatient with the stalling and that it is possible that racial tension could get very high

The union has chosen 1985 as the year to make a stand on job reservation because with 110 000 members and 22 recognition agreements they believe they are for the first time in a position to take on such sensitive issues

The NUM is also angry that it has been left out of the talks aimed at finding a

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...sues

The NUM is also angry  
...that it has been left out of  
...the talks aimed at finding a

workable alternative to job  
...reservation, though the  
...Chamber says it is talking  
...to the people who need to be  
...convinced — and that  
...doesn't include the NUM

"There is no role the  
...NUM can play at this  
...stage," he said "We're talk-  
...ing to the unions that have  
...to join us in an approach to  
...the Government. We agreed  
...last year, however, to work  
...jointly with the NUM in  
...scrapping discrimination"

Mr Liebenberg denies the  
...Chamber has been moving  
...too slowly and points to  
...three major reforms in the  
...past five years which have  
...contributed to abolishing  
...job reservation

These include the 1981  
...agreement with the Council  
...of Mining Unions, opening  
...the way for black appren-  
...tices, the agreement in 1983  
...with the Underground Offi-

cials Association leading to  
...the scrapping of job reser-  
...vation order 27, thus per-  
...mitting all races to become  
...samplers, surveyors and  
...ventilation officers, and the  
...opening of the mine offi-  
...cials pension fund last year  
...to all races

But the big hurdle — pro-  
...tection of the white miner  
...— is only being approached  
...now. Mr Liebenberg hopes  
...that "substantial progress"  
...will be made in the direc-  
...tion of scrapping job reser-  
...vation this year

Today when the MWU  
...meets for its annual confer-  
...ence, job reservation will  
...feature high on the agenda

Mr Arrie Paulus, general  
...secretary of the MWU,  
...won't say whether any  
...major policy changes are  
...being contemplated

Or whether the white  
...miners are gearing up to  
...make their last stand

193  
Three-day  
Strike ends  
3/11/85

Sabax pharmaceutical  
company workers  
today ended a three-  
day strike, the South  
African Chemical  
Workers' Union  
(Sacwu) announced this  
morning

The union said the  
workers had accepted  
a management propos-  
al to seek arbitration  
on the reinstatement of  
three worker represen-  
tatives allegedly dis-  
missed by the company

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WORKERS at Saba Company showing wheels after confrontation with police yesterday.

## 'Cops lashed us'

ARMED policemen yesterday allegedly sjambokked scores of workers from a pharmaceutical company in Aeroton, south of Johannesburg yesterday when the workers entered their second day of strike action protesting the dismissal of colleagues.

The workers, members of the South African Chemical Workers Union employed at Sabax (Pty) Ltd, were being addressed by their union leaders when the police ordered them to disperse because they were holding an "illegal meeting."

The workers said that they dispersed and with-

out any provocation the police sjambokked them. They ran in all directions

Among those who were injured are Mr Solomon Sibeko, Mr Stanley Mosehle, Mr Wilfred Mokoena, Ms Pinkie Magahlela, Mr David Khumalo, Mr Phillip Molale and Mr Klaas Mkwanazi, all of Soweto

The police directorate in Pretoria yesterday said a group of people who were dismissed by

the firm gathered outside the firm's premises and intimidated the workers

The police ordered them to disperse, which they eventually did. There was no further action taken by police, according to the spokesman for the police

All the company's representatives were said to be locked in a meeting with workers' representatives and were not available for comment.

The strike follows demands by the workers for the scrapping of an already recognised liaison committee and its replacement by their union. They also demand a better wage increment than the 10 to 12 percent increase offered by the company

A union spokesman said they had tried to meet with management on these issues, but deadlocked because "management is trying to use delaying tactics"

# Over 2 000 out on strike

By JOSHUA RABOROKO

MORE THAN 2 000 workers went on strike over wages and "unfair dismissal" of colleagues at different plants in the country this week.

Over 1 000 workers employed by Plascon Paint at four different plants in Luipaardsvlei, Chamdor, Johannesburg and Alberton, yesterday downed tools in protest against wage demands.

The workers, members of the South African Chemical Workers' Union (SACWU) said that several wage demands had been rejected by management. The workers originally demanded a R200 increment which they finally reduced to R90, but management only offered R40.

A company spokesman confirmed that the workers went on strike over wages. Management has made arrangements for the employees to contact their trade union for information.

## Affected

The spokesman said that only the four plants were affected, adding that Plascon factories elsewhere were operating normally.

A labour dispute has hit Robertsons Limited in Durban where about 360 workers went on strike over the dismissal of three colleagues, including

the chairman of the Food Canning Workers' Union (FCWU) shop steward committee.

However, Mr C R Henzi, manager of human resources for Robertson, said the workers' cases were in the process of being resolved through use of the grievance and disciplinary procedures when they stopped work.

About 300 workers at Sabax (Pty) Ltd in Aeroton, near Johannesburg yesterday entered their fourth day on strike over the dismissal of three colleagues.

About 100 workers employed by Trador Wholesalers near Vereeniging yesterday went on strike over wages and dismissal of colleagues, but management was not available for comment.

## Cutbacks

In the latest spate of staff cutbacks, Game Discount World in Durban has laid-off 115 workers, Dions in Cape Town has retrenched 30 workers and about 150 lost their jobs through the closure of a glass factory at Epping following Murray and Roberts' withdrawal from the industry.

About 30 employees at Four Seasons Hotel in Durban were laid-off this week, Mr Val Gratham, the manager, said yesterday.



Sasol workers getting paid off ... some will not be rehired

## SASOL Strike threat

The threat of a general strike by members of 24 unions hangs over this week's meeting to discuss the reinstatement of more than 5 000 Sasol employees dismissed after participating in last November's stayaway

The Chemical Workers' Industrial Union

(CWIU) will hold talks with Sasol management later this week to review developments at the company. A Sasol spokesman says the company has received 4 300 applications for re-employment and as at January 22, 2 513 of these had been approved. In addition, "further appointments have since been made and the process is continuing". However, some former employees have been told they will not be rehired. The exact number is "not available".

Meanwhile, the FM understands that Sasol is opposing a CWIU application to the Manpower Minister for the establishment of a conciliation board to hear the dispute in the event of inconclusive negotiations. The spokesman says a reply to the application has been forwarded to the Minister,

but he declined to comment on its contents. This application opens the way for the 24 unions to conduct a legal general strike if their demands for the reinstatement of the Sasol workers are not met.

### Sympathy action

The unions which have indicated their intention to take sympathy action include the affiliates of the Federation of SA Trade Unions (Fosatu) and the Council of Unions of SA (Cusa), the Food and Canning Workers' Union, the General Workers' Union, the Commercial, Catering and Allied Workers' Union and the Cape Town Municipal Workers' Association. CWIU is a Fosatu affiliate.

The union plans received a boost on January 19 when 3 500 delegates to the

National Union of Mineworkers conference in Welkom enthusiastically expressed support for a resolution condemning the dismissals and affirming the 110 000-member union's intention to take action in support of the Sasol workers if they are not rehired.

CWIU held two meetings with Sasol management during December where the two parties failed to reach agreement on the criteria to be used when considering the re-employment of the dismissed workers. Sasol has said it will not take back people who had intimidated others during the work stoppage. Neither party is prepared to confirm reports that Sasol has refused to reinstate those shop stewards whose applications have been considered.

It is not clear whether a full-scale strike or merely a brief demonstration stoppage is being contemplated if the dispute is not settled. But should any such event materialise, it will spell an abrupt end to this year's thus far relatively peaceful industrial relations scene.

# 13 500 gold miners stop work

~~Star~~ Star 143  
A stoppage involving 13 500 black miners began last night at Kloof gold mine near Westonaria and continued today when workers refused to go underground for the early shift

The nature of the dispute is not yet known, but a Gold Fields spokesman said the stoppage was peaceful

Mr Cyril Ramaphosa, general secretary of the National Mineworkers Union, was not available for comment

It was said at his office that he had been called down to the Kloof mine early this morn-

ing 11/2/85  
A white miner who declined to be identified telephoned *The Star* to say that white workers had been brought to the surface and withdrawn from the mine at about 10 am

He added that there was a heavy security presence

He could not say whether the security officers at the mine were from the police or were mine employees

The Gold Fields spokesman could not comment on the security situation

(143) (207)

2 Cape Times, Tues

12/2/85

# Miners' strike over

**JOHANNESBURG. —**  
The strike involving most of the workers at the Kloof gold mine near Westonaria is over, after discussions yesterday between the mine management and the National Union of Mineworkers.

A spokesman for the Gold Fields Group said about 13 000 miners were involved in the strike on Sunday night. The miners' grievances were resolved and they returned to work last night. — Sapa

in Soweto opened by Mayor Edward Kunene

143 ~~21/12~~ Sowetan 12/2/85 ~~21/12~~

# 13 000 miners refuse to work

By JOSHUA RABOROKO

MORE THAN 13 000 mineworkers at Kloof Gold Mine near Westonaria yesterday stopped work and refused to go underground.

The Westonaria gold mine — one of the largest gold producers in the country — was virtually brought to a standstill when the workers refused to go underground in the presence of "heavy security"

According to a spokesman for Gold Fields of SA (GFSA), owners of the mine, production was "obviously" affected by the workers' action which had been peace-

ful

The spokesman said that it had not been ascertained what the reason for the work stoppage was, but management held discussions with the leader of the National Union of Mineworkers, Mr Cyril Ramaphosa yesterday

## Resume duties

A spokesman for the Chamber of Mines yesterday said that the Kloof Gold Mine produced 32 000 kg of gold last year

GFSA's spokesman told The SOWETAN that after discussions with Mr Ramaphosa yesterday

the workers resolved to resume duties at 9 pm last night

However, it could not be established by late last night whether or not the workers had returned

Although it could not be established what the cause of the stoppage was, it is understood that white miners were brought to the surface and withdrawn from the mine at about 10 am on Monday morning

An industrial relations consultant and several trade unionists have said that this is probably the biggest industrial action by workers so far this year

Sowetan

12/2/85 (193) (12/2/85)

# Management promise ends miners' strike

By PHILLIP VAN NIEKERK

MORE than 13 000 striking miners from the Kloof goldmine near Carletonville began returning to their jobs last night after gaining an undertaking from management at the Gold Fields-run mine to look into their grievances

The workers went on strike on Sunday night, demanding the dismissal of a hostel manager, the payment of leave pay and citing a number of other grievances

A spokesman for Gold Fields of South Africa said the workers had agreed to return following negotiations between management and the National Union of Mineworkers (NUM)

The spokesman said manage-

ment had undertaken to look into the long list of grievances supplied by the workers

Mr Cyril Ramaphosa, the general secretary of the NUM, said the workers were demanding the dismissal of a hostel manager who was allegedly victimising them in a "blatant and racialistic" way

He said most of the victimisation centred around the three-week-old boycott of the local concession stores, one of a number of such boycotts launched by union members in recent months

Mr Ramaphosa said the workers had also objected to only receiving their leave pay when they returned from leave. "Management has agreed now that they will pay the

# 164 mineworkers suing Le Grange

Own Correspondent  
JOHANNESBURG — In South Africa's first mass civil action by labour against the police, 164 mineworkers are suing the Minister of Law and Order for damages arising out of alleged assaults and beatings inflicted on them during last year's legal mine strike

Letters of demand from the 164 — all members of the National Union of Mineworkers (NUM) — were served on the minister, Mr Louis Le Grange, on Monday

## Lost eyesight

The workers — who were employed at two Anglo American mines in the Free State, President Brand and Western Holdings — are claiming damages ranging from R5 000 to R30 000

The workers claim that

as a result of the beatings they suffered injuries which included severe head wounds, broken limbs and lost eyesight. Most of them were hospitalized at the Ernest Oppenheimer Hospital in Welkom

The alleged assaults took place during the country's first-ever legal strike by black mineworkers, which took place at six Anglo American mines on September 17 and 18 last year

A spokesman for the NUM said the general idea of the demands was to show they were taking seriously every single instance of alleged police assault during the strike

## In bed

"What makes us especially concerned is that this was a legal strike. Circumstances suggest that the attacks on our members were unjustified and unprovoked"



Le Grange faces claims for strike 'assaults'

RAM 13/2/85

# 164 mineworkers suing Minister

143

By PHILLIP VAN NIEKERK  
**IN SOUTH AFRICA'S  
first mass civil action  
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A spokesman for the NUM said the general idea of the demands was to show they were

taking seriously every single instance of alleged police assault during the strike.

"What makes us especially concerned is that this was a legal strike. Circumstances suggest that the attacks on our members were unjustified and unprovoked."

Among instances cited by the mineworkers was the teargassing of hostel residents while they were in their beds, and then subjecting them to police outside, who allegedly beat them with dangerous objects

# 250 mineworkers down tools

By JOSHUA RABOROKA

MORE than 250 mineworkers at Rietspruit Opencast coal mine near Bethal yesterday downed tools following a row with management over a memorial service for a colleague who was fatally injured on the mine last year.

A spokesman for Rand Mines, owners of the mine, said that the stoppage took place despite "strenuous efforts" by management to come to an agreement with the shop stewards on a mutually suitable time for the holding of a service

Mr Eric Gumbr, a

member of the National Union of Mineworkers, was killed on the mine last year. The union was arranging to have a memorial service for him on the premises before his funeral at Witbank on Saturday

The spokesman said that NUM rejected all offers made by the management and were not prepared to discuss the matter

The spokesman added that Rietspruit employees were notified of the intended work

stoppage at a meeting by the union last night which was supposedly called at a report-back meeting on shop stewards training

Four employees have been suspended on full pay pending an enquiry into the incident — in terms of the established

Rietspruit disciplinary code, according to the spokesman

This is the second strike this week by members of the NUM following the massive industrial action by over 13 000 mineworkers at Kloof gold mine near Westonaria

## 99-year-lease for Wattville

THE 20 000 residents in Wattville, Benoni, were yesterday granted the 99-year leasehold rights by the Government.

The announcement that the black township would remain a black residential area was made at a Press conference in Pretoria yesterday after a meeting between the village council and senior officials of the Department of Co-operation and Development, who were led by Deputy Minister Sam de Beer

The councillors were led by their mayor Mr Noel Mlokoti

made at the Press

Fm 15/2/88  
**SUEING THE MINISTER**

143  
The National Union of Mineworkers (Num) has launched a campaign against the use of "police violence" during industrial unrest

This week the union served letters of demand on the Minister of Law and Order on behalf of 164 workers who, it says, were injured as a result of police action during a legal strike at the President Brand and Western Holdings mines in September last year. According to the union's legal adviser, the claims range from R5 000 to R30 000.

The Minister has 30 days to decide whether to pay. If he refuses, summonses will be issued.

Says Num general secretary Cyril Ramaphosa "We want to check the police as well as mine management from using violence against our members during peaceful industrial action. We want to send them a clear message that if they engage in such sinister activity they will have to be prepared to pay out thousands and millions in the end."

~~RAM 11/2/85~~

12 000

strikers

face

sacking

By PHILLIP VAN NIEKERK

HELICOPTERS dropped leaflets, police dispersed picketers, and 12 000 striking workers at Gold Fields' East Driefontein gold mine near Carletonville were threatened with dismissal yesterday afternoon if they did not return to work

The workers have been on strike since Thursday night over a long list of grievances. Their action brings to 25 000 the number of Gold Fields miners who have been on strike this week.

Mr Cyril Ramaphosa, general secretary of the National Union of Mineworkers (NUM), said the workers were complaining about the quality of the mine's food, its handling of disciplinary cases, and assaults by white miners on black workers.

He said management had refused to talk to the union in an effort to resolve the dispute.

The dispute at the nearby Kloof mine earlier in the week was resolved after management met with the union and undertook to look at the workers' grievances.

A statement from Gold Fields said all efforts were under way late yesterday to persuade the workers to end their illegal stoppage, and if they did not return they would "regrettably" have to be discharged.

The statement said police had moved in to disperse the crowd which had been picketing the gates of the hostels.

● About 1 200 miners at Rand Mines' Rietspruit Colliery near Witbank continued their strike yesterday over the dismissal of two NUM shop stewards.

The two were dismissed for their role in organising a two-hour prayer service in memory of a worker who died in an accident on the mine last week.

A management spokesman said the men were fired after an inquiry into their role in the stoppage.

## Scabs stoned

STRIKING miners at Rand Mines' Rietspruit coal mine near Witbank this week threatened scabs with paving stones as they risked the gauntlet to go to work

Emulating their counterparts in Britain's strike, Rietspruit miners turned nasty when management did not agree to their request for a memorial service during working hours for a dead colleague.

Two National Union of Mineworkers' shop stewards were discharged in the dispute which started after a worker was run over by a 15-ton truck.

143

S. T. King

17/2/85

# Violent pattern that must be broken

By PHILLIP VAN NIEKERK

IN THE 30 months of its existence the National Union of Mineworkers (NUM) has challenged many established patterns and practices on the values of health and safety conditions, wages, benefits, job reservation, even the overcharging by concession stores and mine taxi services,

have been tackled in a way it would have been difficult to imagine just two years ago.

But it was to be expected that the development of black unions on the mines, resulting in the voice of a group that had been largely silenced for a century being heard, could bring fundamental changes. Last week's action by 164 workers, who are suing the Minister of Law and Order for damages

as a result of alleged assaults and injuries inflicted during last year's legal strike, was historic.

Whatever the merits of the cases, it is the first time that black miners have challenged police action against them in such a way. According to the NUM the actions are hotly designed to claim damages for many people who were allegedly beaten up badly — los-

ing eyesight or sustaining broken limbs — but to dissuade the police from similar action.

And, given the volatile and often violent history of labour relations on the mines, that is a pattern that needs to be broken. Incidentally, while this is the first civil action on this scale, the first multiple damages action to be brought by black workers against the police was following

the Heneman strike in 1976.

The action was eventually settled out of court in 1980 with each of the 20 workers — members of the Metal and Allied Workers' Union — getting payouts ranging from R800 to R1 000.

According to a Mawu official, the importance of that action was that it made police much more hesitant to take action against black strikers in

the industrial areas of the East Rand.

□ □ □

WITHIN days of the NUM's action there was again violent conflict between black miners and police.

On Friday night one man was seriously injured and several others hurt when police fired birdshot at striking miners at Gold Fields' East Driefontein mine near Carletonville

A Gold Fields spokesman said they had not talked to the NUM because it was not significantly representative at the mine, was recognised only in two categories and that management "preferred to do it their way".

In addition, management had set a deadline for workers to come forward with grievances and they had failed to do so.

The NUM claims a paid up stop-order membership of 3 000 out of the mine's 12 000 workforce and a signed-up membership of 6 000. The union said about six of its shaft-stewards had been arrested and the company had adamantly refused to speak to union officials.

The strike happened within days of a similar stoppage at Gold Fields' nearby Kloof mine where workers returned without incident after management had spoken to the union and undertaken to look into grievances.

18/2/85

# Gold Fields may axe 750

143

By PHILLIP VAN NIEKERK  
AS CALM returned to Gold Fields' East Driefontein goldmine near Carletonville at the weekend, management began investigating a list of about 750 workers who face possible firing

A spokesman for Gold Fields said these were the workers who had missed two shifts between Thursday night and Saturday

The mine was the scene of a strike by more than 11 000 workers late last week, which led to 100 miners being hurt and one seriously injured when police opened fire with birdshot on Friday night

The seriously injured man is in a satisfactory condition in hospital

A police statement said they were called to the mine compound after alleged incidents of intimidation, and that police and mine security guards were pelted with stones when they entered the compound

Mr Cyril Ramaphosa, general secretary of the National Union of Mineworkers (NUM), said police arrested six union shaft stewards on Friday

He said management had turned down NUM requests to talk in an effort to resolve the dispute

The Gold Fields spokesman — who confirmed that only one official NUM shaft steward had been arrested — said the NUM was only recognised for two categories at the mine

She said management had given workers a deadline to present grievances, and that no reply had been forthcoming

1 000 at ~~(B)~~  
AECI ~~(B)~~  
on strike ~~(B)~~  
18/2/85  
By Michael Chester

One thousand workers at the AECI dynamite factory at Modderfontein, the scene of the horror explosion which last week claimed 14 lives, went on strike today to demand more pay

Management was locked in negotiations with the Chemical Workers' Union over a round of new pay claims

First on strike were 1 000 workers on the day shift but there were fears the strike might spread to the night shifts that keep production running round the clock

The Chemical Workers' Union is demanding a new higher pay package beyond the round of wage increases of between 10,5 and 12,5 percent that was agreed less than a month ago between the management and all 12 unions representing the 11 000 AECI labour force

An AECI spokesman said it was "not yet clear — but the industrial action does not appear to be connected with last week's explosion"



# Shunned union declares dispute

THE Steel Engineering and Allied Workers Union (SEAWU) has declared a dispute with Afrox Sweisware Company in Brits following the company's refusal to negotiate with the union and alleged intimidation on its members

The union's northern Transvaal organiser, Mr Ndamane Tibane, said that during 1984 they started negotiating with management for recognition, but the bosses have delayed the talks and intimidated workers

He said "We tried our best to convince management about our members' rights. The company preferred to reject our attempts by victimising the workers

"About 20 of our members have been forced to resign from the union after alleged victimisation from management. Workers have also had their wages cut off and have had no pay increases for a long time."

A company spokesman has denied that workers have been victimised. They had held "fruitful discussions" with the union and were in the process of concluding a recognition agreement. He declined to comment further.

143



Shufu 19/2/85

# Strikers warned of dismissal

Jan 143  
1912/85

## Labour Reporter

Workers at Rietspruit opencast coal mine, near Witbank, have been warned that, unless they end their five-day-old strike today, they will be dismissed

Mr Allen Cook, deputy head of the coal division of Rand Mines, said that group personnel executives were already looking for alternative sources of labour

Mr Cook said the strike had jeopardised the agreement between the Mine and the National Union of Mineworkers (NUM)

## UP TO WORKERS

The general secretary of the NUM, Mr Cyril Ramaphosa, said today that it was up to the workers to decide whether to return to work or not. NUM he said, was looking into claims made by management and would contest any action they might take

Mr Cook said that the strike started when union shop stewards refused to co-operate with management in arranging a mutually acceptable time for a memorial service for a worker who was killed in an accident on the mine almost two weeks ago

# Union's claim of 50 injured at mine denied

20/2/85 D. Disputa 143

JOHANNESBURG — Claims by the National Union of Mineworkers (NUM) that more than 50 people had been injured in unrest at the Riet-spruit opencast colliery near Witbank were "absolute hogwash", a senior mine spokesman said yesterday.

The spokesman, Mr Allen Cook, deputy head of Rand Mines' coal division also dismissed NUM claims that Riet-spruit mine security personnel were being used to force strikers to return to work.

Rand Mines, joint owners of Riet-spruit with the Shell Company, issued an ultimatum to striking black staff on Monday to return to work yesterday, or face dismissal.

An NUM statement said yesterday "The mine has locked the main gates and has turned Riet-spruit into a concentration camp and curtailed movement of workers."

Mr Cook described the allegation as "absolutely untrue".

The union also claimed it had received reports that its members were being forced by mine police to return to work. Those who resisted were being paid off.

It added that security personnel were using dogs, rubber bullets, and tear-smoke on "passive miners".

Mr Cook said the last incident of unrest at Riet-spruit had been on Sunday evening when rubber bullets, dogs and tear-smoke were used to disperse a crowd of ab-

out 150 workers advancing on white married quarters.

Mr Cook strongly disputed the NUM's claim that 50 people had been injured. He said there had been eight injuries by Sunday and most of the victims had been beaten by union activists.

He denied people were being forced to return "You don't get a day's work out of a man who is being forced to work," he said.

The mine's main gates had not been locked, although on Sunday there was extra control at the boom following rumours reaching management that outside union activists were being called in to boost the strike.

Mr Cook said the 86 dismissed workers left the mine yesterday "of their own accord".

He was not aware of any court actions to prevent eviction of workers from their houses and said no one was being evicted.

He also said the majority of the 86 dismissed men appeared to be "young Turks" who had realised their cause was lost and had decided to leave.

Mr Cook said on Monday a strike at Rietfontein had been sparked off when NUM shop stewards refused to co-operate with management in setting a mutually acceptable time for the holding of a memorial service for a black worker killed in an accident almost two weeks ago.

"The stewards chose, instead, arbitrarily to stage a work stoppage in

the middle of the morning shift last Wednesday."

Mr Cook claimed workers had been subjected to intimidation "on a house-to-house basis" at the weekend but, in spite of the threats, 192 of the 612 day shift workers had returned to work on Monday.

Mr Cook said that workers who went on an illegal strike at the Duvha opencast colliery also near Witbank yesterday had returned to work.

NUM officials had told management the stoppage was in sympathy with the strike at Riet-spruit, he said.

"Less than 50 of the morning shift of 550 turned up for work at Duvha this morning, and we told those that stayed away that unless they were back at work before the end of the shift at 2 pm, they would be dismissed," Mr Cook said.

He said NUM officials told management workers would return to work only when two NUM shop stewards dismissed at Riet-spruit last week had been reinstated and when "agitators" taken into custody at Riet-spruit on Sunday night had been released.

"The strike was patently organised by the NUM. We simply cannot tolerate these illegal and disruptive work stoppages," Mr Cook said.

He added that management had urged workers to return to work and had impressed upon them that the strike was not in their interests — SAPA

RAND 20/2/85 (43) (20) (20) (32) RAND E

# NUM hits at 'use of force'

By PHILLIP VAN NIEKERK

A BITTER war of words has erupted between the National Union of Mineworkers (NUM) and Rand Mines over the dismissal of 86 workers at the Rietspruit Colliery, near Witbank, who ignored an ultimatum to return yesterday.

Management imposed the ultimatum in a bid to break the strike by more than 800 workers, which started on Thursday over the suspension of four NUM shop stewards and the later dismissal of two.

More than 500 workers at Rand Mines' Duvha Colliery, near Witbank, went on strike yesterday in sympathy with the Rietspruit workers but returned after being threatened with sacking.

The NUM yesterday alleged that many of the fired workers had been forcibly evicted from their homes and that several workers were injured by the mine security organisation which had been "empowered to harass and assault workers".

The union said those who had refused to work had been forced into buses and forcibly ejected from the mine.

Mr Allen Cook, deputy head of Rand Mines' coal division, dismissed the allegations as "absolute nonsense". He said none had been forcibly evicted, but that some people had left the mine voluntarily.

About 85% of the workers had returned and the mood at the mine had changed, he said. "We are pleased with our chaps who are back at work at both mines and sincerely hope this is the end of illegal stoppages."

Mr Cook said 86 workers had elected to be discharged and many of these were the "hard-core trade unionist Turks — people whose hearts and minds we could never win — and we're glad to see the last of them."

● About 1 600 workers at the explosives section of the AECI plant at Modderfontein continued their stoppage over safety conditions at the plant in the wake of last week's blast which killed 14 people.

● The Supreme Court's hearing of an application for an eviction order against workers who went on strike at the East Driefontein gold mine last week has been postponed to today, a statement from Gold Fields said.

RDW 22/2/85 (21) (218)

SEVERAL thousand workers at Anglovaal's Hartbeesfontein gold mine near Klerksdorp have launched a boycott of bars and shops inside their hostel area

(43)

The workers — members of the National Union of Mineworkers — are claiming that the food is poor and liquor at the mine bars is too expensive. They want the hostel manager sacked

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22/2/85 (143/18)

# 'Police boss' strike: firm starts firings

By PHILLIP VAN NIEKERK

THE Fedmis plant at Phalaborwa yesterday began firing 870 workers who have been on strike since Monday in protest against a white foreman who was seen at the plant wearing a police uniform

A spokesman for Cusa's South African Chemical Workers' Union (Sacwu) alleged that the man had been armed and was guilty of intimidating workers

Mr A Terre Blanche, managing director of Fedmis, said the foreman was a police reservist and had been summoned to the plant at short notice while he was still on duty

He said negotiations with the union had failed

Strikers who did not turn up for two of yesterday's shifts were considered sacked, he said, and those who failed to show up for the 11pm shift would also be fired, he said

AN APPLICATION to prevent the Industrial Court from reinstating 27 workers retrenched last year from Consolidated Frame Cotton Corporation was dismissed with costs in the Maritzburg Supreme Court yesterday

Mr Justice P W Thirion found that the Supreme Court could not decide whether or not the industrial court was empowered to grant the reinstatement of a retrenched worker

CAPL Times 22/2/65  
**100 workers strike**

140K Staff Reporter

MORE than 100 workers belonging to the National Union of Textile Workers (NUTW) went on strike at the SA Nylon Spinners (Sans) factory in Bellville late last night and more are expected to follow today

The strike follows a deadlock reached over a wage dispute between the union and Sans management, according to Mrs Virginia Engel, Western Province branch secretary of NUTW

According to the

union, which is affiliated to the Federation of South African Trade Unions (Fosatu), the strike is legal because a month had elapsed since the union submitted a notice of intent to strike on January 10

Workers are demanding a 16,5 percent wage increase over 12 months whereas management was prepared to offer 10,5 percent, said Mrs Engel

A management spokesman, Mr Ken Rice, the night shift manager, said he did not know whether the strike was official

Dispute ends as explosives workers return

~~152~~ ~~142~~ (143)  
Employees at the blasting explosives department of AECI's Modderfontein factory returned to work today following the settlement of a dispute be-

Star 22/2/85  
tween the South African Chemical Workers' Union and the company  
Trade union officials last night accepted the final offer of R60 a month made by the company



Star  
22/2/85 (143)  
**'UK miners  
taking jobs  
from blacks'**

The Star's Foreign  
News Service

STOCKHOLM — South African trade union leader Mr Cyril Ramaphosa has told Swedish trade unionists that up to 600 British miners — out of work because of the miners' strike — have gone to work in the Republic in the past six months.

Speaking in Stockholm yesterday, Mr Ramaphosa, secretary-general of the SA National Union of Mineworkers, said the "flood" of men from the UK posed a threat to South Africa's own miners.

"The British miners are taking jobs from our own members," he said. "They are being paid up to R3 000 a month — many times more than black miners are paid."

#### PLEA TO TUC

"We are concerned that members of the British National Union of Mineworkers — a union we support — should come to South Africa and take jobs from our workers," he said.

His union had recently asked the Trades Union Congress in Britain to discourage British miners from going to the Republic to work.

Heading a five-man delegation from South Africa, Mr Ramaphosa is today meeting Sweden's Socialist Prime Minister, Mr Olof Palme, for a Cabinet lunch. Mr Palme was expected to discuss new ways in which Sweden plans to support the union's work.

Cape Times 22/2/85

600 UK

miners for

SA mines

STOCKHOLM — Six hundred British miners, many of them made idle by the long coal strike at home, have been recruited to work in South African mines in the past six months, an official of the black South African miners' union said yesterday

Mr Cyril Ramaphosa, secretary-general of the National Union of Mineworkers, told a news conference here that British miners were being hired to combat a shortage of skilled white miners in South Africa

They were paid up to R3 000 per month about eight times as much as black miners, he said

"We are concerned that members of the British National Union of Mineworkers, a union we support, should come to South Africa and take jobs away from our workers," Mr Ramaphosa said

His union had recently urged the British Trades Union Congress to discourage British miners from signing up for jobs in South Africa

Mr Ramaphosa and four other union officials are in Sweden for a 10-day visit at the invitation of the Swedish Mineworkers' Union — Sapa-Reuter

## AECI'S EXPLOSION

### Danger pay demand

Last week's explosion at AECI's Modderfontein plant has sparked a strike by 1 600 workers and a company-union confrontation over industrial safety. The union is now demanding "danger pay" of R500/month for workers exposed to explosive risks and to what it says are dangerous nitroglycerine (NG) fumes.

The SA Chemical Workers' Union (Sacwu) alleges that the working environment at the explosives plant contains NG fumes which, it suspects, caused the "unexplained" deaths of "more than 10" workers in the past year.

To compensate for this, and for explosions which have taken the lives of 23 workers since 1982, Sacwu demands that danger money be paid.

The *FM* spoke to Professor Tony Davies at the National Centre for Occupational Health, who says the dangers of working with NG have been known since the 1890s. Inhalation of fumes and skin absorption of both the fumes and the material was noted to have caused headaches, difficulty with breathing and a weak pulse.

Studies in the US in the Thirties showed that a far higher proportion of people working with NG died due to cardio-vascular problems than those who did not.

AECI director Chris von Solms says that AECI has strict and effective safety standards and has "for more than 10 years been monitoring vapour levels in work places, installing and upgrading ventilation and air-conditioning systems, automating plant to reduce worker contact with fumes and/or explosives, following a strict medical surveillance programme and educating workers with regard to the importance of personal hygiene during plant operations."

He says that despite its dangers, NG is used as an explosive base because it is especially suited to SA's mining conditions. Deep-level mining makes it necessary to have an explosive which can break hard, compact rock, and NG produces one of the most powerful.

AECI also argues that in its operations "there has been no positive proof of long-term deleterious effects of NG to workers." At the time of going to press, the company and the union were locked in negotiations

Financial Mail February 22 1985

over the strike, which began last Thursday. Von Solms declines to comment on AECI's response to the union demands or on the merits of the union's case. "We will continue monitoring and improving our standards. We are discussing problems with employee representatives and will work out solutions with them," he says.

MINE STRIKES *FM 22/2/8*  
**Growing conflict** *(143)*

Industrial peace on the mines was shattered in the last fortnight with members of the black National Union of Mineworkers (NUM) joining strikes at Gold Fields' Kloof and East Driefontein mines and Rand Mines' Rietspruit and Duvha collieries

Kloof was the first to be hit. A strike of 12 000 workers in all three shifts occurred at the mine two Sundays ago. The strike ended the next day when NUM general secretary Cyril Ramaphosa met management to discuss worker grievances.

The East Driefontein strike was more serious. When the *FM* went to press NUM and Gold Fields were at loggerheads in the Pretoria Supreme Court where management applied for an urgent order to evict dismissed strikers from company hostels. There are indications that some have left voluntarily.

The strike started last Thursday over a long list of worker grievances. Police were called in on Friday and one miner was seriously injured and 100 hurt in the subsequent confrontation. A number of shaft stewards were arrested, but there is confusion as to the exact number. Management used a helicopter to drop pamphlets warning the strikers that they could be dismissed.

A management spokesman tells the *FM* it is impossible to gauge the number of strikers but that at least 794 workers failed to report for work over the three-shift period from last Friday night to Saturday. According to the spokesman, mine management had invited the strikers to make submissions about their grievances but that none had been received.

Why the different approaches by the two Gold Fields' management teams? The spokesman says it is simply explained by the fact that Kloof management has a longer-standing relationship with NUM and had been expecting some form of industrial action. East Driefontein management, on the other hand, had only recently recognised NUM and the strike was completely unexpected.

The total black labour force of 1 000 men at Rietspruit struck last Friday after a disagreement between NUM shaft stewards and management over the date for a mem-

*FM (143)*



**NUM's Ramaphosa ... are his shaft stewards 'irresponsible'?**

orial service for a miner who died in an accident. At the time of going to press, 730 of the workers were back at the coalface and 50 had been paid off. A Rand Mines spokesman says 28 "agitators" were arrested.

Rand Mines personnel director Don King accuses NUM of not observing its agreement with the colliery. He says the action by NUM members contravened the agreement and placed it in jeopardy. "It is a worthless piece of paper if the union refuses to abide by it," he says. King adds that management will insist on compliance with the agreement and if that does not happen it will adopt a hard line.

According to King, Ramaphosa himself told mine management that his shaft stewards had behaved irresponsibly and recommended that they be stripped of their position. Charges have been laid against eight black miners by other miners who had been assaulted, he says. Ramaphosa was not available for comment.

At Duvha more than 500 workers struck on Tuesday in sympathy with the Rietspruit strikers. A spokesman for Rand Mines says they returned to work the same day after being given "return or be sacked" ultimatum.

DOM 23/2/85

Blast

company

workers

return

By PHILLIP VAN NIEKERK

ABOUT 1 600 workers at the AECI plant at Modderfontein — members of the SA Chemical Workers Union (Sacwu) — have ended their strike over safety conditions after management agreed to pay workers in certain areas a R60 a month danger allowance

The strike, which began on Monday, was sparked by the blast at the factory 10 days ago which killed 14 workers

SA (143) 24/12/85

# Unions trade short week for more jobs

By Amrit Manga

**MAJOR** emerging trade unions are prepared to work a shortened week to fight rising unemployment.

The move to reduce the working week to 40 hours comes as both employer organisations and industrial councils are examining ways of fighting unemployment.

The Transvaal building industry has banned overtime in an attempt to increase employment.

Some metal factories are on a 43-hour working week after negotiations with the Metal and Allied Workers Union (MAWU).

## Full pay

Geoff Schreiner, MAWU's Natal secretary, says "We succeeded in reducing the working week from 46 hours to 45 hours without any loss of pay. But attempts to trim an additional five hours failed. We have negotiated with members of the Iron and Steel Producers Association at plant level and some factories are working a 43-hour week."

A spokesman for the Council of Unions of South Africa says its affiliates will raise the 40-hour week proposal at national negotiations.

Metal unions back their claim by using an argument put forward by West Germany's IG Metall. It says that if the working week is reduced by five hours to 35, unemployment

will be cut by 1.5-million. IG Metall succeeded in having three hours lopped off the working week.

Transvaal garment workers have a 40-hour week compared with 43 hours in Cape factories.

But labour experts are sceptical about the benefits of a shortened week. They recognise that trade unions have adopted a responsible attitude to unemployment, but say there are many problems.

Brian Allen, industrial relations consultant at Andrew Levy & Associates, says "Trade unions will have to accept a rationalisation of wages and if the current climate in industrial relations is any guide, workers are unlikely to accept a reduction in pay. Shorter working weeks are likely to be inflationary."

Trade unions in industrialised nations have since the 19th century campaigned for a 40-hour week. Because of high unemployment, many want a 37-hour week. The 39-hour week is the norm in most UK industries.

## Laundry

Only a handful of SA industrial councils have set 40 hours in their agreements.

The biggest cut in the working week has been made in the labour-intensive laundry industry which has slashed it from 54 to 46 hours.

Transport workers in the Transvaal and Free State still work a 48-hour week.

# Agreement with Tawu ends strike

THE WESTERN Greyhound Bus Service signed a recognition agreement with the Transport and Allied Workers' Union (Tawu) on Friday after a 12-hour strike by about 500 drivers

This was confirmed at the weekend by Mr Esau Rankholo, assistant secretary general of Tawu, who said the strike ended a six months' battle by his union to get management to sign the agreement

Mr R Nesbitt, general manager of the bus com-

pany, also confirmed that all the drivers stopped working on Friday over a demand that his company sign a recognition agreement with Tawu

He blamed Tawu for the inconvenience suffered by hundreds of commuters in Klerksdorp, Orkney and Stil-

fontem as a result of the strike. He said his company has always had a desire to sign the agreement with the union

## Difficult

He said there was never any dispute over the signing of the agreement and he found

the action of the union in causing Friday's work stoppage difficult to understand

Mr Rankholo said several meetings had been held by drivers at the Klerksdorp depot and that they had given management an ultimatum to sign the agreement by midday on

Friday

At 2 am on Friday the drivers decided to down tools until management agreed to sign the agreement. Union officials from Johannesburg were invited to the depot by management after sunrise and they managed to convince the drivers to start working at about 2 pm

**STRIKING**

26/2/85  
**MINERS**

**'SHOT AT'**

MORE than 50 miners have been injured during the strike at Riet-spruit Colliery — with miners saying the Witbank mine is “like a concentration camp” since they stopped work

The mine gates have been locked and workers' movements severely curtailed, according to a member of National Union of Mine workers, who said workers were being harassed

The NUM spokesperson also claimed police had been called in by the mines — a claim which has been denied by the police

“The police are using teargas, rubber bullets and dogs on miners,” the spokesperson said

“The miners have withdrawn their labour in protest against the suspension of four of their shaft stewards — now the police come in ”

But police spokesperson H Beck denied this, saying only mine security officials had been used at the mine

Thirty-five people have been detained since unrest broke out at the mine on Sunday.



RDM

February 28, 1985

# Miners' plea to Dutch company

By PHILLIP VAN NIEKERK  
THE general secretary of the National Union of Mineworkers (NUM), Mr Cyril Ramaphosa, will fly to Holland on Friday to meet senior Shell management over the dismissal of more than 70 black miners from the Rietspruit colliery

Shell and Rand Mines jointly own the mine

The workers were dismissed last week for ignoring an ultimatum to return to work and end a five-day strike over the dismissal of two NUM shop stewards

An NUM spokesman said Mr Ramaphosa — who is already in Europe — would also speak to Dutch trade unions in an effort to put international pressure on the mine to reinstate the workers

● The Supreme Court has ruled that 91 of 100 mineworkers be evicted from their hostel at the Gold Fields of South African East Driefontein goldmine near Carletonville

They were arrested last week during a strike by more than 11 000 workers

The court was asked to discharge the order in respect of another 172 workers, who have either been re-employed or who left the mine on their own

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(143) (815) (48) (48)

# Num official seeks redress

JOHANNESBURG — Mr Cyril Ramaphosa, general secretary of the National Union of Mineworkers (Num), who is currently on a visit to Europe, is to fly to Holland today to meet senior Shell management over the dismissal of more than 70 black miners from the Rietspruit colliery.

to speak to Dutch trade unions in an effort to put international pressure on the mine to reinstate the workers.

In another mining dispute, the Supreme Court has ruled that 91 out of 100 mineworkers be evicted from their hostel at the East Driefontein goldmine near Carletonville.

The workers were arrested during a strike by more than 11 000 workers at the mine last week.

The court was asked to discharge the order in respect of another 172 workers who have either been re-employed or have left the mine —

DDC

Shell half owns the open-cast mine. The other half is owned by Rand Mines.

The workers were dismissed for ignoring an ultimatum to return to work and end their five-day strike over the dismissal of two Num shop stewards.

Mr Ramaphosa apparently also intends

and Industry the power to retroactively wind up or sequester revolving schemes. Indications are that it will have an untroubled passage through the three Houses of Parliament within the next few weeks.

The amendment describes a revolving scheme as any scheme which at any stage applies or follows "a method or practice which contains a risk of financial loss for any or all of the participants in that scheme in the event of a decline in the participation in that scheme."

Regulations outlawing the milk culture business were in fact published in last week's *Government Gazette* after a lengthy investigation into the business and various Supreme Court actions, some of which have already been running for more than three months. This process will, if the new legislation is passed, be dramatically short-circuited.

The effect of the proposed legislation will in fact be to protect people against their own stupidity. The Minister will be able to act immediately on the recommendation of the Trade Practices Advisory Committee to prevent public losses by sequestering or winding up a "revolving scheme." In this way, the assets of the company will be frozen, and any expensive court proceedings already in progress against the offending company will be stopped, with costs to date deemed as part

of the winding-up.

Independent liquidators will then be appointed in the normal way to trace and protect whatever assets remain. The fact that the proposed legislation is retroactive could mean that some of the milk culture "investors" will get at least some of their cash back.

## SASOL FIRINGS

### Compromise offer

The Chemical Workers' Industrial Union (CWIU) will decide at a special congress this weekend whether to accept a compromise offer from Sasol in the dispute over the firing of more than 5 000 workers after the November stayaway. Rejection could, in theory, lead to a general strike by black workers.

The two major black union federations, the Federation of SA Trade Unions (to which CWIU is affiliated) and the Council of Unions of SA, as well as a number of independent unions, have threatened strike action in support of the Sasol workers if a satisfactory agreement is not reached.

Both the union and the company have declined to elaborate on the contents of Sasol's "package deal", which was arrived at after a month of intensive bargaining. However, the *FM* understands that it in-

cludes a commitment by Sasol to rehire about 70% of those dismissed.

Since December, Sasol has been interviewing ex-employees who reapplied for employment. By about a month ago, 4 300 had reapplied, of whom more than 2 500 had been employed. The company had previously stated that it would not take back workers who it found had been involved in "intimidating" others during the stayaway.

A CWIU spokesman says the other organisations are likely to consider the possibilities of support action only if the congress rejects the offer.

The union has a tough decision to make. It would prefer to see a far larger proportion of its members reinstated. On the other hand, acceptance of the deal will mean that CWIU will again have substantial membership at the Sasol 2 and 3 plants and will avoid the dangers of strike action. Discretion may prove the better part of valour.

## BLACK HOUSING

### Profits are needed

Bureaucratic red tape is often cited as the reason for construction companies fighting shy of black housing projects. Some stalwarts who braved the difficulties subsequently withdrew in frustration over delays in getting the necessary approvals, confu-

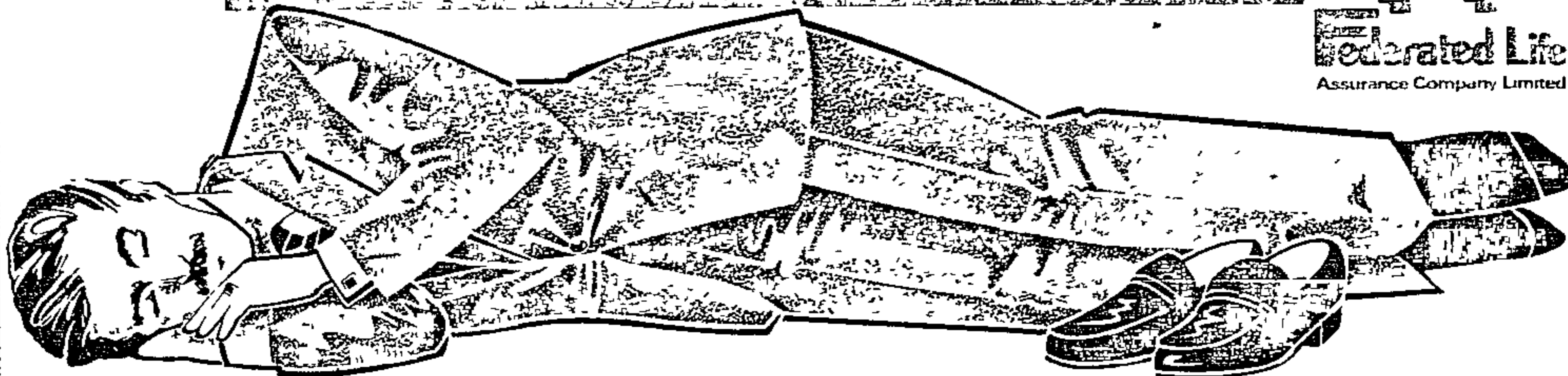
The wide-awake executive who wants to make a tax-free fortune should seriously consider a KIP. For the employer who wants a legal way in which to remunerate key members of his staff to the full, a KIP will solve the problem. The Key Man Incentive Programme is designed to provide key executives

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KIP AND MAKE A TAX-FREE FORTUNE.

Industrial <sup>(143)</sup>  
court backlog  
<sup>Star</sup>  
blamed on <sup>(143)</sup>  
<sup>6/3/85</sup>  
black unions

Black mining trade unions were to blame for the backlog of cases before the Industrial Court, the secretary-general of the white Mineworker's Union (MWU), Mr Arrie Paulus, told the union's annual congress in Johannesburg recently.

Mr Paulus' report was reproduced in the February issue of the MWU's official organ, *The Mineworker The Star* was unable to cover the congress because its labour reporter was barred from the meeting.

"Most cases deal with problems caused by black unions striking illegally. The moment the employers sack them, they run to the industrial court," said Mr Paulus.

The court was so loaded with work it took six months to get a case on the roll, he said.

Mr Paulus criticised the use of temporary staff at the court, saying this was wrong "because it may happen that a legal man today acts as chairman, and the next day is representing a client in the court".

The MWU rejected a proposal from the Government Mining Engineer that certain mines in self-governing Lebowa and Gazankulu be granted exemptions enabling black workers to do the jobs of scheduled workers.

The matter was referred back to the union after talks with the Minister of Energy and Mineral Affairs.

# MINERS WILL

# END BOYCOTT

# 'IF SHOPOWNERS

# MEET DEMANDS'

143  
C. Press  
10/3/84

By HERMAN LETSIE

THE three-month-old boycott of "shark shops" on Kloof Gold Mine near Westonaria will be called off at the end of March if shopowners meet mineworkers' demands.

A spokesperson of workers, who are members of the 110 000-strong National Union of Mineworkers, told City Press that four demands have been set before the boycott is called off.

The conditions to be met

by shopowners are that they:

- Stop harassing miners;
- Stop offering bubble gum in place of small change;
- Stop selling rotten food to the miners, and
- Charge legal prices on all goods.

A NUM official in Johannesburg told City Press that a shopowner contacted NUM's office, saying they were prepared to meet workers' demands

The official said there was nothing their office could do, "because the whole matter lies with the mineworkers at Kloof". The loss incurred by the shops during the boycott is estimated at millions.

## Ngoye report 'coming soon'

THE long-awaited report into violence at the University of Zululand in 1983 has been handed to Co-operation and Development Minister Gerrit Viljoen

The report was written by a one-person committee — Professor A J Middleton — who was appointed to investigate the incident in which several people died

Viljoen said that he would submit it to the Government soon, but he could not reveal the contents until it was tabled in Parliament or was made public by the State President

By MONO BADELA

10/3/84  
AFRICAN National Congress Press defector Nkonono Kave, who testified in 1982 before a United States Senate judicial sub-committee in Washington, was this week admitted to the Livingstone Hospital in Port Elizabeth after suffering from acute emotional disturbance.

She was discharged after being observed by doctors for more than six hours.

She told City Press she had become hysterical after a white man at the offices of a Port Elizabeth daily newspaper had threatened to report her to the police

She had gone there to inquire about an interview she gave to a journalist, which had not been carried by the newspaper

When she became hysterical, an ambulance was summoned to take her to Livingston Hospital

Ms Kave said "I was not treated decently They threatened to call the police and I became upset

"I said 'Call them, I am not afraid of the police'

"They thought they were going to terrorise me with the police "

However, a spokesman for the newspaper said Ms Kave started screaming and was complaining about police behavior He said she then became hysterical and an ambulance was summoned

City Press visited her at the hospital about five hours later, and found she was being kept in one of the rest rooms of the casualty section under observation.

In 1982 Ms Kave told the Denton sub-committee of the United States Senate that the ANC was communist-controlled She said she stood by what she told the sub-committee on terrorism but she was far from being anti-ANC.

KOM 14/3/85 (143)

# NUM strikes condemned

By BRENDAN RYAN

THE National Union of Mineworkers (NUM) has been irresponsible in supporting wild-cat illegal strikes by its members, says Mr Clive Knobbs.

In his annual reviews as chairman of East Rand Proprietary Mines (ERPM) and Durban Roodepoort Deep (Durban Deep), he says the NUM has supported such illegal strikes before making use of local grievance procedures.

"The agreed dispute settlement arrangements entered into between NUM and certain employers are flagrantly violated and flouted

"It is to be hoped that this behaviour is merely a temporary phenomenon and that a more mature and responsible approach will soon emerge to give credence to the basic requirements of a good-faith relationship," Mr Knobbs says

He adds that the day-to-day relationship between white and black employees on the mines must be developed more positively.

The other major industrial relations problem to be dealt with in the coming year is the "scheduled" person restriction in the Mines and Works Act. Mr Knobbs says this must be replaced with a non-racial "competent" person definition

He says the safeguards governing security of employment in the transition from the designated scheduled person to competent person are as important to the employer as to the employee because standards of performance must be maintained

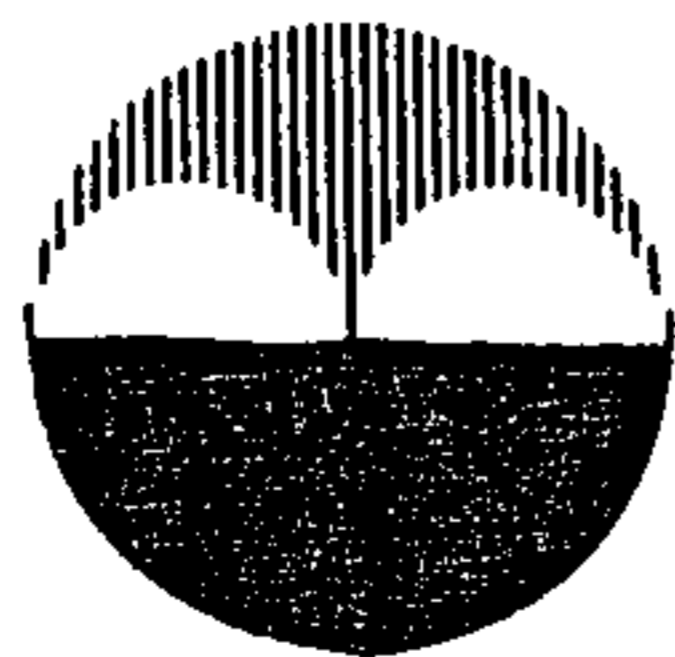
"The country has an acute shortage of skilled workers and it is for this reason that the majority of skilled white workers need not fear for their future.

"However, unless opportunities are provided for suitably-trained and qualified black workers to progress, the future for all could be very bleak

"It is hoped that employers and employees can resolve this problem without Government intervention, but if an agreement is not reached shortly, such intervention could be unavoidable," he says

RAM 14/3/85 (143)

## Extracts from the Chairman's Statements



# Durban Roodepoort Deep, Limited East Rand Proprietary Mines, Limited

(Both companies incorporated in the Republic of South Africa)  
Members of the Barlow Rand Group

***"For several years now the companies' revenues have been adversely affected by the gradual decline in the average grades of ore mined while the costs of operations have been subject to mounting pressures" - C. G. Knobbs.***

### Gold

The scenario for 1985 is that the US Dollar gold price is expected to increase moderately and the anticipated stronger Rand should result in an average Rand gold price similar to that experienced in recent months

### Industrial Relations and Personnel

The year under review saw growing black trade union activity within the mining industry. Nine gold mines and five collieries have become parties to a recognition agreement between the Chamber of Mines and the National Union of Mine Workers (NUM) for certain categories of workers, but the companies have not been involved in any of these recognition agreements. Three non-Chamber mines within the Rand Mines group have negotiated their own recognition agreements with NUM or other emergent black trade unions. Strike activity by black trade unions in the mining industry also increased, with twenty-four work stoppages having been recorded since January 1984. Of concern is the irresponsible behaviour of NUM in supporting "wild-cat" illegal strikes by their members before making use of local grievance procedures. The agreed dispute settlement arrangements entered into between NUM and certain employers are flagrantly violated and flouted. It is to be hoped that this behaviour is merely a temporary phenomenon and that a more mature and responsible approach will soon emerge to give credence to the basic requirements of a "good faith" relationship.

The 1984 industry wage negotiations between the Chamber of Mines and the Council of Mining Unions representing white employees and various officials' staff associations led to an average increase of 10 per cent on the Chamber minimum rates of pay. Negotiations between the Chamber and NUM in respect of black employee wages ended in dispute and the appointment of a conciliation board. The companies, together with the rest of the industry, nevertheless granted increases to all black employees from 1st July, 1984. Basic wages were increased by an average of 14.4 per cent and 13.5 per cent on Chamber minimum rates for surface and underground employees respectively. Benefits were improved by the introduction of overtime and shift allowances plus an industry service increment scheme.

The conciliation board's efforts to resolve the dispute between NUM and the Chamber ended in deadlock but further discussion resulted in an agreement to restructure the "package". The agreement was reached on the evening before a planned strike by NUM and the union was unfortunately unable to communicate this to their members in time to avert the stoppages on the 17th September, 1984. Most of the affected mines returned to normal the next day.

There are two industrial relations problems which will require particular attention in the ensuing year. Firstly, the day to day relationship between white and black employees will need to be developed more positively and the management of the companies have directed greater training efforts to this end. Secondly, the statutory "scheduled person" restriction contained in the Mines and Works Act must be removed and it must be replaced with a non-racial "competent person" definition. Talks with white unions and officials' associations have commenced in order to resolve this controversial issue. The inevitable demise of the legislated "scheduled person" should be recognised by the white employee bodies. Efforts should be directed towards devising new work and employee practices, with consideration being given to allaying fears by white employees of mass retrenchments by including security of employment provisions in the agreements. However, these agreements must contain the fundamental concept of selection and promotion on merit, regardless of race.

The safeguards governing security of employment in the transition from the designated "scheduled person" to "competent person" is as important to the employer as it is to the employee as standards of performance must be maintained. The country has an acute shortage of skilled workers and it is for this reason that the majority of skilled white workers need not fear for their future. However, unless opportunities are provided for suitably trained and qualified black workers to progress, the future for all could be very bleak. It is hoped that employers and employees can resolve this problem without Government intervention, but if an agreement is not reached shortly, such intervention could be unavoidable.

RAM 15/3/85 (11) (43)

## Latest Rand Mines report blasts NUM

By PHILLIP VAN NIEKERK  
MR CYRIL RAMAPHOSA, general secretary of the NUM — South Africa's largest and fastest-growing trade union — said he was not surprised by the unprecedented attack on the union this week by Rand Mines

Mr Clive Knobbs, chairman of Rand Mines' gold and uranium division and vice-president of the Chamber of Mines, accused the NUM of "irresponsible behaviour in supporting illegal wild-cat strikes" in his latest chairman's report.

Mr Ramaphosa said "It only shows that the union is making them feel uncomfortable regarding the injustices they are committing against their workers."

Rand Mines was recently hit by industrial action at two of its collieries, Riet-spruit and Duvha while another giant mining house, Gold Fields, has had strikes at two gold mines recently

Mr Ramaphosa said the Miners International Federation was co-ordinating a campaign against Riet-spruit, owned by Shell and Rand Mines, where more than 70 NUM members were fired last month.

A spokesman for the Chamber of Mines agreed yesterday that the mining industry was concerned at the number of wild-cat strikes, and shared Mr Knobbs' hope that this was just a transitory phase.



# 13 hurt in mine boycott unrest

By PHILLIP VAN NIEKERK  
UP TO 13 workers were injured after unrest flared at Hayebesfontein gold mine, near Klerksdorp, during a five-week boycott by Anglovaal workers in an attempt to break the monopoly of mine liquor outlets.

A spokesman for the National Union of Mineworkers (NUM) said there had been clashes with police after management took action against independent liquor traders outside the hostels.

Sapa reports that a spokesman for the Anglovaal Group confirmed yesterday that the unrest arose from action taken at about 6pm on Wednesday by mine management against illegal liquor traders outside the hostels at the number five, six and seven shafts on the mine.

He said the main disturbance occurred at the Number Six shaft hostel, where stone-throwing occurred and the liquor outlet was set alight.

Mine security forces and police were called in and used rubber bullets and teargas to bring the rioters

under control. Three workers were injured in the unrest, none seriously.

However, the NUM spokesman said 13 workers were seriously injured, but that workers had returned to their jobs yesterday morning.

Similar action was taken at numbers five and seven shaft hostels, the mine spokesman said.

This is the third recent boycott at the mine, the others having been aimed against local concession stores and taxis operating in the Klerksdorp area.

Unrest also continued in the Eastern Cape townships as youths stoned police vehicles, beer halls and set fire to schools.

Black unrest spread to Northern Natal this week, leaving one person dead, while police said they used tearsmoke and rubber bullets to disperse more than 500 striking mineworkers in the Western Transvaal.

In the Port Elizabeth area black schools and homes were petrol bombed yesterday. Classrooms and offices at three schools in New Brighton were damaged by fire.

# Tension mounts at Anglo mine

By PHILLIP VAN NIEKERK

THE situation was tense at Anglo American's Vaal Reefs mine near Klerksdorp last night after more than 5 000 mineworkers downed tools underground at three shafts of the giant mining complex during the day

Management was holding urgent talks with representatives of the National Union of Mineworkers (NUM) in a bid to resolve the dispute which threatened to spread to include more of the 42 000 workers employed at the mine

Mr Cyril Ramaphosa, general secretary of the National Union of Mineworkers (NUM), said workers were protesting against alleged victimisation of shaft stewards and delays in recognising them

Tension has risen at Vaal Reefs since workers launched a boycott of liquor outlets and stores on the mine last week

Workers downed tools yesterday morning after working half a shift, and were later brought back to the surface.

A spokesman for Anglo American said he could not comment because talks were still in progress

# Cusa: Don't invest in SA

Mall Reporter

THE Council of Unions of South Africa — which claims membership of about 250 000 — yesterday publicly endorsed the disinvestment campaign against South Africa.

Cusa reaffirmed a resolution passed last month that any investment in South Africa was investment in apartheid.

ROM 20/3/85

143

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# Cusa council backs disinvestment

THE Council of Unions of South Africa (Cusa) has endorsed the disinvestment campaign against South Africa.

According to a spokesperson, a joint executive council of Cusa, last Sunday reaffirmed a resolution approved by the national executive last month that any investment in South Africa was an investment in apartheid

- agreed to
- Disaffiliate the Hotel, Liquor Catering and Allied Workers Union for not adhering to Cusa policy
  - Accept the application for affiliation of the

National Union of Wine, Spirits and Allied Workers Union The union has a membership of over 5 000 workers and operates nationally in the wine and spirits

industry  
• Continue participation in the unity talks and arrange meetings with the national executive council of each affiliate to hold meetings to explain present progress and future

strategy  
• Invite all like-minded trade unions and organisations to participate both nationally and regionally to actively plan and co-ordinate activities relating to May Day celebrations on May 1

CAP 7/10/53  
42 000  
miners  
strike 143

Own Correspondent

JOHANNESBURG —  
More than 42 000 workers  
at Anglo American's  
Vaal Reefs mining com-  
plex near Klerksdorp  
downed tools yesterday

Workers are demand-  
ing that they be paid the  
same increases paid to a  
handful of monthly-paid  
workers in January

The strike began on  
Tuesday when about  
9 000 workers at three  
shafts downed tools un-  
derground, with several  
thousand workers re-  
maining on strike on  
Tuesday night and yes-  
terday

Despite negotiations  
between management  
and the National Union  
of Mineworkers, the  
strike spread to the en-  
tire complex yesterday,  
stopping production

There have been no re-  
ports of violence

Anglo American has  
warned the workers that  
they are engaged in an  
illegal strike and that un-  
less they return to work  
today, they will "be in  
breach of agreement"

42 000

miners

strike

By PHILLIP VAN NIEKERK

MORE than 42 000 workers at Anglo American's Vaal Reefs mining complex near Klerksdorp downed tools yesterday, halting all production at the world's largest gold mine

Workers are demanding they be paid the same increases granted to a handful of monthly-paid workers in January

The strike began on Tuesday when about 9 000 workers at three shafts downed tools underground

Despite negotiations between management and the National Union of Mineworkers, the strike spread to the entire complex yesterday, stopping production at the mine which produces more than 10% of the country's gold

Anglo American has warned the workers that unless they return to work today they will be "in breach of agreement"

An Anglo spokesman would not say whether this meant that they intended firing workers — an action which could severely diminish South African gold production

**Faction fight**

The Supreme Court has withdrawn a *rule nisi* prohibiting the National Union of Mine-workers (NUM) from inciting and/or organising an illegal strike at three Goldfields of SA mines. However, a similar interdict against a former NUM organiser, now running his own union, was confirmed.

In a widely-publicised case last year, Goldfields applied for, and was granted, a *rule nisi* restraining the NUM and its organiser Vuyani Madolo from inciting unlawful strike action at the Libanon, Venterspost and Kloof gold mines. It was alleged that Madolo had, with the support of the NUM, called on workers at the three mines not to work on February 28 and 29 1984 in protest against the mines' withdrawal of office facilities.

In affidavits presented to the court, the NUM denied knowledge of Madolo's alleged actions and argued its policy against calling or encouraging illegal strikes is well known. Madolo denied having called on workers to strike, but this was not accepted by the court.

Mr Justice A J Strydom has ordered that

- The *rule nisi* relating to the NUM be discharged,
- The *rule nisi* relating to Madolo be confirmed, and that
- Madolo pay the costs of both the mines (on the basis of their having used one counsel) and the NUM.

Madolo, has since broken away from the NUM (which he describes as a "sweetheart union") and formed his own organisation, the African Mining and Allied Workers' Union (Amawu). He tells the *FM* that he still denies having called for strikes and says he will not pay the costs. "I would rather go to prison," he says.

He claims Amawu now has about 7 500 members at a number of mines, including the three where the dispute originated. A Goldfields spokesman confirms the union has sub-

Financial Mail March 22 1985

stantial membership there

Goldfields executive director Colin Fenton does not believe the NUM was not involved in the strike calls. "The NUM is behind most of the boycotts and strikes on the mines of late, including having been behind the Venterspost, Libanon and Kloof story. Never mind that the court absolved it," he claims.

NUM general secretary Cyril Ramaphosa declined to respond to Goldfields' allegations.

Feb 22/31 85

(143)

Star (145)  
22/3/81  
Vaal Reef  
miners  
end strike

Miners reported for work at the Vaal Reef gold mine 200 km west of Johannesburg today following a strike involving more than 40 000 workers yesterday.

Mine management said an agreement had been reached with the National Union of Mineworkers (NUM) late last night.

Intimidators would face "normal disciplinary procedure" and the NUM was expected "to assist management in bringing this about", a mine statement said.

"The agreement also includes an undertaking by the NUM to end the boycott of liquor outlets, concession stores and interference in hostel matters," the statement said.

Vaal Reef's 42 000 workers downed tools yesterday to press demands for wage increases.

The statement made no reference to a wage settlement. — Sapa



# Striking miners 'shot'

Mall Reporter

INDUSTRIAL action by black mineworkers continued at the world's largest gold mine, Anglo American's Vaal Reefs, yesterday as the National Union of Mineworkers (NUM) relayed details of a management offer to members

About 42 000 workers downed tools on Thursday over pay and a number of other issues, including the dismissal and recognition of shaft stewards and a shaft steward agreement

Miners, who had been working only half-shifts before downing tools, continued their industrial action yesterday.

Despite management claims that there had been no violence at the mine, Mr Cyril Ramaphosa, general secretary of the NUM, said police fired buckshot and teargas at workers walking to a meeting, wounding 30.

An Anglo statement yesterday said management expected the NUM to assist in bringing a "return to normalcy" on the Vaal Reefs complex and demanded that the "intimidation of workers" should end.

"Management expects a return to normal working conditions by Saturday," said the statement by the mine's general manager Mr Bob Williams.

1785  
245  
213  
143  
143

March 23 1985

# Anger turns to violence at Vaal Reef

143 Stan 23/3/85

by Chris Steyn and Maud Motanyane

At least 35 people were seriously injured at the Vaal Reefs gold mine near Orkney when police opened fire on a large crowd of miners on Thursday night.

Police also used tearsmoke to disperse a group of about 1 000 mine workers who, according to police, became riotous early yesterday morning.

The National Mine Workers Union (NUM), publicity secretary Miss Manoko Ntshwe denied that the miners had been riotous. Union officials at the scene of the shooting said the police

had shot without any provocation.

"The miners were moving quietly and calmly from underground to their hostels when the police fired at them," she said.

More than 40 000 miners went on strike at the Vaal Reef mine on Thursday to press demands for wage increases.

The miners reported for work yesterday on a go-slow — working only four hours a shift.

The miners are demanding that a pay increase, given to some workers, be passed on to all the employees.

Yesterday morning mine officials denied that the strike was still on.

In Galashewe near Kimberley, police used tearsmoke, rubber bullets and birdshot to disperse about 400 scholars of the Tidalamb School who stoned police after ignoring orders to stop the gathering. A vehicle was extensively damaged, but no injuries were reported.

Five buses and a rubbish removal truck were extensively damaged during unrest in the Zama Zama township near Sasolburg. Police used tearsmoke and rubber bullets to disperse about 200 rioters. One of the buses, used to crash into an administration office, was set alight.

A group of scholars from the same stoned school buildings and bent burglar bars

a nearby shopping centre. They fled when police arrived.

Police used sjamboks to disperse scholars of the Ithabaleng Secondary School near Wesselsbron after an illegal gathering outside the school.

And a private home in the black township of Fort Beaufort was extensively damaged after being set alight by rioters.

The chief magistrates of Vereeniging and Vanderbijlpark have prohibited all gatherings except bona fide church services in terms of section (1) (A) (I) of the Internal Security Act 74 of 1982 from 8 o'clock on March 23 to 8 o'clock on March 25, 1985.

RAM 25/3/85

(143)

# Mining industry faces gruelling year

By PHILIP VAN NIEKERK

**THIS** year's wage negotiations in the mining industry look set to be the most gruelling in years.

With the Chamber of Mines already gearing up for the prospect of a major battle with the black unions, particularly the National Union of Mineworkers, unions representing whites have fired the first salvo.

On Friday, the Council of Mining Unions (CMU) took the unusual step of declaring a dispute with the Chamber virtually at the beginning of their wage talks.

The CMU, representing some 20 000 predominantly white workers in the industry, came in asking for a 20% increase, with the Chamber offering 8,5%, later upping that to 9,5%.

The CMU consists of the Mine Workers' Union and the seven unions belonging to the Federation of Mining Unions.

These are the SA Boilermakers' Society, the Amalgamated Engineering Union, the SA Electrical Workers' Association, the Amalgamated Society of Woodworkers of SA, the Amalgamated Building Trade Workers of SA, the Iron Moulders' Society of SA and the SA Engine Drivers', Firemans and Operators' Association.

Last year these unions declared a dispute with the Chamber over a 0,5% difference in demands and, given the lack of substance in the dispute, settled within a day of the dispute being declared.

This year, by pre-empting the whole process of horse trading over half-a-percent here and there, the white unions have already launched themselves into a course of action which could culminate in legal industrial action.

On analysis, there are three factors which back the view that the white unions are deadly serious.

The first is the large profits the mines have been making as a result of the sustained high rand price of gold. The white unions believe that a below-inflation offer of 9,5% is not serious bargaining.

The second is the re-emerging labour militancy of white workers, artisans and white collar workers.

This has been seen most clearly in the railway unions' response to their bonus cuts, and disputes such as that of the SA Society of Bank Officials (Sasbo) over the extension of Wednesday working hours.

So far this new mood has yet to be translated into concrete action. But there is little doubt that, after years of being passive observers of a burgeoning black union movement, white workers are re-awakening to the benefits of collective trade union action.

Lastly, the militancy of black mineworkers has sent a ripple through the entire industry. The fear that the collective power of black workers could win them gains at the expense of white workers must lie at the back of the minds of the white unions.

□ □ □

**THIS** year the black unions — including the NUM, the Federated Mining Union and maybe the Black Allied Mining and Construction Workers' Union, who have applied for recognition at two Chamber mines — are also likely to set tough demands.

And, given the mood of militancy at the NUM's congress earlier this year, one is left wondering whether an early settlement, averting steps towards a strike, is possible.

The volatility of the mining industry was displayed again last week when more than 40 000 black workers downed tools at Anglo Americans' Vaal Reefs complex near Klerksdorp, the world's largest gold mine.

This action is unlikely to please the mining houses who say they are growing increasingly upset with the National Union of Mineworkers over the number of stoppages by NUM members.

More than 70 000 mineworkers have been on

strike this year — and the real battle, over the annual wage increases and related issues such as racial job reservation, has not even begun.

Mr Clive Knobbs, the chairman of Rand Mines' gold and uranium division, recently accused the NUM of "irresponsible behaviour in supporting illegal wild-cat strikes".

The Chamber of Mines agreed, saying

they shared Mr Knobbs' hope that this was just a "transitory phase".

In fact, the first transitory phase of black unions on the mines — when the NUM could be regarded as a novelty, as a group of beginners with the near-impossible task of organising half-a-million black workers — is over.

This is telling in both the hostility of the criticisms now being levelled at the NUM

from within the industry, and the reply of Mr Cyril Ramaphosa, general secretary of the NUM, to Mr Knobbs.

Pointing out that he was not surprised at the attack, Mr Ramaphosa said: "It only shows that the union is making them feel uncomfortable regarding the injustices they are committing against their workers".

# Legal strike hits AECI

Strike  
26/3/85

THE African Explosives and Chemical Industries (AECI) plant in Newcastle, Natal, was hit by the first legal strike this year when about 600 members of the SA Chemical Workers' Union downed tools over wage demands.

A union spokesman told The SOWETAN yesterday that they held a strike ballot last Thursday and the workers took industrial action on Friday. The strike entered its second day yesterday.

The spokesman explained that the workers were demanding a R100 across the board increase and management was offering nine percent. However, no agreement was reached on the matter and the necessary procedures leading to a legal strike were followed.

The Sacwu, which is affiliated to the Council of Unions of South Africa (Cusa), has accepted the wage offer which was also accepted by the all conservative Mineworkers' Union of Mr Arnie Paulos.

... bombod

NUM

talks

## on mine safety

MINE safety — a major issue that has become the focus of attention in the industry — is to feature prominently at a special conference called by the National Union of Mineworkers at the Lutheran Church Hall in Hillbrow on Saturday.

Interest in safety will be heightened by the evidence of a United States lawyer specialising in the issue, Mr Davitt McAteet, who has been invited by the union

According to an NUM spokesman mine safety has become the focus of attention since the Hlobane colliery methane gas explosion which killed 68 people and injured scores of others on September 12, 1983

Each time a person is killed on the mines or is involved in a reportable accident as defined in the regulations to the Mine and Works Act, an inspector of mines is obliged to hold an enquiry into the incident, the spokesman said

The NUM has not been slow to become involved with these issues. Union representatives have attended inquiries in the past. These include the probe into an accident at the Driefontein mine and an accident at the Libanon mine in which one miner was killed

Mine safety has also been the cause of some recent unrest and labour disputes involving the NUM

The NUM spokesman added that the conference will be addressed by other speakers from other organisations including the Industrial Aid Society

# Tragedy at Explosives Factory

A CONTRACT worker doing maintenance at the strike-torn African Explosives and Chemical Industries (AECI) plant in Newcastle was killed on Wednesday when a gasholder exploded in the factory.

The death of Mr Jan-ela Nkomo (32), no address given, was confirmed by an AECI spokesman, who added that no other workers were affected.

Mr Nkomo's family

has been informed about the tragedy, which is being investigated by the authorities. He was not an employee of AECI, although the accident occurred on our plant, the spokesman said. No funeral arrangements have been made.

Meanwhile the legal strike by about 600 AECI employees continued yesterday while the SA Chemical Workers' Union (Sacwu) and management were locked in

negotiations aimed at resolving the dispute.

The workers downed tools last Friday after three conciliation board meetings aimed at averting the legal strike failed to settle the wage dispute that started last year.

The workers earlier held a strike ballot — one of the requirements for a legal strike — and most of them voted in favour of industrial action.

This is the second time that AECI has been hit by a legal strike over wages within two years. Last year several plants of the factory were hit by legal strikes.

The workers are demanding a R100 across-the-board increase in their wages which will give them a minimum wage of R480, while management is offering R370 — a 9,5 percent increase.

Company spokesman Mr Bokkie Botha said that the company's offer was reasonable, considering the country's economic climate.

"We are not prepared to change our offer. We hope the workers will realise our position and come back to work soon. We have not given the workers any ultimatum nor victimised anybody," Mr Botha said.

143

Sawyer 2/4/85

# 600 workers go back to jobs

By JOSHUA RABOROKO

ABOUT 600 employees of the African Explosives and Chemical Industries in Newcastle, who went on a legal strike over wages last week, have returned to work following a management ultimatum, union sources have disclosed.

The national organiser of the South African Chemical Workers Union (Sacwu) Mr Manene Samela told The SOWETAN yesterday that although the workers have returned to work, the wage dispute still remained

He said: "We are going to seek legal advice on the matter because we regard management's refusal to accept our demands as an unfair labour practice. The workers returned to work to protect their jobs"

## Message

The workers downed tools after three conciliation board meetings aimed at averting the legal strike failed to set-

tle the wage dispute that started last year.

AECI's spokesman Mr Bokkie Botha said the workers were given a message that if they did not return to work then the company would start to employ other workers. However, he added, the workers have returned and everything was back to normal.

Mr Samela said management was not prepared to accept their demands and they will continue to negotiate in "good faith" although management was not willing to do so.

"We feel our members deserve higher pay than they are getting at the moment. The management's offer is unreasonable," he said.

In reply, Mr Botha said they were not prepared to change their offer.

This is the second time AECI gave an ultimatum to workers who went on a legal strike within two years. Several plants of the factory in the country were hit by legal strikes and workers were given an ultimatum last year.

Mr Botha said there were no incidents during the strikes, although he believed there was intimidation. However, management did not follow these incidents.

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# 370 000 metal workers move into pay dispute

By PHILLIP VAN NIEKERK  
PAY talks on the country's largest bargaining forum, the steel and engineering industrial council, headed straight into dispute yesterday when employers proposed an effective wage freeze for a year.

All 14 unions on the council, ranging from all-white artisan unions to emerging, predominantly-black unions, have declared a dispute with the Steel and Engineering Industries Federation (Seifsa)

The wages and working conditions of some 370 000 metalworkers are determined by negotiations on the council

Two blocs of unions on the council — the Confederation of Metal and Building Unions (CMBU), representing skilled and semi-skilled workers, and the local coordinating council of the International Metalworkers Federation (IMF) — tabled separate sets of demands yesterday

Seifsa responded by proposing that the current industrial council agreement including minimum wage rates be extended for a year, with the only exception being a willingness to negotiate an improved holi-

day bonus

A spokesman for the CMBU said the parties were unable to reach agreement and a dispute was declared by all 14 unions which are party to the council.

These include the all-white Amalgamated Engineering Union, nine affiliates of the CMBU, Fosatu's Metal and Allied Workers' Union (Mawu) and Cusa's Steel and Engineering Workers' Union of SA (Seawusa)

An official of one of the unions said they were "shocked" to hear the employer proposal, and responded by saying "no thank you".

Mr Sam van Coller, the executive director of Seifsa, said the employers were concerned that a dispute had been declared and said they would be drafting a statement today.

The agreement is determined by the industrial council, so the unions do not apply for an official conciliation board in the event of a dispute as the council itself operates as a conciliation board.

An executive meeting of the council is to be held on April 10



## Dividing the cake

The annual wage talks at the National Industrial Council for the Iron, Steel, Engineering and Metallurgical Industry, which started this week, will be the most difficult in years. Their outcome will affect the wages and working conditions of more than 350 000 employees.

In a novel move, four unions, representing about 120 000 workers, are negotiating under the banner of the International Metalworkers' Federation (IMF). They are the SA Boilermakers' Society, the Engineering Industrial Workers' Union (EIWU), the Metal and Allied Workers' Union (Mawu), and the Steel, Engineering and Allied Workers' Union (Seawu).

The IMF represents 14m workers worldwide and has 11 SA affiliates, of which four are members of the metal industrial council. Under the auspices of its SA Co-ordinating Council (SACC), the IMF has had a full-time office in SA since last year.

According to SACC secretary Brian Fre-

FM 5/4/85

dericks, the grouping's key proposals are

- A R3,50/hour minimum wage and 50c/hour across-the-board increases. The present minimum is R1,78.
- That overtime should be curbed. The unions believe it is wrong for overtime to be worked when people are being retrenched.
- That companies be obliged to negotiate retrenchments with representative unions, and that retrenchment conditions should include a minimum severance payment of four weeks' wages per year of service.
- That the working week should be reduced by five hours to 40 hours without loss of earnings, and

- That Labour Day (May 1) should be declared a public holiday.

Although the proposed minimum wage is almost double the current one, Fredericks argues that it is not excessive. "Many employers are already paying a minimum of close to R3/hour," he says.

The motive behind the demand for a shorter working week is the belief that it will ease unemployment. Fredericks points out that in the international context a 40-hour week is not unreasonable.

Steel Engineering Industries Federation of SA (Seifsa) director Sam van Coller declined to comment to the *FM* on the union proposals, saying it was Seifsa policy not to talk to the press during negotiations. But, given the state of the economy, and the metal

industry in particular, it is unlikely that employers will find the unions' proposals acceptable. The stage seems set for a lengthy and heated negotiating season.

Fredericks is prepared to make some conciliatory noises. He says "Our proposals are negotiable. Much depends on employer attitudes. We hope that both sides will look at the other's situation and come to a compromise."

The other major union grouping involved in the talks is the Confederation of Metal and Building Unions (CMBU), which represents mainly skilled and semi-skilled workers in the metal industry. Major CMBU proposals are

- A reduction to a 42-hour week,
- A 20% increase in minimum wage rates in

all job categories, provided that the minimum for any category should be R2,50/hour. In addition, employees earning more than the minimum rates should receive increases amounting to 20% of the current minimum for their job category.

- Substantial increases in overtime rates and subsistence allowances and the creation of 10%-15% allowances for shift work, and
- Increased consultation over retrenchments. In addition, employers should be obliged to give at least 30 days' notice of retrenchments and to supply detailed information relating to them.

The SA Iron, Steel and Allied Industries' Union, an affiliate of the all-white rightwing SA Confederation of Labour, submitted identical proposals. As this would indicate,

the conflict in the negotiations may not be only between unions and employers. Until now, the union side on the industrial council has been dominated by the CMBU. Emerging unions like the Federation of SA Trade Unions' Mawu and the Council of Unions of SA's Seawu joined the council relatively recently and represent largely unskilled workers.

The time has come, says Fredericks, for a change in the balance of power on the union side. Although the IMF unions represent only about a third of the workforce, they are more powerful numerically than the other industrial council members, he argues, and therefore deserve a greater say in the council's affairs.

A CMBU source says that when one in-

cludes the Iron, Steel and Allied Industries' Union, that grouping has greater representation. Each union on the council is allocated one seat.

The situation is complicated by the fact that two of the CMBU unions — the Boilermakers and the EIWU — are also part of the IMF bloc, and any battle for influence may well depend on where they stand. Boilermakers' general secretary Ike van der Watt says his union will attend both the IMF and CMBU caucuses. He says his union had hoped for identical proposals from both sides.

CMBU general secretary Ben Nicholson tells the *FM* "We want to do all we can to avoid friction between unions." But some CMBU sources are unhappy about the situa-

tion, saying that the IMF bloc just wanted to go "one better" in its proposals.

They describe the IMF proposals as "unreasonable," and fear employers will use the differences to delay the talks. They acknowledge that much depends upon where the Boilermakers decide to throw their weight.

The IMF unions are proposing a higher minimum wage and an across-the-board increase, rather than the percentage increase proposed by the CMBU. The effect of each of the IMF proposals is to allocate a larger proportion of the total package to lower-paid workers. There is obviously a limited amount of money available for wage increases, so it can be assumed that much of the negotiations will be devoted to deciding how the cake should be divided. ■

AECI STRIKE (143) (142) (141)

## Back but still out (138)

FM 5/4/85

Black members of the SA Chemical Workers' Union (Sacwu) at AECI's Newcastle plant have returned to work after their six-day legal strike over wages, without gaining

~~(143) (142) (141) (138)~~  
any concessions from management. But they certainly do not regard the matter as settled. Management, however, is insisting that it will not increase the offer that Sacwu has already rejected.

Two unions are active at the chemical giant's Newcastle plant: the all-white Mineworkers' Union (MWU) and Sacwu. They negotiate separately with management, however, as the MWU refuses to sit round the table with the black union.

AECI group personnel manager "Bokkie" Botha tells the *FM* that the company de-

FM 5/4/85

clared a dispute with the unions at the end of last year. After the first joint conciliation board meeting, the MWU accepted the company's original proposal for an average 9,5% package increase. Sacwu, however, wanted to continue the dispute and about 600 workers downed tools in an illegal strike last Wednesday after the union rejected management's offer at a second conciliation board meeting. A ballot was held the next day in which the workers voted to go on a legal strike. Last Friday, in response to a management statement that it intended to hire re-

placements, the workers agreed to return to work on Monday morning.

But Phiroshaw Camay, general secretary of the Council of Unions of SA, to which Sacwu is affiliated, says the matter is not yet settled. And it appears that Sacwu is retaining its option to continue the legal strike as a tactic to bring management back to the negotiating table. Camay says the union has learnt the lesson from its last encounter with AECI at the beginning of last year — when members returned after a legal strike without gaining any pay concessions — and has adjusted its strategy.

Says Camay: "Workers will not accept the pay offer. We are looking at alternative means of pressure. There are several possibilities. We decided that it would be best to go back at this stage as management threatened to take on permanently the scab labour it had employed, but we are keeping up the option of continuing the legal strike."

Botha, however, says the plant is experiencing losses and is adamant that management will not increase its offer. "Workers have gone back at their original rates. We have said we are quite happy to implement the final offer and will do so from the date of acceptance," he says. ■

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7/4/85

# Six arrested in courtyard

By HERMAN LETSIE

SIX MINERS were arrested in the courtyard of the Oberholzer Magistrate's Court this week when armed police swooped on a group of more than 100

The swoop took place when members of the National Union of Mineworkers sang freedom songs and shouted slogans before 21 of their colleagues appeared in the Western Transvaal court

The accused are out on R300 bail each, were not asked to plead and their case was postponed to May 7.

An Oberholzer police spokesman confirmed the courtyard arrests and said the six men.

interests of more than 350 000 employees working for about 10 000 employers

Metal industry employers, represented by the Steel, Engineering Industries Federation of SA (Seifsa), shocked unionists last week by proposing that almost all wages and working conditions be frozen until June next year. The unions, which are in two main camps — the Confederation of Metal and Building Unions (CMBU) and the SA Co-ordinating Council of the International Metalworkers' Federation — had tabled demands for a shorter working week, wage increases ranging from 20% to 102% and other improvements.

The only concessions employers offered were to improve holiday bonuses for employees with more than four years' service and to renegotiate the "security of employment" clause in the main industrial council agreement. This could lead to greater consultation between employers and unions on retrenchments.

#### Five options

Five options are open to the council's executive. It can recommend that

- Negotiations should recommence,
- A subcommittee be appointed to consider the matter further,
- The dispute be referred to mediation,
- The parties go to arbitration, or
- The Minister of Manpower be informed of the dispute which would then be dealt with by the official dispute-settling procedures of the Labour Relations Act.

The key objective of the employer offer, says a statement by Seifsa, is "to retain employees in employment insofar as this is practicable." The federation points out that the metal industry workforce has shrunk by 80 000 in the last three years.

The unions are not impressed. The general secretary of the International Metalworkers' Federation's SA Co-ordinating Committee, Brian Fredericks, says the employers' proposal is unacceptable given the soaring rate of inflation.

He accuses employers of failing to take cognisance of the fact that many workers now have to support family members who are out of work. He says management has also failed to offer proof that it cannot afford to pay increased wages.

The CMBU's general secretary, Ben Nicholson, interprets the situation differently. He says "Employers are using the severe economic conditions to open negotiations with an extreme stance. But we don't believe this is the end of the road, it is only the beginning."

At this stage the possibility of the metal unions taking industry-wide strike action is remote. But if industrial council wage rates remain static or are increased only marginally — as seems likely — individual employers will be placed under unprecedented pressure to conclude factory-level agreements and break ranks with Seifsa which has long held that wages should only be negotiated at industrial council level. ■

WAGE TALKS

### Impasse in metals

The Executive Committee of the Industrial Council for the Iron, Steel, Engineering and Metallurgical Industry was to meet this week to decide on action to take as a result of the dispute in the first round of the 1985 wage talks. The council's decisions affect the

# 1200 on strike

Sowetan By JOSHUA RABOROKO

12/4/85 (143)

MORE than 1 200 workers at the National Chemical Products Company in Germiston yesterday went on strike after making wage and working conditions demands.

The workers said that they were demanding a R2,50 per hour increase in their salaries and that management should improve their working conditions, and define jobs

"We sent our shop stewards to negotiate these issues with management and when they did not offer anything we decided to down tools," workers told The SOWETAN.

A representative of the South African Chemical Workers Union confirmed the work stoppage and said that their representatives were holding talks with management.

NCP's managing director Dr J L Jov yesterday confirmed the strike and said that they were hoping to resolve it when workers' representatives meet with the management today

# NUM slammed

THE National Union of Mineworkers has been criticised and accused of forcing black mineworkers to join strikes and subjects them to intimidation and interference.

In his annual report, Mr E P Gush, who is chairman of Vaal Reefs, Western Deep Levels and Elandsrand gold-mines, says the two-day work stoppage in some mines in 1984 was highlighted by employees being prevented from going to work by intimidators.

He says. "It is unacceptable that an employee be coerced into joining a strike and every effort will be made to ensure that all forms of intimidation, and interference with, employees are eliminated

"Co-operation with the National Union of Mineworkers on this matter will be sought," he adds.

The NUM has also been accused of its quickness to flit overseas and run down mining industry, claiming things like mine hostels are comparable to "Nazi concentration camps" and that SA Mines was employing a large number of former miners who were involved in the UK coal strike.

However, NUM's general secretary Mr Cyril Ramaphosa has said that the allegations against his union must be ignored because it goes to show how employers were getting worried about the strength of the union.

It will not help to stoop as low as to have a public debate with mine management on their statements. The union will continue to make its demands for members, despite all the statements.

Sd Motan 15/4/85



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ol term today.

icture: DANIEL SIMON.

# Spar boycott spreads to Tvl

By PHILLIP VAN NIEKERK

THE consumer boycott of Spar supermarkets has been extended from Natal to the Transvaal, it was announced at a Press conference in Johannesburg yesterday

The boycott began after the alleged unfair dismissal of about 150 workers, all members of the Commercial, Catering and Allied Workers' Union from eight Spar shops in Natal in December last year

The workers were protesting against the company's alleged refusal to recognise the union, the low wages of Spar workers and alleged harassment of workers who joined the union

The boycott has already been supported by a large number of trade unions and community organisations in the Transvaal

These include affiliates of the UDF and the National Forum Committee, the Federation of SA Trade Unions and the Council of Unions of SA.

The Mail was unable to obtain comment from management yesterday.

THE Black Allied Mining and Construction Workers' Union has demanded a fully-fledged inquiry concerning the killing of a worker whose head was crushed at Hippo Quarries, Olifansfontein this week.

The body of Mr Abram Mnsi (25), a migrant labourer from Nebo in the Northern Transvaal, was found among rocks by colleagues who raised the alarm.

Bamcwu's publicity secretary, Mr Motshumi

# Worker's death: Union demand full inquiry

Mokhine, said they were not satisfied with the information they received about the accident

The union's demand is the latest in which a black mine trade union has questioned management about the safety of their members at workplaces — the National Union of Mineworkers has made similar de-

mands and urged members to refuse to work at places they regard as unsafe

Safety of workers is also one of the demands several trade unions have put to the negotiation table and when signing recognition agreements with managements

Mr Mokhine said they demand an independent expert who will collect information on the accident "We are aiming to institute either a civil action or criminal case depending on the outcome of the inquiry," he said

Anglo-Alpha, owners of the company, have confirmed the accident

and said an official inquiry has been instituted under the auspices of the inspector of mines

The company said it is distressed at the death of one of its employees, particularly in the light of its good safety record and it expressed its concern for its employees

The groups' industrial relations manager, Mr M G Foster, said they were unable to comment on the circumstances of the accident pending the outcome of the inquiry

Sowetan

18/4/85

143



# SOWETAN

THURSDAY, APRIL 18, 1985

22c + 3c GST (SA) Elsewhere 25c

By JOSHUA RABOROKO

**MAJOR** trade unions in Johannesburg meet today to demand that June 16 be regarded as a public holiday and workers stay at home as the situation in townships threatens to take a turn for the worse.

Already at least three townships have been affected by violence since Monday, with the Eastern Cape still burning.

The demand that June 16 be a public holiday is seen as a move by unionists to ensure that workers officially stay at home, thus minimising assaults on people who defy stay-at-home calls.

Although trade unionists interviewed have refused to give more details, information received is that the unionists fear that June 16 1985 could be very violent, with this year's unrest already having claimed more than 120 lives.

The unions will also make plans for May 1, observed by workers throughout the world as Labour Day.

One unionist also stated that in the past thousands of workers have stayed away from work to observe the day, and this year the same numbers may stay away.

"We also have to avoid the victimisation of our members who will stay away from work. Many employers wanting to retrench workers may take advantage of a June 16 stayaway at home to fire workers and avoid paying retrenchment benefits.

## Pupil shot

The unions that will be meeting include the Federation of South African Trade Unions (Fosatu), Council of Unions of South Africa (Cusa), the Commercial Catering and Allied Workers' Union of South Africa (Ccawusa), the Alliance of Unregistered Trade Union and unions affiliated to the United Democratic Front (UDF).

Meanwhile a pupil was allegedly shot in the leg by a trader and police fired rubber bullets and tearsmoke canisters into the Alexandra High School yard in another confrontation with pupils yesterday, writes Mojalefa Moseki.

The chairman of the Indian Traders' Associa-

... ..

# JUNE 16

Sowetan 18/4/85

# HOLIDAY

# DEMAND

tion in Wynberg, Mr A "Buddha" Rajah, confirmed the incident and said he was investigating after a complaint by pupil leaders over the shooting.

It was also alleged that four scholars were taken from the schoolyard by police in a Hippo armoured police van during chaos.

A spokesman of the police public relations in Pretoria confirmed the use of rubber bullets and tearsmoke but said he had no report of arrested pupils.

Two photographers on the scene had to run for their lives when chased by pupils. They were escorted by police out of the township.

An unknown number of vehicles were stoned and shops belonging to Mr Richard Maponya and Mr Ephraim Tshabalala were reported to have been looted by a group of youths in Soweto last night.

No official confirmation could be obtained on the matter.

## K-Mari WEEK SPEC

YVONNE CHAKA



Charles Thoma

# Bawu supports May Day unity

Sowetan 22/4/85

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

# Passport

<sup>Star</sup>  
'no to 113'  
22/4/85  
union man

The general secretary of the 20 00-member Black Allied Mining and Construction Workers' Union, Mr Pandelani Nefolochodwe, has been refused a passport to attend an educational conference organised by the International Labour Organisation in London

However, three representatives of the Council of Unions of South Africa have been granted passports for the conference

A Department of Home Affairs spokesman said in Pretoria that they did not usually give reasons for refusing passports

Mr Piroshaw Camay, general secretary of the Council of Unions of South Africa, said that two of their three representatives had difficulty in getting passports and had arrived in London late.

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NUM

# Mining union in 2 major disputes

CAPE TOWN 24/4/85

143

Own Correspondent

JOHANNESBURG — A major clash between the National Union of Mineworkers and two leading mining houses, Anglo American and Gold Fields, loomed yesterday after the union declared disputes with both companies over their wage policies

The disputes affect 13 mines and, according to NUM, 220 000 workers are involved. A dispute is a first step towards a legal strike or an industrial court action

## 'Unilateral' increases

According to a NUM statement yesterday, the dispute with Anglo concerns rises which the corporation allegedly granted some monthly-paid workers in January. It affects eight mines and 154 500 workers. The union charges that these increases were "unilateral and selective"

This issue recently sparked a strike at Anglo's Vaal Reefs mines when workers demanded that a 10 percent rise allegedly granted to the monthly-paid workers be extended to all Anglo employees

The dispute with Gold Fields revolves around cash bonuses which it pays to miners on completion of their contracts or in terms of their next contracts. About 65 000 workers on five

mines are affected by this dispute. In both cases, the union charges that the companies have implemented pay decisions without consulting it.

## Confirmed

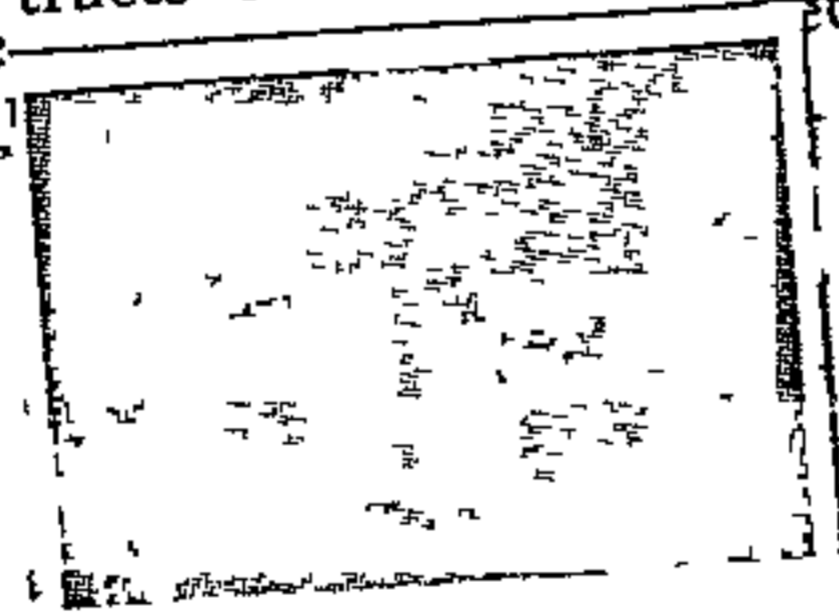
Both corporations confirmed yesterday that the NUM had declared the disputes but neither was prepared to comment on the union's charges. Anglo said it had nothing to say "at this stage" and Gold Fields said it was "considering the merits of the dispute"

In its statement, NUM charges that the increases which Anglo allegedly granted some workers are "discriminatory". It says the corporation has refused requests to extend the pay rises to all workers

It adds that worker dissatisfaction over Gold Fields' cash bonuses dates back to 1982 and that, since then, workers have tried to bring the issue to the corporation's attention "but they have never received much of a positive response"

The Anglo mines affected by the dispute are Vaal Reefs, President Brand, President Steyn, Free State Geduld, Western Holdings, Western Holdings Saaplaas, Western Deep Levels and Elandsrand

The Gold Fields mines are Kloof, Libanon, Deelkraal, Driefontein Consolidated and Doornfontein



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THE National Union of Mineworkers yesterday declared wage and bonus disputes with 16 gold and uranium mines representing over 20 000 miners in the country.

The union's spokesman said the disputes with Anglo-American Corporation and Gold Fields of South Africa (GfSA) revolved around the unilateral and selective granting of wage increases to certain monthly staff members and bonuses paid to employees on termination of contract

The mines include Vaal Reefs, President Steyn and President Brand Gold Mine, Free State Geduld, Western Holdings Faaiplaas, Western Deep Level, Elandsfontein, Kloof, Lebanon, Driefontein Consolidated, Beelkraal

# NUM declares wage war with Anglo

and Doringfontein Gold Mine

As a result of the selective and discriminatory granting of increments by the corporation to Vaal Reefs employees, there was a work stoppage early this year

The workers demanded that the increase of 10 percent granted to certain workers and effected in January be applied to all miners indiscriminately

Anglo's spokesman said the copies of the papers by NUM asking

for a conciliation board to solve the issue have been handed to the gold and uranium divisions. The company has nothing to say at this stage

Referring to Gold Fields dispute, the union said workers have raised the issue of cash payment on bonuses paid to black employees on termination of contract of employment, but no response has been received

Gold Fields' spokesman said they received copies of the dispute and were considering the merits of the matter

Handwritten notes: 1.43, 25, and other scribbles.

RDM 24/4/85

# Mine union in dispute with mining houses

By STEVEN FRIEDMAN  
Labour Correspondent

A MAJOR clash between the National Union of Mineworkers and two leading mining houses, Anglo American and Gold Fields, loomed yesterday after the union declared disputes with both companies over their wage policies.

The NUM says the disputes affect 13 mines and 220 000 workers are involved. A dispute is a first step towards a legal strike or industrial court action.

According to a NUM statement yesterday, the dispute with Anglo concerns rises which the corporation allegedly granted some monthly paid workers in January. It affects eight mines and 154 500 workers. The union charges that these increases were "unilateral and selective".

This issue recently sparked a strike at Anglo's Vaal Reefs mines when workers demanded that a 10% rise allegedly granted to the monthly-paid workers be extended to all Anglo employees.

The dispute with Goldfields revolves around cash bonuses which it pays to miners on completion of their contracts or in terms of their next contracts. About 65 000 workers on five mines are affected by

this dispute. In both cases, the union charges that the companies have implemented pay decisions without consulting it.

Both corporations confirmed yesterday that NUM had declared the disputes but neither was prepared to comment on the union's charges. Anglo said it had nothing to say "at this stage" and Gold Fields said it was "considering the merits of the dispute".

In its statement, NUM charges that the increases which Anglo allegedly granted some workers are "discriminatory". It says the corporation has refused requests to extend the pay rises to all workers.

It adds that dissatisfaction over Gold Fields' cash bonuses dates back to 1982 and that workers have tried to bring the issue to the corporation's attention but never received much positive response.

The Anglo Mines affected by the dispute are Vaal Reefs, President Brand, President Steyn, Free State Geduld, Western Holdings, Western Holdings Saaiplaas, Western Deep Levels and Elandsrand.

The Gold Fields Mines are Kloof, Libanon, Deelkraal, Driefontein Consolidated and Doornfontein.

## Striking workers arrested

THE worsening recession has culminated in work stoppages over wages and the arrest of striking workers at two factories — one a British multinational — in Brakpan and Meyerton this week.

More than 300 workers at Townsend Brothers in Brakpan yesterday entered their second day of strike over wages after discussions between the Metal and Allied Workers Union (Mawu) and management deadlocked.

The workers are demanding a R3,50 increase in their pay packets and management cannot meet the demand on grounds that they are in a recessionary period, according to the company's managing director, Mr I. Humphrey.

Meanwhile the Building and Construction Workers Union has applied for legal action against Pilkington Tiles, a British multinational near Meyerton, for the reinstatement of sacked workers arrested and charged for trespass on Tuesday.

The workers will appear again in the Meyerton Magistrate's Court on different dates starting from Monday, according to a union spokesman yesterday.

They went on strike over the dismissal of a colleague and shop steward who were organising workers at the plant.

This is the fourth time the company has been hit by a strike within six months. The first strike occurred in November over retrenchments, the second and third in March over wages, trade union recognition and short-time.

Pilkington's managing director Mr D C Currie was not available for comment.

In another labour move, a total of 150 slaughtermen and unskilled workers at the East London abattoir were sacked this week after a strike over pay increase.

The SA Abattoir Corporation's development manager, Mr R Fourie, confirmed the sacking from his Pretoria office.

More than 3 500 workers at Volkswagen in Uitenhage yesterday entered their seventh day of strike over wages. Management hoped they will return, but the National Automobile and Allied Workers Union (Naawu) was still negotiating with the company.

same for  
26/4/88



143



143

Own Correspondent  
JOHANNESBURG — Anglovaal has fired more than 2 000 miners for striking at Hartebeesfontein, and Anglo American has fired about 400 workers at Vaal Reefs, amid continuing labour unrest on gold mines in the Klerksdorp area

At Hartebeesfontein, police reported that one miner had died after tear-smoke, rubber bullets and birdshot were used at 3am yesterday to disperse about 3 000 workers

A spokesman for the National Union of Mineworkers (NUM) confirmed the death, and said that several other miners had been serious-

## Miners fired in labour unrest

ly injured after management called police to the mine

An Anglovaal spokesman said the death was accidental — a man had jumped over a fence and "impaled himself" — and denied that management had called in the police

The NUM claimed yesterday that the mine's entire black labour complement of 18 000 were participating in the stoppage while Anglovaal claimed only 15 percent

of the total labour force of 16 500 was on strike

The NUM spokesman said the workers were demanding the reinstatement of four shop stewards who they said were dismissed without a hearing and without granting them the right to be represented by other shop stewards

"The shop stewards were driven out at gunpoint, and put on a security van which dumped them in Kroonstad," the

spokesman said. "Then they were put on a train to the homelands"

Meanwhile, Anglo American yesterday dismissed about 400 workers at Vaal Reefs. A spokesman for Anglo American claimed the dismissed workers had been participating in go-slows, intimidation and working short shifts

He said the dismissals followed strenuous efforts over several weeks by the mine management to maintain normal working operations

More than 40 000 workers downed tools at Vaal Reefs in March, and Anglo American and the NUM have since been negotiating over the grievances



Court orders strikers to quit hostels

# Violence as

# mines fire

# 2 400 men

By PHILLIP VAN NIEKERK

ANGLOVAAL has fired more than 2 000 miners for striking at Hartebeesfontein, and Anglo American has sacked about 400 workers at Vaal Reefs, amid continuing labour unrest on gold mines in the Klerksdorp area.

At Hartebeesfontein, police reported that one miner had died after tearsmoke, rubber bullets and bird-shot were used at 3am yesterday to disperse protesting workers.

A spokesman for the National Union of Mineworkers (NUM) confirmed the death and said several other miners had been seriously injured after management called police to the mine.

A spokesman for Anglovaal said the death was "accidental", saying a man had jumped over a fence and "impaled himself". He denied management had called in the police.

The NUM claimed yesterday that the mine's entire black labour complement of 18 000 were participating in the stoppage, while Anglovaal claimed only 15% of the total labour force of 16 500 was on strike.

The spokesman said all the workers who were out — about 2 500 — had been fired for striking illegally, and said management had the "right to maintain law, order and discipline".

The NUM spokesman said the workers were demanding the reinstatement of four shop stewards who, they said, were dismissed without a hearing and without granting them the right to be represented by other shop stewards.

"The shop stewards were driven out at gunpoint, and put on a security van which dumped them in Kroonstad," the spokesman said. "Then they were put on a train to the homelands."

Anglo American yesterday dismissed about 400 workers at Vaal Reefs and a further 300 already fired workers were ordered to vacate their hostel accommodation by order of the Pretoria Supreme Court yesterday.

A spokesman for Anglo American claimed the dismissed workers had been participating in go-slows, intimidation and working short shifts underground.

He said the dismissals had followed strenuous efforts over several weeks by the mine management to maintain normal working operations.

Meanwhile, Vaal Reefs brought two separate actions against two groups of miners before Mr Justice L L Esselen in the Pretoria Supreme Court yesterday.

The judge issued a rule nisi on 264 miners to show reasons on May 7 why their contract of service concluded with the mining company should not be lawfully summarily terminated on April 23.

The miners were further ordered to vacate their accommodation on the mine premises.

Sapa reports that a statement issued last night by the police public relations division on the situation at the Hartebeesfontein mine said the number of blacks involved in yesterday morning's incident was 500 and not 3 000 as reported in the earlier police statement.

Police were not summoned by the mining authorities, but had acted to disperse an illegal gathering, the statement said.

RDM 27/4/85

~~211~~

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143

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28/4/73  
S. Times  
143

# 13 000 in strikers pay-off

**Sunday Times Reporter**  
ABOUT 13 000 black mine workers are being paid off this weekend at the South Division of the Vaal Reef Gold Mine, near Klerksdorp, after illegal strike action

This was confirmed by an Anglo American spokesman, Mr Neville Huxam. He said "Over the past several weeks the mine management has made strenuous efforts to maintain normal operations in the face of work stoppages, incitement and intimidation by irresponsible elements seeking to create a climate of unrest. "The mine management has held ongoing discussions with the National Union of Mine Workers to resolve a number of grievances"

## Continued

However, Mr Huxam said, intimidation and work stoppages had continued. A spokesman for NUM said "Our union is still in delicate negotiation with management over the strike by 18 000 workers at Vaal Reef South Gold Mine

"The strike began after management's dismissal of 92 co-workers

"These negotiations have been made difficult by management's initial reluctance to negotiate with the Union"

# Buslift

## for fired

# 14 000

By PHILLIP VAN NIEKERK  
and JEANETTE MINNIE

IN A massive buslift operation, Anglo American yesterday began returning more than 14 000 sacked workers from the Vaal Reefs gold mine to Transkei, Lesotho, Swaziland, Mozambique and other Southern African territories

The workers — who were fired at the weekend in the country's largest-ever mass dismissal of workers — were bussed out after a mass payout yesterday at the Ernest Oppenheimer Sports Stadium on the Vaal Reefs mining complex

The workers were fired for participating in industrial action which has reportedly cost Anglo American's Vaal Reefs, the world's largest gold mine, revenue losses of up to R25 million in the past few weeks

The firings follow the mass dismissal of 2 000 workers at Anglovaal's nearby Hartbeesfontein mine on Friday night and could lead to a major showdown between the National Union of Mineworkers (NUM) and the mining houses

A statement by the NUM last night said they were "horrified" by the dismissals and accused Anglo American of a breach



Vaal Reefs miners in the bus on their way home to Swaziland yesterday.

which was also the scene of unrest the previous day

A Rand Daily Mail team was forbidden by management to take photographs, prevented from entering the hostels and not allowed near the stadium where the workers were being paid off

Of the more than 14 000 fired, 2 019 were from Vaal Reefs' west division and 12 380 were from the south division

Anglo American's Gold Division has already incurred revenue losses of up to R25-million and has lost at least a ton of gold in production during the past few weeks, after go-slow strikes and short shifts at Vaal Reefs

About six weeks ago almost the entire Vaal Reefs complex workforce — more than 40 000 workers — went on strike over the granting of increases to a small number of monthly paid workers, and a number of other grievances

Unrest at the mine has been simmering ever since and last week the NUM declared a dispute with Anglo American for

of good faith  
The giant mining complex, which is near Orkney in the western Transvaal, was tense yesterday as rifle-wielding security guards blocked off the road entrances to the numbers Three, Seven, Eight and Nine shaft hostels

Workers reported that earlier in the day tear-gas, smoke and rubber bullets were fired during a meeting at the No 8 shaft hostel,

RDM 29/4/85  
14 000  
go home

From Page 1

its refusal to grant the same increases to weekly workers

The NUM yesterday claimed that 700 workers were fired last week for refusing to perform tasks which the Mines and Works Act stipulated should be reserved for white workers

In a statement, the NUM said the fact that black workers had been compelled to do these tasks without proper training and had been fired for refusing to do them had sparked the dispute at the end of last week which led to miners taking strike action

The NUM also said the 300 workers had been dismissed without proper procedures, and management had refused to compromise over the dismissals

At a Press conference yesterday the managing director of Vaal Reefs, Mr Theo Pretorius, said that after the strike in April the NUM had said it would guarantee that the situation at the mine would return to normal

By April 17, however, the go-slow situation had worsened and the NUM had not provided a "satisfactory" response to management's inquiries

Management waited until this week, however, before it began issuing "final warning" notices to employees that they should either return to work or face dismissal

To Page 2

Anglo American set to lose R20-m

# Union plans crisis talks as two mines sack 17 400

143 ~~211~~ ~~17~~ ~~400~~ saw 29/4/85

The 100 000-member National Union of Mineworkers has called an emergency meeting of its national executive to discuss action after the sacking of at least 17 400 miners from two mines at the weekend.

The sackings come against a background of mine unrest that is expected to cost Anglo American an estimated R20 million in lost production.

Although union officials are not saying what repercussions the weekend's events could have, the implications could be far-reaching and serious.

The numbers involved in the sackings are among the biggest in South Africa's history. Anglo American held a Press conference yesterday and said 14 400 miners had been sacked from the Vaal Reefs mine near Kleiarksdorp after strikes on Friday and Saturday.

A spokesman for the Anglo Vaal mining house said 3 000 miners had

By Sheryl Raine

been sacked from the Hartebeesfontein mine near Sulfontein, the number could grow, he added. Mr Peter Gush, chairman of Anglo's Gold Division and of Vaal Reefs, said miners were already being paid off at about 60 an hour and it would take days to complete the process.

Hundreds of miners were streaming from the mine voluntarily to board buses home to the Transkei and Lesotho. Mr Gush revealed that only 2 500 workers remained at Vaal Reefs' south division out of about 15 000.

The adjacent west division had lost 2 000 miners through sackings. Mr Gush said it was difficult to say exactly how production would be affected but he estimated that at least one ton of gold valued at R20 million would be lost.

Recruiting to replace the sacked miners would

start immediately and applications from striking miners who had been fired would be seriously considered.

Anglo American claimed that management had bent over backwards to smooth things out in the last five to six weeks.

They said there had been intimidation of workers, approaches to the union and discussions about grievances with the union.

The weekend strikes, said Anglo American, were totally illegal and management had no choice but to sack the strikers.

The exact cause of the strikes at both Vaal Reefs and Hartebeesfontein and events at the weekend are the subject of a merry-go-round of claims and counter-claims from management and the union.

An Anglo American spokesman said the union declared a dispute over a wage demand last week and applied for a concil-

ation board.

The union said it was horrified by Anglo American's decision to sack the 14 400 miners and added that the move was a breach of good faith.

The union accused Anglo American of provocation and said the dismissals were uncalled for and calculated to deal the union a devastating blow.

The union stated "The strike action by workers at Vaal Reefs South Division on Friday and Saturday arose because of management's decision to dismiss 700 workers who allegedly were disobeying instructions by refusing to perform duties which would be performed by white miners in accordance with Mines and Works Act."

"The Mines and Works Act provides that white miners who hold blasting certificates should charge the face after drilling operations."

"A number of black workers have been committed to reports there had been

no injuries or violence at Hartebeesfontein.

"On Friday," said the spokesman, "police reported in error that they had been called upon by the mine to disperse a crowd of 3 000 rioters and had used buckshot and teargas."

"One man had died. Police later corrected the information and said a private concession shopowner called the police when 500 miners marched on his premises."

"Police dispersed the crowd and there were no injuries."

"A man died an accidental death at the mine when he fell from a fence and impaled himself on a pole."

Mr Cyril Ramaphosa, general secretary of the National Union of Mineworkers, said it was difficult to obtain clarity on the man's death because the mine had been sealed off and union officials were not able to enter.

of street Johannesburg 355 p. 134 to

CART. TIMES 29/4/85

# Teargas fired at Anglo miners

Own Correspondent

JOHANNESBURG — Anglo American representatives could not give an unequivocal assurance at a press conference yesterday that no incidents of violence had taken place at Vaal Reefs mine yesterday.

The chairman of Anglo's gold division, Mr Peter Gush, and his colleagues had difficulty replying to allegations that men in camouflage uniforms and helmets fired teargas at a hostel.

"We definitely did not call in the police but the mine security would be present," said the manpower director, Mr Kallie van der Colf.

The Anglo press conference team did not know, however, whether mine security used teargas or wore camouflage uniforms.

Late last night an Anglo spokesman told Sapa that mine security officials at Vaal Reefs had fired tear-smoke and rubber bullets to disperse "intimidators" who had been blocking access to one of the mine hostels.

The spokesman said investigations had revealed that mine security officials had used tear-smoke and rubber bullets once yesterday.

The tear-smoke and rubber bullets had been fired "indirectly" and had not been aimed at people, the spokesman said. No injuries were reported.

# Sackings from mines

now 17 400

By Sheryl Raine

The number of miners sacked from two mines after weekend strikes has risen to 17 400

But talks are under way to re-employ about 2 000 at one of the mines

A spokesman for the Anglo Vaal mining house said the number sacked from the Hartbeesfontein mine near Stilfontein had increased today from 2 200 to 3 000

An Anglo American spokesman said of the situation at Vaal Reefs mine near Klerksdorp that 10 000 of the 14 400 fired miners had already left the mine, others would leave soon.

About 2 000 had indicated that they did not wish to leave the mine and wanted to go back to work. Management was talking to them

Hundreds from the two mines are being taken by bus to Potchefstroom station.

Thousands are being taken home by bus to the Transkei, Lesotho, Swaziland.

## TALKING

Mr Cyril Ramaphosa, National Union of Mineworkers general secretary, said the union would continue talks with management today and the executive would meet tonight

The Anglo American spokesman said. "Everybody reported for work as usual this morning at Vaal Reefs

"Production at the South Division of Vaal Reefs has stopped following the dismissal of about 12 300 out of 15 000

"Number 3 shaft of the Western Division has been affected after dismissal of 2 000, but East Division is working normally."

The cost of the strike so far is estimated at R20-million and involves the loss of about one ton of gold

Reporters from *The Star* were briefly detained today by security men and told they were trespassing. A photographer from *The Star* had his film confiscated.

An Anglo American spokesman said there had been a management directive banning photographs of anything on mine property

He added "We have had photographic teams and TV crews trying to get into the mine, hiring helicopters and climbing fences

"They are trespassing."

See Page 13.

# 14 000 sacked miners go home

CAPE TIMES  
29/4/85

~~217~~  
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143  
~~152~~  
~~153~~

Own Correspondent

**JOHANNESBURG.** — Anglo American yesterday began returning more than 14 000 sacked workers from the Vaal Reefs gold mine to the Transkei, Lesotho, Swaziland, Mozambique and other Southern African territories by bus.

The workers, who were fired at the weekend in the country's largest-ever mass dismissal of workers, are being bussed out after a mass payout yesterday at the Ernest Oppenheimer sports stadium on the Vaal Reefs complex.

The workers were fired for taking part in industrial action which has reportedly cost Vaal Reefs, the world's largest gold mine, revenue losses of up to R25-million in the past few weeks.

The firings follow the mass dismissal of 2 000 workers at Anglovaal's nearby Hartebeesfontein mine on Friday night and could lead to a major showdown between the National Union of Mineworkers (NUM) and the mining houses.

A NUM statement last night said they were "horrified" by the dismissals and accused Anglo American of a breach of faith.

The giant mining complex, which is near Orkney in the Western Transvaal, was tense yesterday as rifle-wielding security guards blocked off entrances to the number three, seven, eight and nine shaft hostels.

Workers said teargas and rubber bullets were fired earlier during a meeting at the number eight shaft hostel, also the scene of unrest the previous day.

Workers said police fired rubber bullets as they were running in all directions, choking from tears and smoke. Some of their colleagues had been taken to hospital at the number six shaft.

One Swazi miner showed a swollen, bruised face, caused by a rubber bullet, he said.

## Dispute

The mine management forbade the Cape Times correspondent to take photographs, to enter the hostels or to go near the stadium where the workers were being paid off.

About six weeks ago, almost the entire Vaal Reefs complex workforce — more than 40 000 workers — went on strike over the granting of increases to a small number of monthly-paid workers, and other grievances.

Unrest at the mine has been simmering ever since and last week the NUM declared a dispute with Anglo American for its refusal to grant the same increases to weekly

workers as were being paid to monthly workers.

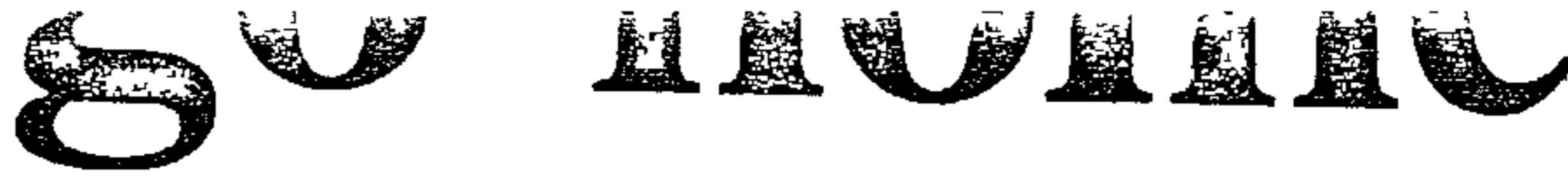
The NUM yesterday claimed that hundreds of workers were fired last week for refusing to perform tasks which the Mines and Works Act stipulates should be reserved for white workers.

In a statement, the NUM said the fact that workers had been compelled to do these tasks without proper training and had been fired for refusing to do them had sparked the dispute at the end of last week which led to miners taking strike action.

The NUM also said workers had been dismissed without proper procedures, management had refused to compromise over the dismissals and provocative action by white officials had played a role in preventing the situation from returning to normal.

"Management's action is calculated to deal a devastating blow to the union. Had negotiations been held timeously, the whole situation would have been resolved," the statement said.

At a press conference yesterday, the managing director of Vaal Reefs



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"Management's action is calculated to deal a devastating blow to the union. Had negotiations been held timeously, the whole situation would have been resolved," the statement said.

At a press conference yesterday, the managing director of Vaal Reefs, Mr Theo Pretorius, said that after the strike in April the NUM had said it would guarantee that the situation at the mine would return to normal.

### 'Unfair'

By April 17, however, the go-slow situation had worsened and the NUM had not provided a "satisfactory" response to management's inquiries.

Mr Pretorius said management had "bent over backwards" during a five-week period, waiting for the NUM to do something about the situation.

● Meanwhile, miners said they were being forced to leave the mines — although they were prepared to work.

The miners said they had been unfairly dismissed after refusing to report for work on Saturday and Sunday.

"We are still prepared to work. What we were doing was merely to protest against the unfair dismissal of our colleagues. Now this!"



ARGUS 29/4/85 (143) ~~(214)~~ ~~(213)~~ ~~(212)~~

## Re-employment talks as the number of dismissed miners rises to 17 400

Argus Correspondent

JOHANNESBURG — The number of miners dismissed from two mines following strikes at the weekend has risen to 17 400, but talks are underway to re-employ 2 000 workers at one of the mines

An Anglo Vaal mining house spokesman said the number of miners sacked from the company's Hartebeesfontein mine near Stilfontein had increased from 2 200 to 3 000 today

An Anglo American spokesman, commenting on the situation at the company's Vaal Reefs mine near Klerksdorp, said 10 000 of the 14 400 fired miners had already left the mine and others would be leaving soon

About 2 000 of the workers had indicated that they wanted to go back to work. Management was talking to them about re-employment

### BUSED HOME

Hundreds of miners are being bussed to the station at Potchefstroom while thousands are being bussed back to their homes in Transkei, Lesotho, Swaziland and other parts of South Africa

The general secretary of the National Union of Mineworkers, Mr Cyril Ramaphosa, said the union would be continuing talks with management today and the NUM's national executive would meet tonight to discuss a course of action.

The cost of the strike is estimated at about R20-million so far and involves the loss of about one ton of gold

An Argus photographer who went to Vaal Reefs today had his film confiscated by security personnel. An Anglo American spokesman said there had been a management directive prohibiting photographs of anything on mine property "because camera work could be inflammatory"

# Sacked <sup>(143)</sup> ~~(217)~~ workers to be given <sup>Star</sup> preference <sup>30/4/85</sup>

By Mike Siluma

After a meeting lasting several hours last night, the National Union of Mineworkers (NUM) and Anglo American agreed that preferential treatment would be given to reapplication for jobs by some of the 14 000 miners dismissed from Vaal Reefs at the weekend.

The management did not indicate how many would be considered for re-employment.

At the same time the union said negotiations with Anglovaal management, owners of the Hartbeesfontein mine where about 3 000 were fired, had been "positive" and would continue today.

The procedure for the re-employment of the fired miners would be discussed at further meetings with Anglo American, an NUM spokesman said.

An Anglovaal spokesman said earlier today applications by dismissed employees would be given preferential treatment.

## MINES QUIET

The situation at Vaal Reefs and Hartbeesfontein was described as quiet by management.

The Anglovaal spokesman said the last of the dismissed miners would probably leave the mine premises today.

The effect on production had been minimal, he said, and recruitment was now taking place to bring the black workforce back to its establishment of 16 500.

The workers at both mines were dismissed following alleged illegal strikes last week.

The strikes were described as the last straw after weeks of unsuccessful management-union negotiations over pay claims and work practice disputes.

● The Staff Bureau in London reports trade unions representing millions of workers throughout Britain and Western Europe are aghast at the sackings and have sent strongly worded messages of protest to Anglo American and the management of the Vaal Reefs mine.

● See Page 19.

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# Giant unions threaten Anglo over sackings

Own Correspondent  
JOHANNESBURG —  
Three of the leading  
trade union federations  
in the West have threat-  
ened action against  
Anglo American over the  
sacking of more than  
14 000 migrant gold min-  
ers at the weekend

They are the 82-mil-  
lion-strong International  
Confederation of Free  
Trade Unions (ICFTU),  
the Miners' Internation-  
al Federation (MIF) and  
the British Trade Union  
Council (TUC)

In a telex to Anglo  
headquarters yesterday,  
the ICFTU demanded  
that Anglo reinstate the  
workers and negotiate in  
good faith with the NUM.  
It said it was considering  
targeting the company  
for international worker  
action and condemned it  
for victimizing "those  
who were demanding  
genuine trade union  
rights"

Similar telexes deplor-  
ing the dismissals were

sent from the MIF and  
the TUC who warned that  
British workers would  
readily respond to calls  
for action

Mr Joe Foster, general  
secretary of the Feder-  
ation of South African  
Trade Unions (Fosatu),  
said Fosatu was "com-  
pletely and utterly dis-  
mayed" at the dismissals  
which could have "dev-  
astating consequences"

The Progressive Fed-  
eral Party spokesman on  
manpower, Dr Alex Bor-  
aine, yesterday de-  
scribed the sackings as  
"extremely disturbing"

More than 14 000 work-  
ers were dismissed for  
striking at the Vaal Reefs  
gold mine near Klerks-  
dorp. Another 3 000  
workers were fired at  
Anglo Vaal's nearby Har-  
tebeesfontein mine at  
the weekend

● Sapa reports that the  
situation at Vaal Reefs  
and Hartbeesfontein was  
"peaceful" yesterday

An Anglo American

spokesman said last  
night that more than  
11 000 sacked workers  
had already left by bus  
for their homes. The re-  
maining 3 000 were also  
expected to leave last  
night

## Re-employment

The spokesman said  
that after seven hours of  
talks with the NUM yes-  
terday, Vaal Reefs man-  
agement had "agreed to  
give preferential consid-  
eration to employing  
previous employees of  
the mine"

"Management wishes  
to re-establish normal  
operations on the mine  
as soon as possible and  
asked the union for their  
co-operation in the  
elimination of intima-  
dation, violence and law-  
lessness"

An Anglovaal spokes-  
man said the sacked  
3 000 Hartbeesfontein  
workers would also be  
considered for re-em-  
ployment

However, an NUM spo-  
keswoman said last night  
that agreement had been  
reached in talks with  
Vaal Reefs management  
that "all the dismissed  
workers will be re-em-  
ployed"

"The procedure of re-  
employing them will be  
discussed and finalized  
between union and man-  
agement at further meet-  
ings," she said

The process of re-em-  
ployment "will be speed-  
ed up and those workers  
living in mine married  
quarters will not be  
evicted, pending their  
re-employment"

● Leading article, page  
10

# Fired miner would get 'preferential treatment'

Own Correspondent

AFTER a meeting lasting several hours last night, the National Union of Mineworkers and Anglo American agreed that preferential treatment would be given to re-application for jobs by some of the 14 000 miners dismissed from Vaal Reefs at the weekend.

The management did not give a figure as to how many would be considered for re-employment.

At the same time, the union said negotiations with Anglovaal management, owners of the

Hartbeesfontein mine where about 3 000 were fired, had been "positive" and would continue today.

The procedure for the re-employment of the fired miners would be discussed at further meetings with Anglo American, a Num spokesman said.

An Anglovaal spokesman said earlier yesterday that applications by dismissed employees would be given preferential treatment.

The situation at Vaal Reefs and Hartbeesfontein was described as "quiet" by management.

The Anglovaal spokesman said the last of the dismissed miners would probably leave the mine premises yesterday.

He said recruitment of new staff, which had begun as soon as the discharges took effect, would continue.

Workers at both mines were dismissed following alleged illegal strikes last week.

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143

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211

**BYSELLO  
RABOTHATA**

A SERIES of meetings have been planned to celebrate May Day throughout the country with others scheduled for today and others set for Saturday, the May Day Co-ordinating Committee announced yesterday.

**Soweto**  
A statement released by a spokesman for the committee said the committee experienced difficulties in securing venues in some areas. "Various authorities, both church and State, including the Johannesburg City Council, have refused permission for the use of halls for meetings connected with the celebrations. The committee condemns this action as interference with the rights of workers to organise," the statement said.

115/85  
Today's meetings will be held at Khotso House, Johannesburg, at Morena Stores, Katlehong, both start at 1pm to 4pm. Other meetings will be held at Tembisa, Alexandra, Pretoria, Secunda and Pietersburg — venues for these meetings are still to be confirmed. On Saturday rallies will be held at Regina Mundi, Soweto, starting at 1pm,

Tembisa, Morena Stores, Katlehong, Klerksdorp, Vaal and Pretoria.

Speakers at the meetings will be from the Council of Unions of South Africa (Cusa), Federation of South African Trade Unions (Fosatu), unions affiliated to the United Democratic Front (UDF), Azanian Council of Trade Unions (Azactu) and independent unions. The committee made a special call on all workers to attend the May Day celebrations in all areas. "We need to unite now like never before," the statement said.

**Demands**

The May Day Co-ordinating Committee said it has formulated a number of demands which will be the focus of attention. The demands include: May Day be recognised as a paid holiday, the right to full employment at a living wage, 40 hours working week to reduce unemployment and create better working conditions, the unbanning of all banned organisations and individuals and the release of all political prisoners.

The Soweto branch of the Azanian People's

Organisation (Azapo) will hold a May Day meeting at the Dube YWCA at 7pm today. The Lenasia branch of Azapo will also hold a meeting on Sunday starting at 2pm at the Jiswa Centre. Lunch-hour addresses at companies where unions affiliated to Azapo have access will also be conducted today, Mr Zithulele Cindi, an Azapo official, said.

Meanwhile the Transvaal regional congress of Fosatu resolved to call on employers not to punish those who cannot go to work today because of township problems — workers should be allowed to celebrate May Day without any harassment from the employers and the State.

Fosatu also expressed its support to the people in the Vaal townships because "it supports the people's fight against suppression, repression and apartheid caused by an undemocratic government. Fosatu will do all it can to support the Vaal Triangle people and other South African township people's struggle".

Fosatu also called upon all progressive unions to attend a meeting at their offices in Germiston on May 18 to discuss the proposed new super federation and to iron out any possible differences that could impede other unions not to be involved in the federation.

Cape Times 1/5/85  
Executive  
links blast

## to firings

Own Correspondent

JOHANNESBURG — It was "business as usual" at the headquarters of Anglo American and Anglovaal which were rocked by limpet mines early yesterday after the companies fired more than 17 000 black workers at the weekend

The blasts caused extensive damage but no injuries

Neither police, Anglo spokesmen nor the Chamber of Mines were prepared to speculate on whether the explosions were linked to the mass firing. However, one executive source in the mining community said there seemed to be a "logical" connection between the two

The Anglo source said the explosions would in no way affect negotiations with mine workers

● Meanwhile, Anglo's Vaal Reefs mine has be-

◆◆◆◆  
To page 2



Call Time 11/5/86  
 (143)  
 A From page 1

gun rehiring the sacked workers, though the mine's south division is not expected to return to full production for several weeks

Anglovaal, which fired about 3 000 workers at its Hartebeesfontein mine at the weekend, has agreed to meet the National Union of Mineworkers (NUM) on Friday to discuss the dismissals

**Wage talks**

An Anglo spokesman said there would be no conditions on rehiring and that dismissed workers would be given preference — a process which is being monitored by the NUM

With the industry's annual wage talks for black miners due to begin next week, the dispute has highlighted an issue which is likely to be high on the agenda — racial job reservation on the mines

The NUM has said that the industrial action which led to the weekend firings was sparked by black miners refusing to do tasks reserved for white miners in the Mines and Works Act

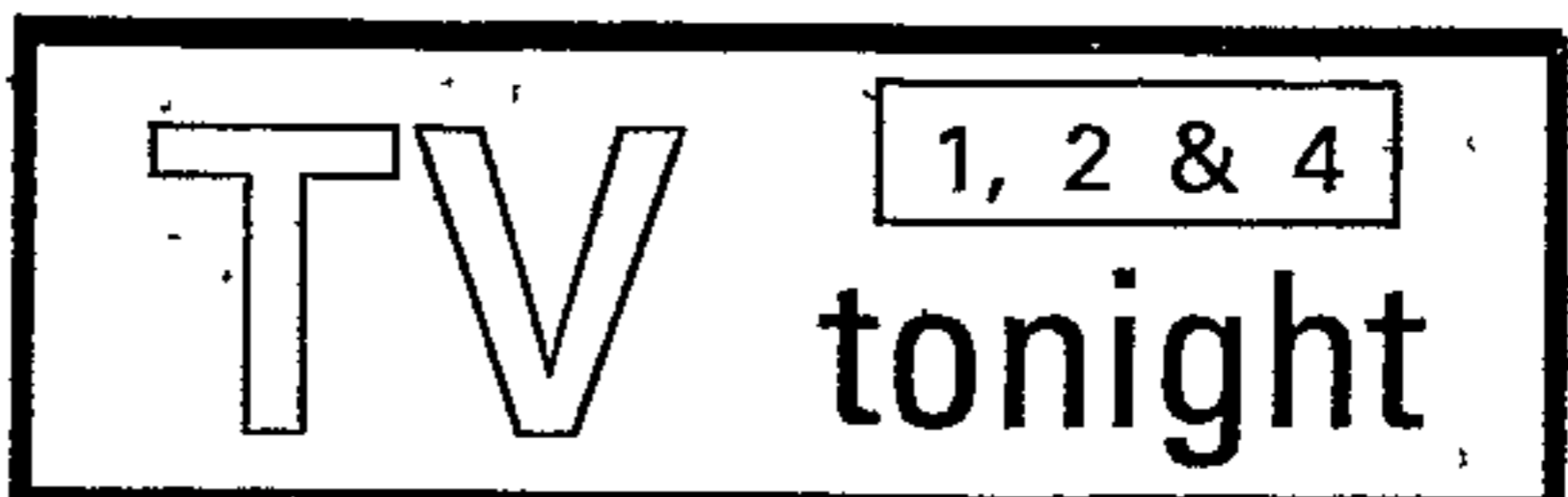
The union is demanding the abolition of job reservation, and this is likely to be a central plank in their negotiations with the Chamber of Mines

**Notices**

Mr Cyril Ramaphosa, general secretary of the NUM, said yesterday that the mining industry was "riddled" with contraventions of the act and the NUM was now putting out notices to all members to refuse to do this work

Some mines have exemptions for blacks to do the work of white miners, but the NUM claims that there are numerous small tasks reserved for whites which are routinely being done by blacks, who are neither trained nor paid for it

The tasks mainly centre on the preparation and supervision of blasting underground



- 3.57 Programme Schedule
- 4 00 News
- 4 08 Teachers Only Otherwise Engaged Shari, worried that she's the only one of her contemporaries not yet married, openly plots to inveigle Mr Cooper into a proposal Diana, however, finds out that Shari really loves Cooper and would like an honest proposal
- 4 32 Harry's House II
- 4 42 Tom And Jerry
- 4 57. Hand In Hand
- 5 02 The World Of Tomorrow Values Personal values are important when a career choice is at stake What do you want from a job — security, money or power?
- 5 23 Pop Shop Tonight's line-up includes Wham!, Ultravox, Bananarama, Culture Club, Spandau Ballet, Duran-Duran, U2, Paul McCartney, Phil Collins and Bandaid
- 5 55 Take Kerr
- 6 00 News
- 6 14 A Better Mousetrap
- 6 21 Sportsvision The Portuguese Grand Prix in Estoril
- 6 58 Midweek A special report on AIDS and a short look at the disc jockeys in the United States
- 7 31 Three's Company A Friend In Need Jack fills in for Felipe at the restaurant and is so good that he impresses a Mafioso customer He is ordered to replace Felipe permanently, but they are good buddies, so Jack refuses
- 8 00 Nuus
- 8.29 Weer
- 8 37 Nuusfokus
- 8 50 Die Buddenbrooks Episode 3 The Buddenbrooks a one of Lubeck's leading families and this puts both Antonie and Johan in agonizing situations
- 9 13 Kunskaledoskoop
- 9.42 Arbeidsverhoudinge In Die Alledaagse Bedryf Dissiplinêre Prosedure
- 10 00 Musiek En Die Mens Die Revolutionêr In 1770 in Bonn Ludwig van Beethoven, a giant among classical composers, was born Tonight we learn about his life and works
- 11 00 Nuus
- 11 15 Dagsluiting
- 11 20 Die Pawlaks The mining accident ruins Krechting and the controlling shares of the mine are sold Karl and Fritz decide to leave the mine and make wooden shoes Karl wants to talk to Elli about their future — but has he not left it too late? This is the final programme

**TV2**

- 5 45 Prologue
- 5 50 Masidlale (Educational)
- 6 02 Ikhaya Labantwana (Educational)
- 6 14 Uchunge-Chunge Lomculo Music competition based on all TV2 music programmes
- 6 32 Ezemidlalo Piet Crous's celebration party after he retained his WBA junior heavyweight title, a weekend sports preview, the Boxer of the Month Competition and an interview with boxer Arthur Mayisela
- 7 00 News
- 7 12 Ezisematheni/Undaba — Mlonyeni (Magazine)
- 7 24 Jikelele (Magazine) Happenings in Durban and the Transvaal
- 8 10 Sanford And Son (Comedy)
- 8 38 Irafu-Indlela Entsha Yobomi (Tax In Our Society)
- 9 00 News
- 9 22 Weather
- 9 25: Epilogue

**TV4**

- 9 33. The Yellow Rose Divided We Fall The Champion clan struggle to keep their ranch out of the hands of a

# Workers are under siege, says Azapo

10/3  
#114  
2/5/85 Star

South African workers are under siege from the forces of capitalism and racism, a capacity audience of 800 was told at a May Day meeting yesterday. The message was given at Johannesburg's Khotso House in a statement from the Azanian People's Organisation. The meeting was organised by the Joint May Day Co-ordinating Committee representing 31 trade unions to show solidarity with the world's working class in celebrating May 1. Most speakers spoke in Zulu and identified capitalism as the enemy of the black working

By Michael Tissong

class in South Africa. Others spoke of the fight for an eight-hour working day and the abolition of overtime as exploitative. Mr Sipho Radebe, of the 250 000-member Council of Unions of South Africa, said the meeting was historic because they had achieved a unity which surpassed even their own expectations. "Our solidarity and unity will leave the oppressors trembling with fear," he added. "No other class can set us free from our bondage, but we ourselves in the working class."

Mr Zolile Mcelwane, representing unions affiliated to the United Democratic Front, said workers were not only oppressed at work. "When we leave work," he added, "we have to carry our dreaded passes. Sometimes when we get home we find our doors locked because we cannot afford rent." A speaker from the Federation of South African Trade Unions, introduced only as Ntsamani, brought most of the audience to its feet when he said capitalism was the enemy of the workers and sang and hummed 'Capitalism, capitalism is our enemy'.

A speaker from the Azanian Confederation of Trade Unions said "We are fighting against the forces of capitalism. We are not fighting to remove whites and replace them with blacks. We are fighting for a complete change in the political and economic spheres. We are fighting for the end of the system of exploitation based on capitalism. Workers have been divided by the different views of the union leadership, but workers' demands and sentiments are the same and we must help formulate structures for the revolutionary change."



# Vaal Reefs explains why 14 400 workers were fired

Argus Correspondent

ARGUS 3/5/85  
JOHANNESBURG — The Vaal Reefs Exploration and Mining Company has issued a statement on the dismissal of 14 400 mineworkers from the south division of the mine last weekend

The statement was issued last night, partly in response to messages sent to the Anglo American Corporation, owners of Vaal Reefs by a range of international labour organisations

Telexes condemning the dismissals have so far been

received from the International Confederation of Free Trade Unions, the British Trade Union Council, the Swedish Miners' Union, the Associated Mineworkers' Union of Zimbabwe and the Canadian Labour Congress

"Management's primary concern in making the decision to dismiss, with all the serious labour relations and lost production consequences this entails was to prevent further disorder and possible violence on the mine," the statement said

(143)

slow

3/5/85

# Vaal Reefs: why we sacked miners

The Vaal Reefs Exploration and Mining Company has issued a three-page statement in which it regrets and explains last weekend's sacking of 14 400 miners.

The statement comes partly in response to telexes sent to the Anglo American Corporation, owners of Vaal Reefs, by international labour organisations.

Telexes condemning the sackings have been received from the International Confederation of Free Trade Unions, the British Trade Union Council, the Swedish Miners Union, the Associated Mineworkers Union of Zimbabwe and the Canadian Labour Congress.

The statement said plans to bring the south division back into production were being drawn up.

It added "Management's primary concern in making the

By Sheryl Raine

decision to dismiss, with all the serious labour relations and lost production consequences this entails, was to prevent further disorder and possible violence on the mine.

"Many normal mine functions had been disrupted and serious tension was developing between different groups of employees".

The company's countdown of events included

- Wildcat stoppages in the form of half shifts from March 18
- A pattern of go-slow work practices, half shifts and disruptions of normal working procedures at the three Vaal Reefs mines
- Claims of deliberate interference with normal operations affecting the safety of employees
- Disruptions over six weeks

The statement went on that management said it made every effort to establish the nature of grievances and met the National Union of Mineworkers.

On April 22 an appeal was made to workers to return to work and they were warned of the consequences of further disruption.

Further grievances were raised by a group of workers concerning the performance of jobs reserved in the Mines and Works Act for whites.

Management explained the situation and pointed out that these jobs formed part of the workers' contracts and did not contravene the Mines and Works Act.

Wildcat strikes continued.

The statement said "The event which culminated in this large-scale dismissal was the refusal of the entire shift to work from the night of April

26

"At this stage management were not aware of any further unresolved grievances

"Striking workers made no attempt to articulate new grievances or to negotiate

"Management requested workers to go on shift

"A time limit was then set for a return to work and those who failed to respond were dismissed"

Although the South African Police were not involved, mine security in two incidents used teargas on a section of workers barring access to and from a hostel.

Vaal Reefs said it was determined to encourage development of the trade union movement and relied on the National Union of Mineworkers to play a responsible role.

The union could not be contacted for comments on the statement.

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# Joh'burg hit by we

by

Mike Siluma and  
Sheryl Raine

Downtown Johannesburg simmered with protest this week as trade unionists and student groups took to the streets, jolting the city to the reality of unrest, which has so far been confined to the black townships

In another development two limpet mines caused damage estimated at R100 000 at the offices of two of the country's mining giants

The week began with a figurative bang when the full impact of the dismissal of more than 17 000 mineworkers at mines in the western Transvaal became known

About 3 000 mineworkers were fired from Anglo Vaal's Hartebeesfontein mine and a further 14 400 from Anglo American's Vaal Reefs mine for alleged illegal strikes. Talks are continuing between the more than 100 000-strong National Union of Mineworkers (NUM) and the two mining companies to ensure re-employment for the workers

In the early hours of Tuesday morning bangs of another sort reverberated through the city

Two limpet mines exploded, shattering glass and causing extensive damage to several floors



Riot police outside Khotso House in Johannesburg this week where about 800

of the Anglo American and Anglo Vaal office blocks and to shops facing the buildings along Fox and Maclaren Sts

Blast No 1 was caused by a limpet explosive device placed at the Fox St rear entrance of the Anglo American Corporation gold and uranium division, which runs the Vaal Reef gold mine

Blast No 2 was triggered at the entrance to the Anglo Vaal building at the corner of Ma-

claren and Main Sts. Anglo Vaal owns the Hartebeesfontein gold mine, near Stilfontein

Several shops, including a butchery, a tobacco shop, a dry cleaners, cafes, a clothing shop and a hairdressing salon had their windows sucked out by the explosions

Widespread speculation that the NUM had anything to do with the blasts was denied by the union

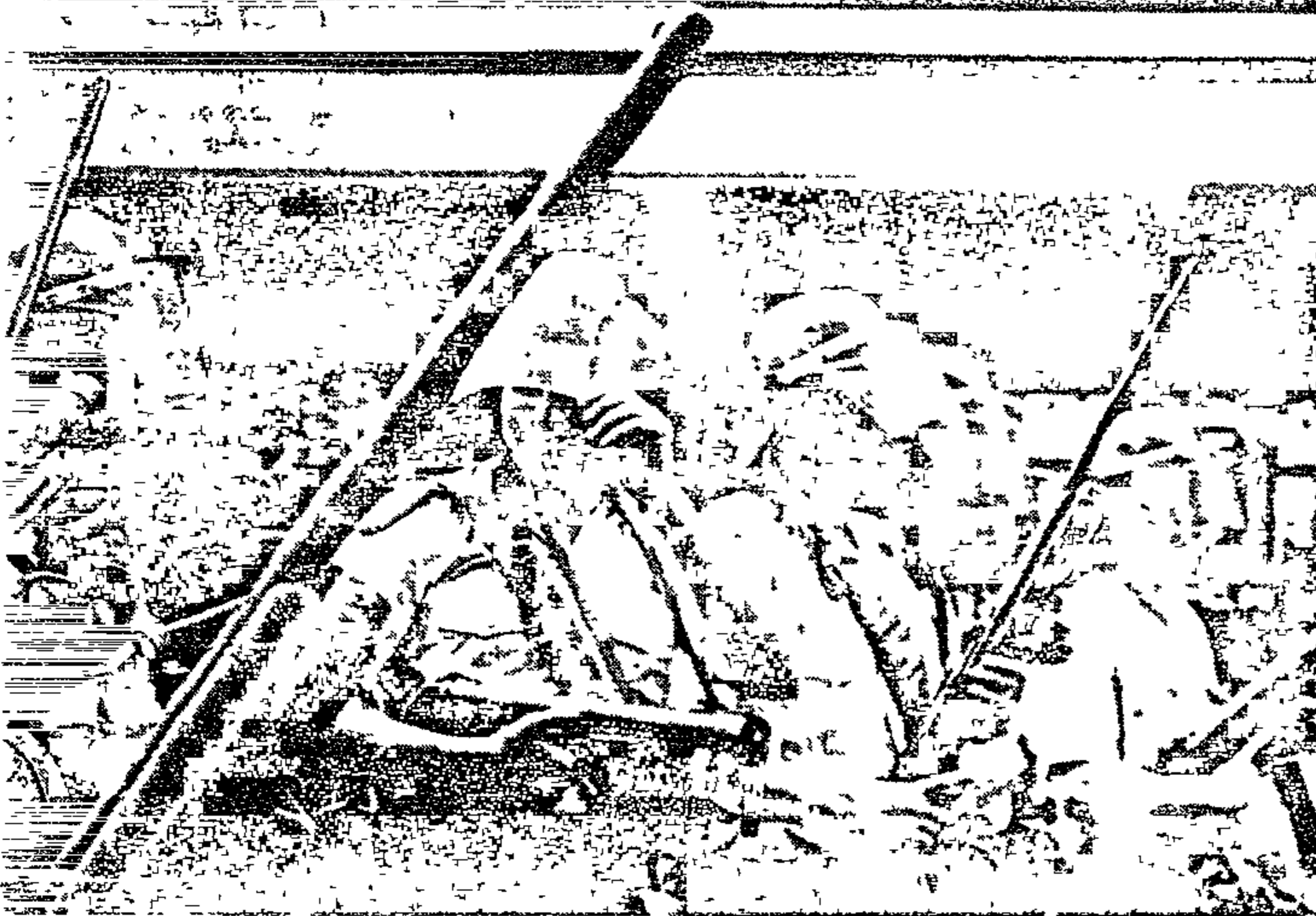
Police had hardly finished

sifting through the rubble Tuesday morning's explosion when central Johannesburg — caught up in a demonstration workers — shop stewards organisers of the Metal and Allied Workers Union (Mawu)

About 40 were arrested at marching with placards to City Hall where negotiators were being held with the employer body for the metal industry, the Steel, Engineering industries Federation of S-

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# week of protest



week where about 800 black workers gathered to celebrate Workers Day - May 1.

ifting through the rubble of Tuesday morning's explosions in central Johannesburg was caught up in a demonstration by workers — shop stewards and organisers of the Metal and Allied Workers Union (Mawu).

About 40 were arrested after marching with placards to the City Hall where negotiations are being held with the employer body for the metal industry, the Steel, Engineering Industries Federation of South

Africa

The protesters, chanting slogans and with placards which read "Away with influx control/group areas act" and "Mawu demands a living wage", were met by the police as they left the City Hall.

Wednesday began with the appearance in court of the 39 union leaders in connection with charges under the Internal Security Act. They were released on R100 bail each.

Within less than an hour the 39 who had appeared in court plus three other people were back in police cells. The group had been arrested in the Library Gardens as, carrying May Day posters and chanting, they made their way to the union offices in Harrison St.

As police were busy arresting this group, the rash of civil disobedience had broken out in another part of town.

Police received reports of a

demonstration outside the American Consulate in Commissioner St. According to a statement issued by the Azanian Students Organisation, students took a stand against President Reagan's constructive engagement policy towards South Africa. Fifteen of them were arrested.

While police were taking the students into custody, a strong police contingent was gathering 10 blocks away in De Villiers St where, within the shadow of St Mary's Cathedral, two protests were scheduled to take place.

The first, organised as an "anti-Tutu" demonstration by a group of apolitical white protesters, failed to materialise at the cathedral. It was called off to avoid hundreds of black workers who gathered for a rally inside Khotso House to celebrate Workers' Day — May 1.

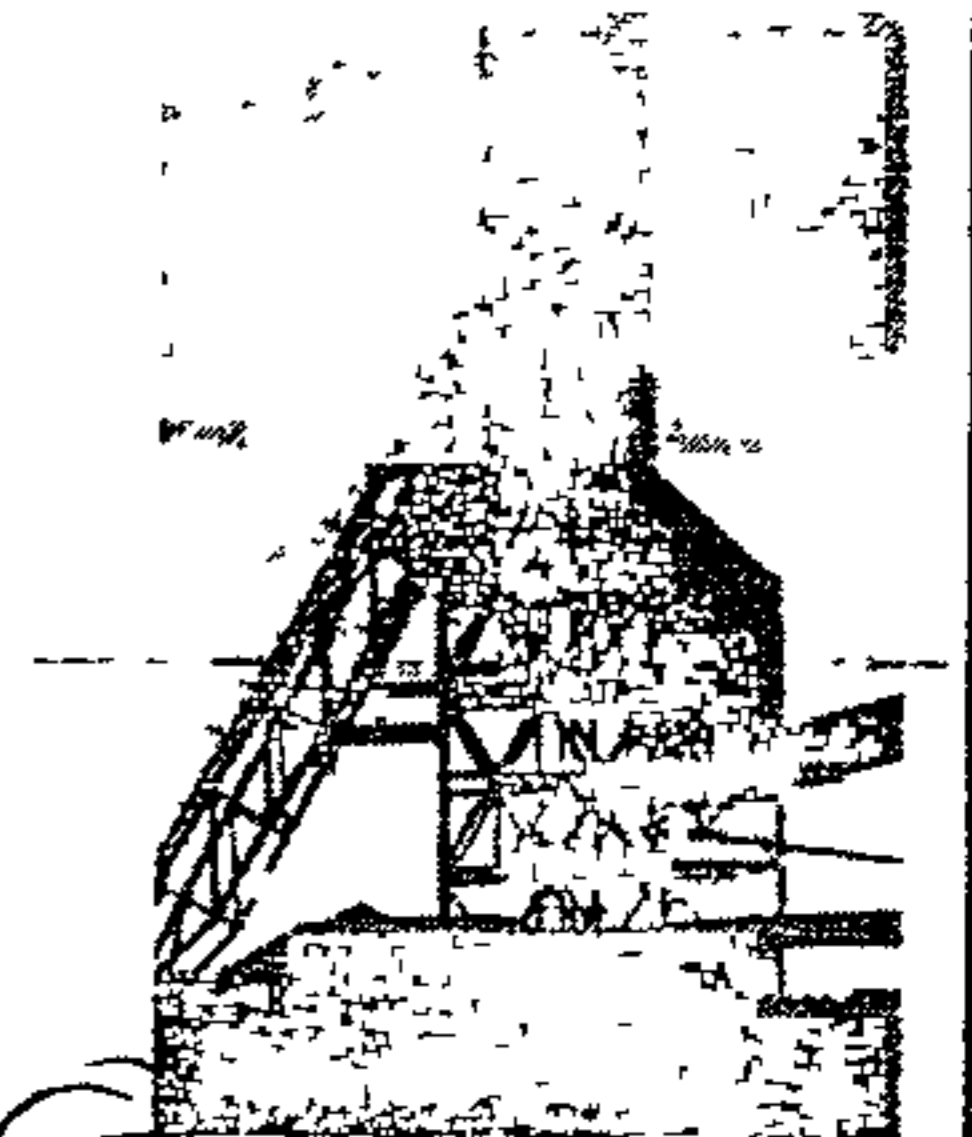
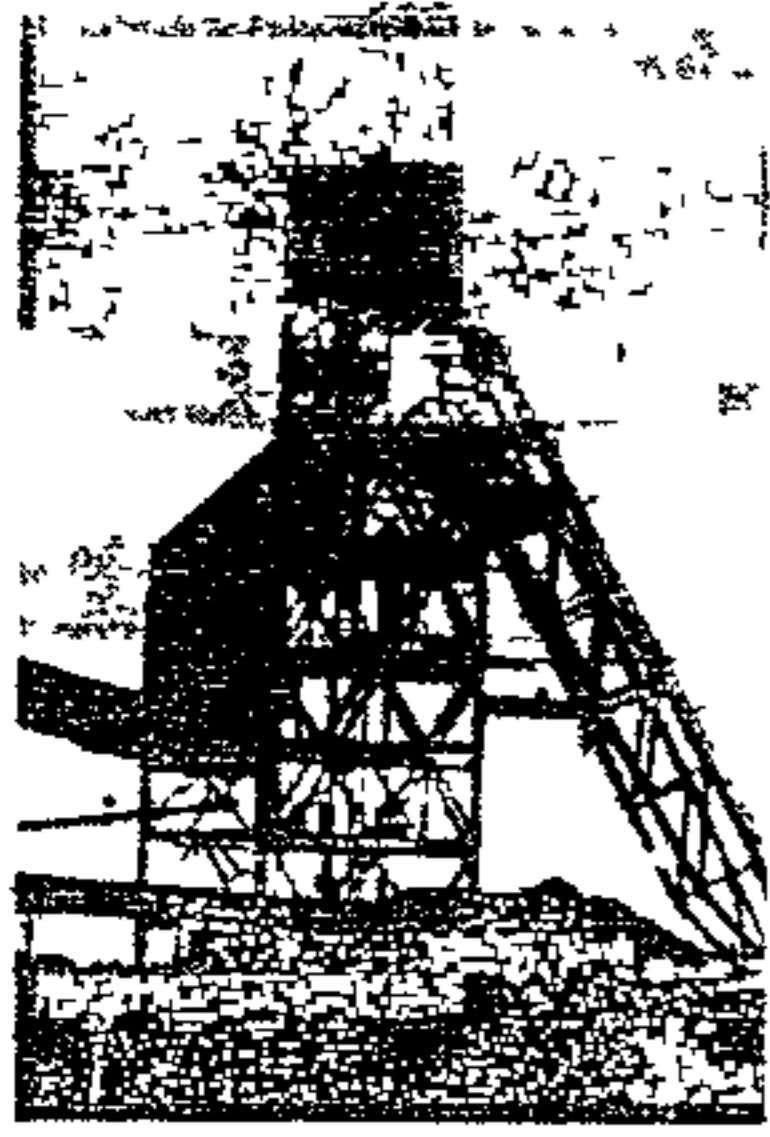
About 800 workers attended the rally and when they tried to leave the building, they found the street teeming with armed riot police.

A semi-circle of helmeted policemen greeted them at the door. The slogan-chanting workers retreated and union leaders used loud-hailers to appeal to the police to allow the workers to leave.

Crowds gathered on the pavements as the tension mounted and for about 90 minutes it appeared as if a clash between police and demonstrators was unavoidable.

The police left without taking action. The crowds melted and the rally ended peacefully.

# SACKED!



THE mass dismissal of more than 17 000 workers from two mines in the Transvaal has brought a flurry of condemnatory telexes from international and local labour organisations to the Anglo-American Corporation and Anglo Vaal. **SHERYL RAINE** takes a look at the merry-go-round of claims and counter-claims that surround the dismissal debacle.

## Why the mineworkers went

W/E ARGUS 4/5/85 (21) (23) (24) (25) (143)

**JOHANNESBURG.** — To uninitiated outsiders, industrial relations experts and hardline trade unionists the decision by two of South Africa's mining giants to sack 17 400 workers has been met with shock, perplexity and dismay.

Even now as the dust begins to settle over the biggest single cleanout of labour in the country's history, there are more questions than straight answers on the dismissals.

Only one thing is absolutely clear.

At a cost of millions, the Vaal Reefs gold mine owned by Anglo American has fired 14 400 people and Hartebeesfontein gold mine owned by Anglo Vaal has sacked at least 3 000.

The questions on everybody's lips are: What happened? Why the firing trigger from mining giants who've enjoyed a relatively enlightened image in the new age of local trade unionism?

The answers differ depending on who you speak to.

The National Union of Mineworkers (NUM), led by general secretary Cyril Ramaphosa, says the reason for a strike at Vaal Reefs last Thursday and Friday centred on a management decision to dismiss 700 workers for allegedly refusing to carry out instructions to do work reserved for white miners in terms of the Mines and Works Act.

### Gunpoint

At Hartebeesfontein, he says, an almost simultaneous strike was caused when four shaft stewards were dismissed, marched at gunpoint from the mine and sent home. Workers who witnessed this downed tools.

He believes the decisions to fire constituted a tough exercise in management muscle rippling calculated to deal the union a devastating blow. He sincerely believes the whole debacle could have been solved through negotiations with the union.

That's his story and he's sticking to it.

Bobby Godsell, Anglo American's head of group industrial relations, says the firing of 14 400 at Vaal Reefs was the climax to six to seven weeks of go-slows, half

shifts, boycotts of concession stores and liquor outlets, disruptions, individual work stoppages and negotiations with NUM whenever grievances were tabled. The last mass refusal by workers at the south division of the mine to go to work last Friday was not preceded or followed by union demands or any articulation of grievances.

Several grievances tabled by the union had been settled to the satisfaction of both parties. The job reservation issue raised by a group of workers had been discussed and, in management's mind, had been settled.

Anglo Vaal has said that trouble at Hartebeesfontein had simmered for some time and included boycotts and an invasion by junior staff members of the senior dining room.

Both say the strikes were wildcat affairs and constituted a last straw to management's tolerance.

That's their story and they're sticking to it.

But there are broader issues involved.

Mr Ramaphosa has said that the use of black miners to do "white jobs" in the mines is rife. The Mines and Works Act, which reserves certain jobs for scheduled persons (ie white miners), is being contravened liberally.

There are some who believe this is the shrewdest card being played in the dismissal debacle and that the raising of the job reservation issue at this point gives the union's strategists ten out of ten.

It appears that, strategy and cynicism aside, the NUM has a very valid point.

Asked what the position at Vaal Reefs is and the situation in the mining industry generally, Mr Godsell made it clear that Anglo American was opposed to the racial allocation of jobs on the mine and committed to changing that. Some mineworkers with access only to the Mines and Works Act could misconstrue what was in their job descriptions if they failed to consult the exemptions granted by the government mining engineer.

However, at the end of the argument he is obliged to concede that the regulations are not 100 percent respected in practice.

There are black miners doing white jobs and it's an issue on which the miners have management's sympathy, says Mr Godsell.

That's cold comfort for Mr Ramaphosa and his 110 000 members. "Our men are doing the jobs and not getting the money," he says bluntly.

One task he raises is the charging up of the face. Regulations say black miners can do the job as long as a white miner is in sight or within 30 metres. Black miners, he says, are doing the job in the absence of white miners. He claims that this has enabled management to get by with fewer miners.

The party is over, he warns.

Notices have been sent to all NUM members informing them to the last detail about what the law allows them to do and instructing them to refuse to do "white" jobs.

This, he promises, will slow production at every mine where the NUM is organised. And it will all be legal.

Another vital issue concerns the question of union control. Did, for instance, the NUM call the strikes at Vaal Reefs? Or was the union out of control?

Mr Ramaphosa: "There is a lot of control. We have set up specific structures to ensure that there will be discipline and control within the union. We have a regional committee, a branch committee and a shop stewards' council. All these structures ensure there will be discipline and control. Decisions are taken by the workers jointly and there is the whole worker control principle that we adhere to."


Mr Godsell: "In our view the union did not order that strike. The NUM is in a vast industry and the process of unionisation is not completed overnight. Vaal Reefs has tended to come in at the end of the queue in terms of unionisation. It is interesting to note that recognition of the NUM had been processed at the east and west divisions of the mine but not the south division where the strike occurred. It is fatuous for anyone to expect any union which is not yet recognised to control worker actions 100 percent."

He takes care to say that Anglo American regard the NUM as their partners in trying to create adequate channels for the tabling of grievances and looks to the NUM for assistance and support for the maintenance of good order on the mine in future.

143  
Star 4/5/85  
**Miners to be  
re-employed**

The 3 500 workers dismissed from Anglo-Vaal's Hartebeesfontein mine last week will be re-employed if the mine has vacancies for their particular job categories, according to a statement issued by mine management after talks with the National Union of Mineworkers (NUM) yesterday

"Agreement was reached to the effect that the mine would give preference to re-engaging former employees on the basis that the mine has vacancies for their particular job categories," a spokesman said



## DISINVESTMENT

**More counter-moves**

With the high-profile, high-emotion disinvestment lobby raging on in the US several counter-moves are in the pipeline

Of these the most effective could be the visit of Mozambique president Samora Machel to Washington, and a trip by two Progressive Federal Party (PFP) MPs to the US

Machel is expected to pour cold water on the disinvestment hot-heads when he tells the US what trade sanctions and disinvestment in SA would do to his country. It is almost certain that he will speak out against trade sanctions, not only because many thousands of his countrymen will lose their jobs in SA, but also because SA has been uncommonly helpful in the last few weeks in making the Nkomati Accord work. But arguing against disinvestment could cost him a lot of credibility in Africa.

PFP foreign affairs spokesman Colin Eglin confirmed to the *FM* that he and the party's spokesman on labour, Alex Boraine, are shortly to leave for the US. They will be followed later by other MPs. Eglin says they are going on their own initiative to be on hand to give the PFP perspective on SA while the country remains in such sharp focus in the US. Their efforts will not be confined to the disinvestment debate.

Our Washington correspondent reports that President Ronald Reagan must not be expected to use last week's rebellion in the US Senate over SA policy as a test to reassert his political leadership. There are plenty of other challenges to the powers of the lame-duck American president to occupy him when he returns next week from the Bonn summit.

SA, by its unilateral actions in Namibia and by the American public outrage over the Uitenhage shootings and the arrest of UDF leaders, is no longer a cause which evokes much Reagan passion these days.

Instead of rushing to Capitol Hill to try to defuse the Senate rebellion before it reaches the barricades of the Democratic-controlled House, Reagan is likely to let his Republican Senate leadership try to deal with the problem on its own — that is, if they are of a mind to. The sad fact is that any real sympathy for keeping the heat off the Botha government within the White House has been dissipated by Pretoria's defiant pronouncements.

The rebellion comes against a South Africa Policy Bill sponsored by Senate leader Robert Dole and Senator Richard Lugar — both men who increasingly are mentioned as aspirants to succeed Reagan when his term expires four years from now. The Dole-Lugar proposal would require US firms operating in SA to observe mandatory com-

pliance with the Sullivan Code. US firms would have to set up a R30m scholarship fund for black education and government export financing would have to be focused on the creation and expansion of black-owned business in SA.

There are no sanctions provisions in the Dole-Lugar proposal and that is the objection of Senate Republicans (and their House colleagues) who face a 1986 mid-term election and an increasingly militant Democratic party which is rallying behind a sanctions Bill being drafted by Senator Edward Kennedy. The senator yesterday's man of US politics, appears to have made the jump back into a political future on the strength of his recent visit to SA.

The rebel Republican Bill drafted last week by Roth and McConnell has plenty of teeth for even the most militant anti-South Africans. Among the sanctions proposed, the Bill would

- Ban US bank loans to the South African government or any of its parastatals,
  - Demand that the President enlist the seven-nation summit group to increase pressure on Pretoria,
  - Immediately cancel landing rights for South African Airways in the US — thus severing air traffic links since Pan American World Airways ended its service,
  - Force the closure of at least one South African consulate in the US
  - End all US government aid to American firms in SA which do not adhere to the Sullivan Code
  - Ban all nuclear equipment and technology sales to SA until it has signed the nuclear non-proliferation treaty, and
  - Top the aid for black education to R40m
- Kennedy, whose own Bill has not yet been unveiled, has hinted that he may sign on with Roth and McConnell and give the Bill a bipartisan appeal that would be hard to resist in either chamber of Congress.

And with Reagan still sulking down at his end of Pennsylvania Avenue, the South African government may have achieved a legislative feat in the US Congress which even congressman Stephen Solarz of New York did not dream was achievable in this session — a real sanctions Bill could be adopted.

## MINE STRIKES

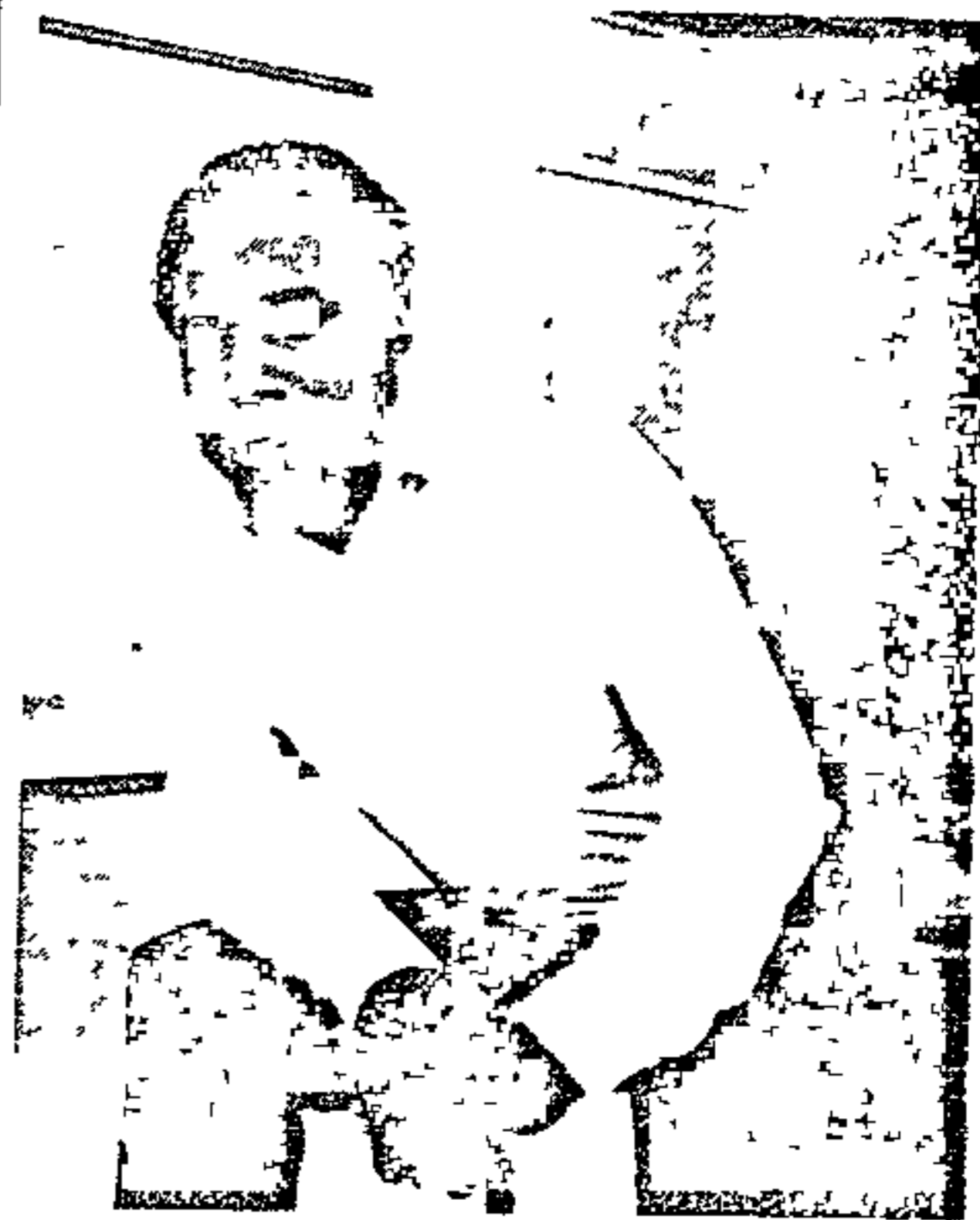
**The great divide**

The events at Anglo American's Vaal Reefs and Anglovaal's Hartebeestfontein mines in the past week show that there is still some way to go before SA's giant mining houses

and the fast-growing National Union of Mineworkers (NUM) reach real accord. Statements issued by the NUM and the companies reveal a gulf in perceptions of the causes of the recent upheavals.

The dismissal of 14 000 strikers at Vaal Reefs last Saturday represents the largest mass dismissal in SA labour history, while another 3 000 were dismissed from Hartebeestfontein on Friday.

Anglo American has agreed to give "preferential consideration" to applications for re-employment from the 14 000 Vaal Reefs



NUM's Ramaphosa ... wary of Anglo American assurances

miners, and has asked the NUM to "co-operate in the elimination of intimidation, violence and lawlessness."

The strike was in protest against the earlier dismissal of hundreds of other miners who had refused to perform tasks — such as the handling of explosives without proper supervision — which they claim they are not entitled to do in terms of the Mines and Works Act. Anglo denies that black miners have been required to perform work contrary to the Act.

The NUM is not satisfied with Anglo's undertaking because the workers have not received any guarantee of re-employment, and will be monitoring the re-employment process "to see that no deviations occur." An Anglo spokesman says no one will have his application refused as a result of his participation in the strike.

The strike was the culmination of weeks of unrest at the mine, including a boycott of the mine's liquor outlets and a strike by 40 000 employees over wages in March. According

FM 3/5/85 (2) (3)

to NUM general secretary Cyril Ramaphosa, the problems at Vaal Reefs have been caused by line management's mishandling of industrial relations issues. While the union has built up fairly good relations at other Anglo mines, "the head office philosophy has not sunk in at Vaal Reefs," he says.

He claims that mine management has taken an "antagonistic and provocative" attitude toward the union and its activities. It has prevented the union holding meetings and obstructed union organisers in the performance of their duties.

Ramaphosa says his union wants to have a good relationship with Anglo American, but it depends on both sides demonstrating goodwill.

An Anglo spokesman says the head office maintains close links with Vaal Reefs management and is satisfied with industrial relations procedures at the mine. He adds "We have encouraged union membership at our mines, which we see as an important means of communicating with our workforce."

Meanwhile, the future of 3 000 strikers dismissed from the Hartebeestfontein mine will be discussed on Friday at a meeting between management and Ramaphosa. An Anglovaal spokesman says the company "will give favourable consideration to any discharged workers who apply for re-employment." But he denies NUM allegations that union officials are being refused access to the mine and that some shaft stewards who were not involved in the strike have since been dismissed. This strike also followed a sustained period of conflict on the mine, including a boycott of liquor outlets.

Notably, both Anglo American and Anglo Vaal have declined to support recent attacks on the NUM by Gold Fields of SA and Rand Mines, which have accused the union of irresponsible behaviour (*Current Affairs* March 22 and 29). Despite the continuing contradictory claims by the union and the companies, it appears the two strikes may be resolved more cordially than may have been expected.

□ The Public Relations Directorate of the SAP says that two explosions at the head offices of Anglo American and Anglovaal early on Tuesday morning were caused by limpet mines of Russian manufacture. ■



# Blacks claim blasting law broken on mines

~~2/1/85~~  
CONCERN for safety may have been the main reason for the strike at Vaal Reefs mine which led to 18 000 black miners being fired.

The National Union of Mineworkers says black miners believed they were in danger because of inadequate supervision of blasting operations

The miners say that the Mines and Works Act, which sets aside blasting for "scheduled persons" who must be white, is being widely breached by mines

Underqualified blacks, say miners, are charging up and "barring down" afterwards — some of the most dangerous operations in mining

## Anglo denial

Cyril Ramaphosa, general secretary of the National Union of Mineworkers, says the mining industry is riddled with contraventions of the Act.

The Government Mining Engineer was not available for comment

Anglo American Corporation says that its mines operate strictly within the law. But one source says head office may not know what goes on underground

The National Union of Mineworkers, which represents about 8 000 of strike-ridden Vaal Reefs' south division workers, claims blacks were required to charge up

143  
By Amrit Mangas. Times 5/5/85

without supervision from certified white miners

Management says work related to blasting was done in terms of the workers' contracts and complied with the Mines and Works Act.

Although the dust seems to have settled after strikes at Vaal Reefs and Anglovaal's Hartebeestfontein mines, labour observers believe the damage to industrial relations will have far-reaching consequences

Labour consultant Andrew Levy says "This is only the beginning of labour unrest. Worse can be expected in the next six months when talks to scrap job reservation begin

"The mass dismissals at Vaal Reefs and Hartebeestfontein served only to raise militancy"

The union says Anglo American will take workers

back after reassessing the NUM's strength.

A labour lawyer says "The dismissals were intended as a deterrent to black miners. It was a reminder that strikes would not be tolerated

"Negotiations on job reservation start soon and the mining houses cannot afford continued labour unrest"

The NUM is in dispute over a 10% wage increase granted to a small section of Anglo American miners. The dispute affects 98% of its work force

The union is also in a dispute with Gold Fields over a holiday pay agreement, affecting about 65 000 miners

The NUM has applied for a Conciliation Board to hear the dispute. The mining houses can oppose this. If the NUM's request fails, a legal strike could be called.

## Biggest ad agency

YOUNG & Rubicam has been named the world's biggest advertising agency by the American journal, Advertising Age

The survey, covering 892 agencies in 72 countries including South Africa, is based on gross income

Young & Rubicam's billings for 1984 total \$3.2-billion

and its gross income \$480.1-million

Second in the rankings is Japan's Dentsu with a gross income of \$488.4-million. Dentsu, which remains the largest agency in terms of total billings, became affiliated with Young & Rubicam in 1984 and is now known as Dentsu Young & Rubicam.

# Why the miners seek radical changes

By Craig Kotze

The mining industry's conservative nature condemns the black miner to seek radical changes but the system is not designed for this, said Mr. Cyril Ramaphosa, general secretary of the National Union of Mineworkers, last night

He told a multiracial meeting at the South African Institute of Race Relations in Johannesburg that the status of black miners had not changed in the last 100 years.

He added that the the 130 000-member union would resist mine managements within the law to achieve change on the mines

Pressure on the industry was necessary to achieve change, said Mr Ramaphosa, and if this did not work the only alternative would be to shatter the harmony of the mines

There was, he added, nothing illegal about resistance and management used the miners' insistence to stick to the letter of regulations as an excuse for dismissals

Mr Ramaphosa said: "When workers refused to carry white miners' satchels containing their food and comics because it was not part of their job description, management called it disobedience and started mass dismissals.

"This activity was one of the reasons to dismiss 14 000 workers because when white miners resigned, management felt the National Union of Mineworkers had gone too far."

He added that one of the reasons for the recent mass dismissal of 17 000 workers from the Vaal Reefs mine was because black miners refused to be forced into breaking safety regulations on underground rock-faces. Another point of resistance, said Mr Ramaphosa, was the evil system whereby leaders appointed by management were imposed on the workers

This did not work, Mr Ramaphosa went on

But when workers tried to circumvent the system by electing their own leaders, dismissals followed.

Mr Ramaphosa warned. "It is the task of both the industry and the National Union of Mineworkers to seek change to defuse the time-bomb, but as management is not willing resistance is bound to continue."

Star 7/5/85  
143

# 'Miners will fight job reservation'

MILITANT black mine-workers are to resist low wages, job reservation and other forms of exploitation in the mine industry this year.

They will also resist assaults, abuse and become more militant in demanding equal rights, opportunities and trade union rights.

This message was spelt out by the general secretary of the National Union of Mineworkers (NUM), Mr Cyril Ramaphosa, when addressing a mainly white audience at the South African Institute of Race Relations on Monday night.

He warned mine managements that black mineworkers were no longer prepared to become submissive and will use weapons, other than strikes, to fight for their rights in the industry, which is a pillar of South Africa's economy.

## Strikes

Mr Ramaphosa's hardline policy comes in the wake of mass dismissals of miners by one of the country's giant miners, the Anglo American and the Anglo-Vaal following strikes at goldmines.

The workers — about 26 000 in number — were dismissed apparently over their concern for safety. They believed that they were in danger, because of inadequate supervision of blasting operations.

Several mine strikes have occurred this year so far, concerning wages, safety, unfair dismissals and funeral arrangements. These were mainly in the Transvaal and Orange Free State.

In his hard-hitting address, Mr Ramaphosa did not pull his punches

By JOSHUA RABOROKO

when he announced that black miners were angry and will fight to the bitter end for their rights.

In the past, black miners were often referred to as "kaffirs", "pickann", and often assaulted by white miners. They have since changed their attitudes and retaliate when abused.

"This is so, because they now have union rights, which means protection. The old days are over and mine managements can now expect workers to offer resistance to those who do not want to listen to blacks."

## 'Baas'

Although the Master and Servants Act has been repealed, some white miners still believe in being called "baas" and black miners have resisted this, Mr Ramaphosa alleged.

"We will fight this and other injustices which dehumanise our members, especially underground. We are aware that some head offices do not know of these incidents.

Mr Ramaphosa said there will be further disruptions in the mines if the managements did not defuse the time bomb — the arrogant behaviour of white minders underground.

He announced that the National Union of Mineworkers is due to start its annual negotiations with the Chamber of Mines. This year "we have resolved to bring the issue of job reservations to the round-table."

The Chamber has held talks with white

unions on the issue and have excluded us — the very people whose problem needs to be solved. If the chamber does not meet our demands on this issue then we shall be forced to put pressure on them.

For far too long now, he added, has this issue been on the table and the time is ripe that it be abolished or the Chamber will be forced by the Government to introduce legislation on it. "We cannot wait any longer," he said.

They wanted job reservation to go in the mines and the wage gap to be narrowed. Wages have been the major source of strikes in the mines and that is why the union has been blamed for being "trouble-shooters."

"This we deny as absolute nonsense because black miners are lowly paid. The mine industry is reluctant to negotiate with the union in good faith.

## Opposed

In answering a question, Mr Ramaphosa said his union was opposed to the migratory labour system and it must be done away with. However, this system did not affect the union's membership.

The union has connections with overseas unions and was intending to spread its wings in Lesotho, Botswana, Swaziland. "We have had difficulties in the so-called homelands, but have trained shop stewards in one "state."

His union also has an informal relationship with the Black Allied Mining and Construction Workers Union. "We have exchanged ideas on some important aspects but there is no formalisation so far"

# Calls for inquiry of death of UNIONIST

Capl Trip  
9/5/85  
143

AMIDST angry calls for a full investigation, it was announced yesterday that a post-mortem will be performed in Johannesburg today to determine the cause of death of a Transvaal trade union leader, Mr Andries Raditsela, who died in hospital earlier this week after being released from police custody.

And the Commissioner of Police, General P J Coetzee, said in a statement last night that the head of the CID in Soweto, Brigadier J Viktor, had been instructed to "fully investigate and urgently report on all facets concerning the detention and treatment of Mr Raditsela while in police custody."

The post-mortem will be performed today in the Diepkloof mortuary, where an independent doctor will represent Mr Raditsela's family

## 'No end'

Meanwhile, the Progressive Federal Party and the Labour Party yesterday added their voices to earlier trade union calls for a full investigation into the death of Mr Raditsela

The PFP's chief spokesman on labour, Dr Alex Boraine, said it was shocking that there appeared to be no end to people dying whilst in the custody of the police and the authorities

Speaking during the Manpower vote in the House of Assembly yesterday, Dr Boraine said "The death of yet another trade unionist in an already tense South Africa is like putting a match to dry grass"

He demanded that a full investigation take place into the circumstances surrounding Mr Raditsela's death on Monday afternoon

"There is something very serious and sickening going on in the townships of South Africa, and we probably only know a very little of what disorder and lawlessness is taking place, sometimes with those in authority being the chief culprits"

"Labour peace is so fragile that it needs to be nurtured, not to be undermined," he said

The PFP's spokesman on law and order, Mrs Helen Suzman, said she hoped "this ugly case was not yet another example of police taking the law into their own hands, thereby damaging South Africa's reputation abroad"

"There are a number of unknown facts that have to be established in this most unfortunate case. There must obviously be an in-depth investigation at the highest level to establish what happened to Mr Raditsela"

The Labour Party last night expressed "deepest concern" and called for an urgent, top-level police investigation into the circumstances leading up to his death

## 'Trial'

"If any person or groups of persons including the police are found to have had a hand in the injuries which allegedly led to his death, then they should be brought to trial at the first opportunity," said the Labour Party statement

Mr Raditsela was an executive member of the Federation of South

African Trade Unions (Fosatu), the largest grouping of independent trade unions in South Africa, and a senior shop steward for the Fosatu-affiliated Chemical Workers' Industrial Union (CWIU) at the Dunlop plant at Benoni.

Fosatu said in a statement that it had learnt "with deep shock and immense anger" of the death of Mr Raditsela

The Council of Unions of South Africa has also issued a statement calling for an immediate and urgent inquiry into the circumstances of Mr Raditsela's arrest, detention and death

## Injuries

In a statement released earlier this week, the CWIU claimed that Mr Raditsela died at Baragwanath Hospital at 2.15pm on Monday from head injuries soon after he had been released from police custody

Mr Raditsela was arrested in Tsakane Township, near Brakpan on the East Rand, at 9am on Saturday by men in camouflage uniform

He was later traced to Baragwanath Hospital where he died from alleged head injuries

The union says he was charged under the Internal Security Act but the charges were dropped on Monday morning

Mr Raditsela is survived by his parents, his wife, Enid, and one child — Political Staff and Own Correspondent

(143) (335)  
10/5/85 B. Day  
Union steps in to save  
140 Coca-Cola jobs

By CLAIRE PICKARD-CAMBRIDGE

ONE of the most successful union negotiations to reduce lay-offs has been achieved by the Food Beverage Workers' Union — a Cusa affiliate — with the Coca-Cola Bottling companies on the East and West Rand

Union spokesmen, who met management yesterday, said 203 workers from three Coca-Cola factories had been faced with losing their jobs but the company had reduced the number to 63 after negotiations this week.

Spokesmen said the first lay-off announcements had been made in February and would have affected 104 workers at the Bedfordview and Benrose plants.

After negotiating with the union, management reduced the number to 20. The rest of the workers agreed to working on a rolling-leave system which entailed taking unpaid leave every sixth week.

Last week Coca-Cola announced that 99 workers would be laid-off at its Devland branch but, after negotiations, only 43 will be affected.

Workers had indicated through the union that they were willing either to go on rolling leave, work every 20 days and forfeit two days of their monthly pay, or put in a limited

amount of unpaid overtime to save costs

Union spokesmen said management had also agreed to implement some of the options suggested by the union to save the jobs of remaining workers

The cost saving measures would include the rolling leave system, early retirement, a total ban on overtime work, a halt on new employment, no casual labour and a limited freeze on expenditure on capital equipment by management

They said these were the first lay-offs by Coca-Cola and an agreement had also been made with the company that there would be no more redundancies this year

They said the lay-off packages granted by the company had been satisfactory and some workers had opted for voluntary retrenchment.

Union officials are still discussing the position with but criteria for lay-offs have been agreed and consist of a policy of last-in, first-out, key skills and work attendance records.

Company spokesmen could not be contacted for comment yesterday

CAP TITLES 10/15/85 - 143

# Retrenchments cut by 140 after negotiations

JOHANNESBURG — One of the most successful union negotiations in reducing retrenchments has been achieved by the Food Beverage Workers Union, a Cusa affiliate with the Coca-Cola Bottling Companies of the East and West Rand

Union spokesmen, who met with Coca-Cola management yesterday, said 203 workers from three different Coca-Cola factories had initially been faced with retrenchment. But the company had reduced the intended number to 63, following further negotiations with the union this week.

Spokesmen said the first retrenchment announcements had been made in February and would have affected 104 workers at the Bedfordview and Benrose branches.

After negotiating with the union management reduced the number to 20. The rest of the workers agreed to work on a "rolling-leave system" which entailed taking unpaid leave every sixth week.

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retrenched at their Devland branch, but after negotiations only 43 will be affected.

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Union spokesmen said management had also agreed to implement some of the alternatives suggested by the union to save the jobs of remaining workers.

They said these were the first retrenchments by Coca-Cola and an agreement had also been made with the company that there would be no further retrenchments for the rest of the year.

Union officials are still discussing the position with management, but criteria for retrenchments have been jointly settled upon and consist of a "last in, first out policy", key skills and work attendance records.

Company spokesmen could not be contacted for comment yesterday.

Star 10/5/85  
Sacked 400 rehired

More than 400 workers fired by Pilkington Tiles at Meyerton late last month are to get their jobs back after a settlement between the firm and the Building, Construction and Allied Workers' Union.

Agreement came after three days of negotiations

Sowetan 10/5/85

# 400 sacked: Cusas make plea to Luyt

THE Council of Unions of South Africa has expressed solidarity and called on local trade unions to support the struggle of more than 400 workers sacked by a fertiliser company, Triomf, owned by millionaire Mr Louis Luyt.

In a new development Cusa-affiliate the South African Chemical Workers Union (Sacwu) representing the workers, yesterday sent an urgent telex message demanding to meet Mr Luyt in an attempt to resolve the matter.

Triomf's public relations officer yesterday confirmed that they had received the message

The parties will meet on May 20.

The federation was considering exploring various means, including calling for international support, to pressurise the company to reinstate the workers who have been unemployed for almost a year now, according to Cusa's general secretary Mr Phiroshaw Camay

He said the federation and its affiliates have agreed to continue to support the workers and call on especially the Fosatu-affiliate Chemical Industrial Workers Union (CIWU) to obtain support of the Triomf workers at Richards Bay

The workers were dismissed after they had refused to respond to an ultimatum that they should return to work following a gathering at the plant in Potchefstroom on April 12 last year.

## Colleagues arrested

Some of their colleagues were arrested by police who arrived at the scene the following day and charged with intimidation, but the charges were later withdrawn by a magistrate, the federation said

Efforts made by the union and its lawyers to resolve the dispute were not fruitful when the company said it could only take back 300 of the 463 workers. The offer was refused by the union representing them — South African Chemical Workers Union — on grounds that they wanted all to be reinstated.

Various other meetings between the parties took place in an attempt to have the workers reinstated, but the company has since employed new workers on contract basis. Most of the dismissed workers were also contract workers

He said support has already been obtained from the Commercial Catering and Allied Workers Union and the Railway and Harbours Workers Union to explore ways to "boycott" Triomf products

138



(143) (211) (15) 7m 10/5/86

his members have developed a policy of "resistance" designed to force change

"The Masters and Servants Act has been repealed — but this has done nothing to change the master-servant relationship which exists between white and black on the mines," Ramaphosa maintained. The "resistance" strategy has developed because of issues like black-white relationships and job reservation.

He said the union leadership originally believed that changes could be brought about through reform and the development of good relationships with mining companies. But despite the existence of "sincerity and the good industrial relations practices preached at the head offices of mining houses," the absence of change on the mines themselves has dashed any hopes there may have been for the co-optation of the union into the "system," he said.

Ramaphosa gave several examples of what "resistance" means in practice.

□ He claims that assaults by whites on blacks on the rockface are widespread. "Our members are no longer relying on complaining to management about them because they usually end up being dismissed themselves. They are now going to physically fight back."

□ He says white miners traditionally have a "piccanin" to look after their welfare. At Vaal Reefs, NUM shaft stewards instructed the piccanins to stop providing this service, which is, in any event, not officially part of their job description. This action, according to Ramaphosa, helped to build up the tensions that eventually led to the dismissal of 14,400 miners two weeks ago.

□ White miners traditionally go underground last and go to the front of the line when queuing to go up again. The black miners intend putting a stop to this practice — everyone will take his turn.

□ Black miners are going to work strictly to rule. They will refuse to do any work the Mines and Works Act bars them from doing, until job reservation is abolished. "We can credit the Chamber of Mines for making speeches calling for the abolition of the 'scheduled person' concept. But the chamber has not involved us in the current negotiations with the established unions, nor has it demanded of government that the legislation be amended," he said, and

□ Boycotts of liquor outlets, concession stores and taxis on mine property will continue.

Ramaphosa says these measures are legal, but will affect production. Union leaders, he says, believe that the problems can be solved, but mine-owners will have to decide how much pressure to take before bringing about the desired changes. The union will encourage these actions until

□ Both parties show a willingness to negotiate in good faith, and open and frank dialogue begins, and

□ A new value system and orientation is introduced on the mines.

Ramaphosa has indicated that his union is

not prepared to be patient. "We want change and we want it now," he said. A serious clash between the NUM and the mining houses over these issues seems inevitable. And with the annual wage talks between the union and the chamber looming, it looks as if the mines are in for a long, hot winter.

BLACK MINE UNION (143)

Striking back (143)

National Union of Mineworkers (NUM) general secretary Cyril Ramaphosa has warned of a new direction in the union's strategy that could throw the mining industry into turmoil.

Using a speech at the SA Institute of Race Relations as an opportunity to answer mounting management criticism of the NUM following a

number of illegal strikes this year, Ramaphosa launched a sharp attack on practices in the mining industry. The "system" in the industry, he charged, is designed for the "exploitation, control and manipulation" of black miners. But he warned that



Ramaphosa

~~143~~ (143)  
21 NUM men  
out on bail

12/5/85 C Press  
THE case against 21 National Union of Mineworkers members who appeared in the Oberholzer Magistrate's Court this week was referred to the Regional Court for a hearing on May 21

The men appeared on charges of organising and attending an illegal meeting at the East Driefontein Gold Mine in the Western Transvaal, which resulted in more than 12 000 mineworkers going on strike early this year

**JOHANNESBURG.** — More than 24 people — including an 18-month-old child — were killed in unrest-related incidents at the weekend.

In the worst incident, 19 miners were killed and 47 injured when fighting broke out at the President Brand gold mine at Welkom on Saturday night

This is the second outbreak of faction fighting in eight days at the mine's number three shaft hostel, where one person died and another was seriously injured last weekend.

The deaths were confirmed by an Anglo American Corporation spokesman yesterday who said the 47 workers injured in Saturday's fight were being treated in hospital at Welkom

The spokesman said late last night that more than 500 hostel-dwellers had decided to return home after the fighting

### Teargas

Saturday's fight was stopped by mine-security personnel using teargas

"There are other tribes in the hostel, but as far as we know only Xhosa and Basutho were involved in the fighting

"There are about 3 000 miners in the hostel, but we don't know exactly how many were involved," he said

He said fighting had only lasted for about 15 minutes, but 16 died almost immediately. Three miners had died in hospital during the night

An investigation would be held to find out why the fight had broken out, he said

Spokesman for the National Union of Mineworkers could not be contacted for comment yesterday

In other incidents of unrest

● A 16-year-old girl and a man of about 25 died when police fired shotguns at 200 people who stoned a policeman's house on their way from a funeral at Joza near Grahamstown yesterday. A 38-year-old man was wounded and 60 people were arrested in the incident.

● An 18-month-old child was killed in New Brighton, Port Elizabeth, when youths threw a petrol bomb into a moving bus on Saturday

A police spokesman said the driver had lost control of the bus and it crashed into a house killing the child who was in the house

● In New Brighton on Friday, three youths, one of whom was armed, boarded a bus and robbed the conductor.

They were setting fire to the vehicle when a police patrol arrived

Police fired a shotgun at the fleeing youths, fatally wounding a 15-year-old boy. The spokesman said the money was found on the youth

● In KwaThema on the East Rand, police opened fire with buckshot and used tearsmoke on a crowd of about 800 who had looted a liquor store on Saturday. The spokesman said a 25-year-old man was killed

At least 190 people have died in incidents of unrest since January

Meanwhile, in Zwide more than 15 000 people yesterday attended the funerals of three victims of last week's unrest

Witnesses said police kept a low profile but fired teargas at the crowd when it moved to nearby KwaZekele afterwards for the traditional "washing of hands" ceremony at the victims' homes. They said there were no injuries

### ANC flags

The coffins of Scicelo Estile, 17, Raymond Mbolekwa, 20, and Sebemzile Qukoma, 14, were draped with green, yellow and black African National Congress flags and carried shoulder-high to the cemetery

Police reported incidents of unrest at the weekend from

● In the Cape Veeplaas, KwaZakele, New Brighton, Zwide (all in Port Elizabeth), Kirkwood, Oudtshoorn, Galashewe (Kimberley), Joza and Paterton (Grahamstown), Fort Beaufort, Ntandi (Somerset East), Humansdorp, Duncan Village (East London) and Kroonvale (Graaff-Reinet)

● In the Transvaal KwaThema, Tembisa, Tsakane (all on the East Rand), Soweto, Mamelodi (Pretoria), Zandela (near Sasolburg) and Katlehong

● In the Free State Parys and Kroonstad. — Sapa, Own Correspondent and UPI

# 24 die in week-end

UPI-Tri-13/5/85

# Unrest

B. Day (143) (116)  
NUM achieves  
13/5/81  
new agreement

Labour Reporter

THE Namaqualand division of De Beer's Consolidated Mines has concluded a recognition agreement with the National Union of Mineworkers (NUM) — a breakthrough for the union in the remote north western Cape

It is also the first time that the predominantly African NUM has been recognised on a mine with a majority of coloured employees

A De Beer's spokesman said they were in the process of "finalising a recognition agreement" with the NUM, though it is understood the agreement will be signed this week

The spokesman said negotiations leading to the agreement had started after the NUM showed it had more than 50% representation among the mine's 2 500 employees.

De Beer's already has a recognition agreement at its Kimberley Division with the Federated Mining Union, which recently merged with the SA Boilermakers' Society

A spokesman for the NUM said the agreement was significant for the union as it had succeeded in organising workers in a very remote part of the world

The only other emergent union to have recognition in the area is the General Workers' Union, which has organised workers at Jowell's Transport

# Orders to evict 600 miners confirmed

May 1965

~~211~~ ~~204~~ ~~211~~  
Pretoria Correspondent

Vaal brought four urgent applications in the Pretoria Supreme Court asking for the workers' eviction.

Applications by the Vaal Reefs Gold Mine to have almost 600 miners evicted from their quarters were confirmed this week by Mr. Justice Stegmann in the Pretoria Supreme Court.

The first application for the eviction of 93 miners was made on April 24, the second and third for the eviction of

The 595 miners were fired at the end of April for striking illegally.

72 miners and a further 264 miners were made the next day and the fourth for the eviction of 259 more miners on April 27.

Hundreds of men allegedly barricaded themselves into their hostels, refusing to return home, and in papers before the court it was alleged that the National Union of Mineworkers (NUM) was unable to control the situation.

Once granted the temporary order was to have been read to the miners from a helicopter hovering over the hostels as all officials had been locked out.

In the space of three days last month, the mine, in Orkney, Trans-

The provisional orders were confirmed on Tuesday, without the NUM opposing the action.

113 771 731

## C a aim to help the jobless

The Council of Unions of South Africa (Cusa) and several other unions have set up a project to develop structures to help the unemployed solve problems facing them. *Sowetan*

A draft proposal recommends that the Government set up two benefit schemes — an unemployed insurance fund and a subsidiary fund — was accepted by the unions *14/5/85*

The unions have also committed themselves to:

— establishing a district workers' centre in an agreed geographical area

— helping the unemployed to make representations on issues which affect them directly

— providing counselling, advice, educational and training assistance.

— providing a forum for discussion and information dissemination

In a statement the unions say each district workers' centre will be established in an independent venue accessible to workers. The centre will conduct its operations through a democratically elected committee of unemployed workers who will decide on the operations and functions of the centre.

The centre will co-ordinate its work through an appropriate regional or national co-ordinating office.

Unemployed workers can contact Cusa at any of its offices throughout the country for information about the planned centre.

Cusa and the unions released a memorandum in which it called for wide-ranging change to the UIF last year.

A key recommendation was that the Government set up two benefit schemes — an unemployed insurance fund (similar to the present UIF but with better benefits) and a subsidiary fund.

Among other recommendations were the Government give more money to the UIF (at least on a rand for rand basis to the total contribution of the workers and the bosses and — the Government must increase benefits to at least 60% of the workers' average wage in the last 13 weeks.

The importance of these recommendations are once again emphasised by recent UIF figures released by the Department of Manpower in Parliament in February.

An amount of R196 286 366 was paid out to 305 197 unemployed workers at the end of 1984. This means each worker received a total of R643,17 for 1984 — which works out to about R53,58 a month.

**I**NDUSTRIAL relations experts have at least one thing in common with astro-physicists perhaps the most hotly debated concept in the tightly-knit circles of both disciplines is known as the "big bang" theory

The difference is that, far from concerning themselves with the creation of the universe, IR practitioners are wondering whether a major conflict on South Africa's gold mines — an earthly "big bang" — can be avoided this year

The Chamber of Mines (COM) will soon submit their proposals for this year's wage increases for black miners to the National Union of Mineworkers (NUM)

Negotiations will take place against a background of exceptional volatility within the industry, which has seen up to 90 000 miners on strike already this year Settlement will have to be reached on two broad issues wages and racial job reservation

Neither will be easy to resolve In fact, it is doubtful whether the still-fledgling practice of collective bargaining between employers and black unions in South Africa has ever been so severely put to the test.

The collective bargaining process has already started the COM is battling to establish a mandate between the competing offers of the different mining houses

Anglo American has reportedly offered a figure far higher than the other corporations, in particular Gold Fields of South Africa and Gencor, in response to the NUM's demand of 40%

COM Labour Adviser Johan Liebenberg has denied reports that the houses are "tearing off each other's limbs" and says the figure of 23% for Anglo and 10% for the rest is inaccurate

**L**ast year the 11th-hour deal over fringe benefits on Anglo mines, which slowed the impetus towards a massive legal strike, was only possible because seven out of eight recognised mines were Anglo-run

This year Gold Fields, Gencor, Anglovaal and Rand Mines all have NUM-recognised mines and will be negotiating under a single umbrella JCI will also be there, as the increases affect all black miners on Chamber mines

After the experience of 1982, when Gold Fields and Gencor mines were hit by a huge wave of wildcat strike action as a result of differential wage increases, the Chamber would be hesitant to allow vastly differing separate deals

And Mr Bobby Godsell, Anglo's chief labour advisor, points out that Anglo's IR policy is to promote industry-wide bargaining He says the "first prize" in this year's talks will be to get agreement in the industry.

But if last year provides any kind of pattern, the COM did not need to split to offer a different deal Though the

## Gruelling round of wage talks

**WITHIN** weeks the Chamber of Mines and the National Union of Mineworkers' negotiating teams will meet one another to conduct what could be a gruelling set of talks over this year's wage increases for black miners

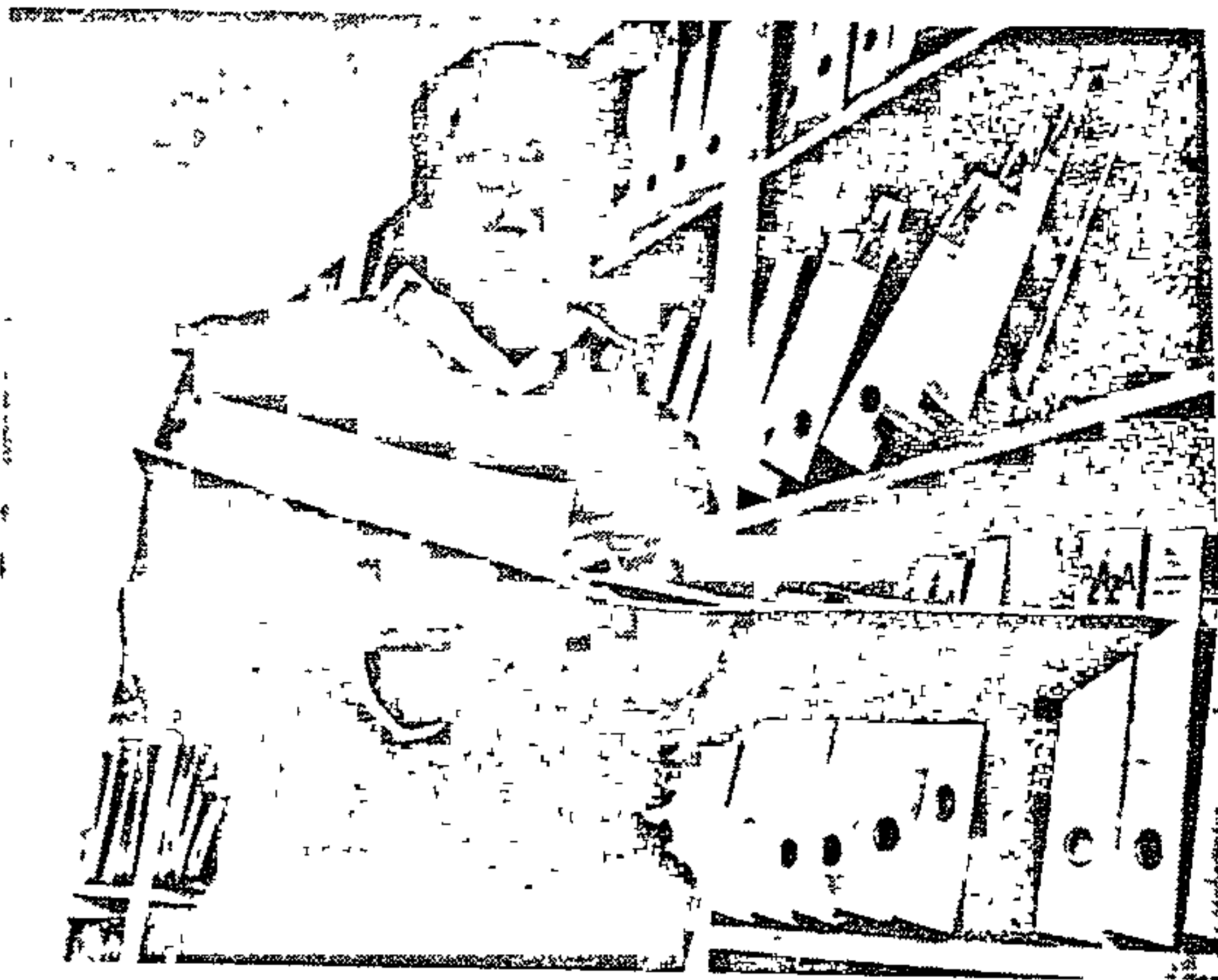
The NUM's demands — believed to be in the region of 40% and including issues such as job reservation

and danger pay — have been on the table for two weeks already In response, the Chamber is finding difficulty reaching a mandate, with Anglo American's opening offer reported to be more than double that of the other mining houses

Given the signs of worker militancy and unrest on the mines this year, the talks will take place in a tense

climate and will the ability of the the issues through gaining.

While officially optimistic about settling general uneasiness tion and the spread strike action can gold mines



● CYRIL RAMAPHOSA ... membership committed to getting the best deal for all miners in

# Can 'big bang' b on SA's tense go

PHILLIP VAN NIEKERK, Labour

settlement applied exclusively to Anglo mines, it was negotiated through the Chamber This could well provide a way out for them this year

Commenting on whether separate offers would pose a problem for the union, NUM general secretary Cyril Ramaphosa says "It will be very tricky Our membership is committed to getting the best deal for all miners on all mines in the industry"

The single most important factor in assessing the likelihood of a dispute and strike on the mines is the new spirit afoot among black miners themselves "Our members want a better deal than in the past two years," says Ramaphosa "They feel they are more determined than they've ever been and the union is

much stronger than in the past two years"

The organising success of the NUM — which is now believed to have about 150 000 signed-up members — is creating shock waves in the industry The union is challenging practices and attitudes developed over a century of minimal black unionisation on the mines

**M**uch of the NUM's growth can be attributed to its policy of fighting the issues which are closest to the hearts of black miners — such as human dignity, safety, unfair dismissals, exploitation by monopolistic small busi-

nesses operating on advancement.

For the first time work on South Africa voice, and this has locked and channel feelings and demand past were not articu

The strikes this y- fontein, Kloof, Hart- Vaal Reefs reveal a which might turn a prelude to a far h-

Even if there wages, the abolition tion — which the NU- table — will be diffi- Liebenberg says that and the industry reach scrapping job reser-

# wage talks looms

have been on already in is finding mandate, with offer re-double that houses worker militan-mines this year, in a tense

climate and will test to the utmost the ability of the parties to resolve the issues through collective bargaining

While officially the industry is optimistic about settlement, there is a general uneasiness about the situation and the possibility of widespread strike action on South African gold mines already looms large



● JOHAN LIEBENBERG ... adviser

a letter to the Minister saying they've reached agreement in the industry to scrap mining apartheid"

A further key factor in the talks is signs of an industry backlash against the NUM. This year's strikes have disturbed some sections of the industry, and the NUM has been publicly criticised by, for instance, Mr Clive Knobbs, chairman of Rand Mines' gold and uranium division, for not adhering to procedures

The honeymoon between the NUM and the industry — if ever there was one — is long over, and this year's bargaining will be in deadly earnest between two powerful participants

In 1983, the first time the union negotiated wages with the COM, the outcome was something of a farce, with the COM offering what they would have paid anyway. Last year, under the threat of an industry-wide strike, the COM increased its offer at the last minute

This year one of the industry's strongest cards — the ability to fire strikers en masse and recruit replacements at short notice — has been played already at Vaal Reefs and Hartebeesfontein. The unfavourable international reaction which Anglo and Anglovaal's firings provoked, and the sensitive climate around the US disinvestment issue, make mass sackings a course of action which the mining houses will have to think twice about before applying

**E**ven given the odds being stacked against an easy settlement, industry commentators are optimistic that a settlement is possible. Godsell points out that there has now been settlement for two years running with the NUM and that the NUM's opening demand this year (40%) is lower than last year's 60%

"Both parties have learnt something about the process of negotiation. I can't see how things have got worse, if one believes that practice makes perfect," he says. "We intend to bargain in good faith in terms of our belief in unionism, collective bargaining and the orderly settlement of disputes"

Ramaphosa says that "if the Chamber is serious about settling and they don't play the same tricks as last year, we would be very keen to settle"

From the Chamber side, Liebenberg won't rule out the possibility of strikes, but believes settlement depends on the ability of the parties to find each other. "One assumes that the NUM's demand is not final. In the long run settlement depends on mandates"

But among sources inside and outside the industry, the "big bang" theory — which would have major implications for the South African economy — has wide currency. "At least," concludes Liebenberg, "one could say that we live in interesting times"



... the best deal for all miners in the industry

# ang' be avoided nse gold mines?

N NIEKERK, Labour Reporter

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nesses operating on the mines and job advancement

For the first time most men who work on South African mines have a voice, and this has inevitably unlocked and channelled a welter of feelings and demands which in the past were not articulated

The strikes this year at East Driefontein, Kloof, Hartebeesfontein and Vaal Reefs reveal a new militancy which might turn out to be a mere prelude to a far higher title

Even if there is agreement on wages, the abolition of job reservation — which the NUM has put on the table — will be difficult to resolve. Liebenberg says that even if the union and the industry reach agreement on scrapping job reservation the issue is

still dependent on other parties, such as white miners and the Government

"The time-scales can't be agreed between us and the NUM in isolation," he says. Liebenberg points out that it was the first item of agreement between the NUM and the COM in 1983, and that the Chamber has worked diligently before and since then to do away with discrimination on the mines

But Ramaphosa says the union wants something tangible out of this year's negotiations, not just a vague commitment from the Chamber to scrap job reservation. "They inform us that they've had a commitment to scrapping job reservation for 10 years," he says. "We are looking for some form of concrete action, such as

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BUILDING INDUSTRY

Fun 12/5/81  
**Wages cemented**

A scheduled wage increase for the Transvaal building industry has been deferred until October because of recessionary conditions. This follows negotiations at the Industrial Council for the Building Industry (Transvaal) between industry employers and two trade unions — the Amalgamated Union of Building Trade Workers and the White Building Workers' Union of SA.

In terms of the agreement reached by the parties, the wage hike which was due to be implemented on May 6 has been deferred until October 14. A notice to this effect has appeared in the *Government Gazette*. Holiday and pension fund contributions will, however, be increased by 16%.

In a letter to members, one of the employer parties — the Master Builders' and Allied Trades Association (Witwatersrand and Transvaal) — says it feels "that a wage freeze would assist enhance employment opportunities for the workforce" and that the unions on the council have been "very sympathetic."

However, the agreement is not likely to meet with the approval of at least some trade unions and employers operating in the province's building industry, since the majority of the workforce is not represented on the council. According to the council, the industry employs some 60 000 people. Between them, the two unions on the council have 12 000 members. This makes it likely that unions representing black workers in the industry are likely to put pressure on companies to bargain about wages at plant level.

Plant level negotiations are anathema to the Master Builders. It is aware that this challenge will arise and addresses the issue in its letter. "You are no doubt aware that certain categories of employees — and particularly black employees — are not adequately represented on the local industrial council for the building industry."

"It is the policy of this association and Bifsa (the Building Industries Federation of SA) that collective bargaining should take place at industrial council level and not at factory level. Members have already been advised that if they are approached by trade unions to negotiate a recognition agreement that this should be resisted at all costs and that the attitude of employers should be to advise representatives of such unions that negotiations should take place at industrial council level. We therefore have a duty to encourage trade unions who act on behalf of employees not represented at industrial council level to seek representation."

At least one company has indicated that it will not abide by the Master Builders' directive. Says a company spokesman "This recommendation is madness. If we had to do what the Master Builders' Association is saying, it would be an invitation to labour unrest."

Phiroshaw Camay, general secretary of

**QUOTABLE**

Anglican Bishop of Johannesburg Desmond Tutu in a message to his successor as general secretary of the SA Council of Churches, Beyers Naude, on Naude's 70th birthday:

You have shown us what it means to have the courage of your convictions, whatever the cost. You are a remarkable sign of hope that God's grace can work the miracle of converting someone with such unprepossessing antecedents. But, more wonderfully, you are a beacon of hope, for you have succeeded a black general secretary, showing just what a tremendous country this is going to be when the colour of one's skin will be a total irrelevance. Praise be to God for you. Thank you that you are our friend and on our side. You would be a formidable adversary and I would hate to cross swords with you.

the Council of Unions of SA, which includes the black Building Construction and Allied Workers' Union, told the *FM*. "Seifsa tried that strategy in 1981 and failed. We believe very firmly that both parties — employers and unions — must find the best level for negotiating wages, and it is not for an employers' association to dictate to its members how they must operate." ■

# On a tightrope

Over 60 000 black miners have been involved in strikes and work stoppages so far in 1985. The National Union of Mineworkers (NUM) is in dispute with Anglo American and Anglovaal over selective wage increases granted earlier this year. NUM members have launched numerous boycotts of liquor outlets, concession stores and taxi services. Mining houses claim there have been several incidents of industrial sabotage perpetrated by workers.

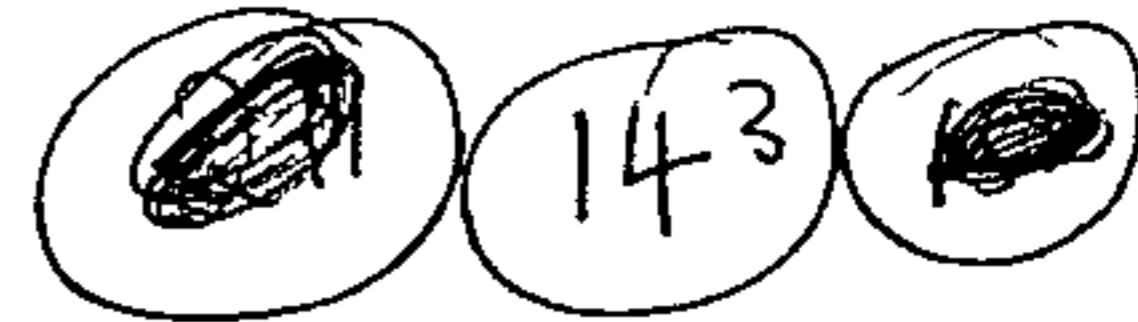
On top of all this, the annual wage negotiations between the NUM and the Chamber of Mines begin later this month — and observers do not expect them to be settled without widespread industrial action.

These are clear signs of discontent in the mining industry. No sooner had the dust settled on the widely-publicised Vaal Reefs and Hartebeestfontein strikes than NUM general secretary Cyril Ramaphosa spelled out exactly how serious matters are. Addressing the SA Institute of Race Relations, he launched a stinging attack on labour practices in the industry. Stating that it was designed for the "exploitation, control and

**Labour unrest has dogged the mines this year — and the National Union of Mineworkers has warned that its members have embarked on a "resistance" campaign against discrimination in the industry. Few believe this year's wage talks will be settled without a strike.**

mamupulation" of black miners, he gave warning that they have decided to embark on a campaign of "resistance" — amounting to a war of attrition to change the system. This will include

- Physical retaliation to assaults by whites on blacks at the workplace,
- A refusal to allow the continuation of "racist" practices by white mineworkers, and
- A work-to-rule by black miners so that they do not contravene the provisions of the Mines and Works Act and its regulations until job reservation is abolished. The union claims contraventions are widespread.



Ramaphosa's speech raises the prospect that mine production may be severely hampered if his members carry out these actions.

Is labour unrest threatening the very fabric of SA's most important industry? Industry leaders are philosophical. A black mining union has been recognised for the first time and is experiencing a growth explosion, each side is having to adjust to new realities, they say — a situation comparable to the Metal and Allied Workers' Union's membership surge in the early Eighties which was accompanied by widespread strike action.

Johann Liebenberg, industrial relations adviser to the Chamber of Mines, says "Unrest occurred earlier in secondary industry — like the metal industry in 1982 — and then calmed down. The mining industry could be going through the same process." Liebenberg, in fact, questions whether the unrest is as serious as newspaper headlines suggest. "Since the wage strike in September last year, which involved only five mines, only eight of 99 chamber mines and collieries have had strikes, usually lasting for no more than one day. There has also been the riot at

Western Areas I do not want to create the impression that we are complacent, but this is not a lot in terms of the total number of mines or man-days lost "

Rand Mines personnel director Don King echoes these sentiments "The industry is facing these upheavals because both we and the black unions are going through a learning relationship "

But Ramaphosa questions this assertion, accusing some mining houses of a lack of

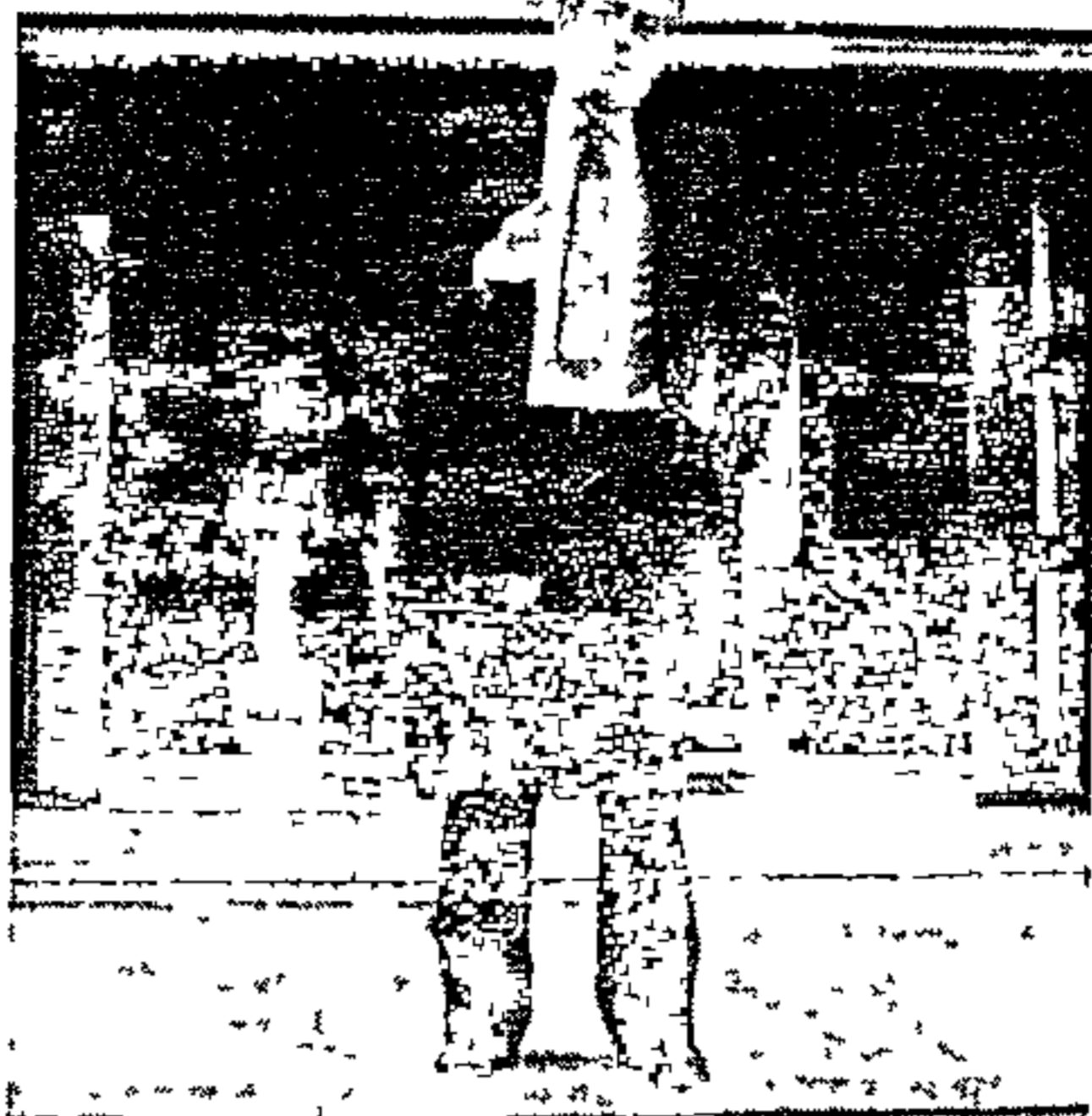


**Anglo's Godsell ... happy to negotiate**

sincerity He points, for example, to difficulties the NUM has had with some companies in obtaining permission to hold meetings, and says they obstruct organising activities While he is reluctant to name them, it is nevertheless well-known that the NUM considers Rand Mines and Gold Fields as among the industrial relations hawks

King does not accept this NUM perception as legitimate Gold Fields gold operations executive director Colin Fenton acknowledges that his company has this reputation, but also believes it to be unjustified "The game has certain rules and we believe it necessary to play to them Unfortunately the NUM has often not done so "

Questions about the NUM's adherence to the rules are being raised in many sectors of the industry Says Liebenberg "Ramaphosa is a very astute and sophisticated trade union leader, and I have the highest regard for him I find it strange that he has been very correct in his dealings with the chamber, but that some employee actions have not been consistent with that correctness Either employee action is dictated by the NUM or there is a gulf between NUM head office and what is happening at the mines We can't say which." King adds "It is critical



**Chamber's Liebenberg ... living with a process**

that procedural agreements are stuck to, otherwise they are not worth the paper they are written on "

Ramaphosa brushes these criticisms aside "We have not negotiated and agreed any grievance and disciplinary procedures We have had to use those already in operation at the mines These procedures differ from company to company and even from mine to mine and are often deficient For example, Gold Fields will not allow shaft stewards to represent members at disciplinary hearings Only since the Vaal Reefs upheavals have Anglo mines in the Transvaal begun permitting it At their OFS mines it has always been allowed, and we have had few problems there Another company will not communi-

cate with the union until it has been recognised

"We want to negotiate one set of procedures for the whole industry," he adds "But the chamber is dragging its feet because of differing approaches between the companies All cases of illegal strikes indicate shortcomings of the procedures "

Anglo's industrial relations consultant Bobby Godsell says he is unaware of any approaches made by the NUM to the industry regarding procedures But he says that if



**NUM's Ramaphosa ... on the offensive**

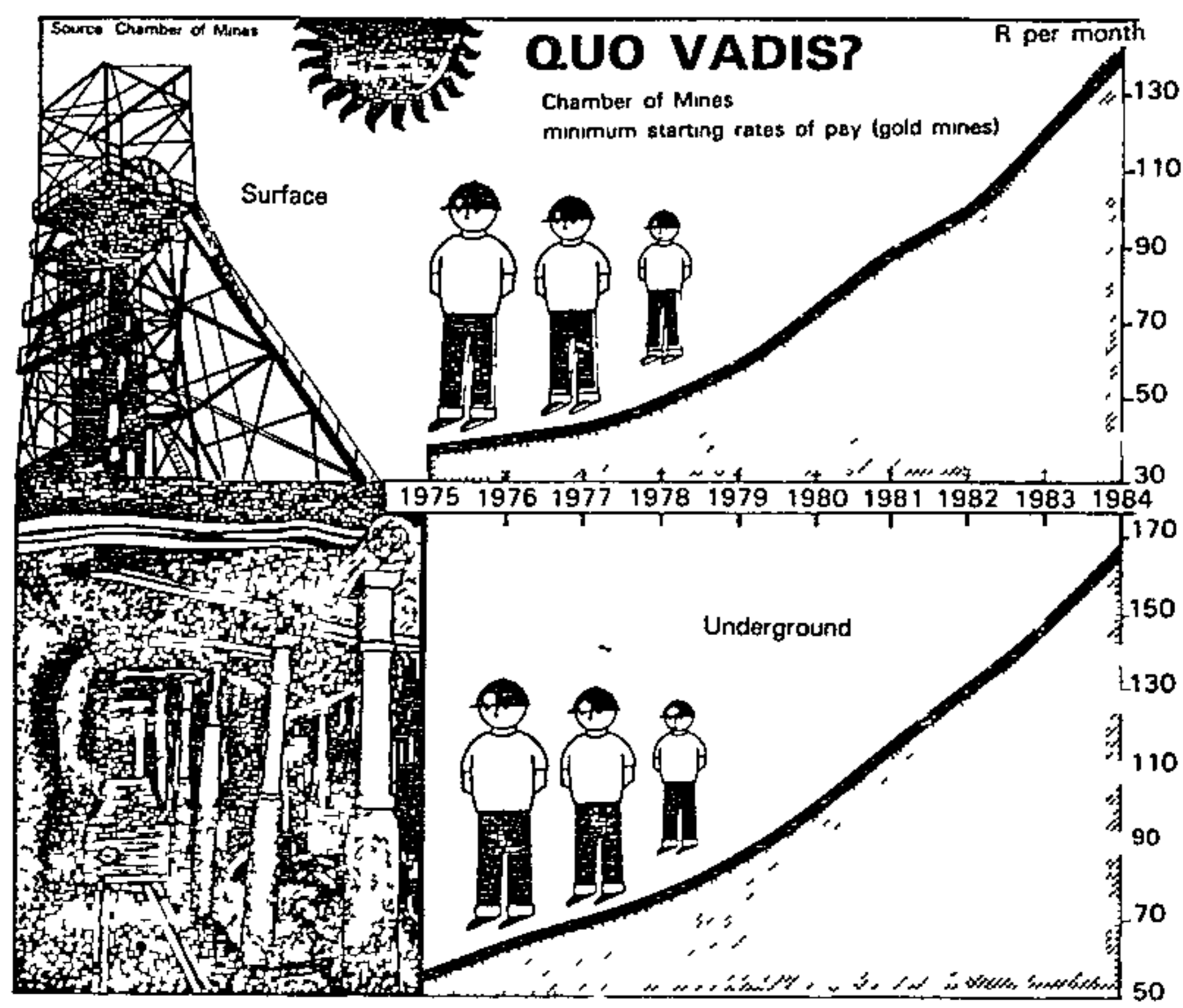
the union is dissatisfied he is happy to enter into negotiations to introduce improvements "And I am sure the chamber would too," he adds

Gold Fields group industrial relations officer Anton Lombaard says that if a worker is dissatisfied with the outcome of a disciplinary hearing he can raise it as a grievance, and union representation is permitted at hearings "Our employees know this arrangement and are happy with it," he says He also has no objection to procedures being negotiated

These structural and procedural problems can be tackled through collective bargaining Far more serious, according to NUM perceptions, is the poor quality of relationships between whites and blacks on the mines

Rand Mines and Gold Fields spokesmen decline to comment directly on Ramaphosa's Institute of Race Relations speech Talking in general about race relationships on the mines, King says "I am convinced that the relationship between black and white workers is better than the unrest indicates There is a lot of real gut goodwill "

Lombaard acknowledges that the human relations problem is one of the most fundamental facing the industry He adds "We have



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Western Areas I do not want to create the impression that we are complacent, but this is not a lot in terms of the total number of mines or man-days lost "

Rand Mines personnel director Don King echoes these sentiments "The industry is facing these upheavals because both we and the black unions are going through a learning relationship "

But Ramaphosa questions this assertion, accusing some mining houses of a lack of



**Anglo's Godsell ... happy to negotiate**

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King does not accept this NUM perception as legitimate. Gold Fields gold operations executive director Colin Fenton acknowledges that his company has this reputation, but also believes it to be unjustified "The game has certain rules and we believe it necessary to play to them. Unfortunately the NUM has often not done so "

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**NUM's Ramaphosa ... on the offensive**

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143

# 9 000 on strike after dismissals

S. Times 19/5/85

By JEREMY BROOKS

ABOUT 9 000 black miners staged an illegal strike at the Blyvooruitzicht gold mine near Carletonville yesterday after the dismissal of two co-workers.

This followed tense scenes on Friday night when pickets organised by the National Union of Mineworkers (NUM) barricaded mine hostels, preventing other workers from going on shift.

Tear-gas canisters were fired at the pickets in an attempt to open the gates, a spokesman said.

Yesterday work at the mine continued as the balance of the black labour force — some 2 000 men — reported for work.

Rand Mines said in a state-

ment that the two discharged men — both members of NUM — had appeared before a "normal mine disciplinary hearing" recently on charges of intimidating and threatening a colleague.

"They were found guilty and dismissed and we believe that this was the real reason for the strike," said Blyvooruitzicht managing director Mr Gordon Mosenthal.

"On Thursday we were handed a list of grievances and the names of a deputation to meet with manage-

ment yesterday to discuss them. We arranged a meeting, but only one man turned up.

"He asked for a postponement until Monday, and this was granted," Mr Mosenthal said.

He said that the strike was initiated when only 300 men out of a nightshift of 2 000 reported for work on Friday.

"Conditions at the mine were normal until two weeks ago when workers started boycotting bars and beer-halls at mine hostels."

# Striking mineworkers go for talks today

THE management of Blyvooruitzicht Gold Mine near Carletonville and a workers' delegation will meet today in an attempt to resolve the "illegal" strike by 9 000 workers on Saturday.

In a statement to The SOWETAN yesterday a spokesman for the Rand Mines, owners of the gold mine, said workers who did "essential services" were back at work and the situation was back to normal.

The workers stopped work following the dismissal of two co-work-

ers, believed to be members of the National Union of Mineworkers

The statement also said the two discharged men had appeared before a normal mine disciplinary hearing on charges of intimidating and threatening fellow workers

"They were found guilty and dismissed and we believe that this is the real reason for the strike," Mr Gordon Mo-

senthal, the mine's managing director said

He said on Thursday they were handed a list of grievances and the names of a deputation to meet with management on Friday to discuss them. A meeting was arranged but only one man turned up

The man then asked for postponement of the discussions until today

He said the strike started on Saturday

when only 300 men of the total of 2 000 night shift reported for work. Conditions at the mine were normal and no incidents of violence were reported yesterday

The workers had started boycotting bars and beerhalls at the mine hostel, the spokesman said. It was hoped the matter will be resolved by today

The NUM's general secretary Mr Cyril Ramaphosa was not available for comment yesterday

By JOSHUA RABOROKO

**YOUR OWN**



# Blyvooruitzicht quiet after 2-day strike by 9 000 miners

143 b. Dav 20/5/85  
RAND MINES' Blyvooruitzicht colliery — scene of a strike by 9 000 black miners on Friday and Saturday — was quiet yesterday with management expecting a full return to work last night.

The strike was sparked by the dismissal of two officials of the National Union of Mineworkers on Thursday.

Teargas was fired on Friday night when strikers picketed those who wanted to go to work.

NUM general secretary Cyril Ramaphosa claimed yesterday that management's distribution of pamphlets on Friday, informing all workers of the dismissals, had provoked the strike.

"We think management instigated the strike in an attempt to weaken the union's power," he said.

However, Clive Knobbs, chairman of Rand Mines' Gold and Uranium division, denied this and said the pamphlets had been distributed to workers on Fri-

By PHILIP VAN NIEKERK

day afternoon to allay confusion over the dismissals.

Knobbs said the two workers had been dismissed after a full disciplinary hearing.

Knobbs said other grievances had come to light, including infringements of the Mines and Works Act, the issuing of overalls, bonus schemes and a call for the reduction of bar prices.

As the NUM is not recognised for underground workers at the mine, a delegation of workers will meet management today to discuss grievances.

Ramaphosa said the delegation would be composed of NUM shaft stewards, and that the union — which is recognised for certain categories of surface workers — was also about to apply for recognition of underground workers.

## 9 000 gold miners shelve their grievances

THE 9 000 striking miners at Rand Mines' Blyvooruitzicht gold mine returned to work yesterday following a turbulent weekend in which teargas was fired at picketers

The strike was triggered by the dismissal of two National Union of Mineworkers (NUM) officials on Thursday after a disciplinary hearing

*B. Day 21/5/85*  
The end of the strike was confirmed by both NUM and the mine management.

A company spokesman said the strike had resulted in the loss of one day's production, representing some 7 000 tons of material. He said that a Wednesday meeting with underground workers would allow for further discussion of grievances



# SA Govt Urged to release top unionist

SOWETAN, Wednesday, May 22, 1985

Page 7

SEVERAL international and local trade unions have urgently called on the South African Government to charge or release a leading trade unionist and other detainees, "condemned the detention without trial and deaths in detention."

The messengers have been sent to the Urban Training Project (UTP), an organisation serving over twenty trade unions in the country, including the Council of Unions of SA (Cusa), according to UTP's deputy education coordinator, Mr Jacob Noe, in Johannesburg yesterday. **SUWOPOM**

National Security Act of UTP's Mr Bavumile Vilakazi, who is also an executive member of the Vaal Civic Association. They were also responding to reports that at least 64 people have died in South African Police cells and in the homelands, or after being released from detention, since detention without trial was introduced in 1963. The report was compiled by the South African Institute of Race Relations and the Detainees Parliament Support Committee. Messages were received from the International Labour Organisation (ILO), the International Confederation of Free Trade Unions (ICFTU), the British Trade Union Congress, Nederlandse Christelike

Nasionale Vakverbond, International Union of Food and Allied Workers' Association, the Landsorganisasjonen and other local unions. Mr Noe said Mr Vila-

December 12 last year and was due to leave South Africa for the United Kingdom on January 31 for courses in union education and other matters. He further said the or-

ganisation, together with UTP, has urged the Government to urgently release Mr Vila-kazi and other people in detention and to repeal the Act. The latest deaths are

those of unionist Mr Andes Raditsela, Cosas organiser Mr Siphon Mutsi, Mr Zacharia Bheki Mvulane and Mr Mohammed Allie-Razak, who died either after being released or

while held by police. "We further note with concern continued attempts by the SAP and SADF to separate trade union leadership from community leadership," he said.

# Riding roughshod

The South African mining industry is set for a rough ride this year when the National Union of Mine-workers and the Chamber of Mines meet to negotiate pay increases and working conditions in the next few weeks.

Although the parties have not set a date for the talks, labour consultants, lawyers and unionists, have already indicated that if a deadlock is reached widespread industrial action with serious effects could follow.

They say there are clear indications of discontentment by mine-workers in the industry, because already over 60 000 black miners



LATER this year the National Union of Mineworkers (NUM) and Chamber of Mines meet to review salaries. A major strike was averted last year when agreement was reached at the eleventh hour. SOWETAN labour writer, JOSHUA RABOROKO (left)

industrial sabotage perpetrated by workers

The dust had hardly settled after these reports were made when NUM's general secretary, Mr Cyril Ramaphosa, spelled out a strategy he called "resistance" by black miners, which will include demand for higher wages and the abolition of job reservation in the mines.

Mr Ramaphosa says the union's strategy this year will also include an attempt to change the system in the mine industry

# in mine negotiations

Sowetan  
24/5/85

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Although he declines to list the proposals the union has presented to the Chamber of Mines, Mr Ramaphosa says action will include

- Physical retaliation to assaults by whites on blacks at the workplace,
  - A refusal to allow the continuation of "racist" practices by whites, and
  - A work-to-rule by black miners so that they do not contravene the provisions of the Mines and Works Act and its regulations until job reservation is completely eradicated.
- The union claims the contraventions are widespread and Mr Ramaphosa's utterances raise prospects that the mines' production may be hampered if his members carry out these actions.

The Chamber of Mines' industrial relations adviser, Mr Johan Liebenberg, admits that the mine industry might be hit by unrest if the negotiating parties "do not cool their heads".

He says the talks could be touchy, but also hopes that both parties will be reasonable to avoid unrest.

He concedes that there were wage strikes in September last year which involved only five mines, only eight of 99 Chamber of Mines and

## MINE WORKERS facing tough wage negotiations

agreement with the chamber of mines three years ago, several strikes have erupted and mine houses have blamed the union for instigating them.

The union has also been excluded in talks which focused on the abolition of the last vestiges of apartheid in the industry — job reservation.

Responding to these issues, Mr Ramaphosa



**MAZS**

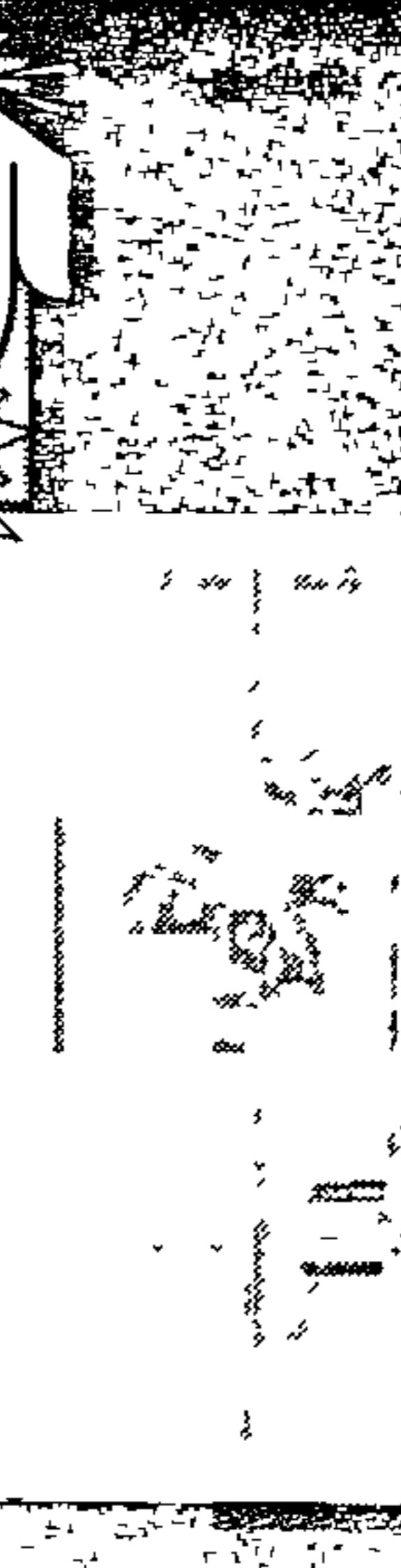
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Tel: 634 5511 • Cnr Paul Kruger & Virginia Sts.  
Pretoria. Tel: 28 1371 • Cnr Van der Merwe St. &  
Walter Ave., Bryanston. Tel: 54 5016 • 61 Prater  
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CASH PRICE R 699  
 DEP. R100,00  
**R 48**  
 MONTHLY OVER 12 MONTHS

ten there was a riot at Western Areas. However, he adds, this does not mean "we are complacent" This is not a lot in terms of the total number of mines or man-days lost.

The chamber and the NUM have agreed that they should not publish the list of proposals before they were actually discussed at a date still to be set.

He concedes that the union has made proposals to the chamber, but declines to comment on them because "we are still going to meet and consider them."

However, sources close to the parties say the demands include a 40% wage increase, danger pay and the recognition of May Day (May 1) as a paid holiday.

Mr Liebenberg says he was hoping for peace and appeals to the parties to keep their cool and reach an agreement to avoid a showdown.

Since the NUM signed a recognition

not negotiated and agreed any grievances and disciplinary procedures. They used those which the mines have.

Those procedures, he adds, differ from mine to mine and are often deficient. The strikes were accused that its managements, in some instances, refuse to negotiate in "good faith."

NUM is in a mean mood as its membership has doubled since last year's negotiations. The union maintain that its membership is 110 000 of which 60 000 are paid up.

It will be more tougher as there are signs that mining houses are divided over wages. Some sources have revealed that Anglo and Johannesburg Consolidated Investment, were prepared to offer a 23 percent increase while the other houses are looking at a 10 percent increase.

However, a spokesman for the companies has declined to comment on their offers and

## NUM leader Mr Ramaphosa.

said these will be discussed at the negotiation table. The month Referring to job reservation, Mr Ramaphosa says this time "we are going to fight and if no settlement is reached, we might be forced to resort to industrial action."

However, mining industry leaders are confident that it is only a matter of time before racial discrimination on the mines — the "scheduled person" definition which bars blacks from qualifying for certificates to do various categories of skilled work — is abolished.

The chamber has been negotiating with the likes of Arne Paulos on the issue for a number of years. The Minister of Mineral and Energy Affairs, Mr Dame Steyn, has indicated that he would like to see the legislation amended during next year.


On the whole the chamber and the NUM are walking a tightrope in eliminating long standing traditions between workers of different races — and the black miners' material claims are being forcefully put. The road ahead seems to be rough.

Labour consultant, Andrew Levy says:

On the whole the chamber and the NUM are walking a tightrope in eliminating long standing traditions between workers of different races — and the black miners' material claims are being forcefully put. The road ahead seems to be rough.

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The union has recognition agreements with the following President Steyn, President Brand, Kloof, Elandsrand, Western Holdings, Western Deep Level, Mines and Hospitals, Marievale, Hartbeesfontein, Blyvooruitzicht, Free State Geduld, Vaal Reefs, East Driefontein, Douglas, Wolkekrans, Van Dyk's Drift, Coalbrook, Duvha, Rietspruit, Knel, Arnot, Tweefontein, SA Coal Estate, De Beers, Rand Refinery, Rand Mutual Hospital, Teba, Ergo, Chamber of Mines Sports Club and Nuclear Fuel Corporation.



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Sowetan 24/5/85  
**Sorry plight  
of sacked  
workers**

By JOSHUA RABOROKO

FOR almost a year now the prospects for over 900 sacked workers previously employed by Ilman Plastics in Johannesburg of regaining their jobs have been bleak

The workers have been gathering at their trade union offices, praying to get their jobs, consoling each other by chanting songs and even playing games. But luck has never struck.

The workers joined the Fosatu affiliate Metal and Allied Workers Union with the hope that their rights — a demand for higher pay and better working conditions — would be met by management

Problems started in May last year when they demanded that management should deduct money from their pay in order to pay subscription fees to the union. It refused and started victimising workers

Several attempts by The SOWETAN to get a response from the company's personnel manager, a Mr Surshud, have drawn a blank. He was either said to be in meetings or not answering his phone. Messages were never returned

However, a spokesman for Mawu said they experienced a lot of difficulties in the case because they were not recognised by the company which was "always stubborn"

A spokesman said the issue was in the hands of their lawyers who would take legal action soon

Chief shop steward Mr Billy Makgobutlana, says five colleagues were dismissed because of their involvement in union matters

"We approached management, voiced our dissatisfaction about the dismissal of the workers. Management was stubborn and insisted that the workers sacking was justified

"The workers became angry and downed tools in protest over the firing of their colleagues. Management did not want to listen, but fired the entire workforce

"We have tried several avenues in a bid to get our jobs back and the union even threatend to take legal action, but in vain. The union has also left us in the cold," he charged



PART of the sacked workers of Ilman Plastics . . . They pray, sing

When the Metal and Allied Workers Union failed in its attempts to fight for the reinstatement of the workers, they left it quite disgruntled, and sought help from the Council of Unions of South Africa (Cusa)

Since then, Mr Makgobutlana adds, the workers, who have been left unemployed for several months, have been gathering at the union offices waiting for the outcome of a battle for reinstatement

Some of the workers have gone back and were re-employed selectively, but the majority are still out, depressed, frustrated and without money to keep their home fires burning, Mr Makgobutlana said

"They are elderly people who have children, families, rent to pay and other things to look after. We are desperate for jobs or to be reinstated," he says

Another worker, Mr Mphenduli Dumakude, says "I have not been able to pay my house rent. I have been threatened with eviction by the authorities. What is worse I have children who go to school. They are miserable and we live desperately in need of food daily

However, he continued "I managed to get a part-time job with a company in the city, but the money is not enough"

Most employers have indicated that there are reeling under rising inflation recession and GST, and as such cannot employ more people in their workplaces, another worker, Mr Thulam Diadla said

Ms Cleopas Zamisa says it has almost become impossible for her to support her aged parents. She has not had wages for close to a year now, and "I have also not been lucky to strike a job since I was dismissed

"We feel the union still has to battle hard to secure us our jobs, although we are told the company has already employed other people. They informed us they will advise us if there are vacancies

She asserted that the management was still anti-union because workers have been asked if they still belonged to the Mawu

# Trade unionists hold seminar

MEMBERS of several trade unions are attending a seminar which started yesterday at the St Peter's Seminary in Hammanskraal, to learn various union techniques, including health and safety, wages and negotiation strategies. ~~143~~ ~~143~~

The seminar, organised by the Urban Training Project (UTP), will end on Sunday when several resolutions will be taken affecting thousands of workers throughout the country, according to one of the organisers.

UTP's deputy education official, Mr Jacob Noe said the seminar is the 11th of its kind organised by UTP which services about 25 trade unions, including the giant federation, Council of Unions of South Africa. The purpose of the seminar is to educate and share ideas with trade unionists.

The Hammanskraal seminar comes at a time when a group of local trade unionists are converging in Harare, Zimbabwe, where the International

Labour Organisation (ILO) has organised a congress to exchange programmes ~~Sowetan~~

The local seminar is attended by several members of Cusa and its affiliates, and African Workers' Association, Domestic Workers' Association of SA, South African Domestic Workers' Association, Electrical and Allied Workers' Union and the Electricity Workers' Association. 24/5/85

Subjects to be discussed are "Negotiation strategies" by Cusa's general secretary Mr Piroshaw Camcy — "earnings in South Africa in the past five years" by Mr Martin Nicol of the South African Labour Development Research Unit (Saldru), Cape Town University — "the recent employers' strategies" by L C G Douwes Dekker, senior lecturer in Industrial Relations, Wits Business School — "countering employers' scientific strategies" by Judy Mallet of Technical Advice Group ~~Sowetan~~

## UNION UNITY TALKS

### Fosatu's new moves

The Federation of SA Trade Unions (Fosatu) has initiated moves which could lead to the inclusion of more unions in the proposed new "super federation" of emerging unions. However, serious differences between the "unity" unions and the others will need to be resolved before such a plan comes to fruition.

Fosatu is engaged in unity talks with the Council of Unions of SA, the General Workers' Union, the Commercial, Catering and Allied Workers' Union, the Food and Canning Workers' Union and the Cape Town Municipal Workers' Association. The federation has sent circulars to its partners proposing that copies of the new federation's draft constitution be sent to "all independent unions."

This is taken to refer to unions linked to the United Democratic Front (UDF), the black consciousness (BC) Azanian Confederation of Trade Unions (Azactu), and possibly ex-Trade Union Council of SA unions like the SA Boilermakers' Society, the Engineering Industrial Workers' Union and the Motor Industry Combined Workers' Union.

The *FM* understands that Fosatu has also suggested these unions be invited to a meeting of the "unity" unions scheduled for June 8 and 9. The meeting was called to ratify the draft constitution and set a date for the inaugural congress of the new federation. However, Fosatu's new proposal, which is still being considered by the other "unity talks" unions, lays down certain conditions

The most important makes the participation of the other unions conditional upon there being no delays in the timetable leading to the formation of the new federation.

But already there are signs that the Fosatu initiative may not work. Fosatu's Transvaal region convened an "informal" meeting last Saturday which was attended by the local branches of the "unity unions," the UDF unions and Azactu. They were invited to discuss the differences which have prevented a wider unity until now.

According to an *FM* source, the meeting was acrimonious. Representatives of the SA Allied Workers' Union, the Municipal and General Workers' Union and the General and Allied Workers' Union — which were originally part of the unity talks — are reportedly still unhappy at the circumstances of their withdrawal in March last year. They had been accused of delaying progress and were given the option of accepting observer status, or withdrawing completely until they had established industrial union structures and supplied the "unity" unions with details about their organising activities.

At the meeting, the UDF unions also indicated they are not prepared to accept a constitution which they had no part in drafting as a *fait accompli*. However, a spokesman for the United Metal, Mining and Allied Workers of SA (Ummawosa), which is also linked to the UDF, says the UDF unions are keen to participate further and, if invited, will attend future meetings.

An Azactu spokesman says his organisation favours greater unity in principle. But, before responding to the latest developments, Azactu wants a satisfactory explanation as to why some unions were initially excluded from the talks which began in 1981, and will also have to study the draft constitution. Some answers may be forthcoming at the next informal meeting, due to be held soon.

That contact, between the "unity" unions and the others, has been made at all is remarkable. There has been much ill-feeling between the "unity" unions and the UDF unions since last March, and for years there was no official contact at all with the BC unions — which reject the non-racial philosophy of the other groupings. However, in the past month the "unity" unions have joined forces with the UDF and BC unions over two issues — May Day and the death, after release from police custody, of unionist Andries Raditsela. ■

FM 24/5/85

# Fired miners may be rehired

May 1985

THE REHIRING of "Hartebeesfontein  
3 000 mineworkers fired production will be af-  
from the Hartebeesfontein Mine last week will fected by the sackings,  
be top of the agenda but we will only know  
when the National Union later this week what ef-  
of Mineworkers meets fects will be felt. Initial  
representatives from the effects were minimal,  
Anglovaal mining house but if we pull new labour  
tomorrow. 143 into the mine some  
people will have to be  
trained and acclimatised  
before they can start  
work. Their productivity  
will also take some time  
to build up," said  
Anglovaal spokesman,  
Mr Ray Moore.

A spokesman for  
Anglovaal said no mine-  
workers had been re-  
hired at this point, but  
talks with the union  
would address the issue

# On the labour front

**MAJOR** trade unions, previously excluded from the "unity talks", were presented with a draft constitution of the proposed "super federation" of emerging unions during a meeting in Johannesburg.

However, serious difficulties and differences between the unions participating in the talks, still have to be resolved before such a plan becomes a reality.

The Federation of South African Trade Unions (Fosatu) and the Council of Unions of South Africa (Cusa) are engaged in talks with several "independent unions" for the purpose of forming the "giant federation".

The SOWETAN has established that during the meeting last week, three unions, Cape Town Municipal Workers' Association, Food and Canning Workers' Union and General Workers' Union, have asked the federations to exclude those unions which did not take part in the original talks.

The reasons advanced by these unions, are that the talks are already at an advanced stage and their inclusion will only delay the steps that have been taken so far.

## Inauguration of federation

But, Cusa and Fosatu have been requested to urgently meet these unions before the meeting on June 8 and 9 when all unions converge to inaugurate the federation. The federations have also been requested to hold a meeting with "independent unions" this week to ratify problems before the June meetings.

The request by the three unions may cause further delays in the timetable leading to the formation of the new federation and some sources argue that the delay is caused by "liberals" in some unions.

On the whole, it remains to be seen how far the unions are committed to the new federation, especially because of the working together that has taken place recently — the November stay away from work, the May Day celebrations and Raditsela's funeral.

## Spar boycott

Ccawusa's Emma Mashimani has called off the boycott of Spar stores in the country after management had agreed to reinstate sacked workers at eight stores in the Natal and Pietermaritzburg plants.

"We thank everybody who supported the boycott," Mrs Mashimani

JOSHUA RABOROKO, labour reporter, gives labour tit-bits on happenings in unions last week.



said "Some boycotts against managements do pay off after all."

Legal strikes seem to be fashionable among emerging trade unions, but do they really pay off? Several workers have been threatened with or dismissed by managements for going on strike. More than 1 000 Corobrick workers at five plants in the Western Cape and Natal are still on legal strike over wages.

## Dismissed

- Anglo American has started to re-employ miners dismissed from its Vaal Reefs goldmine last month, after striking over working conditions.

- Sappi Novobord in Port Elizabeth has dismissed another 117 workers, bringing the total dismissed to 425 since the plant was hit by a strike more than a week ago. The strike was over wages.

- At Ford's Struandale, the plant has closed. A company spokesman said a depressed vehicle market had necessitated the move.

- About 65 Metal and Allied Workers' Union members, dismissed by Litemaster Electrical in the Transvaal in 1983, will be reinstated by order of the Industrial Court. Back-pay is expected to amount to R800 000.

- The Fosatu-affiliate Paper Wood and Allied Workers' Union is to take C and G Cabinets Company to the Industrial Court over the retrenchment of six workers.

- Fosatu has threatened to take industrial action against companies that dismissed or victimised workers who took time off to attend the funeral of the late trade unionist, Mr Andries "Lasi" Raditsela.

- TFM (Pty) Ltd will selectively re-employ about half the workers it dismissed last week after a work stoppage at its Olifantsfontein and Wynberg plants.

The United African Workers'



**WORKERS** in South Africa have threatened to go on legal strikes, but managements usually fire workers on strike. The metal and mine industries are threatened by legal strikes and managements have insisted that instead of offering pay rises they would rather cut salaries. The stage is set for this kind of action within a few months.

Union said the company has hired "scabs" and accused some of its members of being "agitators." Mr G. Modin, managing director, said the number of dismissed workers was 300.



# Mixed feelings over laws

By JOSHUA RABOROKO

At Sowetan

28/5/85

143

TRADE unions and employers' organisations have mixed feelings about the Government's intentions to scrap the laws which keep blacks out of the best jobs in the mining industry — the Job Reservation Act.

The unions have called on the Government to abolish all racially discriminatory laws in the country, while the employers' or-

ganisation contend that they welcome the Government's intentions to change the law — the last of the racial provisions in South Africa's labour laws

The Minister of Mineral and Energy Affairs Mr Dama Steyn, announced last week that the Government intended introducing legislation next year which will scrap job reservations on the mines

At present only

whites and some categories of coloureds can get blasting certificates

A section of the 1956 Mines and Works Act defining as "scheduled person" the racial categories entitled to skilled jobs, is the only statutory item of racial discrimination remaining in South Africa's employment legislation

The term "scheduled person" will be replaced with the non-racial term "competent person" in

the new law

The National Union of Mineworkers, the only black union that has a recognition agreement in the mines, said its members were impatient with the scrapping of the law. They felt that the time the Minister has put for the changing of the law — next year — was too far because there could be conflict before that

The union has presented proposals to the Chamber of Mines including the demand that job reservation be scrapped on the mines failing which the union has threatened industrial action

The Black Allied Mining and Construction Workers' Union's publicity secretary, Mr Motsumi Mokhni, said "We are not impressed by the announcement because the Government has refused to listen to calls from various quarters in the past. We want higher wages, health and occupational health for our members. Black miners get a pitance on the mines

United Mining, Metal and Allied Workers' Union's secretary Mr Enoch Godogwana said the Government should scrap all racial laws in the country. "We see this announcement as "paper work" because our people will still not earn enough and not receive training because of the migrant labour system," he said

# Union foresees conflict

Dispatch Bureau

JOHANNESBURG — The 150 000-strong National Union of Mine-workers (NUM) has forecast conflict over racial job reservation on the mines in spite of a statement by Mr Danie Steyn, Minister of Mineral and Energy Affairs, that it will be abolished next year.

In a statement yesterday the NUM said it regarded Mr Steyn's announcement as a statement of intent.

"Since 1979 announcements have been made on the need for amendments to the Mines and Works Act, but they've never mentioned how or where these changes are to be effected," the statement said.

The NUM said that in its view December — the deadline date for the chamber and the white unions to reach agreement on how job reservation could be scrapped — was "very far".

The NUM statement said "Our union has already set the scene for conflict before December. Our members have been waiting patiently for changes in the act and their patience cannot be extended till December."

Spokesmen for the Chamber of Mines and the Mine Workers Union (MWU) refused to comment until they had seen the full text of Mr Steyn's statement.

# Busloads of Miners Sent Home

NM 29/5/88



## Mercury Correspondent

**JOHANNESBURG**—In a massive buslift operation yesterday, Anglo American began returning more than 14 000 sacked workers from the Vaal Reefs gold mine to Transkei, Lesotho, Swaziland, Mozambique and other southern African territories.

The workers, who were fired at the weekend in the country's latest ever mass dismissal of workers, were bussed out after being paid out yesterday at the Finest Oppenheimer sports stadium on the Vaal Reefs mining complex.

The workers were fired for participating in industrial action which has reportedly cost Anglo American's Vaal Reefs, the world's largest gold mine, revenue losses of up to R20 million in the past few weeks.

The sackings follow the mass dismissal of 2 000 workers at Anglovaal's Hartbeesfontein mine on Friday night and

could lead to a major showdown between the National Union of Mineworkers (NUM) and the mining houses.

A statement by the NUM accused Anglo American of a breach of good faith.

The giant mining complex, which is near Orkney in the Western Transvaal, was tense yesterday.

Workers reported that tear-gas and rubber bullets were fired during a meeting at the number eight shaft hostel, which was also the scene of unrest the previous day.

A mine management spokesman said they had no record of tear gas being fired into mine hos-

tels, or of rubber bullets being used.

Anglo American's Gold Division has already incurred revenue losses of up to R20 million during the past few weeks following go-slow strikes and short shifts at Vaal Reefs.

About six weeks ago almost the entire Vaal Reefs complex workforce — more than 40 000 workers — went on strike over the granting of increases to a small number of monthly paid workers, and a number of other grievances.

Unrest at the mine has been simmering ever since and last week the NUM declared a dispute with Anglo American for its refusal to grant the

At a Press conference yesterday the managing director of Vaal Reefs, Mr Theo Pretorius, said that after the strike in April, the NUM had said it would guarantee that the situation at the mine would return to normal. By April 17, however, the go-slow situation had worsened. Management felt that if by April 19 the situation had not normalised action would have to be taken. It, however, waited until this week before it began issuing 'final warning' notices to employees that they should either return to work or face dismissal.

The NUM yesterday claimed that 700 workers had been fired last week for refusing to perform tasks which the Mines and Works Act stipulates should be reserved for white workers. In a statement the NUM said the fact that black workers had been compelled to do these tasks without proper training and had been fired for refusing to do them had sparked the dispute at the end of last week which led to miners taking strike action.

**Procedures**

The NUM also said the workers had been dismissed without proper procedures. Management's action is calculated to give a devastating blow to the union and had negotiations been held timeously the whole situation would have been resolved, the statement said.

# Bid to stay dismissal of transport workers

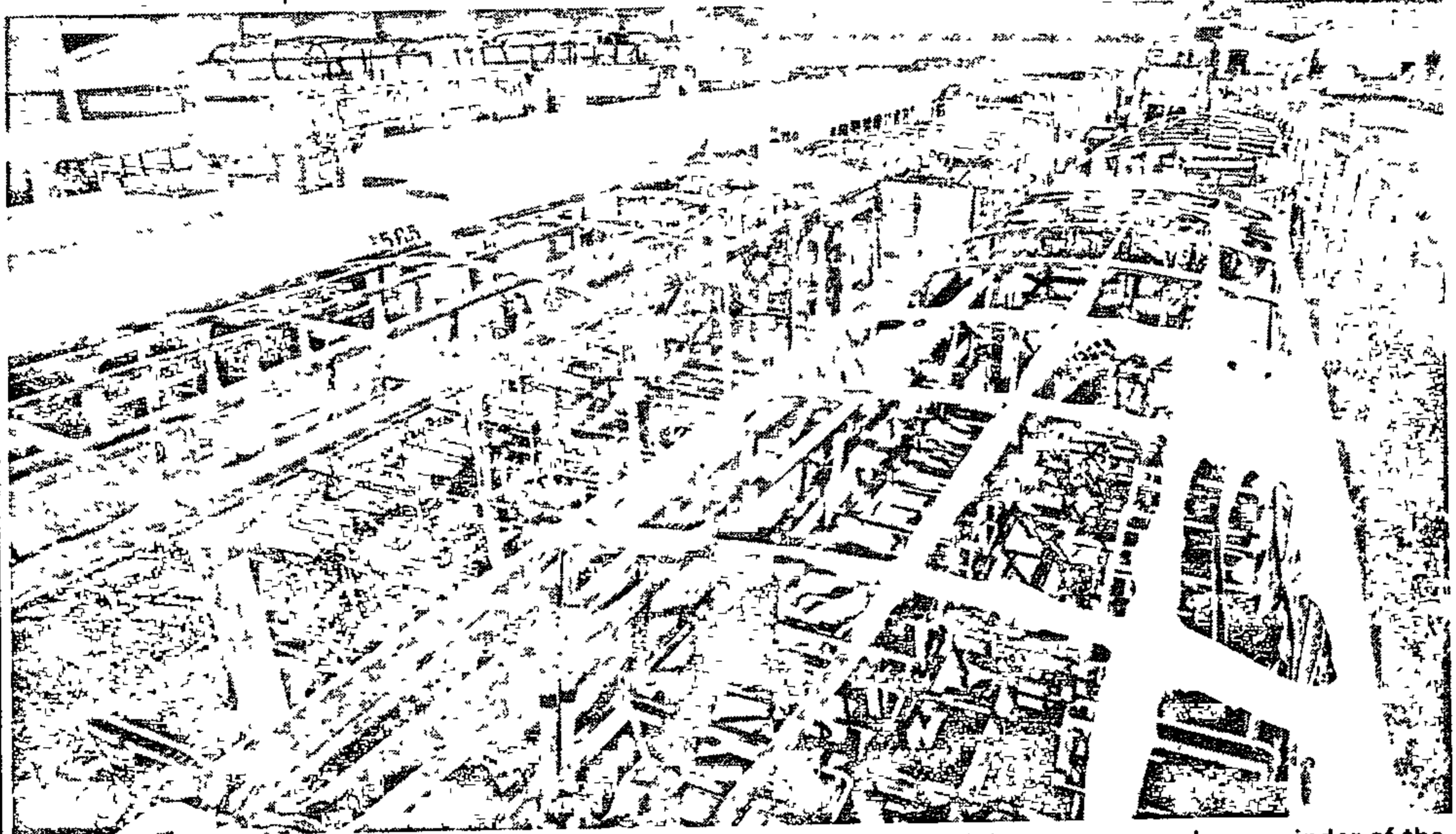
Post Reporter

AN attempt to stay the looming dismissal of about 186 Port Elizabeth Tramways workers, in the wake of R5,5 million losses in the last five months, has been made by its managing director, Mr Carl Coetzer

The losses incurred by the company through the disruption of its service to PE's black townships have resulted in the redundancy of staff in all categories

Mr Coetzer confirmed today that he had given the Transport and Allied Workers' Union a list of options, which could prevent his taking the final option of dismissing staff. These included reducing costs by doing away with part-time work and overtime, and working short time

Attempts to contact a spokesman for the union were unsuccessful



Rows of charred bus skeletons litter the Port Elizabeth Tramways Perl Road depot — a macabre reminder of the ongoing unrest in the Eastern Cape which has disrupted many essential services and caused millions of rands damage. Over the past five months PE Tramways has lost 20 buses and incurred losses of R5,5 million in PE's black townships.

# Mines and metal industries locked in billion rand wage disputes

# Showdown for a million

By Amrit Manga

S. Times 2/6/85

**MORE than a million workers could be locked in wage disputes with employers in the mining and metal industries in the next few weeks.**

● Unions claiming to represent about 500 000 black miners are demanding higher wages

● More than 25 000 white miners have declared a dispute with the Chamber of Mines and will vote in the next few days on whether to strike

● Nearly 400 000 metal and engineering workers and the powerful Steel and Engineering Industries Federation of SA (Seifsa) have reached deadlock in discussions over wage demands

## Fighting

The 110 000 strong black National Union of Mineworkers has demanded a wage increase of 40% and observers say it is almost certain that settlement will not be reached and a dispute will be declared

Talks are likely to start soon after the NUM demand. But it appears the mining houses are divided over increases and a response might take time

A spokesman for NUM says "The mining houses are still fighting among themselves and it is unlikely that we will talk before they can agree"

That the NUM is preparing for battle is clear. General secretary Cyril Ramphosa warns that his union will not allow exploitation and manipulation of its members.

## Pig farmer

With pig farmer Arrie Paulus at the helm of the Council of Mining Unions the white miners' fight over wages is expected to be tough, especially because of the row

brewing over the scrapping of job reservation.

The gravity with which the white miners view job apartheid is reflected in Mr Paulus's refusal to respond to an announcement by Danie Steyn, Minister of Mineral and Energy Affairs, that he intends to introduce legislation scrapping it

Mr Paulus, who was brought out of retirement to lead the union after no capable replacement could be found, refused to talk about his plans, saying "Read all about our stand on job bars in 'Die Mynwerker', our journal"

White miners' resistance to changes in the Mines and Works Act's scheduled persons clause which bars black miners from acquiring blasting certificates will meet fierce opposition from blacks

The NUM has pledged to work to rule as part of its campaign against alleged racist practices by white miners.

## Improved

The breakdown in metal-industry wage talks threatens to rock the industrial council which controls wages and working conditions for 370 000 employees

Two groupings representing 14 unions and Seifsa failed to resolve the deadlock when workers rejected an improved wage offer

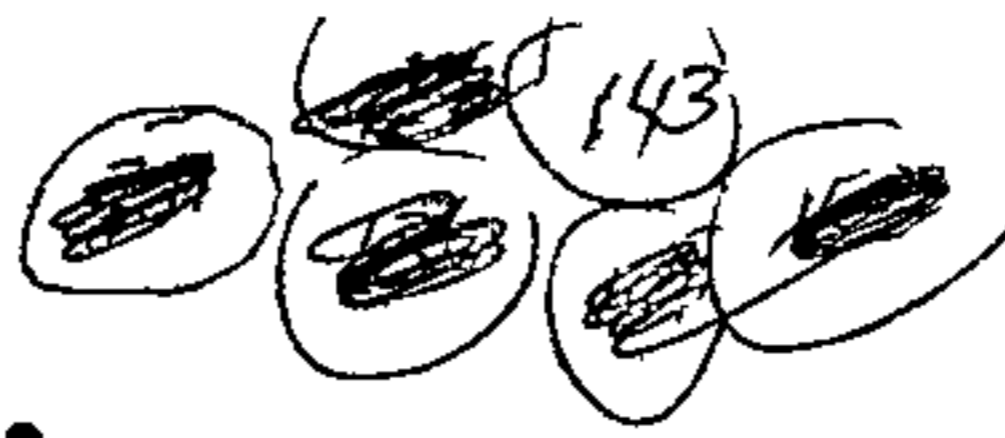
If settlement is not reached, the unions will force negotiation at plant level, a move that is likely to meet strong opposition from employers

Seifsa says its members cannot afford to pay an addi-

□ To Page 3

P. T. O.

CAPE TIMES  
4/6/85



# Mines' wage dispute settled

Own Correspondent

JOHANNESBURG — The wage dispute between the Council of Mining Unions (CMU), representing 23 000 white workers in eight unions, and the Chamber of Mines (COM) — which almost led to a strike ballot — was settled yesterday

In a joint statement, the CMU and the COM said they had settled on an 11 percent increase plus improvements in fringe benefits, a 1/2 percent rise on the amount the CMU was preparing to strike over

Agreement came two months after the CMU, which at first demanded increases of 20 percent, went into dispute with the Chamber

At the same time the COM has settled its annual wage talks with officials of associations representing about 24 000 workers, also agreeing on 11 percent

The two agreements affect all 47 000 officials

and white workers on Chamber collieries and gold mines

This leaves only one set of negotiations still to be handled — the annual wage talks for black miners, which is set to be the toughest, with the National Union of Mineworkers (NUM) demanding 40 percent and the abolition of job reservation

The NUM has already declared a dispute with De Beers over wages at its Namaqualand Diamond Division with the NUM demanding 40 percent and the company offering 8,5 percent The dispute, declared late last week, comes within weeks of a recognition agreement being signed with the NUM and is the first time the country's largest union, representing 150 000 workers, has negotiated wages for diamond workers

The NUM and De Beers are set to meet again on July 6 in an attempt to settle the dispute

an engine rebuilding business, and Hendlers  
sport business  
precedent to the Dan Perkins disposal and the Racy  
disposed itself of all its operating assets and will become

Racy disposals had been effective for the year ended  
in that the adjusted consideration for the Dan  
R9,4 million and taking into account the  
Racy disposal —  
y share would have increased from 117 cents to 192

(assuming the investment of the cash consideration  
would have decreased from 34 cents to 19 cents

### DPH and offer to minority shareholders

DPH further announce that agreement has been reached  
with the major shareholders of DPH, holding in the aggregate  
75% of the ordinary share capital of DPH, and Northern Trust and its  
offer of the sale of that holding to Nortrusco ("the change of

control") will be 190 cents per DPH ordinary share payable in cash on  
the date ("the payment date") The consideration is based on  
the net asset value of DPH as at the payment date plus R500 000 and to  
which the directors of DPH expect to differ from the actual amount, once determined by  
an independent valuer. The adjusted consideration for the Dan Perkins  
disposal will be not less than 190 cents per DPH ordinary share  
and the net asset value of DPH as at the payment date is  
that the adjusted consideration for the Dan Perkins

(200) 143/5.000  
**NUM signs  
recognition  
agreement**

CONSMURCH (Consolidated Murchison), an anti-  
mony mining company  
near Phalaborwa, has  
concluded a recognition  
agreement with National  
Union of Mineworkers

The union began organ-  
ising at the company in  
August and said it had  
achieved 75% representa-  
tion among the 2 500 em-  
ployees

Workers were pre-  
viously represented by  
the liaison committee sys-  
tem at the mine whose  
technical and administra-  
tive advisor is Johannes-  
burg Consolidated Invest-  
ments

JCI human resources  
general manager Jeremy  
Nel said the agreement  
was signed yesterday

acks here. out of disinvestment and that "the

# NUM De Beers in wage dispute

By **CLAIRE PICKARD-CAMBRIDGE**

THE National Union of Mineworkers, which concluded its first recognition agreement within the diamond mining industry two weeks ago, has declared a dispute with De Beers over wages at its Namaqualand diamond division

The NUM, which is demanding a 40% wage increase plus other benefits, such as additional leave days and service increments, has rejected De Beers' offer of an 8,5% wage increase.

The union described the offer as a ploy by the company to break the union's influence among workers at its Namaqualand diamond division, and said the company had also refused to make an offer on other items

The union, representing 70% of the 3 000 workforce, claims the company has offered other unions increases of between 10% and 11%.

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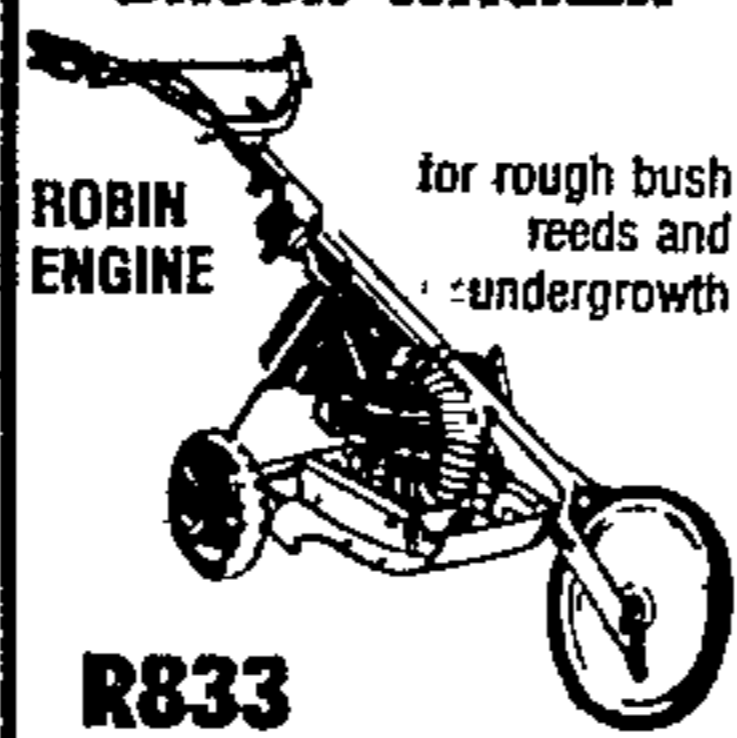
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10-11	Court Roll	15
6	Crossword	8
12-17	Editorials	8
7	Focus	6
7	Horoscope	15

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THE NATIONAL UNION

## Wage dispute declared

Own Correspondent

JOHANNESBURG — In an unprecedented action, the National Union of Mineworkers (NUM) has declared a dispute with the Chamber of Mines (COM) before the beginning of wage talks for the country's half-a-million black mineworkers.

The NUM declared the dispute yesterday in protest against a six-week delay by the COM in responding to the union's wage demands put forward on April 17.

The delay has been caused by a struggle within the COM to reach an offer acceptable to all six giant mining houses affiliated to the chamber with Anglo American reportedly offering a much higher increase.

143  
Mine union  
declares a <sup>R. Day</sup>  
wage dispute <sup>6/6/85</sup>

BY CLAIRE PICKARD-CAMBRIDGE

THE National Union of Mineworkers, representing 150 000 black miners, declared a wage dispute with the Chamber of Mines yesterday.

An NUM spokesman said the union had tabled its demands — which include a 40% wage increase and issues like scrapping of job reservation and danger pay — on April 17 and had still not received the chamber's counter-proposals and a negotiation date.

A chamber spokesman said last night that the NUM had not advised them that they were in dispute.

"We don't think a dispute is necessary. The NUM has asked for a meeting and we are arranging to meet them next week anyway."

The union said yesterday it had written to the chamber again and would apply for a conciliation board if it did not receive an immediate response.

The delay has been caused by a struggle within the chamber to reach an offer acceptable to all six mining houses affiliated to it, reports PHILLIP VAN NIEKERK.

The amount Anglo American was prepared to offer was reportedly much higher than those of the other houses.

Chamber industrial relations advisor Johan Liebenberg said yesterday a mandate had been reached.

The NUM said yesterday it was "convinced the chamber is stalling with a view to frustrating our members". The union has no choice but to declare a dispute.

# Strike hearing is postponed to today

1003 143

Somerton 6/6/85

By **JOSHUA RABOROKO**

AN urgent Supreme Court application yesterday by African Explosives and Chemical Industries to restrain the South African Chemical Workers' Union and its organiser from calling on a strike affecting over 10 000 workers at the company's four plants was postponed to today.

In papers before the court the com-

pany is asking for an order interdicting the union and its national organiser Mr D Samela from organising strikes at plants in the Orange Free State, Natal, Transvaal and the Cape Province.

The plants are Midland near Sasolburg, Umbongintwin, Natal, Somerset West Cape Prov-

ince and Modderfontein in the Transvaal. The total work-force at these plants is over 10 000.

The court action follows an "illegal strike" by some 600 workers employed by AECI at Ballengeich near Newcastle, Natal, where the workers have been on strike since Monday this week.

"In the papers the company contends that the workers at the four plants were organising to take strike action following the "illegal strike" at Newcastle.

The matter before Mr Justice B O'Donovan was postponed to today. No evidence was led. The union has indicated it will "defend the action."

# Wages war flares up

THE fight between the Chamber of Mines and the National Union of Mineworkers over wage demands and the scrapping of job reservation in the mining industry has started

Already the union has declared disputes with four mine houses over wages and conditions of employment and it is likely that the union will declare another dispute with the chamber over the "delay" in responding to their proposals

The ink was not yet dry in the agreement NUM signed with Namaqualand Mines division of De Beers Consolidated Mines when the

union declared a dispute with the company following a deadlock in wage negotiations. The parties signed a recognition agreement last month

The NUM is in dispute over 10% increases granted to a small section of Anglo American miners. The dispute affects 50 percent of its workforce. The union is also in a dispute with Gold Fields over holiday pay agreement, affecting about 65 000 miners

The union has expressed concern about the delay which the chamber of mines has taken to consider their proposals which were

submitted a few months ago, according to union sources

This concern deepened this week when the chamber and eight unions (mainly white) representing almost 50 000 miners announced an 11 percent pay rise, but it had not considered NUM's proposals

An NUM spokesman said traditionally black miners wage increases come into effect as from July and already the union was "impatient with the delay" in their proposals being met

Several hundreds of black miners went on strike over wages at

numerous mine industries in the country last year, and many others also resorted to industrial actions early this year

The chamber's industrial relations advisor, Mr Johan Liebenberg, said the chamber was still considering the proposals and will meet the union for negotiations within a few weeks. There is no delay

He said NUM's demands were high and the chamber was hoping that "in a spirit of goodwill and co-operation" they will reach a settlement during negotiations. He declined to give figures of the demands

Sowetan 6/6/85

43

# Miners' union in unorthodox dispute action

6/6/85

143

Mercury Correspondent

## Natal geared for fever outbreak

Mercury Reporter

IN THE wake of the latest Congo fever death in Pietermaritzburg comes the assurance that hospitals in Natal are fully geared, trained and equipped to deal with any further outbreaks of the disease

And for further backing there is a new 'flying squad' medical team ready to fly anywhere in the country and deal with the disease at short notice

Latest victim, Mr Zikode Zuma, 42, of Impendhle died in the intensive care unit at Edendale Hospital, Pietermaritzburg, on Sunday after being admitted with a severe nosebleed

Yesterday, Dr Johan Vorster, director of

JOHANNESBURG—In an unprecedented action, the National Union of Mineworkers has declared a dispute with the Chamber of Mines before the beginning of wage talks for the country's half-a-million black mineworkers.

The NUM declared the dispute yesterday in protest against a six-week delay by the chamber in responding to the union's wage demands which were put on the table on April 17

The delay has been caused by a struggle within the chamber to reach an offer acceptable to all six giant mining houses affiliated to it

The amount Anglo American was prepared to offer was reportedly much higher than the increases which some of the other houses, including Gold Fields, Rand Mines and Gencor, were putting forward

The dispute was declared within hours of a warning to the chamber that if they had not responded to the union's demands and arranged a meeting by Tuesday, the NUM would declare a dispute

But Mr Johan Liebenberg, industrial relations adviser to the chamber, said a mandate had been reached and they would call for a meeting with the NUM next week

'We are going to supply the NUM with a set of dates next week which they can choose from to hold a meeting'

### Impede

The NUM said yesterday they were 'convinced that the chamber is stalling with a view to frustrating our members. The union has no choice but to declare a dispute'

Wage increases for black miners are traditionally implemented on July 1, and the delay has meant the parties now face a race against time if they hope to conclude an agreement before the end of the month

The NUM has demand-

ed a 40 percent increase, the scrapping of job reservation, and the introduction of danger pay, and is entering this year's talks in a tough mood

Since the beginning of the year more than 90 000 black miners have been on strike in a wave of militancy which has swept the industry and could seriously impede the possibility of a settlement

Meanwhile, the NUM will be meeting De Beers management today in an attempt to resolve their dispute over wages for employees at the Namaqualand Diamond Mine in the Northern Cape

A spokesman for the chamber said last night the NUM had not advised them that they were in dispute 'We don't think a dispute is necessary. The NUM has asked for a meeting and we are arranging to meet them next week anyway'

# Supreme Court rules sympathy strikes OK

143  
7/6/85  
B. Day

By LINDA ENSOR

A RAND Supreme Court judge established two precedents in labour law yesterday when he ruled sympathy strikes and the continuation of a legal strike following a conditional return to work were both lawful.

Mr Justice B O'Donovan dismissed with costs the urgent application which African Explosives and Chemicals Industries (AECI) brought against the SA Chemical Workers' Union (SACWU) and its national organiser, Daniel Samela.

He said — "not without hesitation" — that no illegal action, actual or threatening, had been disclosed. The reasons for his finding will be handed down at a later stage.

AECI and its wholly-owned subsidiary, AECI Chlor-Alkali Plastics, were granted leave to appeal.

They had applied for the strike at Chlor's Ballengeich factory in Newcastle to be declared unlawful, as well as the sympathy strikes being organised at Chlor's plants in Sasolburg (OFS) and Umbogintwini (Natal) and at AECI's factories in Modderfontein (East Rand) and Somerset West.

SACWU has been holding ballots at these factories to test worker opinion about a sympathy strike.

The strike of 500 workers at Ballengeich over wages for 1985 started on June 3. Negotiations broke down at a meeting of the Industrial Conciliation Board on March 18.

Chlor's offer of a R9,55 wage increase, which would have brought the minimum monthly wage to R373, was rejected by SACWU, which demanded a monthly, across-the-board increase of R100 as well as a leave bonus and standby allowance.

Chlor said it could not meet this demand because it had forecast a loss of R800 000 for 1984 for Ballengeich, and a R2,2m loss for 1985. The plant was threatened with closure, it said.

SACWU held a ballot and a legal strike took place from March 21 to 28, ending when Chlor issued an ultimatum that the strikers who did not return to work the next day faced dismissal.

SACWU claimed this constituted an unfair labour practice, adding that although the basic dispute remained unresolved, the workers, to protect their jobs, would return to work "pending legal advice on the matter".

The union, keeping its options open, refused to give an undertaking that there would be no further strikes and on June 3 the second strike began.

Roland Sutherland, representing AECI, argued that the second strike was unlawful as the Labour Relations Act did not provide for a strike to be suspended in order to be resumed at a later stage.

Tim Trollip, appearing for SACWU, argued that the second strike was legal.

The requirements for a legal strike, namely the establishment of a conciliation board and the holding of a ballot, had been satisfied.

Judge O'Donovan in effect ratified this unprecedented union tactic.

Regarding the sympathy strikes, Trollip argued that were lawful both because workers at other AECI plants shared the interests of the Ballengeich workers, and because the conciliation board already had jurisdiction over the wage dispute.

Sutherland was instructed by Webber Wentzel & Co and Trollip by Cheadle, Thompson and Haysom.

# Strikes loom at AECI plants

ARG 43 7/6/85  
Labour Reporter

STRIKES at three Cape factories in the AECI group appear imminent as the South African Chemical Workers' Union holds crucial ballots for sympathy strikes in support of wage demands at a Natal factory

The ballots follow a Rand Supreme Court ruling yesterday in favour of the union and against AECI

The union went to court to oppose an urgent application by AECI to have a strike of 600 workers at their Ballengeich plant near Newcastle declared illegal. AECI also asked the court to issue an interdict on proposed

sympathy strikes at four other AECI plants

About 15 000 workers are expected to be involved nationally with about 1 000 at the three Cape plants — AECI Explosives and Chemicals, Kynoch and Vynide at Somerset West

The dispute between the union and AECI started in December last year during negotiations for 1985 wage increases, according to papers before the court

If the mass strike comes off it will cause extensive disruption at AECI's continuous plants. Supplies of AECI products, including dynamite, will be affected

MINE JOB BARS

# Behind the pact

Minister of Mineral and Energy Affairs Danie Steyn was able to announce with confidence in Parliament that December 31 is the target date for scrapping remaining elements of job reservation on the mines — because he had made a deal with a representative of the white Mineworkers' Union (MWU)

The FM has established that it was in fact the arch-opponent of the change — general secretary Arrie Paulus

For the mining industry, the implications of the Minister's move are immense. Talks on the issue between the Chamber of Mines and the established trade unions in the industry have been taking place for the past four years, ever since government instructed them to do so in a White Paper on the sixth Wiehahn Commission report

At the heart of the debate is the Mines and Works Act's definition of "scheduled person," which prevents blacks from obtaining certificates of competency to perform skilled work. There are 13 such certificates, the best-known of which is the blasting certificate, or red ticket. The commission's recommendation — which government accepted

— is that the definition should be changed to a non-racial one of "competent person"

The "scheduled person" definition is the last remaining job reservation provision in the mining industry and is the most tricky to change, since it touches on the very sensitive nerves of political-

ly conservative white miners, who fear being undercut by cheap black labour

The MWU's members — who generally have no higher qualification than a blasting certificate — stand to lose the most if the definition is changed and the trauma of 1922 is not forgotten. That is precisely why government gave the employers and unions a "reasonable time" to conclude the negotiations and also instructed them to ensure that "adequate measures" to protect the job security of white miners is included on the agenda

The negotiations got under way in 1982, but did not really begin in earnest until early last year. By agreement, the talks cover three issues

□ The future industrial relations structure of the mining industry. This is prompted by concern that there are no adequate structures to ensure that agreements are monitored and enforced,

□ Measures to protect white miners' job security, and

□ Changing the definition. This will only occur once the other two issues have been settled

According to chamber industrial relations adviser Johann Liebenberg, the discussions on the future industrial-relations structure have reached an advanced stage. This may lead to the establishment of an industrial council or some similar type of body. Liebenberg says the talks on security of employment have "progressed"

Nevertheless, it appears that government's patience is running out, and the Minister has exercised his prerogative to step in to speed up the talks. He has also asked all the unions involved for recommendations on

the wording of a new non-racial "competent person" definition. Says Louw Alberts, director general of Mineral and Energy Affairs: "We feel the situation has now arisen where a target date must be settled. The 'reasonable time' should come to an end at the end of December"



Ramaphosa

The Minister's agreement with Paulus seems to have given a new impetus to what appears to be stalled negotiations. Says Liebenberg: "We are not aware of the details of any agreement which may have been reached between the Minister and certain trade unions. We understand from press reports that the Minister has now given the parties concerned up to December 31 to conclude the negotiations"

Liebenberg says the chamber will do its very best to negotiate a satisfactory solution within the time limits set by the Minister, "which enables us to utilise all the human resources at our disposal effectively and equally without taking race into account, but in such a manner that fears regarding security of employment are not heightened"

Despite Liebenberg's comments, it could well happen that the deadline will not be met. If so, the Minister will have to act to settle the issue for once and for all

Severe pressure must have forced the Minister to intervene in the talks. Several mining houses — and in particular Anglo American Corporation — have in the past expressed dissatisfaction with the slow progress. But lately there have been important new developments. The black National Union of Mineworkers (NUM) — which has been excluded from the talks — has placed a demand that the definition be changed on its list for its forthcoming wage negotiations with the chamber

The issue is complicated by the fact that black miners actually perform many of the functions of blasting certificate holders in terms of exemptions to the Mines and Works

Act. NUM general secretary Cyril Ramaphosa has claimed that the Act's regulations are being violated

Ramaphosa also says that several strikes have centered on this issue and that his members will in future work to rule. If they carry this out, it has ominous implications for mine production levels

Says Ramaphosa about the agreement with Paulus: "We have heard that agreement has been reached — but we don't know what its terms are. In our view, it is just too little too late"

He says his union's demand still stands: "If they want us to back down, they will have to come up with very clear assurances, and the Minister will have to tell us exactly what the agreement will be. Without that, we are not prepared to back down"

Ramaphosa fears that whatever definition of "competent person" is finally settled on — whether it be by agreement between the parties or by ministerial decree — may involve changes to the job descriptions of the various mining job categories. This, he believes, could mean that blacks will not gain much by way of pay or status

Liebenberg, however, dismisses these fears. He says the chamber has already given the other unions an undertaking that the principle of equal pay for work of equal value will apply if the definition is changed

Nevertheless, the FM understands from other sources that job descriptions could be changed and that because the chamber would have to negotiate this with the established mine unions, certain issues could be non-negotiable

Whatever the upshot, it is clear that by obtaining Paulus's agreement, Minister

Steyn has scored a major coup. Whether Paulus is perceived to have capitulated will depend on what undertakings he receives from employers about white workers' job security



Paulus

Confusion still surrounds Paulus's reasons for "retiring" from the MWU earlier this

year and then resuming his position some weeks later. But an informed source outside the chamber says he came back because of differences between two factions in the union over who should succeed him and what stance the MWU should take on the "scheduled person" issue. The source says it is believed that the problems have now been sorted out

If this interpretation is correct, Paulus's talks with the Minister must be seen as him giving in to the inevitable and victory for the MWU's pragmatists

□ Paulus says this article is inaccurate but would not make any other comment



Liebenberg



SOWETAN! Friday, 14th Feb 1985

(143)

# Workers win strike hearing

A RAND Supreme Court judge yesterday dismissed an application by the African Explosives and Chemical Industries to restrain the workers and their union from going on strike.

Mr Justice B O'Donovan said he would give reasons later why he ruled that the company could not stop the South African Chemical

Workers' Union and its national organiser, Mr D Sameia, from continuing with the strike

The company has been granted leave to appeal and Mr Ronald Sutherland, for the plaintiff, indicated that they will appeal against

the ruling. The judgment, which will set a precedent to most emerging black unions, is a sequel to a strike by some 6 000 workers at Ballelgeich, near Newcastle, Natal, since Monday this week. The workers are still on strike at the moment

## By JOSHUA RABOROKO

Following the Newcastle strike four other AECI plants in the Transvaal, Eastern Cape, Orange Free State and Durban, held strike ballots this week with the aim to go on a "sympathy strike" with their colleagues. It was on these grounds that the company applied for the order

In papers before the

court the company contended that the strike at Newcastle was unlawful by reason of the failure of the employees or the union to observe provisions of the Labour Relations Act. They argued that the sympathy strike at other plants was also going to be unlawful

The union also maintained that its members

at Midland (Sasolburg), Modderfontein (Transvaal), Somerset West (Cape) and Ubongwini (Durban) were in the process of taking strike ballots to determine whether they too should go on strike in support of the Newcastle's employees.

In an interview with The SOWETAN a jubilant Mr Michael Tso-

tsi, the union's general secretary, said the workers demanded that the wages of their colleagues at Newcastle be brought in line with those of the associated companies. He said: "I hope this case will set a precedent to other unions who intend taking collective industrial action against the bosses"

South Africa can no longer afford to ignore the voice of the trade union movement — both now and in future, says Council of Unions of SA general secretary Piroshaw Camay.

"There is a difference between the workers of today and the workers of 1960. Today's workers have lived through 1976, and they have become leaders of the trade union movement.

"Therefore, the role of today's trade unions has changed a great deal since the Wiehahn Commission legislation

"At that time, employers thought 'let us give the structures to black workers and then see what happens'. And I think the move at the time was motivated more by thoughts that black workers could not get by on their own

"Cusa has proved that wrong. We had 39 000 workers in 1979-1980 when Cusa was established. Now we have 50 000

"We didn't achieve that because of Wiehahn — we went out and talked to industries. There is mining, where for over a century workers were not organised. And we have done an effective job there

"If you look at the transport and chemi-

143  
**Cusa's Camay reviews the future of the unions, 9/6/87**



**By ZB MOLEFE and MOIRA LEVY**

cal industries, Cusa has made tremendous strides. We are concentrating on the growth and prominence of black trade unions in sophistication and strategy

"Workers are already involved in community matters, and there'll be even more involvement in future

"Community affairs — including influx control and transport — cannot be described as matters 'outside the factory floor'. Companies don't exist in isolation, they are not islands

"A political process must take place through political organisations. Trade unions are going to become an accelerating

A trade union newsletter, Izwiethu, published what a Cusa delegation told the American politician.

"We don't want apartheid polished up. We are seeking the dissolution of an evil system and the removal of oppressive laws," Cusa president James Mdaweni told Sen Kennedy

"We are looking for genuine contributions to the development of our community. We don't want apartheid to be made viable and sophisticated"

And it looks as if South Africa cannot afford to ignore the voice of the black union movement

This country experienced at least 469 strikes in 1984 involving 181 942 workers — the country's worst industrial conflict record in recent years, according to Department of Manpower figures

Even the Trade Union Council of SA came into the picture when it supported reform calls early this year by some of the country's influential business and employer organisations

The organisations — Die Afrikaanse Handelsinstituut and the National African Federated Chamber of Commerce, among others — called for more opportunities for black workers to get a genuine stake in the economy and meaningful participation in the country's political dispensation

As Camay says "Multinational corporations will come under pressure from the unions. We would like to make sure that

multinationals in South Africa don't take advantage of workers

"We have said that we don't want new investment in South Africa or in homeland areas"

This turning point came last November during the massive two-day Transvaal stayaway, says Cape Town-based General Workers' Union general secretary David Lewis

Political involvement by unions may increase, he says, "as long as union members continue to be subjected to the type of violence and unrest that took place in the Vaal Triangle and Crossroads"

"And as long as the bosses take up positions that place them clearly in the same camp as the State, they will continue to be legitimate targets"

Mr Camay told the International Confederation of Free Trade Unions board in Washington this year that there should be strong, direct and immediate pressure to embarrass the South African Government

He said there should be a campaign against those governments, organisations and agencies which help South Africa spread its propaganda of peaceful reform

It will be interesting to see how employers and the Government handle the unions in the next 20 years

*Handwritten notes and signatures:*  
 1. A large handwritten number '143' in a circle.  
 2. A signature that appears to be 'ZB Molefe' or similar.  
 3. A signature that appears to be 'Moira Levy' or similar.  
 4. A circular stamp or mark with some illegible text inside.

# Talks offer averts mine breakdown

143  
By Amrit Manga

**A BREAKDOWN** in wage negotiations between the Chamber of Mines and the 110 000-strong National Union of Mineworkers has been averted by the chamber's offer to start talks on Thursday.

The chamber's offer came hours after the black miners' union threatened to declare a dispute if mine bosses failed to respond to its demand for a 40% wage increase made in April this year.

The National Union of Miners accused employers of using "delaying tactics with a view to frustrating the union and its members".

## Dissension

The chamber acknowledges that it took longer to respond to the union than in the past, but rejected suggestions that dissension in its ranks was one of the reasons for the delay.

This year's negotiations could be the last outside a unitary negotiating forum for both black and white unions.

The chamber says: "Considerable progress has been towards establishing an industrial council for the industry."

But the potentially explosive question of job reservation will have to be resolved before talks to establish a

non-racial industrial council begin.

Johan Liebenberg, industrial relations adviser to the chamber, says. "Talks aimed at meeting requirements of the Wiehahn recommendations on scrapping job reservation are advanced."

A strike by 25 000 white miners over wages was also averted this week. Soon after the Mineworkers Union informed its members that details of a strike ballot would be posted on shaft notice boards, the union and the chamber settled.

## 9/6/85 Profits

The union appears unhappy with the 11% increase granted to its members. It accepted 11% after saying that its final demand of 11.5% meant a drop in the standard of living of its members of almost 5%.

The union accused the mines of hiding huge profits. Mr Liebenberg says: "We do not negotiate on the basis of the volatile gold price."

The white miners' leader, Arrle Paulus, says: "We decided to drop our demand to 11.5% even though we were not mandated to do so. It was held that everything possible should be done to avoid a strike that could damage the country's economy."

Mr Liebenberg hopes for a quick settlement with the black miners, but observers say it is unlikely that the NUM will follow the same path as Mr Paulus' union.

# HASHING HARMONY

*For decades, South Africa's Industrial Councils were cosy clubs where managers and white trade unionists made the rules for their industries. Then along came Fanie Botha and Nic Wiehahn and the next thing anyone knew there were real black unions there too and the dust was flying so fast you could hardly see the leather armchairs anymore. How have the Councils coped with the new demands? Not especially well, says personnel consultant MIKE ALFRED, who sets out a case history of the failure of one typical Council to grasp the opportunity for constructive co-operation.*



**T**HE Industrial Council for the Transvaal Chemical Industry is in danger of coming apart at the seams. Under the combined onslaught of employers and unions, this body, offering so much potential for mature industrial relations, may not be operating twelve months from now. Cessation would be a triumph for some, a tragedy for others.

Who are the players in this drama? On the one side, an employers' association rent with dissension, on the other, two trade unions, one stating flatly that it will use the Council just so long as it can continue to wring concessions from employers. The other is more moderate but carries little weight.

Many employers cry that the Council concept contradicts the ethos of free enterprise. Because the employers association covers the chemical industry so broadly, several sub groups (paints, pharmaceuticals) believe they can handle their affairs more effectively with smaller and more parochial organisations.

Among the eighty-odd employer members, the small, owner-run companies accuse the large companies like AECI and Sentrachem of affecting competitiveness in

the industry by paying high wages. These wages then become a "bench mark" for bargaining in the Council. Whilst undoubtedly factual, this argument could well be questioned, as small companies are often more productive than large, and few businesses fail to budget for and pass the costs of a higher wage bargain to the customers as a price increase. Of course, if a company maintains its competitive edge in the market by wage exploitation that's another issue. If that is the case, it's only a matter of time before that company's employees invite a union to represent them.

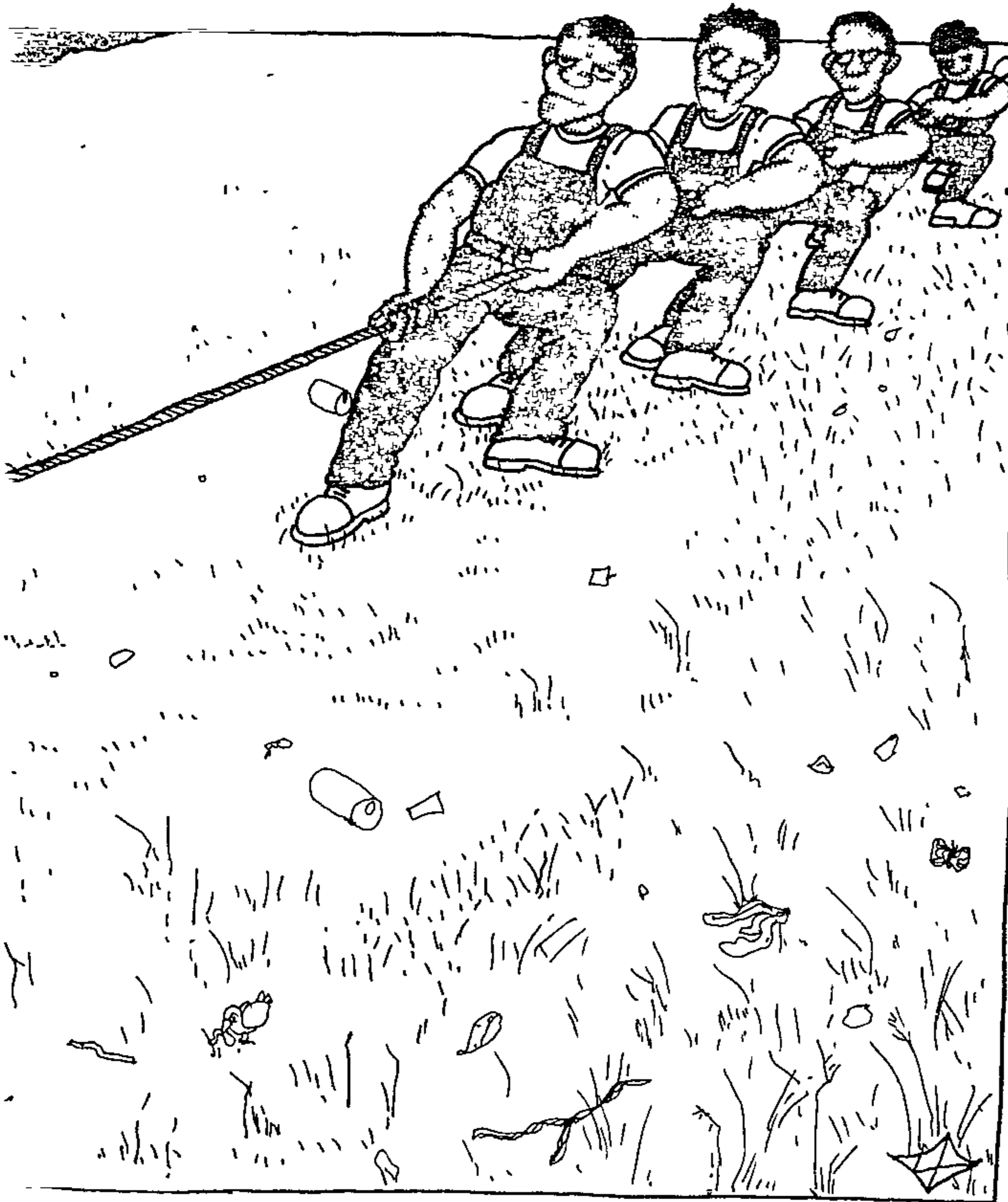
Loss of control probably lies behind the revolt of the small companies in the association. It's a well-known phenomenon that IR conflict is greatest in small owner-led entrepreneurial businesses. The "Mr Bootstraps" of this world understandably abhor sharing decisions with anyone. After all they built it, it's their business. God forbid they should share business decisions with the labour force.

On the other hand, the power gap in large companies is so great and also so impersonal as applied by employee managers, that they can afford to be more magnanimous towards labour. Bargaining,

compromise, participation are more easily facilitated in the larger corporations.

In the good old days before the 12 000 member South African Chemical Workers Union (SACWU) joined the Council, employers exercised total control. The small members had no complaint. The Council, exceedingly docile, was dominated by a group of paternalistic employers who unilaterally determined industry wages which were then offered to the union reps. Any negotiation was token at best, at worst non-existent. However, the old-style Council was responsible for providing very good sick benefit and provident fund schemes for the industry's many thousands of employees. Such benefits would fall away if the Council crumbled.

Wiehahn's reforms changed the bargaining picture in the Council. Twice now wages and conditions have been well and truly negotiated. The familiar cosiness, the years of bland, avuncular dispensations, were swept away by SACWU intent on righting black worker exploitation. Suddenly, the Council was no longer a cosy managerial club which of necessity included a band of friendly retainers. Suddenly the Council and its business erupted in conflict.



The first casualties were the small-business members who envisaged losing their grip on events. An internal revolt started. At association executive meetings, at meetings of the IR sub-committee, on every conceivable public occasion a vociferous minority courageously protested their diminishing power. In political parlance they are the conservatives, the reactionaries, clinging vainly to the past, fearing the inexorable march of change.

How then will the employer battle resolve? What support does the small-business minority enjoy, what is its true influence? Probably small, so maybe they'll form a lobby with the paint and pharmaceutical manufacturers. At this point it's difficult to predict an outcome, although there is increasing clamour for a vote within the employer group. A vote to determine which companies stand for and which against the Council. A small employer's group with narrower representivity might well be a result. Another possibility is that the Council will break apart.

The men of the middle, the management negotiators for the larger companies, men thankful with social as well as purely economic protectionist motives, are weary

and demotivated. They are tired of fighting a war on two fronts. Unfortunately the minority cries of "Let's disband the Council" might prove attractive to these men worn down by a union enemy that "doesn't fight fair".

Now whether the unions don't fight fair by design or default is an important issue. Let's look at the last wages and conditions negotiation. It continued for over a year, finally reaching a declared dispute which was then solved by mediation. As seen through employer negotiator eyes the process was extremely frustrating.

Not only was the negotiation unduly protracted but at almost every formal meeting the unions mounted a different team. The new teams were procedurally ignorant, lacked bargaining skill, had no sense of the continuity of the negotiation and no decision-making authority. On one occasion the unions took more than two months to reply to an employer letter. A possible hint of inter-union communication problems? No meetings took place during the period.

One may query. Is this union behaviour evidence of a grand strategy or incompetence? There's a lot to be said for the

view of ineptitude, guessing at the union's manpower and organisational problems. No manager could live with such ineffectiveness but the union seems to have turned it to advantage. They shrug off any accusations of dragging their heels by suggesting that employers were not to be trusted — of course they had a mandate to pay more! Unfortunately above and beyond the inevitable gamesmanship of negotiation neither side appeared able to communicate the reality to one another. The employers' mandate limit on the one side, the unions' inability to co-ordinate and organise on the other. Such a pity there are no informal communication channels between the parties.

The management negotiators need to become more proficient. Even now with such a pointed lesson to draw upon, there is no talk of imposing procedural limits on future negotiations: time limits, total period limits, limits on the composition of negotiation teams to suggest a few.

The present atmosphere at Council is pervaded with a brittle tension. The employers grow more polite, colder, more reserved and withdrawn in public, spend more time venting their frustration and anger in private. Who knows what the unionists do in private? They possibly explain the breakdown in relations in time-worn black consciousness and Marxist slogans. One publicly observes a perturbing indifference, unmannerliness, unhelpfulness.

Here are the constituents of tragedy: internecine warfare amongst the capitalists, strife between employers and unions. Add the inevitable veneer of racialism and present day South Africa stands in sharp relief.

What a pity! A pity because an industrial council allows, nay encourages self-governance. No Caspirs or rubber bullets await. The parties alone are responsible for success. It appears the present parties cannot manage their own problems to the point where they can conceive the operation of a council as an effective joint responsibility. Despite the fact that a council comprises members representing distinct and parochial interests, other councils have shown capable of operating for the welfare of all when necessary. I have seen responsible council officials turn win-lose into win-win when the heat was on.

Unfortunately, it seems that the opportunity for common good that is provided by a council stands seriously in jeopardy. An aura of helplessness and acrimony pervades the relationship.

Any smart aleck who hides behind the view that councils are a part of the government's System is naive. Councils ultimately are what the members make of them. The parties to this Council are making a hash. Neither side has yet been able to initiate a process of peace-making and trust-building.

Perhaps the Council as a body is too young, perhaps the leaders are inept, perhaps the capital/worker conflict added to the poison of race politics run too deep to allow this conception of democracy, with its dependence on maturity and basic goodwill, ever to succeed.

143  
10/6/83  
Sympathy strike  
theatens AECI

By CLAIRE PICKARD-CAMBRIDGE

THE threat of sympathy strikes by 14 000 workers is looming at African Explosives and Chemicals Industries' factories where the outcome of strike balloting will be known this week

The ballots are being issued by the SA Chemical Workers Union (Sacwu) after an unprecedented Supreme Court ruling against AECI's application for an interdict to prevent Sacwu organising the strikes

The strikes — in support of 600 workers who struck at the AECI Chlor-alkali and Plastics factory in Ballengeich, Natal, over wage demands last week — could take place at four AECI plants and four subsidiaries

Murray Joubert, AECI public relations manager, said the company would hold urgent talks with the union this week although AECI might appeal against the court's decision

AECI could not increase its wage offer of 9,5%, Joubert said, because production had been hit by five strikes last year

# Unity talks

*Sowetan*  
*10/6/85*

TRADE union unity talks were once more postponed when some of the unions participating in the weekend discussions at the Ipelegeng Centre, Soweto, asked to be given time to study the draft constitution

The unions, mainly from the Azanian Confederation of Trade Unions, the United Democratic Front (UDF) and some from Fosatu and Cusa were apparently not happy with the constitution drafted by unions which had earlier participated in the talks

A spokesman for the unions told The SOWETAN after the two-day meeting that another meeting will be held soon to discuss problems relating to the talks

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# ICFTU rejects Namibia 'puppet' rule

THE International Confederation of Free Trade Unions (ICFTU) has called on its affiliates to pressurise their governments to boycott the multi-party conference to be held in Namibia next week to launch an

interim <sup>Sowetan</sup> government for the territory.

A meeting of the ICFTU's Co-ordinating Committee on South Africa which was held in Geneva, Switzerland, last week, rejected what it called a puppet gov-

ernment which the South African Government tried to impose in Namibia in contravention of United Nations decisions.

The meeting, attended by leaders of trade union federations

from Europe, United Kingdom, Canada and the United States of America, was also attended by Mr Piroshaw Camay, general secretary of Cusa, Mr Joe Foster, general secretary of Fosatu,

11/6/85  
143



# 500 down tools <sup>Sowetan</sup> <sup>11/6/85</sup>

MORE than 500 workers yesterday downed tools over dismissals of colleagues at two companies, one a multi-national company, on the East Rand.

About 200 employees of John Deere, a multi-national company in Nigel, went on strike after a shop steward was dismissed by the company for allegedly being absent from work.

The United Mining and Metal and Allied Workers Union claims that the shop steward was detained under the Internal Security Act. When released last week, he went back to work and was sacked.

However, the com-

pany's managing director, Mr Bill Hubbard, confirmed the strike over the dismissal. He did not give reasons for the action.

Over 200 workers at Fedbisco near Isando yesterday downed tools over the dismissal of a colleague who was earlier reinstated by the company following negotiations between two trade unions organising on the plant.

Meanwhile, the threat of sympathy strikes by over 15 000 workers at AECI companies in the country is looming. Workers have voted in favour of strikes, according to the general secretary of the South

African Chemical Workers' Union, Mr Michael Zisototsi, yesterday.

He said following their Supreme Court hearing last week management tried to call them to the negotiation table, but talks deadlocked again. The company had applied for a court order restraining the union from organising or calling on strikes at the four plants. The application was dismissed.

The union had initially called a strike at AECI's plant in Newcastle after two conciliation board meetings had failed to resolve the wage issue.

# Union, chamber avert clash

A CONFLICT in wage negotiations between the Chamber of Mines and the National Union of Mineworkers has been averted by the chamber's offer to start talks on Thursday.

The Chamber's offer comes a week after the black miners union has declared a dispute and threatened industrial action if the mine management failed to grant them a 40 percent wage increase which they made in April this year.

Sources close to the

By JOSHUA RABOROKO

parties say this might be the last time that separate negotiations are held for black and white miners. The chamber and white unions have been discussing the possibility of scrapping job reservation in the mines.

The Num has been left out of previous talks and they have asserted that if the law was not repealed they would fight or even take industrial action this year. They will bring the issue on the

negotiation table on Thursday

A strike by 25 000 white miners over wages was averted last week when the unions accepted the chamber's offer soon after the Mineworkers' Union of Arrie Paulos had held strike ballots.

# Bid to break deadlock in wage dispute

**Labour Reporter**  
 FURTHER talks between representatives of the management of AECI and the 600 striking workers at the Ballengeich factory at Newcastle are set for today in a new attempt to break the deadlock over a wage dispute.

Workers at the AECI's Chlor-Alkali and Plastics Limited in Newcastle downed tools on Monday last week in support of their demand for higher wages after rejecting a company offer of a 9,5 percent wage increase.

Mr Manene Samela, national organiser of the South African Chemical Workers' Union, speaking from Johannesburg last night, said 'A crucial meeting between shop

stewards and representatives of the company are to take place today'

He declined to say whether the strikers would compromise on their demands. He, however, hinted that there was great potential for sympathy strike action at other AECI plants following strike ballots at the factories last week.

Ballots were held after a Rand Supreme Court judge, in an historic ruling, declared the Ballengeich strike and other proposed sympathy strikes legal.

Mr Murray Joubert, a spokesman for AECI in Johannesburg, said yesterday that workers at the Ballengeich factory were still out on strike.

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AECI work  
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By CLAIRE PICKARD-CAMBRIDGE

ROUGHLY 14 000 workers at eight African Explosives and Chemical Industries' (AECI) factories are expected to come out on strike today in what could be the most widespread to date.

This follows the outcome yesterday of a ballot by the Chemical Workers' Union (Sacwu) to assess support for 600 strikers at AECI's chlor-alkali and plastics factory in Ballengeich, Natal.

The "sympathy" strikes are planned at AECI factories in Modderfontein, Somerset West, Alberton, Umbogintwini and Sasolburg, as well as Sterkolite in Wynberg and Kynoch Fertilizers at Chloorkop and Somerset West, according to Sacwu general secretary, Michael Tsotetsi.

The company, which signed its first recognition agreement with Sacwu at AECI Paints in Alberton in 1980, said it had met with the union twice yesterday to discuss the wage strike at Ballengeich but the union had not told the company it intended staging "sympathy" strikes today.

Planning of the strikes has gone ahead since AECI lost its Supreme Court application last week for an interdict to prevent Sacwu organising them.

And the judgment, which effectively declared the strikes legal, has cleared the way for the union's plans, according to Halton Cheadle, Sacwu's legal advisor.

"Sympathy" strikes are rare in SA and industrial relations experts cite the Commercial Catering and Allied Workers' Union (CCAWUSA) and the National Allied and Automobile Workers' Union (Naawu) as among the few unions to have used this strategy.

Labour consultant Andrew Levy believes that while sympathy strikes are not common at present, they are likely to increase in future.

Chamber and NUM square up

# Crucial mine pay talks today

143  
B. Day  
13/6/85

By CLAIRE PICKARD-CAMBRIDGE

THE Chamber of Mines will meet the National Union of Mineworkers (NUM) today to begin what could be a gruelling set of negotiations over annual wage increases for black gold miners.

The NUM has a membership of more than 110 000, but the negotiated increase will affect the wages of the country's 400 000 black gold miners.

The NUM's demands include a 40% increase, the scrapping of job reservation and danger pay NUM had threatened to declare a dispute with the chamber last week if it did not set a

negotiating date promptly, and today was agreed on

The chamber's negotiating committee is appointed by the country's six mining houses, five of which — Gencor, Gold Fields, Anglovaal, Rand Mines and Anglo American — have recognition agreements with the NUM on some of their mines.

The NUM's opening demand was 60% last year and the chamber finally implemented a 13,3% to 14% increase.

However, the NUM only agreed to this after the package was restructured and strikes were already going ahead on several Anglo American mines.

Anglo's industrial advisor Bobby Godsell said yesterday he expected settlement to be reached without exceptional difficulties this year. "Both sides recognise the dangers brought about by last year's problems and want negotiations to be concluded as soon as possible."

The traditional date for black gold miners' increases is July 1 and this will serve as a first deadline to be borne in mind during negotiations, he said.

NUM has already begun pay talks with De Beers and, although a dispute was recently declared, another meeting is expected on Monday.

A date for wage talks covering the 48 000 black coal miners employed by Chamber of Mines affiliates has still to be set.

Annual negotiations between the chamber and whites on its collieries and gold mines ended early this month, with an 11% pay increase.

## French bow out of exhibition

Business Day Reporter

ATTEMPTS to organise a French Pavilion at the International Electronics Exhibition has foundered in the face of economic and political pressure. The only French company on the show is the locally-based Hiconnex.

"We wanted to have a big French presence at the show," said a spokesman for the French Chamber of Commerce, "but no one in France was interested. All the firms we contacted cited political or economic reasons for not coming".

A spokesman for the show organisers said they were delighted that the French Chamber of Commerce was represented through Hiconnex and that this underlined the chamber's commitment to the SA electronic's industry.

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AECI

workers

put off

strike

By CLAIRE  
PICKARD-CAMBRIDGE

WORKERS at eight AECI factories did not come out on strike yesterday and the union says last-minute discussions are still taking place among workers at the individual plants.

Michael Tsotetsi, general secretary of the SA Chemical Workers Union (Sacwu) said the union's leaders were ready to support immediate action, but workers at individual plants were making final decisions this week on whether they wanted to protest in sympathy with 600 strikers who have struck over wage demands at AECI Chlor-alkali and Plastics, in Ballengeich, Natal.

He said there had not been any confusion concerning the matter. Balloting had revealed that workers wanted to strike in support of the 600 workers.

Planning of industrial action has been going on since AECI lost its Supreme Court application last week for an interdict to prevent Sacwu organising "sympathy" strikes.

Rand Supreme Court judge O'Donovan established two precedents in labour law when he ruled that sympathy strikes, and the continuation of a legal strike following a conditional return to work, were both lawful.

AECI and its subsidiary, AECI Chlor-alkali and Plastics were granted leave to appeal, but this could be a lengthy procedure.

# AECI, union in new deadlock

143 (143) (102) SOWETAN 13/6/85

By JOSHUA RABOROKO

THE African Explosives and Chemical Industries has once more reached a deadlock with the South African Chemical Workers' Union during a meeting held this week in fresh attempts to avert nationwide strikes.

The union's general secretary, Mr Michael Tsotetsi, told The SOWETAN yesterday that workers at eight AECI factories throughout the country may now go on strike

The workers had earlier voted in favour of strikes

"We have sent out messages to all the plants informing members about the deadlock and it is just a matter of time before they down tools

Management has confirmed that they met with the union, but no agreement was reached. They did not know about the intended strikes

• More than 800 Vaal Bus Transport employees who went on strike on Tuesday have returned to work pend-

ing discussions between management and the Transport and Allied Workers' Union

• Workers at John Deere and Fed-bisco companies on the East Rand were still on strike over the dismissal of colleagues, according to trade union sources

• The stage is set for the Chamber of Mines and the National Union of Mineworkers to settle their dispute during a meeting to be held in Johannesburg today

The union is demanding a 40 per cent increase in wages, the scrapping of job reservation and improvement of safety measures in the mines. The union has already declared a dispute with the chamber over these issues

The chamber's industrial relations adviser, Mr Johan Liebenberg, has expressed hopes that the dispute will be resolved. But, sources speculate that a deadlock will be reached and a strike will follow

was not possible to settle  
ment away from the short end

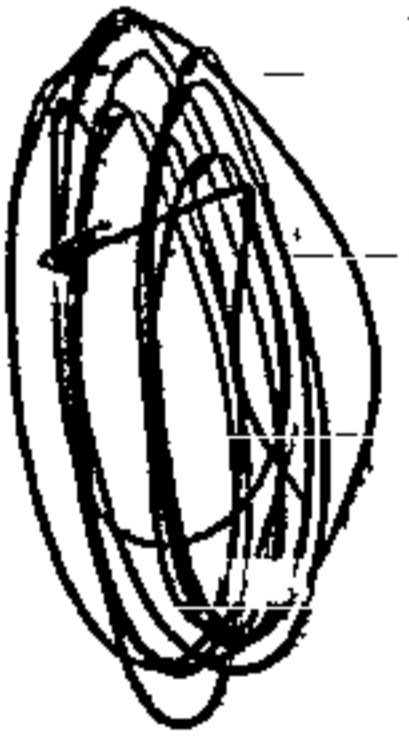
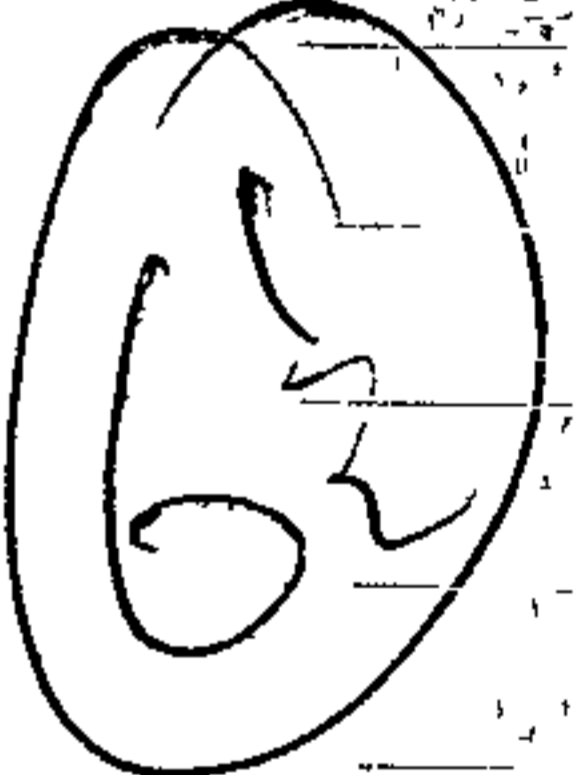
143  
AECI, Sacwu talks  
B. Day. 14/6/85  
result in deadlock

Business Day Reporter

INTENSIVE talks continued between AECI management at Ballengeich, Natal, and the SA Chemical Workers' Union (Sacwu) yesterday to try and resolve the strike by 600 workers and prevent sympathy strikes at other plants.

The strike over wages, which was resumed by AECI's Ballengeich workers on June 3, has resulted in continuous talks between the two parties.

It has been speculated that if the sympathy strikes take place, management may consider firing workers in the same way it did last year when four AECI plants went on strike.





# AECI sympathy strike plans still a grey issue

By LINDA ENSOR

AECI workers planning to go out on sympathy strikes will be acting within a grey area of the law

Assumptions that Judge Brian O'Donovan had established a precedent last week, by declaring sympathy strikes legal, were not supported by the judgment he handed down yesterday

The judge confined himself to the documents and arguments presented in court and dealt with AECI's application on the basis of a concession made by AECI that, if the Ballengeich strike were declared lawful, then this would dispose of the whole matter

A ruling on sympathy strikes was therefore not necessary because the concession made by AECI limited the dispute to be decided to the issue of the Ballengeich, Natal, strike

Judge O'Donovan did, however, establish a precedent by ruling that the temporary suspension of a strike to pursue negotiations was in principle lawful

This emerged in the judge's explanation of why he had dismissed AECI's application brought against the SA Chemical Workers' Industrial Union last week.

AECI applied to have a strike at AECI Chlor-Alkali Plastic's Ballengeich plant in Newcastle, as well as sympathy strikes planned at its other plants, declared unlawful

AECI group personnel manager Bokkie Botha, in court yesterday to hear the judgement, said "I think it is clear that a lot of speculation about the legality of sympathy strikes has been proved wrong. The judge in fact has not ruled on sympathy strikes at all"

Botha implied that AECI would adopt a tough stance on sympathy strikes being planned at eight plants which could involve 14 000 workers. Some labour lawyers sharply dis-

agree with Botha's view

Halton Cheadle, of the legal firm Cheadle, Thomson & Haysom, said "I believe the definition of strikes is wide enough to incorporate sympathy strikes and so do other leading labour academics"

Other labour lawyers felt the question of the legality of sympathy strikes remained as open as ever

AECI and its subsidiary instituted legal action last week after the outbreak of a strike at its Ballengeich plant

At a meeting in March the Industrial Conciliation Board failed to resolve a wage dispute at Ballengeich and 600 workers went out on a legal strike which ended about a week later when management issued an ultimatum saying that the workers faced dismissal if they did not indicate by March 28 whether they accepted management's offer of a 9.5% increase

The workers returned to work conditionally and came out on strike again on June 3. Negotiations have failed to resolve the dispute

Judge O'Donovan dealt with AECI's application on the basis of its concession that, if the Ballengeich strike were declared lawful, this would dispose of the whole matter

AECI argued that only one conciliation board had been established, that for the wage dispute at Ballengeich

For a strike to be legal a board must have jurisdiction over the dispute giving rise to it and a ballot must be held

Therefore, AECI argued, if the judge found that the Ballengeich workers could not rely on the board established prior to its first strike to legitimise the second one, neither could the sympathy strikers.

The argument for the illegality of the sympathy strikes thus was entirely dependent on the one for the illegality of the Ballengeich strike

The judge said the interdict sought by AECI was more widely framed than the argument presented by AECI in court, which was addressed mainly towards the illegality of the Ballengeich strike

However, attorneys for the SA Chemical Workers' Union said they were not aware that AECI had made this concession as counsel had argued the issue of sympathy strikes in court

Regarding the legality of conditionally suspending a strike and continuing it later, Judge O'Donovan said "I am not aware of any provision in the Labour Relations Act which prohibits a union from temporarily suspending a strike in order to pursue negotiations further"

He said in his view the question of whether the second strike was a new strike or merely a continuation of the earlier one was "ultimately a question of fact" and cited the following facts of the Ballengeich strike as relevant

□ The original wage dispute remained unresolved,

□ The long delay between the strike and its resumption had to be viewed in the context of the long-standing nature of the wage dispute. In this context the delay was "not so excessive as to amount to abandonment by the union of the strike called in March"

□ The union's letter to the Ballengeich management saying that workers would return to work to protect their jobs despite the fact that the dispute remained unresolved. Judge O'Donovan said this amounted to "a reservation by the union of its rights to resume strike action which has been lawfully commenced".

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TRADE UNIONS ~~143~~ ~~143~~ ~~143~~

### Unity talks stumble

Last weekend's trade union unity talks in Soweto, although the most representative so far, were inconclusive and may lead to a delay of several months in the formation of the proposed new "super-federation" of emerging unions

More than 200 delegates, representing about 42 unions — almost the entire emerging union movement — met in an attempt to broaden the base of the proposed new federation which has been under discussion since 1981 Present were

Financial Mail June 14 1985

- The original "unity" unions which participated in the drafting of the constitution. They are the Federation of SA Trade Unions' nine affiliates, the Council of Unions of SA (Cusa), representing 11 affiliates, General Workers' Union, Food and Canning Workers' Union, Commercial, Catering and Allied Workers' Union, and the Cape Town Municipal Workers' Association,
- The black consciousness (BC) Azanian Confederation of Trade Unions (Azactu), representing nine unions, and
- Another 10 unions, most of them allied to the United Democratic Front (UDF). They include the SA Allied Workers' Union, General and Allied Workers' Union, Motor Assembly and Components Workers' Union of SA, General Workers' Union of SA — who were originally part of the unity talks until their withdrawal early last year — United Metal, Mining and Allied Workers' of SA, Federal Council of Retail and Allied Workers, Orange Vaal General Workers' Union, the PE-based Domestic Workers' Association of SA, and two unions called the Retail and Allied Workers' Union — one based in Pretoria and the other in Cape Town

whether the launch of the new federation will be delayed. The choice, it seems, is between a smaller organisation this year or the possibility of a larger one some time in the future ■  
 FM 14(7)85

**Draft constitution**

Unions which have not been party to the unity talks until now expressed disagreement with a number of the principles and structures laid down in the new federation's draft constitution. The *FM* understands that Azactu expressed unhappiness with the non-racial character of the constitution, a cornerstone of the original "unity" unions' philosophies. Azactu wants it replaced with the BC concept of "anti-racism".

Surprisingly, Azactu was supported on this point by a number of the Cusa unions, lending substance to speculation that some of Cusa's affiliates will not join the new federation. The National Union of Mineworkers is the only Cusa union irrevocably committed at this stage. According to a Cusa statement, the organisation will hold meetings in the coming weeks to discuss "the position of the various Cusa unions".

Before a new federation is formed it would be necessary for the UDF-linked general unions to take steps toward forming industrial unions. This was a problem which led to their earlier withdrawal. Nevertheless, one source says these unions have shown a "more positive attitude" in this regard.

A further complication is the desire of the newcomers to the talks to further discuss the draft constitution, and they have proposed that the envisaged October inaugural conference be postponed for several months to allow time for this. Such a move would be in conflict with the wishes of most of the original "unity" unions, which would prefer that a committee be elected to prepare for an October conference.

It is a moot point whether the BC unions will be able to resolve their ideological differences with the other unions. It is also unclear

AECI STRIKE ~~183~~ (14)

## Paying Sasol's debt

When AECI turned to the courts in an effort to stop a strike at its Ballengeich plant in Newcastle, as well as threatened sympathy strikes at other plants, little did it suspect that union lawyers had been waiting for just such an issue to come up

The argument Cusa's SA Chemical Workers' Union (Sacwu) put forward was the same as that intended for use when 24 unions threatened to embark on a national legal strike to pressurise Sasol to take back the thousands of workers it fired in last November's stayaway. Sasol's decision to re-employ put paid to the tactic then — but now AECI has become the guinea pig

The background to the litigation is that Sacwu members at Ballengeich, owned by AECI's subsidiary AECI Chlor-Alkali Plastics, returned to their posts in April after striking legally for six days when management threatened to employ new workers. Sacwu had been demanding a R100 across-the-board increase, a leave allowance and a standby allowance. Chlor, which said the plant would possibly close due to financial

Financial Mail June 14 1985

losses, offered a 9,5% package increase which would bring the minimum monthly wage to R373. Despite the resumption of work, the union said it did not regard the dispute as settled.

AECI could be forgiven if at that stage it regarded Sacwu's words as hollow. But when the Sasol tactic came into play and the Ballengeich strike resumed on June 3 and Sacwu started holding ballots at other plants to determine the depth of support for a sympathy strike, AECI woke up to the danger. It went to the Supreme Court to seek an interdict declaring both the strike and threatened sympathy strikes at its Sasolburg, Umbogintwini, Modderfontien and Somerset West plants illegal.

Uncertainty still surrounds exactly what the Supreme Court ruled. All that is known while the written judgment is awaited, is that the judge said — "not without hesitation" — that no illegal action had been disclosed.

At the heart of the debate is Section 65 (1) (d) of the Labour Relations Act (LRA), which prohibits strikes unless an industrial council or conciliation board has failed to resolve a dispute and a strike ballot is conducted.

Sacwu argued that because these conditions had been satisfied, both the Ballengeich strike and the sympathy strikes are legal, as workers at other AECI plants share the interests of the Ballengeich workers. AECI contended that the continuation of the Bal-

lengleich strike was illegal because the LRA does not make provision for a strike to be suspended and resumed.

AECI has been given leave to appeal against the Supreme Court's decision — but that could take months. Meanwhile, Sacwu has gone ahead with arrangements for the sympathy strikes and, in addition, has threatened that workers at four other AECI plants will also join the sympathy strike.

Says AECI group personnel manager "Bokkie" Botha: "I cannot deny that this may be the effect of the decision, but I don't think the judge said that. Our view is that any sympathy action should be negotiated through the formal dispute procedures."

Early this week, AECI and Sacwu were engaged in negotiations to settle the dispute. But at the time of going to press, there was little sign of movement from either side. If the strikes do occur — and they could involve 15 000 workers — AECI may well threaten to dismiss strikers as it did last year, when a similar number of Sacwu members struck. ■

Harald 15/6/85

## AECI workers win first round of strike

JOHANNESBURG — The South African Chemical Workers' Union achieved a significant victory over AECI Chlor-Alkali Plastics and AECI Explosives and Chemicals, in the Witwatersrand Supreme Court last week.

AECI made an application asking for a strike at their Ballengeich factory near Newcastle, and proposed sympathy strikes at four other fac-

tories, to be declared illegal. But Mr Justice O'Donovan dismissed the application with costs.

The judge said he would give written reasons for his decision later, but on the facts before court that were common cause between the parties, he could not find that the strike at Ballengeich or the other proposed strikes were unlawful.

*Chr. Turk 15/6/85*  
**Dispute over mine pay**

**JOHANNESBURG** — The National Union of Mineworkers (NUM) which claims to represent 110 000 mine workers on 18 mines, yesterday informed the Chamber of Mines that an official dispute had been declared over discussions about pay and working conditions and it was applying for the appointment of a conciliation board.

The NUM's decision follows two days of informal negotiations with the NUM originally demanding a 40 percent across-the-board wage increase that was rejected by the chamber — Sapa

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**YESTERDAY'S READINGS**

	noon	8pm
Barometer	1021.8	1018.6
Humidity	65.0	92.0
Temperature	17.3	10.8

max 18.3 min 6.8  
 (At D F Malan 24 hours to 8pm)  
 Hours of sunshine 8.8  
 Wind (D F Malan) 8pm Southerly 5  
 knots

Tides (Table Bay) today  
 High 0112 1347  
 Low 0733 1944

Sun sets 1743 rises 0750  
 Moon rises 0454 sets 1534

Tides (Table Bay) Sunday  
 High 0149 1422  
 Low 0807 2020

Sun sets 1743 rises 0750  
 Moon rises 0552 sets 1608

**POOL SEA TEMPERATURES**  
 Muizenberg Pool 15 Sea 14  
 Sea Point Pool 14 Sea 12  
 Newlands 16  
 Long Street 24

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# NUM dispute goes to board

B. Day 19/6/85

By CLAIRE PICHARD-CAMBRIDGE

A CONCILIATION board was set up with alacrity yesterday to deal with the dispute between the National Union of Mineworkers (NUM) and the Chamber of Mines over wages and working conditions

The announcement was made by a Manpower Department spokesman yesterday, following a breakdown of negotiations on Friday with NUM accusing the Chamber of failing to make a "realistic" offer.

It is not known when the first conciliation board meetings will take place, but observers regard this as an exceptionally rapid appointment of a dispute resolving mechanism.

They attribute this to the urgency with which the minister regards the situ-

ation, especially in the light of the chamber's traditional deadline on July 1 for implementing increases for its 400 000 black gold miners.

The Labour Relations Act states a union can only go ahead with a legal strike if the minister fails to appoint a conciliation board within 30 days of receiving an application

NUM is demanding an average 27% increase as well as several fringe benefits, while the chamber is offering between 14% and 17% and other improvements in their package.

It is thought that a settlement will not be reached easily.

*If so, to what extent & why to such an extent?*

## Conciliation Board to solve mines dispute?

THE National Union of Mineworkers and the Chamber of Mines are to meet at a Conciliation Board meeting being set up to deal with a dispute the union has declared over wages and working conditions in the mine industry. They meet next week.

Negotiations between the parties broke down when they failed to reach an agreement on the demands, according to the chamber's industrial relations adviser, Mr John Liebenberg.

The union has modified its original demand of 40 percent across-the-board increases to roughly 27 percent. Increases would have ranged from R37 in the lowest job category to R142 in the highest.

The chamber has offered increases of between R24 and R69. This is between 14 percent and 17 percent, according to union sources.

Mr Liebenberg said the union has dropped its demand for the scrapping of job reservation in the mines. The union was now demanding participation in negotiations between the Chamber and white unions concerning the issue.

The Chamber rejected demands from the NUM to be included in talks with white unions, but has said that it was fully prepared to discuss with them how the cancellation of the "scheduled person" definition in the Mines and Works Act would affect their members.

He said other issues on which the union and the chamber failed to reach agreement included working hours, leave, leave allowance, shift allowances, Labour Day and death benefits.

For sometime several unions have been asking employers for a paid public holiday on May 1, Labour Day. The NUM proposed that miners would be prepared to work on public holidays and take May 1 off as a public holiday, but this was rejected by the chamber.



# 120 will lose jobs

ABOUT 120 employees at Chlor-Alkali and Plastics, a subsidiary of AECI in Ballengeich near Newcastle, will be retrenched when four of the company's chemical plants close down in August.

This was confirmed by the company's group personnel manager, Mr Bokkie Botha, who said the action will be taken as a result of "economic factors" which have severely affected their performance at Ballengeich.

Mr Botha said the situation has been intensified by seven strikes at the factory over the past 16 months. Retrenchments have been unavoidable and "we regret that we have to resort to these means."

The company has held talks with the union on the matter and "we explained our position to them," he added.

The AECI plant has been the scene of industrial

*Sowetan 19/6/85*  
action since the beginning of the year when 600 members of the South African Chemical Workers' Union (Sacwu) went on strike over wages.

The situation became tense when workers from four other plants in the Transvaal, Cape Province and Orange Free State, voted to go on "sympathy strikes" in solidarity with the Newcastle workers.

However, the workers at these plants have not taken any action so far, and union sources say "it is only a matter of time before the workers down tools."

Mr Botha said the union did not seem to be happy about the fact that the company was in an economic crisis which had forced the company to retrench workers.

Sacwu's general secretary Mr Michael Tsotetsi was not available for comment.

# THE TRANSKEI CONNECTION

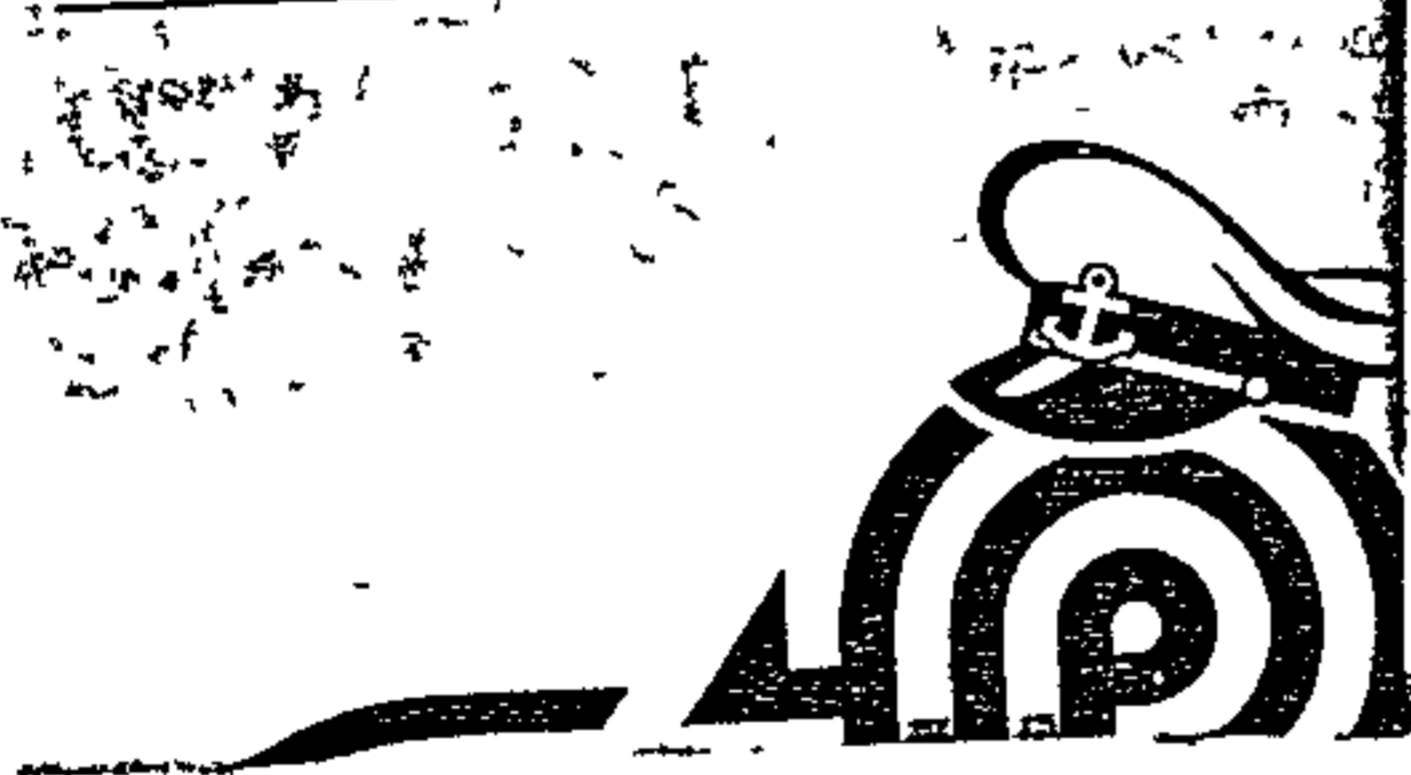
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## Firm to consider replacing NM 20/6/85 strikers

Labour Reporter

THE strike-hit AECI's Ballengeich factory at Newcastle is to consider engaging replacement labour as the pay dispute by more than 600 workers continued into its 15th day.

Mr Bokkie Botha, AECI's group personnel director, said the company could not allow the present situation to continue indefinitely.

He said numerous meetings had been held between the union and the management, but the dispute remained unresolved.

Temporary workers might have to be engaged where necessary and in this case it would mean some people would be dismissed.

The strikers ignored a return-to-work ultimatum which expired at midday yesterday.

Mr Manene Samela, national organiser of the South African Chemical Workers' Union, said workers were united and still stood by their demands for a pay increase.

143

# AECI sacks 600 strikers in Natal

By JOSHUA RABOROKO

STRIKING workers at AECI's Chlor-Alkali and Plastics near Newcastle have been dismissed following a deadlock reached between management and their trade union over wages.

The 600 workers, who have been on strike over wages for the past 17 days, will be paid all their monies on Monday, AECI's group personnel manager, Mr Bökkie Botha, announced yesterday.

He said negotiations between the company and the South African

Chemical Workers' Union representing the workers broke down when the union did not accept the company's final wage offer.

However, the union's national organiser, Mr Daniel Samela, told The SOWETAN that it has been the intention of the company to dismiss and retrench workers at the plant.

He said the talks broke down even after they had changed their

original demand that the Newcastle workers be paid the same rate as other AECI's employees in the country.

"We accepted that the workers be given what the company was offering, that is, 9,5 percent for January-March period. However, we still maintained that as from April they should be paid the same rate as other workers. This is where the talks broke," Mr Samela said.

"Management then gave our members an ultimatum to return to work by noon yesterday. The workers were then dismissed and management has told us they will seek other employees," he added.

Referring to the proposed retrenchment of workers at the com-

pany's four chemical plants, Mr Samela said management has always wanted to lay off union members. This, he said, they indicated as early as February.

"However, we told them that the issue of retrenchment is not negotiable because it is their prerogative. They have stubbornly told us that it is not a threat that they will retrench, but a fact. This is proof of management's power."

The company announced this week that it will lay off 120 workers when four of their chemical plants close down during August this year. The retrenchment was due to the recession, the company said.

The union has vowed that it will fight the workers' to the bitter end, even if it meant going to court again.

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Sowetan 20/6/85

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20/6/85  
**AECI sacks 100 strikers**

By CLAIRE PICKARD-CAMBRIDGE

A MAJOR showdown between AECI and the SA Chemical Workers' Union began yesterday with the company's dismissal of 100 strikers at AECI Chlor-Alkali and Plastics near Newcastle

AECI's group personnel manager, "Bokkie" Botha, said the dismissals followed an ultimatum to return to work by midday Wednesday and another 500 workers also faced dismissal if they did not come back. Workers had been asked to return to work on Monday and hiring of new workers had already begun.

"We regret this decision, but we had to keep our plants going or face closure. We will be re-employing and have written to each worker inviting them to re-apply for their jobs," he said.

The union could not be reached for comment yesterday, but general secretary Michael Tsotetsi said on Monday that workers would not respond to management's appeal for them to return.

The 600 Ballengeich workers downed tools on June 25 demanding a R100 across-the-board increase and improved fringe benefits. Chlor, which said the factory could close due to financial losses, offered a final 9.5% increase bringing the monthly minimum to R373.

This offer was rejected. The company announced on Tuesday that it was closing four of its chemical plants at Ballengeich at the end of August.

NUM wins  
20/6/85  
May Day 1983  
5. Day  
concession

By CLAIRE PICKARD-CAMBRIDGE

THE National Union of Mineworkers (NUM) has claimed a historic breakthrough in obtaining May 1 — International Labour Day — as a paid leave day for some of its workers at the East Rand Gold and Uranium Company (Ergo).

Ergo's 816 workers were granted the extra leave day during the company's annual negotiations with NUM, but an Anglo American spokesman has cautioned that not all workers can take their extra day at the same time because Ergo runs round-the-clock operations.

The company does not regard the leave concession as a signal for mass leave applications on May Day and grants will depend on how many workers are needed.

Nevertheless, the union regards the concession as a milestone because unions have fruitlessly demanded May Day as a paid holiday for decades.

Agreement was also reached this week on wage increases of 12,5% to 18%. This raises the minimum wage to R430. Improvements have also been made to sick leave benefits.

NUM's Cyril Ramaphosa said the union hoped about two thirds of the Ergo workers would be able to celebrate May Day and believed the company would not have objected to releasing more workers if it did not run a round-the-clock operation.

NUM, which represents most of Ergo's black workers, entered its second annual round of talks with the company on May 23 with an opening demand for a 30% across-the board increase.

A dispute was declared on June 5, but formal agreement was reached this week due to a special dispute resolution procedure which both parties agreed to.

This procedure allows for 16 days to lapse after the declaration of a dispute, in which at least three meetings can be held before a conciliation board is applied for.

The Transvaal News Bureau reports that the first meeting of the official conciliation board to resolve the dispute between the Chamber of Mines and the NUM over annual increases for black gold miners will be held on Monday.

Meanwhile, the NUM has declared a wage dispute with Rand Mines over pay at its Duvha colliery.

# Victory for NUM

By JOSHUA RABOROKO

143

Sowetan

21/6/85

THE National Union of Mineworkers has been granted an extra leave day for its members by the East Rand Gold and Uranium (Ergo) company — a day the union claims will be used to celebrate the International Labour Day (May 1).

The extra day — which has been seen as "a victory for the NUM" in trade union circles — was granted to the union during wage negotiations with the company this week.

However, a spokesman for the Anglo-American Corporation, which owns Ergo, has warned that the granting

of the extra day was "merely a concession" because it did not mean that "we regard May Day as a paid public holiday".

He explained that a worker may apply for this extra day, following the procedures adhered to when applying for normal leave. Management has made it clear that not all workers could take May 1 together as holiday.

The demand that May Day be regarded as a paid public holiday has been on the agenda of several black trade unions in the country. The NUM's achievement of this extra day

has been hailed as a historic breakthrough which might get a precedent.

May day stands for international justice and trade union solidarity against the struggle of workers for elementary justice and basic human rights.

The NUM said they regard the "concession" as a "victory" for their members who will be in a position to celebrate the international day without any hassles.

The parties also agreed that wages will be increased by between 12,5 percent across-the-board. This raises the minimum wage of workers from R364 to R430

per month

The union spokesman said the agreement, which covers more than 800 of the 900 workers employed by Ergo, was still not enough. They will negotiate for more for their members.

Meanwhile the Minister of Manpower, Mr P T C du Plessis, has appointed a conciliation board to settle the dispute over wages between the chamber and the NUM.

AECI STRIKE

## Legal blessing

The first SA workers ever to be granted the right to resume a strike continued their legal wage strike at AECI's Ballengeich plant in Newcastle this week with the Supreme Court's blessing

At the time of going to press, some 600 members of Cusa's SA Chemical Workers' Union (Sacwu), who resumed their strike on June 3, were still out. This was despite the company's announcement on Monday that four chemical plants within the Ballengeich complex, owned by AECI subsidiary AECI Chlor-Alkali Plastics, will be closed down by the end of August, affecting 120 jobs

Sacwu has been demanding a R100 across-the-board increase, a leave allowance and a standby allowance. Management, which has repeatedly pointed to Ballengeich's poor financial position, has been offering a 9,5% package increase

Says AECI group personnel manager "Bokkie" Botha on the closures: "This is not a gesture to break the union. The closure of the plants has always been on the cards. But we hope the fact that we are closing will bring home the message that the plant is in a bad way." Botha says seven strikes by Sacwu members at Ballengeich in the past 16 months has "influenced" AECI's view. He

also says AECI has managed to keep the plant going by employing temporary labour

Even though the Ballengeich strike is legal, management still has the right in common law to dismiss the strikers. This factor — and the prospect of the closures — will place great pressure on Sacwu to settle the dispute because, if AECI does dismiss, at least some of the strikers are likely to lose retrenchment benefits

Sacwu members first went on strike in April, but returned to work after six days when AECI threatened to hire new workers. At the time, however, the union stated that it did not regard the dispute as settled

Two weeks ago, when it became apparent that the workers intended to resume the strike, AECI applied for an urgent interdict to stop the Ballengeich strike, and threatened sympathy strikes at four other AECI plants

In the urgent application, AECI argued that the Ballengeich workers could not rely on the fact that they had exhausted the Labour Relations Act's conciliation procedures for the original legal strike to legitimise its resumption. Sacwu argued that because a conciliation board had failed to resolve the dispute and strike ballots had been conducted, both the Ballengeich strike and the sympathy strikes would be legal

Judge Brian O'Donovan established a precedent in labour law when he rejected AECI's contentions. In his endorsement of the legality of this intermittent strike, the judge cited the following factors

□ The original wage dispute remained unresolved,

□ Viewed in context, the delay between the strike and its resumption was "not so excessive as to amount to abandonment by the union of the strike called in March," and

□ The union had reserved the right to resume strike action in a letter to the company

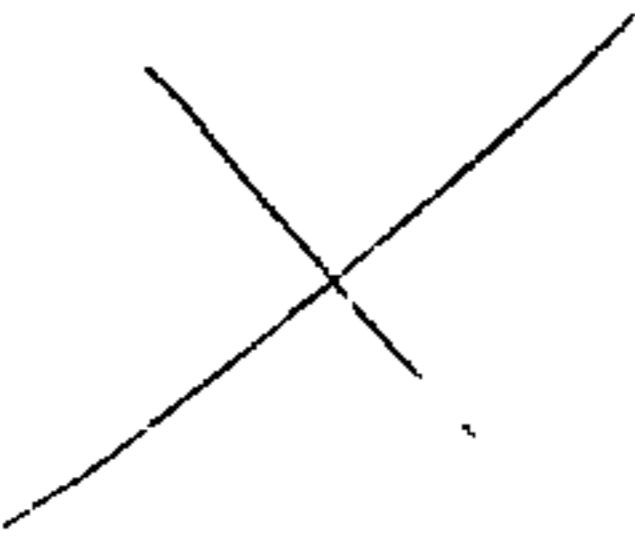
Despite the fact that the Ballengeich strike continues, the union has not called out its members at the other AECI plants. But confusion about the implications of the court's ruling on sympathy strikes remains. At issue is a concession made by AECI that if the Ballengeich strike was declared lawful, it would not contest the issue of the sympathy strikes. Because this happened, the judge did not make a ruling on the validity of the sympathy strikes

The union's lawyers tell the *FM* they are "mystified" about the concession. They say they are unaware that it was made in open court and have asked AECI's lawyers for precise details of what was conceded. Botha refused to be drawn on the question, saying simply "the company did make that concession"

The issue of sympathy strikes thus remains unresolved. But both parties insist that their interpretation of the law is correct. The company insists that they are illegal, while a union lawyer says "The real guts of the question of secondary strikes turns on one point: AECI is a corporate entity. The issue in dispute is whether Ballengeich wages

*FM 21/6/85*  
should be brought in line with other AECI plants. This leaves us with the question of to what extent workers at associated companies should be able to use their collective muscle. It seems to me that the answer is that it is permissible to the extent that the associated companies are bolstering the primary company."

Given the highly volatile nature of SA industrial relations, the issue of sympathy strikes is sure to arise again. Perhaps only then will the legal complexities of the issue be sorted out



*B. Day*  
**100 sacked, but**  
*(143) (21/6/81)*  
**Sacwu adamant**

**Business Day Reporter**

THE SA Chemical Workers' Union (Sacwu) are adamant that their 600 striking workers will not return to work at AECI Chlor-Alkali and Plastics, near Newcastle, following Wednesday's dismissal of the first 100

The company issued a mid-Wednesday ultimatum then dismissed the men amid warnings that the other 500 would be fired

A company spokesman said 110 new workers were hired yesterday

Manene Samela, Sacwu national organiser, said the company was using the impending closure of four Ballengeich plants as an excuse for not meeting demands.

He said the union was prepared to accept management's offer of a 9,5% increase — backpaid from January to March — but was demanding a minimum wage of R408 from April

Management described the demand yesterday as impractical



143  
Labour Day is  
working day  
21/6/85

Business Day reporter

THE East Rand Gold and Uranium Company (Ergo) has strenuously refuted the claim by the National Union of Mineworkers (NUM) that it had obtained International Labour Day (May 1) as a paid leave day for some of its workers.

The annual wage negotiations began four weeks ago with the union demanding wage increases, additional leave, increases in shift allowances and overtime rates and May Day as a paid holiday.

After a series of meetings the National Union of Mineworkers accepted Ergo's offer of increased pay, a higher rate of Sunday pay for shift workers and additional leave.

Throughout these negotiations Ergo categorically rejected the union's requests that May 1 be granted as a paid holiday and the company will continue to operate on that day as it does on every other day of the year.

# Temperature rises

The National Union of Mineworkers (NUM) wasted no time last week in declaring an official dispute with the Chamber of Mines after only two days of wage talks. The union decided to take this step despite chamber assurances that it is prepared to make an improved wage offer. And government has responded with unusual haste by appointing a conciliation board within four days.

Other areas of disagreement include whether the NUM should be included in the chamber's talks with the mainly white Council of Mining Unions over job reservation, and various NUM proposals relating to other aspects of working conditions.

The chamber's industrial relations adviser, Johann Liebenberg, says the chamber has told the union that it is prepared to improve on its latest wage offer. The union has indicated that it, too, has not reached its bottom line. But, says an NUM spokesman, "We have drastically reduced our demand. We were prepared to continue talking in that forum only if the chamber was ready to drastically improve its offer. However, indications are that it is not."

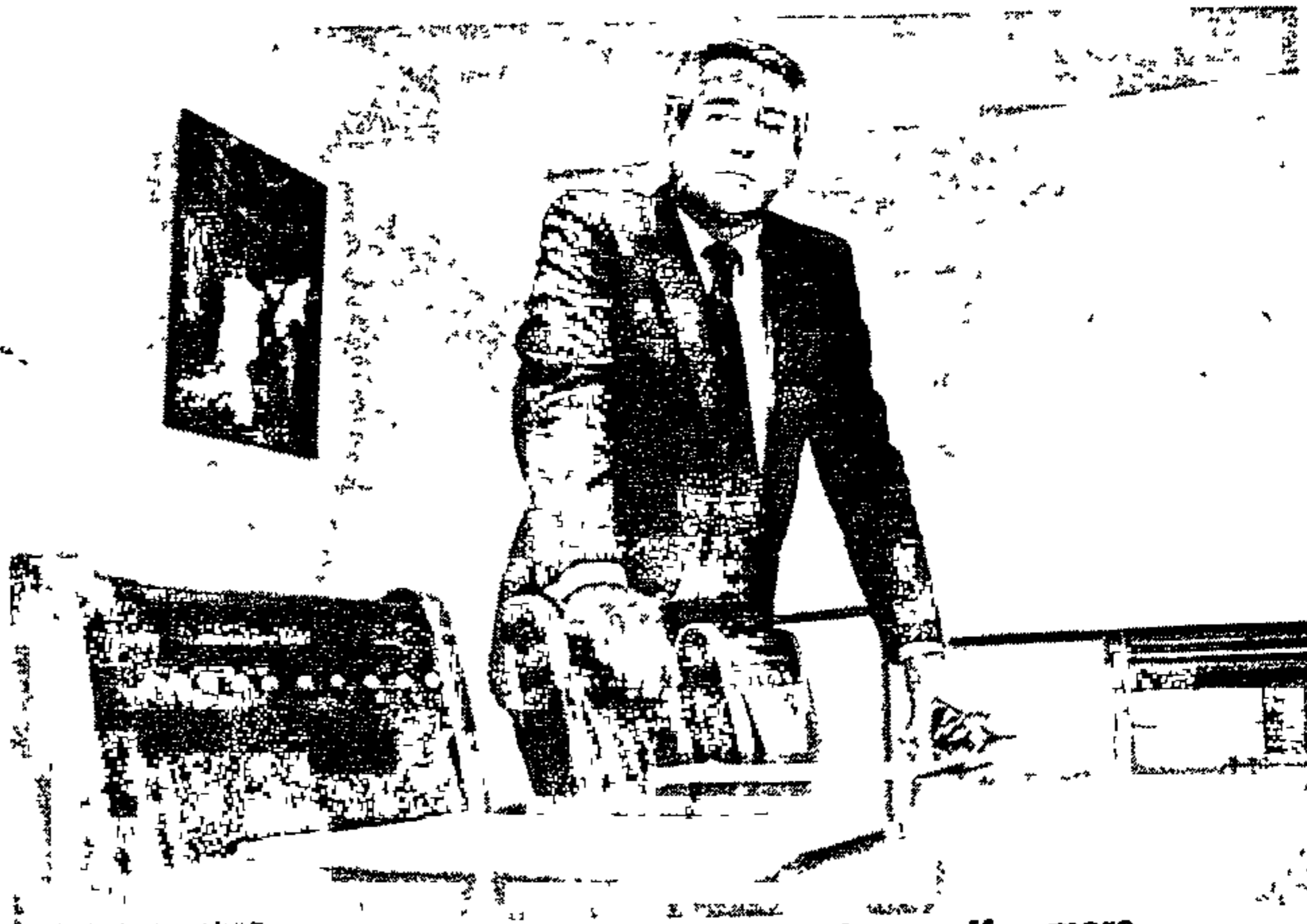
The union kicked off the negotiations with a demand for 40% wage increases. During the course of the talks, it reduced its demand to 27%. This would represent increases of R37 on the minimum wage of lowest job category surface workers (at present R136/month), R45 for underground miners in that category (R166) and R142 for workers in the highest semi-skilled grade, where the minimum is now R526.

The chamber's latest offer ranges from

R24 and R25 increases on the minimum rates for lowest category surface and underground workers respectively, to R69 for workers in the highest job category.

The time factor is a major reason for the union's haste in getting official dispute pro-

guaranteed the same jobs back at a wage no lower than they earned previously. Liebenberg says this occurs normally if employees return to work on the date agreed with their mine management. The chamber has also rejected a demand for May 1, Labour Day,



The chamber's Liebenberg ... ready to offer more

cedures moving. Wage increases are due to be implemented on July 1. The chamber has rejected a union request for a postponement on the grounds that the NUM only represents workers in some job categories on 18 of the 44 chamber gold mines. It has not yet been decided what will happen if a settlement is reached only after that date, as seems likely.

"This timetable does not leave us sufficient opportunity for report-back meetings with members," says the NUM spokesman. She adds that if there is a strike it will begin in late July or early August. The early conciliation board application and hearings will cater for this.

The chamber has rejected the NUM's demand to participate in the talks over matters relating to the abolition of the "scheduled person" definition. Says Liebenberg, "While we acknowledge that the NUM has an interest in the outcome of the talks, we are negotiating only with those unions which represent scheduled persons and employees doing scheduled tasks. But we have no objections to discussing with the NUM the effects of the cancellation of the definition on its members."

The chamber has responded to NUM proposals regarding annual leave, a leave allowance, a shift allowance and stop order facilities, but no agreement has been reached. It has "not finalised anything" on hours of work. The union is demanding a 22-hour reduction in the 102-hour fortnight.

The union says the chamber has rejected a proposal that workers, returning from leave after the expiry of their contracts, should be

to be granted as a public holiday. The NUM says it is prepared to give up Republic Day to compensate for May 1.

*2 hours - 1000*

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# A second big union cuts away from Cusa

Own Correspondent

**THE South African Black Municipal and Allied Workers' Union (Sabmawu), one of the country's biggest municipal labour organisations, is to disaffiliate from the Council of Trade Unions of South Africa (Cusa).**

This was disclosed to *Business Day* by a senior executive member of the union who also produced a letter of disaffiliation.

Sabmawu will be the second trade union to leave Cusa in less than three months. The Hotel Liquor Catering and Allied union (Hotelica), under the secretary-generalship of Hamilton Makhedama, was expelled from Cusa.

The union has also moved from its Lekton House headquarters, which was rented by Cusa, to new offices in the centre of Johannesburg.

The member of Sabmawu who revealed that the union was leaving Cusa would not give reasons, but sources close to Sabmawu claim that personal differences were the major cause.

Piroshaw Camay, Cusa's secretary-general, said his federation had not been officially informed of Sabmawu's disaffiliation. However, he admitted seeing Sabmawu officials moving furniture and files from the offices rented by Cusa.

"We are not in a position to comment since we have not received any formal letter of disaffiliation," said Camay.

According to the letter the move by Sabmawu to pull away from Cusa was resolved at the union's special annual convention held at the D H Williams Hall in Katlehong on June 8.

Sabmawu, a breakaway of the now defunct Black Municipal Allied Workers' Union (Bmwu), was formed in 1982 after a bitter ideological war between the late Joe Mavi, then president of BMWU, and its secretary-general and veteran trade unionist, Philip Dlamini. Dlamini is Sabmawu's secretary-general.

(143) SOWETAN 25/6/85

# Union warns firm

**THE COUNCIL of Unions of South Africa has called on the management of AECI to reinstate all workers sacked after going on a "legal strike".**

In a statement to The SOWETAN yesterday Cusa said it condemned the action of management because the work-

ers followed the necessary machinery in the Labour Relations Act

The workers, members of the South African Chemical Workers' Union, downed tools on June 3 to support demands that their wages be brought into line with those of AECI employees at other plants

Negotiations broke down on several occasions when the company rejected a union demand that AECI's final offer of 9,5 percent increase be applicable for the period January to March this year

The workers were dismissed last week and collected their money and other benefits from the company yesterday, according to union sources

## **Demands.**

"This dismissal makes a mockery of pursuing negotiation demands through the machinery of the Labour Relations Act," Cusa added

"Cusa has asked previously that the right to protect striking workers be entrenched in legislation. This the state has refused to do over 18 months now"

The Cusa call comes two months after another emerging black union had asked the government to scrap a clause in the LRA providing for a legal strike. The unions maintain that the clause did not protect workers who follow the procedures stipulated in the act for workers going on a legal strike

# Blast wrecks offices of strike-torn AECI group

By LINDA ENSOR  
and SIPHO NGCOBO

AN EXPLOSION causing extensive damage ripped through the Carlton Centre offices of AECI in Johannesburg last night.

Nobody was injured in the blast on the 15th floor, which houses the company's personnel and industrial relations departments.

This is the latest blow for AECI. The group has been troubled by an ongoing strike at its Newcastle factory and threats of sympathy strikes at eight of its other plants.

At 5.35pm, shortly after office staff had left the building, a blast in the passage tore through the prefabricated walls and apparently destroyed one of the offices housing personnel records, though the blast was not followed by a fire.

Cleaners on the ground floor said they heard a loud bang from above and saw flying debris.

Colonel Fred Bull, police public relations officer for the Witwatersrand, on the scene with a squad of armed men, told reporters that the security police were still investigating the cause and nature of the explosion.

"We do not want to speculate at this stage. However, a statement will be issued as soon as the investigation is complete," he said.

AECI executives contacted last night were reluctant to comment on the incident. They said they had no confirmation that a bomb had caused the explosion.

Last week 110 of the 600 striking workers at Ballengeich, a factory of AECI Chlor-Alkali and Plastics near Newcastle, were fired. They had failed to return to work following an ultimatum from management that they would be dismissed if they did not do so.

The strike has been going since June 3 when workers downed tools for the second time this year in support of wage demands.

They are demanding R100 across-the-board with fringe benefits and have rejected management's offer of a 9.5% increase which would bring the minimum wage to R373.

AECI is also threatened by sympathy strikes at eight other plants being organised by the SA Chemical Workers' Union and 14 000 workers could ultimately be involved.

The company has announced that four chemical plants at Ballengeich are to close at the end of August.

ARGUS 25/6/85



## Union 'not involved' in Carlton blast

Argus Correspondent

JOHANNESBURG — The South African Chemical Workers' Union (Sacwu) today dissociated itself from an explosion which damaged the offices of AECI in the Carlton Centre yesterday

Police are investigating the cause of the blast, which occurred at 5 30pm. No one was injured and the extent of the damage caused to the company's 15th-floor offices has not yet been established.

Sacwu has been locked in a wage dispute with the company at AECI's Chlor Alkali plant at Ballengeich near Newcastle which led to a legal strike by 600 workers.

Last week about 100 of the striking workers were dismissed and AECI announced that four of the plants at Ballengeich would be closed at the end of August and that about 120 jobs would be lost.

This is the second time in less than three months that explosions at major corporations have coincided with labour disputes. Unions have consistently dissociated themselves from the blasts.

Two explosions in May which caused thousands of rands damage at the Anglo American and Anglo Vaal offices in central Johannesburg coincided with the dismissal of about 17 000 black mineworkers. The National Union of Mineworkers denied involvement in the blasts.

# Power struggle leads to split in Sabmawu

143  
SOWETAN  
26/6/85

ONE of the country's largest municipal trade union movement, the South African Black Municipal and Allied Workers' Union, has split.

This was disclosed to The SOWETAN yesterday by a senior member of the union who also said that they have since disaffiliated from the Council of Unions of South Africa (Cusa)

The Sabmawu split and disaffiliation is a sequel to the internal wrangle over leadership within the movement in the past eight months — an issue which also led to a Supreme Court hearing.

Misunderstanding between the general secretary, Mr Phillip Dlamini, and another executive, Mr Steve Mohammed, has resulted in the split within the union

A fight for control of the union led to an urgent application being

lodged in the Rand Supreme Court by Mr Dlamini against Mr Mohammed and three other members — Mr Mason Mqaga, Ms Manoko Mchwe and Mr Joe Kgana

The matter was later resolved when Cusa intervened and brought the parties together. But it seems that the wrangle has not ended

Matters came to a head last week when a

faction of the union under Mr Dlamini moved from Lekton House headquarters and rented offices in Johannesburg while Mr Mohammed remained in the old offices

## Group

Mr Dlamini's group is said to have disaffiliated from Cusa while Mr Mohammed still remained with the federation

A Cusa spokesman

said they had received a letter of disaffiliation from Mr Dlamini

The spokesman also said there had been misunderstanding on several issues within Sabmawu, especially its leadership. "We have tried to resolve the matter and now the ball is in their court," the spokesman said

A spokesman for the Dlamini group said that they were not intending

to affiliate with any federation at the moment, but "we will join the newly formed Azanian Confederation of Trade Unions"

Sabmawu, a break-away of the now defunct Black Municipal and Allied Workers' Union (Bamwu), was formed in 1982 after a bitter ideological war between the late Mr Joe Mavi, the president of Bamwu, and Mr Dlamini

# NUM calls for probe into 143 Mines Act breaches

Mercury Correspondent

JOHANNESBURG — The National Union of Mineworkers (NUM) has called on the Government Mining Engineer to open an official inquiry into violations of the Mines and Works Act (MWA), which allegedly threaten the safety of thousands of workers.

The request was announced by Mr Cyril Ramaphosa, general secretary of the NUM, following the unveiling of research commissioned by the NUM into safety on the mines yesterday.

The research, which was conducted by Mr Jean Leger, a University of the Witwatersrand researcher, made startling claims about breaches of the MWA.

Mr Leger said that about 600 workers died in accidents in South African goldmines every year, and that this figure had remained almost constant since the 1960s.

According to his report, which was based on interviews with black workers, the role of the white miner had changed from being a productive worker to being a supervisor.

It said that in order to meet production quotas, for which the white miner was paid a bonus, workers were coerced to work in dangerous conditions and the safety provisions of the Mines and Works Act were routinely breached.



# 'Blast not linked to dispute'

Sowetan 27/6/88

1/63

THE South African  
Chemical Workers'  
Union has disassociated  
itself from an explosion  
which caused extensive  
damage to the Carlton  
Centre office of AECI.

Sacwu's general secretary Mr Michael Tsotetsi told The SOWETAN the explosion was not linked to the present dispute which the company has with the union over wages.

Meanwhile police have said no-one was injured in the explosion which happened at 5.30 pm on Monday in the passage of the 15th floor occupied exclusively by the explosives company.

Police are investigating the cause of the blast.

By Mike Siluma

The Mines and Works Act should be changed fundamentally to be effective in regulating safety and health in the mining industry

This is the finding of an investigation commissioned by the National Union of Mineworkers (NUM). A report on the study, which was undertaken by Mr PJ Leger of the University of the Witwatersrand's Sociology Department, was released in Johannesburg last Tuesday

The sample of the research consisted of 90 experienced underground black mineworkers drawn from four gold mines belonging to three different mining companies

Mr Leger says the Chamber of Mines refused him access to 42 unpublished reports of research directly or indirectly related to mine safety and health hazards done by the Chamber's Research Organisation

In his report, Mr Leger says legislation regulating safety and health in the mines must be revised to meet the changes that have taken place in the industry since the Mines and Works Act was passed in 1956

He says the act's present definition of scheduled persons — which excludes blacks from senior positions in the mines — presents an obstacle to safety

"White miners wield all the arbitrary powers given to them in terms of the act to ensure production continues, yet are no

# Report slams miners' working conditions

## 'Mines and Works Act needs overhaul'

longer accountable for their actions, nor do they risk the hazards faced by the workers they control

"While black team leaders are in fact responsible for safety, they have neither the formal training nor the legitimate authority to take the decisive actions required in the face of hazardous conditions"

The report argues that safety in the mines "is not a problem of lack of knowledge but a question of rights and resources — workers' rights to refuse to work in dangerous conditions, workers' rights to negotiate with management about safety and health problems to ensure adequate resources are allocated to safeguard workers' lives and health"

Dealing with the question of production bonuses, the report says these inevitably lead to workers taking risks

"But in gold mining, two aspects exacerbate this problem. Bonuses form a substantial portion of total earnings and pay-

ments are related to the risks that other men are required to take," says the report.

It recommends that bonuses paid to supervisory workers be replaced by fixed salaries

Management "needs to abandon the coercive control of the white miner in favour of a more democratic system based on the recognition of black workers' rights"

It lists some of the rights as

- The right of shaft stewards to negotiate about safety and health at mine level
- The right to accompany inspectors on routine inspections and during accident investigations.
- The right to refuse to do dangerous work. With further clauses being introduced to prohibit reprisals against workers who refuse dangerous work and lodge complaints
- The right of black mineworkers to be represented on the National Safety Committee

The study found that more than half of the interviewees

who had been injured in reportable accidents believed these accidents could have been prevented

According to Mr Leger, South African gold mines have one of the highest fatality rates, with 600 workers out of a workforce of 500 000 dying every year. Since the turn of the century, accidents in South African gold mines have claimed the lives of more than 46 000 workers

While the accident rate in South African gold mines has decreased, the fatality rate has not improved significantly since the 1970s, he says

The accident rate has declined from 64,1 reportable accidents per thousand workers per year in 1968 to 27,1 in 1984

Turning to the question of training, the report describes training in South African mines as "inadequate" by international standards. It says consideration should be given to legislation that requires minimum standards of training and retraining to be provided to all workers

## NUM wants a bill of rights

By Mike Siluma

The National Union of Mineworkers (NUM) is to make occupational safety a top priority, says the union's general secretary, Mr Cyril Ramaphosa

He spoke this week at the University of the Witwatersrand during the presentation of a report on worker safety on SA gold mines

Pointing out that the NUM was involved in several mine accident inquiries, the biggest being the Hlobane disaster which claimed scores of black miners' lives

Mr Ramaphosa said: "We are

tired of going to inquiries. We want the accident rate going down and to the point of being eliminated"

Mine management had not been invited to participate in the NUM research because it had not involved black workers in its research

But he said the union looked forward to working in co-operation with managements to ensure safe working conditions on SA mines

The union said in a statement that "blame for the present unsafe conditions in underground gold mining should be laid at the

door of the mining houses"

"These mining houses have directly and intentionally shaped the productive relations that prevail today," it said.

"It is only when the Miners' Bill of Rights is recognised in practice that we can confidently say we are on our way towards safer underground mining"

The Bill of Rights includes the recognition of safety shop stewards, the right to refuse to work in "unsafe" conditions, the right to attend and participate in inquiries and the inclusion of work safety clauses in recognition agreements



Mr Cyril Ramaphosa  
Bill of Rights

NUM preparing for a strike ballot

*B. Day* *28/6/85*

*143*

By CLAIRE PICKARD-CAMBRIDGE

PROSPECTS of widespread strikes on the gold mines are looming after the rejection by the National Union of Mineworkers (NUM) of a final offer on pay rises

The union's central committee decided yesterday to reject the Chamber of Mines offer — which has been raised to about 19% — and next week will be conducting strike ballots at 18 of the 44 gold mines where the NUM is represented

The chamber's final offer is said to range from R26 for group 1 surface workers to R74 for group 8 underground workers

However, the chamber would not confirm this or comment on the situation

The NUM is demanding a 23% across-the-board increase

Other proposals the NUM has rejected include a two-hour reduction in the number of working hours a fortnight, 14 days of paid leave and a 50% leave allowance

The NUM wants 21 days of paid leave, a 75% leave allowance and a six-hour reduction in working time a fortnight.

It is also demanding participation in negotiations for the removal of job reservation and Labour Day as a paid

holiday These were rejected earlier by the chamber

An urgent need for a settlement is mounting because the traditional date for implementing increases for black gold miners is July 1

Although the NUM only negotiates for members on mines where it is recognised, the outcome usually affects other miners in the industry

It is not known whether the chamber will withhold the implementation of these increases for the many workers who are not union members

The NUM has also declared a dispute with the chamber over wages of black coal miners. Conciliation board talks are to take place today.

Last year the chamber implemented an increase of 13% to 14% for black gold miners, but the NUM only agreed to this after an adjustment to the package and when strikes were already going ahead on several Anglo American mines

Annual negotiations between the chamber and whites on its collieries and gold mines ended early this month with an 11% pay increase for the 47 000 officials and workers

143 B. Day ~~12/28~~

## Brush union joins council

By CLAIRE PICKARD-CAMBRIDGE

THE Council of Unions of South Africa (Cusa) has just received the 3 000-member Broom and Brush Workers' Union of South Africa into its fold.

The formerly unaffiliated union, which represents workers in the service industry, is headed by general secretary Mary Ntseke.

Cusa has lost the 13 000-strong SA Black Municipal and Allied Workers' Union (Sabmawu), which disaffiliated last week. It also expelled the 5 000-member Hotel, Liquor, Catering and Allied Union (Hotelica) recently, but gained a new affiliate in the 5 000-member National Union of Wine, Spirits and Allied Workers (Nuwsaw) at almost the same time.

The Trade Union Council of South Africa (Tucsa) has been hit by the loss of its 50 000-member Garment Workers' Industrial Union of Natal (GWIU), the most recent of several large unions to have withdrawn from the body.

However, GWIU general secretary Frankie Hansa has not given reasons for the decision.

The GWIU scored a recent success when it affirmed its majority support at Natal Overall against its rival, the National Union of Textile Workers (NUTW), which challenged GWIU's closed shop in a secret ballot in May.

NUTW had earlier broken the GWIU's grip on James North (Africa) in the first successful legal challenge of the closed shop.

# Miners reject wage deal, decide on strike ballot

143 Star 28/6/85

The National Union of Mineworkers has rejected the revised offer of the Chamber of Mines to black goldmine workers and last night decided to hold a strike ballot to determine members' support for industrial action.

The ballot will be held next week and if members support a call for strike action, a legal strike could take place.

The NUM's rejection of the Chamber's offer follows its earlier rejection of the Chamber's review of wages and working conditions applicable to black goldmine workers.

A statement by the union said the revised Chamber proposals had been unanimously rejected by the central committee.

The Chamber's final offer for wage increases ranged from R26 for Group 1 surface workers to R74 for underground workers.

## AVERAGE

The NUM is not prepared to accept anything lower than R32 for surface workers and R142 for underground workers.

This represents an average 23 percent increase in wages.

The other revised offers of the Chamber were Reduction of working hours by two hours a fortnight to a total of 102 hours, 14 days leave and 50 percent leave allowance.

The NUM has come back with demands for 96 hours a fortnight, 21 days leave and 75 percent leave allowance.

It has also asked for workers to be granted a holiday on Labour Day and for participation by the union in negotiations for removal of job reservation.

# Talks with chemical workers fail again

Yet another round of talks has failed to solve the wage dispute between the chemical giant, AECI, and the South African Chemical Workers' Union (SACWU)

The union disclosed today that a meeting had been held with the company on Tuesday, but that no agreement was reached

Six hundred workers from the company's factory near Newcastle have been on a legal strike since June 3 in support of long-standing wage demands

And in a development that could only worsen relations between the parties, the union claimed the company had issued an ultimatum to some of the strikers at its Newcastle factory to return to work or face dismissal

SACWU general secretary, Mr Michael Tsotetsi, said about 100 workers were affected by the ultimatum

About two weeks ago AECI sacked nearly 100 of the strikers after they failed to meet an ultimatum to return to work

## SYMPATHY

Mr Tsotetsi would not comment on whether the union would go ahead with threatened sympathy strikes at other AECI factories around the country

SACWU claims to have a mandate for such strikes

An AECI spokesman confirmed that about 160 strikers from the factory's dispatch and engineering plants had been asked to return to work by Monday, or risk losing their jobs

The company had repeatedly asked all employees to return to work. The union had been notified that management "was being forced to consider alternative ways of manning the plant" if the workers did not return

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Star 28/6/85

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Handwritten notes on the right margin.

# Unions 'sick and tired' of accidents

By JOSHUA ROBOROKO

HEALTH and safety in South African industries have become a priority of black trade unions.

The unions say this is also so because they are "sick and tired" of attending inquiries into accidents in which workers had either died or injured.

A research, commissioned by the National Union of Mineworkers (NUM) and published this week, has revealed that 600 black miners died in mine accidents every year in South African goldmines.

This figure has caused concern among unions, employers and the State. They feel the accident rate and incidence of diseases have to be reduced as they constitute a source of conflict between workers and

## Baas

Another black miner said "The team leader says the baas (white miner) says I should work there, and if I do not want I should tell him and report to the baas that I do not want to work."

"The team leader tells me I must work — if I do not want I must take my jacket and go. But I need the money, so I work. The team leader goes come and check, and then he calls the team member to put in the jacket."

to get R70 for every 700 feet mined, but now we get R30 or R40 and so we don't know how they calculated it," another miner said. "Some of the miners have refused to work at places they regard as dangerous because you cannot get killed for a

fifty cents." In the survey Mr. Leger also contends that miners were not well protected against diseases, their boots were not safe, their hats were worn-out and were subjected to terrible noise and hearing defects.



A RESCUED mineworker is brought to the surface after being trapped 600 metres underground.

The unions say this is also so because they are "sick and tired" of attending inquiries into accidents in which workers had either died or injured

A research, commissioned by the National Union of Mineworkers (NUM) and published this week, has revealed that 600 black miners died in mine accidents every year in South African goldmines.

This figure has caused concern among unions, employers and the State. They feel the accident rate and incidence of diseases have to be reduced as they constitute a source of conflict between workers and employers.

### Refuse

The research was done by Mr Jean Leger, a chemical engineer employed by the Sociology Department at the University of the Witwatersrand.

Professor Eddie Webster was project leader.

The study examined the views of a selected sample of 90 black miners from four goldmines. It recommends the Mine and Works Act be changed in several ways, and production bonuses be eliminated in favour of fixed salaries.

In the study, Mr Leger says 83 percent of his interviewees believed white miners neglected safety precautions to get production bonuses. This was because whites could receive unlimited production bonuses, while management policy was not to pay black miners production bonuses. These represent more than 30 percent of wages.

The respondents believed they should have the right to refuse to do dangerous work, to accompany inspectors, to relay problems to inspectors and have safety stewards and to negotiate with management.

Mr Leger says most white miners did not care for the safety of the black miners, even after the black miner had reported that there was a danger in the mine.

One black miner told

do a damn thing about it. He does not come at all, he says it is up to the team leader to do it, he wants to blast everyday.

### Baas

Another black miner said: "The team leader says the baas (white miner) says - I should work there, and if I do not want I should tell him and report to the baas that I do not want to work."

"The team leader tells me I must work - if I do not want I must take my jacket and go. But I need the money, so I work. The team leader does come and check, and then he calls the team member to put in the explosion packs."

Mr Leger also says confrontations leading to possible assaults were also reported by team leaders. One miner claim that, after several complaints, he was threatened with assault by a white miner who accused him of refusing to work. White miners wanted production to return to normal as soon as possible, whether the actions taken to ameliorate the hazards were adequate or not.

Disciplinary action, including victimisation and facing charges were rife if a black miner insists on complaining about the dangers in the mine, especially underground.

Some of the steps taken include workers being demoted, having a disciplinary record, bonus reduction warning or rebuke. Demotion means a drop in wages by about 50 percent. The outcome of such cases depend on the discretion of the white miner.

### Bonuses

Regarding bonuses received by black miners, Mr Leger says the lack of clarity about bonuses is a general feature of the mine industry. The workers are not told why they were not getting it or at times the bonus is discontinued.

"The bonus appeared to have been discontinued. I was getting it, but now I am not getting it," a black miner said.

"The time this bonus was introduced, we used

have refused to work at places they regard as dangerous because "you cannot get killed for a

worn-out and were subjected to terrible noise and hearing defects

A RESCUED MINER

S. M. M. 28/10/78



## URBAN TERRORISM

## Targeting business

SA's business community is facing an escalation of urban terrorism. Security specialists forecast that the 10 major bomb attacks in the past month mark the beginning of a new trend that will not only grow in intensity but in sophistication.

There have been six bomb attacks in urban centres the last ten days — the latest a limpet mine explosion in the Carlton Centre offices of AECI on Monday.

Craig Williamson, intelligence chief of the Security Police, says the African National Congress (ANC) has planned the latest rash of bombings, on economic and "soft" targets, to coincide with its important secret conference in Lusaka (see Tom Lodge, In My Opinion). He says the police predicted an escalation of urban terrorism six weeks ago, and their intelligence has now been confirmed.

A new trend is that some bombings are targeted at companies experiencing labour problems. Williamson tells the *FM* that ANC leader Oliver Tambo has recently said the ANC's military wing, Umkhonto we Sizwe, will act in defence of workers' rights. Williamson sees this as an act of "armed propaganda" designed to show solidarity with the workers and to intimidate management. He does not believe that trade unions involved in disputes having anything to do with the planned violence.

Statistics from Pretoria University's Institute for Strategic Studies indicate that until June 24 there were 55 bombing incidents in the country, while there were only 19 such incidents in the first six months of last year. The total for the whole of last year was 44.

The main targets were civilian, with 16 attacks since the beginning of the year, while there were only eight such attacks from 1976 until the end of last year. Next most frequently attacked were police and witnesses in political trials — with 13 attacks since the beginning of the year compared to 10 during the whole of last year.

The Institute's Professor Mike Hough explains that the statistics reflect only acts of terror linked to organisations such as the ANC in which technical weapons, such as limpet mines, were used. They don't include those where weapons of spontaneous anger, such as petrol bombs and stones, were used.

The administrative director of the Security Association of SA (SASA), Frank Sims, tells the *FM* that there can be no doubt that urban terrorism is increasing sharply, and getting more sophisticated and better planned. "We have been very fortunate. We've had far fewer bomb attacks in cities than the rest of the Western world. The only really big bomb we've had was the Pretoria bomb of April 1982. It is changing now and we must get ready for it."

"The problem in SA is that there is a serious lack of security awareness in the business community and among the general public. The attitude is that security practices are inconvenient. We will definitely have to change our lifestyles, and start implementing body searches and entry control. We also have to start using measures like security glass, because broken glass after a bomb explosion is the main source of injury."

"But that is not enough. The most important is a public awareness of this danger.

people must get used to being on the look-out for suspicious objects."

Several recent explosions confirm the trend that bombings are aimed to coincide with labour disputes.

□ On April 30 limpet mine explosions rocked the Johannesburg head offices of Anglo American and Anglovaal while strikes were occurring on their Vaal Reefs and Har-tebeestfontein mines respectively.

□ Three synchronised limpet mines went off in the Brakpan area on May 14 — the day trade union leader Andries Raditsela was buried in Tsakane township, and

□ A limpet mine exploded on the 15th floor of the Carlton Centre, which houses AECI's personnel department, on Monday this week.

Williamson tells the *FM* that more important than physical security is a system of sound labour relations based on real and effective communication between workers and employers. This, he says, will remove the ability of the ANC to exploit grievances. ■

## UNION UNITY TALKS

FM

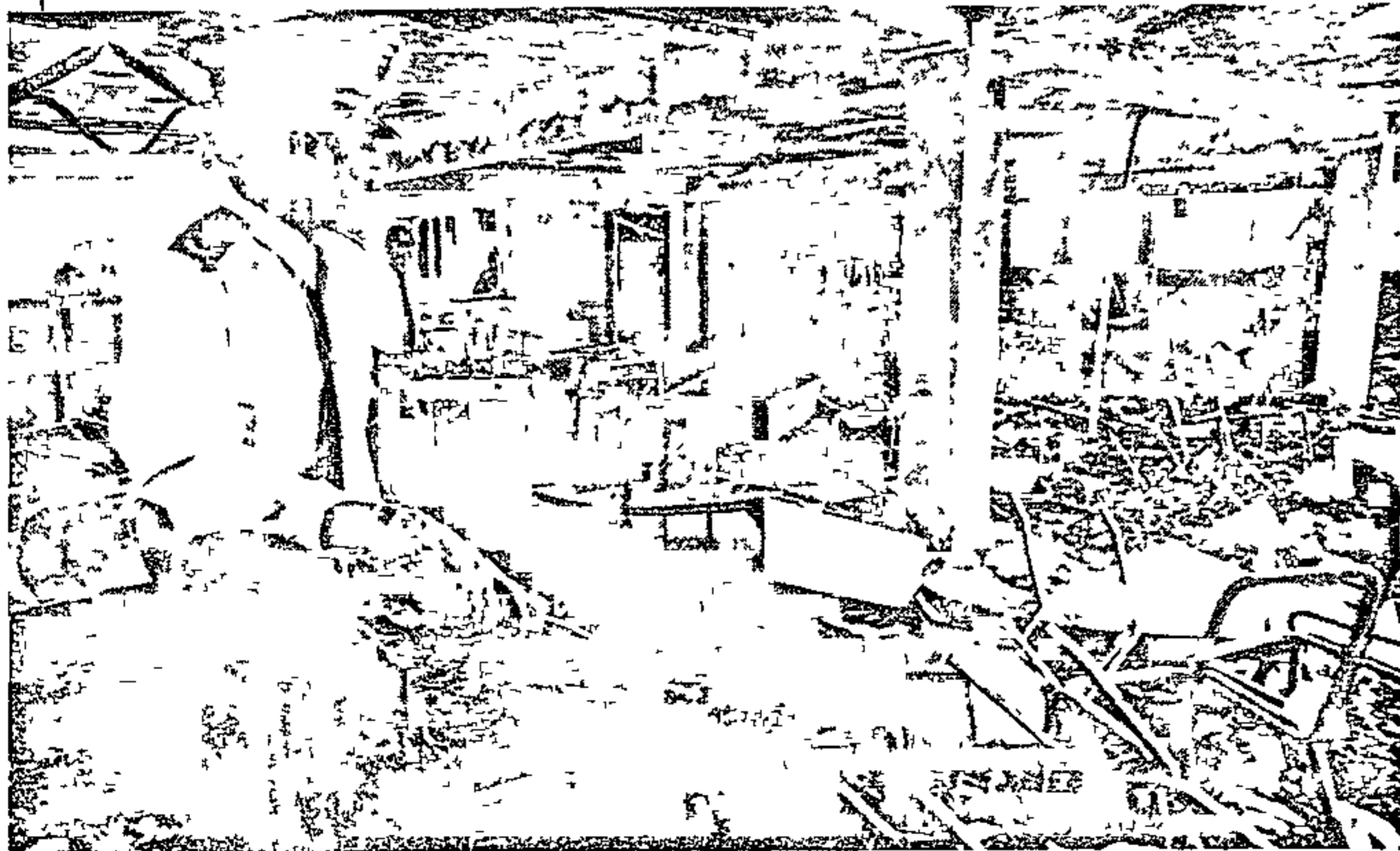
## Slow progress

28/6/85

Another round of talks aimed at establishing a new "superfederation" of emerging unions was held last Friday. The talks were attended by most of the original "unity" unions and they agreed to establish the new organisation as soon as possible. But there was one noticeable absentee — the Council of Unions of SA (Cusa).

Cusa general secretary Phiroshaw Camay says the organisation was not invited to the meeting. Observers speculate this may be because — apart from the National Union of Mineworkers (NUM), which was present at the meeting — no Cusa union has fully committed itself to the new federation. A Cusa executive committee meeting at the weekend decided that all affiliates should make a final decision about joining the federation by early August.

The *FM* understands that the participants in last week's meeting — Fosatu, General Workers' Union, Food and Canning Workers' Union, Commercial, Catering and Allied Workers' Union, and the Cape Town Municipal Workers' Association — decided that a date should be set soon for an inaugural conference. There is a strong lobby which argues that it should not be delayed beyond October unless convincing reasons are given by the black consciousness and UDF-aligned unions which recently participated in a meeting with the "unity" unions. ■



Bomb attack flashback ... more to come?

PM 28/6/85

REFORM

### Tutu's bottom line

Bishop Desmond Tutu, Anglican Bishop of Johannesburg, has outlined what he regards as the prerequisites for "real reform" in SA.

In a speech to the Barclays Executive Women's Club, Tutu said change in SA remains elusive, even though everybody talks about it all the time. But, he said, it is no use for South Africans to tell the international community that there is change, because the world would rather believe the victims of apartheid.

Tutu said he would be convinced about the sincerity of government's reform intentions if

- Government declared a commitment to a common citizenship for all in an undivided SA,
- Pass laws were abolished,
- Detention without trial and arbitrary bannings were halted,
- All forced removals were stopped,
- A uniform education system for all was introduced, and
- ANC leader Nelson Mandela and other political prisoners were unconditionally released.

"Only if these conditions are satisfied will I call on the international community to give

### ANOTHER NUM DISPUTE

The National Union of Mineworkers (NUM) has declared a dispute with the Chamber of Mines after two days of talks on wages and working conditions for its members on chamber collieries.

The NUM started off with a demand for a 40% across-the-board increase and improvements in 14 conditions of employment. It also called for the immediate removal of all job reservation practices on the mines.

According to a chamber statement, the NUM reduced its demands to wage increases ranging from R35/month in the lowest job categories to R114/month in the highest categories. It also modified some of its proposals on the other conditions of employment and its position on the question of job reservation, demanding participation in the negotiations the chamber is conducting on the issue with the established mining unions.

The chamber offered to increase its minimum rates by amounts ranging from R24/month in the lowest job categories to R65/month in the highest categories. Improvements in various fringe benefits were also offered.

The chamber also told the NUM it is "fully prepared" to discuss how an end to job reservation would affect its members, but could not agree to its direct participation in the talks.



"We run our tails off .they get the cup . fill it with Chwas Regal and we end up with a bale of hay!"

# Diakonia offers help in dispute

Labour Reporter

THE Diakonia Council yesterday sent a telex to the management of Howick rubber company BTR Sarmcol urging the company to reopen talks with the Metal and Allied Workers' Union to resolve the eight-week-long dispute in which about 1,000 workers lost their jobs.

The council, which represented eight member churches in the greater Durban area, had offered its services in a bid to bring workers and management together for negotiations. Mr Paddy Kearney, a Diakonia spokesman, said yesterday:

'Our telex notes that lives have already been lost and houses burned down as a result of the dispute.'

'It describes a recent ban on all meetings in the Howick township of Mpopomeni as a grave new dimension of the strike. The organisation has also called on the police to stop preventing workers from holding meetings elsewhere, warning that this policy could have tragic consequences as worker frustration will be driven underground and it will be very difficult to keep discipline and order among workers,' he said.

The member churches are African Methodist Episcopal, African Presbyterian, Anglican, Evangelical Lutheran, Methodist, Prebyterian, Roman Catholic and United Congregational Church.

NM 29/6/85

143

# Now coalminers to hold strike ballot after dispute deadlock

N.M 29/6/85  
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**Mercury Correspondent**  
JOHANNESBURG—The National Union of Mineworkers announced yesterday that they are to hold a strike ballot for black coal-miners next week after deadlock was reached at conciliation board talks with the Chamber of Mines yesterday

The announcement came with 24 hours of an NUM decision to hold a strike ballot among

black workers on the gold mines, and opens the way for a massive legal strike on both gold and coal mines

While exact support for the NUM is not known, a spokesman for the NUM said their latest figures showed they had a signed-up membership of 160 000 black miners

## Indication

And the first stirrings of dissatisfaction with

this year's increases, due to come into effect from Monday, were felt yesterday when more than 3 000 workers at the Bracken gold mine, near Evander, failed to go underground

Mr Ramaphosa said he had had no indication of whether the chamber was to offer more than its 'final' offer presented at a conciliation board meeting on Monday

There are only four percentage points separating the two as the chamber is offering increases of around 19 percent while the NUM is demanding about 23 percent.

## Invited

Meanwhile, a statement from Gencor, owners of the Bracken mine, said night shift workers had refused to go down on Wednesday and that all but a few day-shift workers also failed to go underground yesterday

The strike started soon after the annual increases, which amount to about 19 percent, were announced

The Gencor statement said insignificant damage was reported to mine pro-

perty, and the situation at the mine was calm

It said mineworkers had been instructed to return to work and had been invited to appoint representatives to discuss possible grievances

A statement released by the chamber last night said 'The Chamber of Mines and the National Union of Mineworkers today reached deadlock in conciliation board negotiations on the wages and other conditions of employment for about 5 000 of the union's members employed on 11 out of 55 coal mines'

'The Chamber of Mines regrets the fact that the union was unable to accept the employer's final offer which was a very good one

'In addition to wage increases the offer included a reduction of two hours a fortnight in working hours, an improved leave bonus, and the introduction of an industry leave scheme

'Taking all the components into account the offer amounts to an increase higher than the current rate of inflation'

# Strike: Black miners to vote

Own Correspondent

JOHANNESBURG — The National Union of Mineworkers announced a strike ballot for black coalminers next week after deadlock at conciliation board talks over pay increases with the Chamber of Mines yesterday.

The announcement came within 24 hours of a NUM decision to hold a strike ballot among black workers on the goldmines, and opens the way for a massive legal strike on both gold and coal mines.

The chamber is offering increases of about 19 percent while the NUM is demanding 23 percent.

Exact support for the NUM is not known but a spokesman for the NUM said their latest figures showed a signed-up membership of 160 000 black miners.

The first stirrings of dissatisfaction with this year's increases, due to come into effect from Monday, were felt yesterday when more than 3 000 workers at the Bracken goldmine near Evander failed to go underground.

Gencor, owners of the mine, said night-shift workers had refused to go down on Wednesday and all but a few day-shift workers failed to go underground yesterday.

It said there was little damage to mine property and the situation at the mine was calm. Workers had been instructed to return to work and had been invited to appoint representatives to discuss possible grievances.

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**Cusa backs workers**

THE COUNCIL of Unions of SA will hold a support meeting on July 6 for 44 workers dismissed at Triomf's Potchefstroom plant last April. Cusa general secretary Piroshaw Camay said all Cusa affiliates and Fosatu and UDF unions have been invited to the meeting.

Meanwhile the Ikageng village council has turned down Cusa's request to exempt workers from paying rent or lodgers' fees. Ikageng mayor Gabriel Moraladi said it would cause a "deficit in the council's coffers" if they exempted people.

Press 30/6/88

# Metal, mines row boiling

By Amrit Manga and Brendan Ryan

THE two-month wage deadlock in the metal industry could be broken in the next days, but it will allow the industry only a short respite.

But the scene is set for a confrontation between the National Union of Mineworkers (NUM) and the Chamber of Mines

All metal unions except the black Metal and Allied

Workers Union have agreed to recommend to their members that the employers' final offer be accepted

## Factory level

But the recommendation is only meant as a short-term solution, allowing the wage battle to move from industrial council to factory level

The final offer is an 8,3% increase for artisans and 9,8% for labourers

A trade unionist says "We have accepted the offer as a short-term settlement and will press for plant-level bargaining to improve it."

The Federation of South African Trade Unions affiliate, Metal and Allied Workers' Union, has not accepted the offer and has called for far-reaching changes to the industrial council as a negotiating forum

The NUM's central committee has rejected the Chamber of Mine's final offer of a R26 increase for group 1 surface workers and R74 for underground workers

The union says it has invited the chamber back to the negotiating table in an attempt to avoid a showdown.

## Marginal

However, on Friday strikes broke out at Gencor's Bracken mine in the Eastern Transvaal after the mining house announced the previous night the pay increases it intended implementing

The chamber was poised on Friday to implement its final pay offer which NUM had rejected for both union and non-union workers. The reason given for the move is that the black work force expects its pay increases from July 1

Gencor, however, beat the chamber to the gun. Gencor had apparently indicated throughout the negotiations that workers at NUM-recog-

nised Marievale on the East Rand would receive less than the final offer because the mine, a marginal operation, could not afford to pay that much

Gencor's increases for its mines where the NUM is not recognised were also lower than the chamber's final offer

It is believed that Rand Mines marginal gold producers ERPM and Durban Deep also intend paying less than the chamber's offer because of their tight financial situations

## AECI row

Another 160 AECI strikers could lose their jobs if they fail to return to work tomorrow. About 110 lost their jobs when they failed to meet an AECI ultimatum to return to work

AECI spokesman Murray Joubert says the company will have to consider taking on other workers if the strikers stay out.

The union's 11 000 members have not dropped the threat of a strike at all AECI plants.

They are supporting wage demands at the Ballengeich factory, near Newcastle. The strike by 600 workers there enters its fifth week after almost eight months of negotiations have failed to break the deadlock. There are no signs of concessions on both sides

AECI has, however, again offered to re-employ workers who lost their jobs after closure of the chemical plant at the Newcastle factory

# Mine workers' strikes loom

By JOSHUA RABOROKO

THOUSANDS of black mine workers are to hold strike ballots starting tomorrow threatening widespread industrial action on gold and coal mines in the country within weeks.

The National Union of Mineworkers' central committee has rejected the Chamber of Mines offer — which has been raised to about 19 per cent — and the ballots will be conducted at the mines where the union has recognition agreement.

The Chamber's final offer is said to range from R26 for Group I surface workers to R74 for Group 8 underground workers. The Chamber of Mines' industrial relations advisor, Mr Johan Liebenberg, has announced that they will give its 550 000 black workers wage increases from today despite the strike threat by the NUM.

He said most mine-workers favoured the chamber's offer. There would also be an increase of five per cent allowance for split shifts and half per cent increment for the length of service.

However, NUM's

143 SOWETO  
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general secretary Mr Cyril Ramaphosa said the union viewed the chamber's announcement in a serious light and will challenge the employers' organisation because "this we see as an unfair labour practice"

"We have a recognition agreement with the chamber and we do not see how they can implement wage increases without agreeing with the union. We have rejected their offer and they should negotiate with us in good faith until agreement is reached," Mr Ramaphosa said.

The union has resolved to hold strike ballots at all the mines where they have recognition agreement. The members were in favour of taking industrial action following a resolution taken at their annual conference.

An urgent need for a settlement is essential to avert a strike which might have serious effects on thousands of miners, most of whom are migrant workers, an industrial relations consultant has warned.

The consultant said there was a growing point of concern between employers.



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# Metalmen accept wage offer

The deadlock in the metal industry wage negotiations, which threatened to leave more than 350 000 workers without a pay agreement, came close to breaking today when unions belonging to the International Metalworkers' Federation (IMF) announced their acceptance of employers' final offer.

A letter confirming this was sent to the Industrial Council today. But it is understood one union in the grouping, the Metal and Allied Workers' Union, is unlikely to sign the agreement which will grant hourly pay rises of between 14c and 24c.

The IMF unions had demanded a 50c-an-hour increase.

# 8 000

# striking

# miners get

# ultimatum

Mercury Correspondent

JOHANNESBURG—Amid fears of widespread labour unrest in the country's mining industry, about 8 000 striking workers on two goldmines have been given an ultimatum to return to work today

The workers, from Gencor's Leslie and Bracken mines in the Eastern Transvaal, continued their strike this weekend, reportedly in protest against the Chamber of Mines' annual wage increases

A spokesman for Gencor said they had advised the workers, who failed to go underground on Saturday, to return today

The National Union of Mineworkers (NUM) is pressing on with plans for a strike ballot tomorrow on gold and coal mines, which the union claims could bring more than 200 000 workers out on legal strike in the next fortnight.

The Chamber of Mines announced at the weekend that it would proceed with the implementation of wage increases due today for the industry's 550 000 gold and coal

mineworkers

This is in spite of the dispute with the NUM which saw the conciliation board talks for both the coalmines and the goldmines deadlock last week, opening the way for legal strike action

### Workforce

Mr Johan Liebenberg, the chamber's industrial relations adviser, told a Press conference on Saturday that they were implementing the increases because the NUM represented only a fraction of the workforce

In addition, he said, July 1 was the traditional date of implementation for the increases and workers would be expecting them

The increases, which were the chamber's final offer to the NUM, vary between 14 percent and 19,6 percent on the chamber

minima and include concessions on the number of working hours per fortnight

The NUM is holding out for 22 percent across-the-board, an increase in minimum paid leave from two weeks to three weeks, leave allowances a half-holiday on May Day, shorter working hours and inclusion talks with white miners aimed at the scrapping of job reservation

### Hectic

Mr Cyril Ramaphosa, general secretary of the NUM, yesterday predicted that at least 200 000 workers would support a strike

By late yesterday Gencor, which runs both Bracken and Leslie, was the only mining house to be hit by strike action in what is traditionally a hectic period at the mines

the base

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# NUM claims 200 000 could go on strike

From PHILLIP  
VAN NIEKERK

JOHANNESBURG — Amid fears of widespread labour unrest in the country's mining industry, about 8 000 striking workers on two gold-mines have been given an ultimatum to return to work today

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The National Union of Mineworkers (NUM) is pressing on with plans for a strike ballot tomorrow on gold and coal mines, which the union claims could bring more than 200 000 workers out on legal strike in the next fortnight.

## Increases

The Chamber of Mines announced at the weekend that it would proceed with the implementation of wage increases due today for the industry's 550 000 gold and coal mineworkers — in spite of the dispute with the NUM which saw the conciliation board talks for both the coal mines and the gold mines deadlocked last week, opening the way for legal strike action

The increases vary between 14 and 19,6 percent and include concessions on working hours

The NUM is holding out for 22 percent across-the-board, an increase in minimum paid leave from two weeks to three weeks, leave al-

lowances, a half-holiday on May Day, shorter working hours and talks with white miners aimed at the scrapping of job reservation

Mr Cyril Ramaphosa, general secretary of the NUM, yesterday predicted that at least 200 000 workers on the 18 gold-mines where the NUM is recognized would support the strike

"We also have a presence on 12 more gold-mines, and workers on these mines feel just as strongly about the increases," he said "The point of the strike will, we hope, be to force the Chamber to bargain with us seriously in future so that they don't come to us with predetermined wage increases

"Once they see 200 000 are on strike, that would be a good sign to start negotiating in good faith. At present I don't think they believe we can muster that kind of strength"

Mr Johan Liebenberg, the Chamber's industrial relations adviser, emphasized that the amount they would be paying out from today was their final offer to the NUM, though he said the Chamber was still open to a "realistic" offer from the NUM

Yesterday a spokesman for Gencor confirmed that they would be paying less on the basic increases than the other five mining houses, but that their fringe benefits would in some cases be higher

By late yesterday Gencor was the only mining house to be hit by strike action

# AECI suspends ultimatum

143 Star 2/7/85

AECI yesterday suspended its back-to-work ultimatum to about 150 workers who have been on a legal strike over a wage dispute at its Newcastle plant.

The workers are among the 600 who originally went on strike on June 3 to back demands that their pay be brought into line with that of colleagues at other AECI factories

The suspension of the ultimatum coincided with a meeting yesterday between the company and the South African Chemical Workers' Union (Sacwu) Spokesmen for the parties confirmed the talks would resume tomorrow but would not say what would be on the agenda

Late last week the company issued an ultimatum to the workers,

all from the Newcastle factory's engineering and dispatch plants, to return to work by yesterday or risk losing their jobs

One hundred of those involved in the original strike have already been fired for failing to return to work

Sacwu has not indicated if it will go ahead with its threatened sympathy strikes at other AECI factories

# The mines are safer — Chamber

By SOWETAN Reporter

THE mining industry had fewer deaths and injuries in 1984 compared with previous years, the president of the Chamber of Mines, Mr George Nisbet, has claimed.

Mr Nisbet was reacting to a report published last week released by the National Union of Mineworkers. The report claimed about 600 miners died in mine accidents annually. It blamed white miners and said they neglected safety precautions.

According to Mr Nisbet the accident rate on mines had been nearly halved over the past 10 years and deaths re-

duced by 20 percent since 1978.

In a statement to The SOWETAN Mr Nisbet said the figures released by the chamber were "highly encouraging", though from the gold mining industry's point of view they were still far from satisfactory.

He said "South African gold mine accident statistics still do not compare with those of some other major mining industries, although as indicated by other mine bosses gold mining in South Africa takes place on a scale and depth not encountered elsewhere — not an excuse but a fact."

In his statement he said the chamber readily accepts that breaches of

regulations inevitably do take place. There were thus many prosecutions by mine managements and inspectors of mines.

The chamber, he said, seriously questions whether such breaches of the law and the fact that blacks are allowed to do the work of whites under exemption have had "any significantly negative effect on mine safety".

## Evidence

"Mr Leger himself produces evidence to demonstrate the impact of these factors on safety performance. However, the statistical evidence available shows that since 1976, when exemptions were introduced, the fatality rate has fallen by 15 percent and the injury rate by no less than 48 percent.

"This would seem to indicate that contrary to Mr Leger's assertions, the delegation of safety responsibilities to black team leaders may well have been a contributing factor to the steadily improving safety performance of the gold mines in recent years.

"If this is so it lends major weight to the chamber's arguments in favour of cancelling the scheduled persons definition in the Mines and Works Act, thus enabling people to be employed on merit and not on colour in any and all occupations," Mr Nisbet said.

## Bonuses

Referring to production bonuses, the chamber said it might at

first seem tempting for a man to take chances in order to boost his income, but logic and experience show that the opposite was the case in mining.

Accidents disrupt mining operations therefore production on which miners' earnings depend.

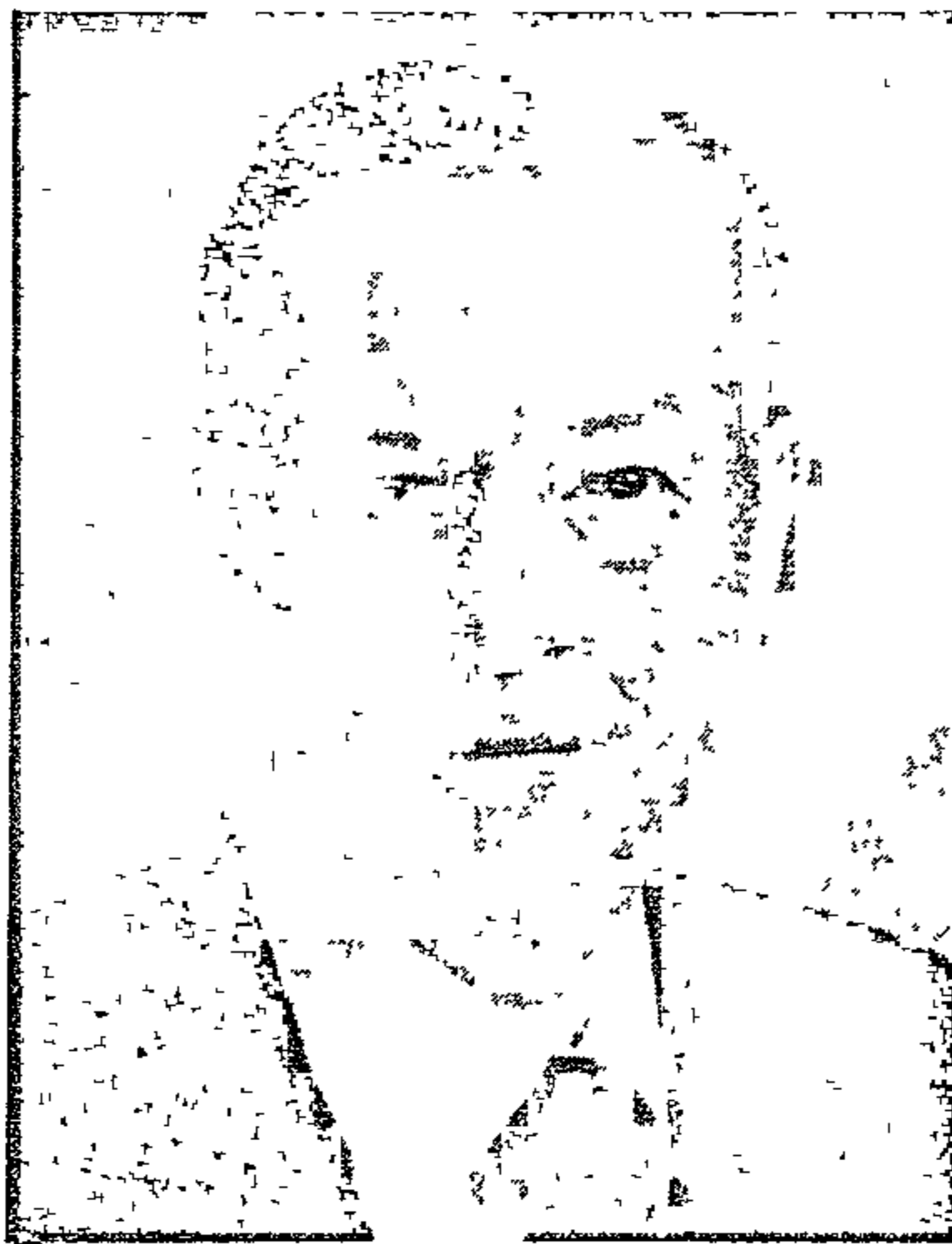
The chamber also said Mr Leger has titled his report "Towards safer underground gold mining" after a United States report titled "Towards safer underground coal mines". The US report said "Overall, mines with higher productivity have lower injury rates than do less productive mines."

## Code

The chamber has introduced a code of practice to give guidance to mine management and mineworkers on how to prevent noise induced hearing impairment and this will be updated and revised in the light of scientific and technological advances.

Mr Nisbet said while the statistical basis of Mr Leger's survey on black workers' perceptions was not questioned, he produced no evidence to establish the validity of the conclusions which he drew from respondents.

He added that one "glaring mis-statement" of fact in the NUM report was the claim by Mr Leger that less than two percent of the budget of the chamber's research organisation was directly applied to health and safety matters.



Mr GEORGE NISBET. President of the Chamber of Mines Mine accidents decrease

# Unhappy unions sign agreement

Mercury Correspondent  
**JOHANNESBURG**—  
 From yesterday 360 000 metalworkers were without an industrial council agreement — but deadlock has been broken, with all but one union now prepared to sign the 1985 agreement.

Three of the four unions bargaining as the local committee of the International Metalworkers Federation (IMF) informed the industrial council yesterday that they were prepared to sign the agreement.

Fosatu's Metal and Allied Workers' Union (Mawu) which has threatened a national strike over wages, is now the only industrial council member not party to the agreement.

Yesterday's letter followed a decision last week by the artisan unions, including the SA Yster en Staal Unie and the affiliates of the Confederation of Metal and Building Unions (CMBU), to reluctantly endorse the agreement.

This means that metal workers will now be receiving increases ranging from 8,3 percent to 9,8 percent, but technically the industry will remain without an agreement until it has been gazetted by the Minister of Manpower.

A spokesman for the

council said the employers association the Steel and Engineering Industries Federation (Seifsa), had indicated that it would be implementing the new agreement from July 1.

Mr Brian Fredericks, chairman of the local committee of the IMF, said the three IMF unions who accepted the offer yesterday were still very unhappy with it.

These unions are the SA Boilermakers' Society, the Engineering Industrial Workers' Union and Cusa's Steel Engineering and Allied Workers' Union.

He said the unions

would be approaching individual employers where they had substantial membership to demand increases over and above the industrial council minima and any employer who resisted would face action.

A spokesman for Mawu said they would be holding a national executive committee meeting at the weekend to plot what action to take now that they had rejected the industrial council proposals.

This is the third year that Mawu, who have only been on the council for three years, have refused to sign the agreement.

## Worker dies as unrest at mines continues

**JOHANNESBURG**—  
 Further unrest occurred at the strike-hit mines of the Gencor group this afternoon, with the death of one black worker being reported.

The death occurred at Winkelhaak gold mine where work was disrupted last night when 4 000 workers from one of the

hostels failed to report for work.

A Gencor spokesman said the dead man was brought to the hospital at Winkelhaak by two employees who subsequently ran away. 'The cause of death is unknown and is being investigated' he said.

Almost 20 000 workers are on strike over pay at

Enough to



Tucking in ... Mr Richard sure Beach near the Bluff took about an hour to land the rest



20 000 miners

ARGUS 2/7/88  
face dismissal

JOHANNESBURG — Twenty thousand miners on strike over their annual pay increases at Free State and Eastern Transvaal gold mines face dismissal if they do not return to work today

One miner has been killed in unrest following the strikes yesterday at three mines owned by the General Mining Union Corporation (Gencor)

The company said that 560 workers had already been fired — Sapa

# Miner dies as 20 000 strike over pay rises

CAPE TOWN 2/7/85

From PHILLIP VAN NIEKERK

**JOHANNESBURG.** — One miner died and about 560 were fired as more than 20 000 workers on Gencor goldmines went on strike in protest against their annual wage increases yesterday.

Teargas was fired at workers as incidents of unrest flared on the three mines — Beatrix near Welkom and Kinross and Winkelhaak near Evander in the Eastern Transvaal.

Gencor has told all 20 000 workers to return to work today or be fired.

The two mines hit by strikes at the weekend — Bracken and Leslie — were back to "normal" yesterday, and the company announced that about 390 workers at Leslie and 170 at

Bracken had been sacked.

The strikes were triggered by the annual increases Gencor is giving less than the amount rejected last week by the National Union of Mineworkers (NUM), and which most of the other mining houses will be implementing this week.

## Control

NUM, which is preparing for a strike ballot on the 18 goldmines where it is recognised, has a presence but no recognition agreements at the five strike-hit mines.

A spokesman for NUM said they were waiting till after the strike ballot which starts today before launching their legal strike and had the situation under control at their mines.

Meanwhile, a Gencor spokesman said last night that one miner had died in unrest at the three mines yesterday afternoon.

## Looting

He said the death occurred at Winkelhaak gold mine and the dead man was brought to the hospital at Winkelhaak by two employees who subsequently ran away.

"The cause of death is unknown and is being investigated," he said.

He said that at Beatrix mine a concession store was looted and burnt down.

"The SA Police were called in early this afternoon to disperse the crowds which had

formed at two of the four sections of the hostel. No injuries were reported."

In an earlier statement Gencor said most of the combined workforce of 7 600 at Bracken and Leslie who struck over the weekend had returned yesterday morning following an ultimatum to work or face dismissal.

The statement said the 170 at Bracken and 390 at Leslie had had their services terminated.

Gencor said about 8 400 workers at Kinross, 7 300 at Beatrix and 4 000 at Winkelhaak had, however, refused to work yesterday, and as the strike continued onto the night shift the number was expected to swell.

## Biggest-ever

No incidents were reported in the rest of the industry, however, which is facing its biggest-ever strike by black mineworkers unless the Chamber and the NUM can reach agreement in the next few days.

All was quiet at Rand Mines' marginal Durban Deep and ERPM mines where the company is implementing increases higher than Gencor but lower than the Chamber's offer to the NUM.

Meanwhile, the NUM has applied for a conciliation board for its dispute with De Beers over wage increases at its Namaqualand Division, opening the possibility of a strike in the diamond mining industry as well.

## Business report

### Pages 12 & 13

● National Acceptances under judicial management

● Syfrets cuts part bond rates

● Protea earnings still on target

● City's first corporate bank to open soon

● Forex losses knock Mercatrust

● Sage Fund raises income

## BUSINESS BRIEF

Gold (close)	\$313,50
Rand	\$0,5070/80
FT index (close)	952,50
JSE	1081,80
Dow Jones	1 337,14



*B. Daw*  
~~Big~~ unions' *143*  
~~bitterness~~  
*3/7/85*  
could abort  
unity effort

By SIPHO NGCOBO

THE formation of a super-federation of all emerging trade unions may be aborted because two large federations are discontented

The two disenchanted labour fronts are the Council of Unions of South Africa (Cusa) and the Azanian Confederation of Trade Unions (Azactu), which are bitter about their exclusion from the unity talks meeting of June 21.

A senior official of Azactu claimed that certain unions were turning the unity talks into their "own property".

"We at Azactu are concerned about unity. However, there is a tendency by others to play around with unity. We have no objection to any caucus, but we are cautious that other people should not impose their decisions on us to make unity their own property," he said

#### 'POLITE PEOPLE'

Azactu, which has eight unions affiliated to it and a membership of more than 75 000, adheres to the black-consciousness philosophy.

Cusa's secretary general, Piroshaw Camay, also confirmed that his organisation had not been invited to another round of unity talks.

Asked to comment on Cusa's exclusion from that meeting, Camay said. "We are polite people, and we do not go to places where we are not invited."

According to sources in the labour movement, trade unions affiliated to the United Democratic Front also did not take part in Friday's unity talks.

Unions present at last week's meeting were the National Union of Mineworkers (NUM), General Workers' Union (GWU), Federation of South African Trade Unions (Fosatu), Commercial Catering and Allied Workers' Union (Ccaawusa), Cape Town Municipal Workers' Association (CMWA) and Food and Canning Workers' Union (FCW).

# Striking miners in big return to work

B. Day (143) 3/7/85

MORE than 90% of the 20 000 workers who struck at three Gencor gold mines on Monday returned to work yesterday after management threatened to fire them.

The mines are Winkelhaak and Kinross, near Evander, and Beatrix, in the Free State

One miner died at Winkelhaak and police used rubber bullets, birdshot and tearsmoke to disperse strikers at Beatrix on Monday

Bruce Evans, chief of Gencor's Gold and Uranium Division, said that absenteeism had varied from a normal 1% to 6%-7% on the three mines yesterday

The absentees were being interviewed to find if they had valid reasons for not working

Those who had ignored management's ultimatum could resign or be discharged, he said

About 7 600 workers went on strike at Bracken and Leslie mines at the weekend and all except 560 returned to work on Monday

The company said that 500 of these workers had indicated that they wished to resign and had not been fired. These workers were already returning to their homes

The National Union of Mineworkers (NUM), which is not recognised at the affected mines but nevertheless organ-

By CLAIRE PICKARD-CAMBRIDGE

ises there, said most workers returned to work at Beatrix yesterday

The company denied that there was unrest on their mines yesterday

NUM said earlier that the strikes were in protest against annual increases which were implemented on Monday. However, the company did not confirm this and said that reasons for the incidents were being investigated. They claimed that most workers had been pleased when told of their increases last week.

The company said that loss of earnings had been minimised owing to milling from stockpiles

NUM begins taking strike ballots only at recognised mines today or tomorrow and has warned that the industry could expect "unprecedented labour unrest" if it did not revise its final offer

Deadlock was reached in negotiations between the Chamber of Mines and NUM last week when the union, which is demanding a 22% across-the-board wage increase, rejected wage increases ranging from 14,1% to 19,6% on minimum rates.

The police said yesterday that no unrest had been reported at Gencor mines

# Trade unions step up sanctions moves

LOCAL and international trade unions are to keep up their campaign against multinationals and the policy of apartheid in South Africa.

The International Confederation of Free Trade Unions (ICFTU) has called on black unions to increase their pressure on multinationals and stressed that it was their growth and strength that would abolish apartheid.

Meanwhile the Council of Unions of South Africa (Cusa) and the Federation of South Africa Trade Unions (Fosatu) and other emerging black trade unions have jumped onto the bandwagon and at-

tacked multinationals, especially those operating in and near "independent states" for exploiting labourers.

Multinationals currently under attack include Sarmcol's BTR Company, Raleigh Cycles, DHL International Pty, Winding Wire and others which have "unfairly dismissed" workers during strikes.

Local companies such as AECI and the Chamber of Mines have also come under fire from the South African

Chemical Workers' Union and the National Union of Mineworkers over wage disputes.

The national secretary of the South African Scooter and Transport Allied Workers' Union, Mr Thabo Mohale, has accused DHL International for victimising its shop stewards last week.

"The union has tried several means to negotiate workers' grievances with the company, but this has been in vain. We have called on the

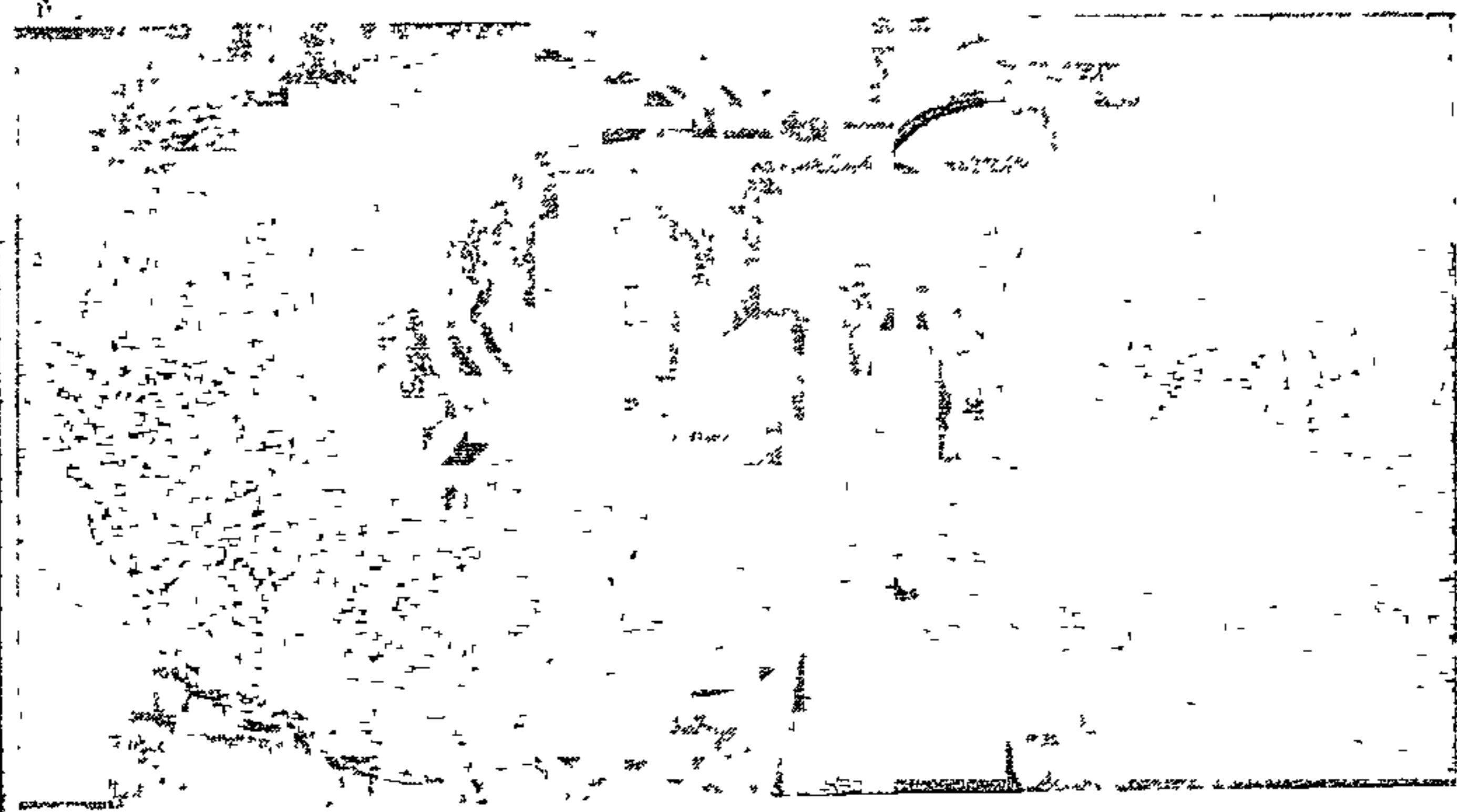
international and local unions to back us in pressuring the company to reinstate the workers and to recognise the union," he said.

The Fosatu-affiliated Metal and Allied Workers' Union has launched a campaign against the British multinational BTR in Natal following the dismissal of about 975 workers who went on a legal strike, although management said it was an "illegal strike".

In a statement the ICFTU has called on governments to build up the following sanctions

through administration and legislative action including:

- Extension of arms embargo
- Ending of all measures to promote trade with South Africa
- Prevention of new investments in South Africa by multinationals
- Ending of all commercial operations by multinationals in the "homelands"
- A ban on sale of Kruger rands
- Ending of all contracts for the expansion of South African nuclear energy and oil-from-coal programmes



THABO MOHALE, Has accused DHL International for victimising its shop stewards fired last week

# Mine violence claims life

143

POLICE used rubber bullets, birdshot and tear smoke to disperse angry black strikers as violence flared on three gold mines owned by Gencor this week.

One black miner died while 560 others were dismissed by the company.

Meanwhile most of the 19 700 black miners who were on strike at three Gencor gold mines returned to work yesterday morning, the company announced.

A spokesman for the group could not say how many remained away

from work but said the number of absentees at all three mines after the start of the morning shift was "insignificant".

The mine managements were currently interviewing absentees to establish why they had not returned to work.

**Ultimatum**  
Gencor announced on Monday night that the striking workers had been issued with an ultimatum to return to work yesterday morning or face dismissal.

A Gencor spokesman

has confirmed the death of one miner at Winkelhaak in the Eastern Transvaal and said. "The cause of death is still unknown and the mine is investigating."

A spokesman for the NUM has expressed anger at the action of the police and mine officials.

The union has warned that it will challenge mine managements who

dismiss striking workers. The management did not want to pay workers "a living wage" and "this has angered thousands of our members", a spokesman said yesterday.

Gencor also confirmed that police were called in on Monday to disperse crowds which had gathered at two of the four sections of the Winkelhaak hostels.

Sanduan

Ultimatum  
Gencor announced on Monday night that the striking workers had been issued with an ultimatum to return to work yesterday morning or face dismissal.

~~NUM~~

CAC Trans 3/7/85

143  
~~SECRET~~

# NUM strike ballot delayed

From PHILLIP  
VAN NIEKERK

JOHANNESBURG —  
The National Union of  
Mineworkers (NUM) bal-  
lot for a legal strike on  
18 gold mines and 11 col-  
lieries has been delayed  
after the union and  
Anglo American were  
unable to agree on joint  
monitoring of the vote

Anglo American, who  
run the vast majority of  
mines involved in the  
wage dispute, have re-

jected the wording of the  
NUM's ballot form and  
turned down a request  
that shaft stewards get  
paid leave for the dura-  
tion of the ballot

A NUM spokesman  
last night said that fail-  
ure to receive responses  
from Gold Fields and  
Rand Mines meant that  
the ballot would start  
only on Monday

Meanwhile, 20 000  
workers on three Gencor  
goldmines returned to  
work yesterday follow-

ing a strike on Monday

A Gencor spokesman  
said the workers from  
the Kinross, Winkel-  
shaak and Beatrix mines  
had returned after a  
threat that they would  
face dismissal

The NUM is not recog-  
nized at the Gencor  
mines and they will not  
be part of the planned  
legal strike action

An Anglo spokesman  
said yesterday that man-  
agement had been pre-  
pared to meet the union

"halfway" by allowing  
shaft stewards time off  
for the ballot without  
pay

Mr Cyril Ramaphosa,  
general secretary of the  
NUM, said the wording  
on the ballot forms was  
"none of their business"  
as it was a union issue

In terms of the Labour  
Relations Act, the NUM  
is not required to hold a  
strike ballot as it is unre-  
gistered, but has decid-  
ed to do so to prove its  
strength

143

B. Day 4/7/85

# Man who caps mining's volcano

JAMES MOTLATSI, president of the National Union of Mineworkers (NUM), feels he is sitting on the edge of a volcano. The stakes are high because the union has rejected the final wage offer of the Chamber of Mines and strike balloting is planned at recognised gold mines and collieries.

Motlati, who is one of the leaders of NUM's negotiating team, was to be found smoking in the union's poster-dotted offices in Wanderers Street. Speaking slowly and intently, he outlined the incidents which had drawn him into unionism — and a job so sensitive in the labour-intensive industry

The bearded Lesotho national was born in the Mohale's Hoek district and attended school there until Std 8. He began work as a miner in Welkom in 1970, where management-worker conflict had a "highly politicising effect" on him

He moved to Western Deep Levels in 1974, where his experience in a rockburst left him strongly concerned about safety, a key union issue today. However, it was only in December 1982 that the Council of Unions of South Africa (Cusa) launched NUM and Motlati met general secretary Cyril Ramaphosa, who was organising the union, for the first time

Launching NUM exploded the myth that migrant workers would be difficult to organise, and the union is now the largest emerging union, claiming more than 150 000

## NUM president JAMES MOTLATSI talks to Claire Pickard-Cambridge

signed-up members after three years. Motlati was elected president at NUM's inception, having already been involved in organising, and colleagues attribute his successive re-elections to his convictions and "leadership qualities which enable him to control vast mass meetings and congresses".

The union cites him as a man members can identify with, for he has been a worker and one of the few executive members who has led miners out on strike. He also lives in the single man's hostel, while his wife and three children have to remain in Lesotho due to influx control laws.

Today he is a personnel assistant at Western Deep Levels, number three shaft, and has the dual role of participating in local and national union affairs. This has given him unusual insights into the problems of unionising migrant workers.

"It was initially difficult for miners to understand the meaning of trade unionism. Miners in the hostels confused us with life insurance agents. It was difficult to find venues for meetings, and workers from neighbouring states incorrectly believed NUM was one of South Africa's banned organisations. But this confusion was event-

uate from Cusa if it withdraws from the unity talks," he said.

Motlati has another unusual experience at hand. He was one of the major forces behind the boycott campaign of liquor store outlets and concession stores on mine property in the Carletonville area this year. The union charged concession stores with asking unrealistic prices, and the campaign culminated in an agreement between the union and Deep Levels supply stores to serve customers on improved terms

Asked how he believed management perceived him, he said: "I've been told by some whites that management respect me for being able to talk workers out of doing unlawful things, but they are worried about the limits the union can take them to."

Motlati's union work occupies at least one third of his time and as a result he has to be compensated by the union for hours lost. But it is not smooth sailing, and he is candid about this: "My performance rating in the industry has dropped because I'm often away on union work. In addition, there are many members' problems and my days can be exhausting because people need to see me after hours."

But he enjoys both jobs. His union work because he believes in a fight for workers' rights, and his personnel job because he's interested in dealing with people's problems

ing for better compensation for occupationally-related diseases and accidents. A black is paid off about R1 700 on the mines, whereas coloureds receive about R24 000 and whites R26 000," he said

Another important move was NUM's application for registration. "We no longer regard this as a political issue and need this to place members on stop-order without having to apply to the minister for an exemption."

He also said NUM was the member in Cusa which was most fully committed to joining a super-federation of unions. "The federation should enable unions to support each other in strikes, gain stronger bargaining power and organise workers on an industry basis. But we are even prepared to disaffi-

### ● JAMES MOTLATSI ... "my days can be exhausting"

ually cleared up," he laughed. Another unique problem in the mining industry was handling mass meetings, which could bring up to 10 000 members speaking many different languages. "As a speaker you need to be fluent in several languages to check that interpreters convey sensitive messages correctly."

He believes wages are the most emotive issue among workers and links this with job reservation, which effectively bars blacks from the "scheduled person" definition and access to better-paid skilled jobs.

Job and income security are another goal. "When our members go home they are not sure if they'll be given the same job or wage when they return. And we are also work-

# 'Unemployed must be mobilised'

The unemployed must be mobilised and become involved in community projects, according to the general secretary of the Metal and Allied Workers Union (Mawu), Mr Moses Mayekiso.

At the Nusas annual festival held at the University of the Witwatersrand yesterday, Mr Mayekiso said it was essential the unemployed were not alienated from society.

"No one cares about the unemployed. They must be mobilised and we must have regular meetings with them to make them feel a part of society," he stressed.

Delivering a talk on trade unions' response to the recession, Mr Mayekiso said Mawu had lost about 4 000 members because of retrenchment during the recession period.

He added that during this poor economic period many workers were prepared to share their jobs with others who were not employed.

"In Mawu we believe if a person has a job and his neighbour or brother does not, then he must support him."

He said resources in South Africa had been wasted on the homeland leaders and in canvassing support for the apartheid system overseas.

12-14 24 of 1, 18-19/1985

Star 4/7/85

143

# Bakery workers vote to strike

OVER 1 000 bakery workers from eight bakery plants in Durban and surrounding areas, resolved in a weekend meeting to exercise their legal strike option in order to bring the employers to their senses about workers' need for a living wage.

For nearly two months, four unions, the Natal Baking Industry Employees Union, Sweet Food and Allied Workers Union, Food Beverage Workers Union and Black Allied Workers Union have been negotiating with major companies in the baking industrial council for higher wages.

The unions' initial demands were for R27 50 increase in the weekly wage and a minimum wage of R110 a week. Workers are also demanding changes in a range of working conditions which the employers stipulate, can only be negotiated at industry level.

After three meetings, a dispute was declared on June 10. Both parties still

failed to resolve the matter in four subsequent meetings. The final wage offer by employers, was a R11 40 weekly increase. *Sowdan 4/7/85*

Unions reached their final wage demand for a weekly increase of R23 and a minimum wage of R105 a-week. The decision taken by workers from all four unions, is to exercise their legal strike option in order to bring the employers to their "senses" about workers' need for a living wage.

The unions' believe employers have two choices in meeting the demands of the workers. • Employers can pressure the government to increase the subsidy on bread, or • Employers can recognise that, as all other subsidiaries of large private sector monopolies, they will have to engage in collective bargaining over the share of profits that workers are demanding.

Mr Mike Smith secretary of Industrial Council and secretary of Master Bakers Association, was not available for comment.

Page 3

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S10914



(143) B. Day  
Gencor pays off  
1 543 after strikes

By CLAIRE PICKARD-CAMBRIDGE

GENCOR has paid off 1 543 miners after strikes involving about 27 000 workers at five of its mines over the past few days

The company said yesterday that 1 255 (about 75%) of those paid off had chosen to resign after failing to respond to a management ultimatum to return to work.

The remaining 288 who had been fired had all been from Beatrix mine in the Free State, where police dispersed strikers with rubber bullets, tearsmoke and birdshot on Monday

Bruce Evans, chief of Gencor's gold and uranium division, said the company still had no idea what the cause of the strike had been, and thought it would be difficult to find out

He said communication from management to workers was good, but conceded that communication from workers to management was "not good"

The National Union of Mineworkers, which is not recognised at the mine, but nevertheless organises there, said earlier that strikes were in protest against Gencor's pay increases, which were below the Chamber's minimum offer

Gencor confirmed its increases were about 2% lower than the Chamber's offer, but said the addition of holiday leave bonuses brought them above it in many cases

MINE LABOUR

# Wage turmoil spreads

The mines are once again experiencing labour turmoil. Brief strikes have occurred at five Gencor mines since Friday, and 560 miners who failed to respond to a company ultimatum to return to work have been paid off.

A miner died during the strike at Gencor's Winkelhaak mine although the cause of his death is not yet clear. And following the deadlock reached at wage talks between the National Union of Mineworkers (NUM) and the Chamber of Mines last week, this could be just the beginning of widespread strike action by black gold and coalminers.

According to the NUM, the Gencor strikes were precipitated by a company decision to grant increases, at all its mines, which are lower than those implemented by other Chamber mines on July 1. Gencor CE (gold and uranium) Bruce Evans confirms that the monetary increases are lower, but says that better fringe benefits mean that the total package is higher than Chamber minima. He adds that the company is still investigating the cause of the strikes. The NUM is not recognised at the mines hit by strike action. It is, however, recognised at one Gencor mine — Marievale.

The Gencor strikes began on Friday at the Bracken and Leslie mines. The company soon issued an ultimatum to the 7 600 strikers to return to work. Several hundred did not return and an initial company statement said that they had been dismissed, although a later statement said the 560 miners "chose to resign".

These events were immediately followed by the Sunday night and Monday morning shifts at the Kinross, Beatrix and Winkelhaak mines going on strike. The company says more than 16 000 employees were involved. After a "final warning" another ultimatum was issued, and a Gencor statement released shortly before the *FM* went to press said that all had returned to work. The company says police used rubber bullets, birdshot and teargas to "disperse strikers" at the Beatrix mine. A post mortem was held on Tuesday to establish the cause of the Winkelhaak miner's death.

Evans says the ultimatums were issued because "no employer can have workers in service who are not prepared to contribute to the business. This is a fundamental principle." He adds that Gencor believes its wages are "fair".

Meanwhile, the NUM has announced it will begin conducting strike ballots this week at the 18 gold mines and 11 collieries where it is recognised. This follows the deadlock reached between the NUM and the Chamber of Mines in a series of conciliation board

meetings. Nevertheless, Chamber mines (with the exception of Gencor's) have implemented the terms of the last Chamber offer to the union, arguing that the NUM only covers a portion of the industry's workforce. This includes increases ranging from 14,1% to 19,6% on minimum rates, improved shift allowances and overtime pay, and the introduction of holiday leave and holiday leave allowance schemes for employees who have not benefited from them until now.

Last Friday the NUM reduced its wage demand from 27% to 22% across-the-board. But the Chamber rejected the proposal as "unrealistic," claiming that when the union's demands for improved fringe benefits are added to its wage demands, it amounts to the equivalent of an overall 32% increase on gold mines and 41% on collieries. A Chamber source says that as far as it is concerned, the negotiations are over. Only if the union submits a "realistic" proposal is there any possibility that talks will be reopened, he says.

But NUM general secretary Cyril Ramaphosa insists that the union's last proposal "was realistic," and he discounts any possibility of the union making a revised demand. The NUM's paid-up membership is now about 80 000. Since last year, when an estimated 64 000 miners participated in a brief work stoppage over wages, its membership has more than doubled and is located at a number of mines over and above the 29 where the union is recognised. As the Gencor strikes indicate, concerted strike action, if it occurs, is unlikely to be confined to those 29 mines. ■

## SACC AND GOVERNMENT

### Clampdown looms

Tensions between government and the South African Council of Churches (SACC) — more specifically, general secretary Beyers Naudé — appear to be approaching breaking point. And some observers believe there could soon be a new crackdown by the State on the organisation and some of its officials.

In the latest confrontation, President P. W. Botha warned Naudé this week that SA could not afford the SACC's "irresponsible action" and "malicious propaganda." Earlier Law and Order Minister Louis le Grange sent Naudé a "friendly message."

Botha wrote an open letter to Naudé following last week's SACC conference in Johannesburg at which the State was repeatedly attacked on various issues — including security force actions in the townships — and a call was made for a civil disobedience

campaign.

The SACC sent a telex to Botha calling for the withdrawal of police and troops from the townships. Then, on Tuesday, Naudé said the SACC was formulating a reply to Botha and that a press conference would subsequently be held.

The row started with Naudé's address to the organisation's national conference at the weekend, calling on member churches to "initiate and support more meaningful and effective non-violent actions, including well-



SACC's Naudé ... formulating a reply

planned actions of civil disobedience' in order to resolve the "serious situation of crisis and conflict."

No sooner had Naudé's statement appeared in the media than Le Grange warned the SACC general secretary and his organisation: "The present campaign which you are conducting to encourage civil disobedience can lead to illegality, licentiousness, confrontation with the authorities and eventually to violence."

The Minister went on: "Civil disobedience has already been fully dealt with by the Eloff Commission, and the findings are set out in their report. Therefore, there is no lack of clarity regarding the implications of civil disobedience."

In his letter to Naudé, Botha said he was "surprised" that Naudé and "certain representatives of churches which belong to the SACC" had taken it upon themselves to instruct government and other organisations

# Gencor miners resign

From PHILLIP  
VAN NIEKERK

JOHANNESBURG — The General Mining Union Corporation (Gencor) has paid off 1543 workers in the wake of the wage strikes by 27 000 workers on five gold mines in the past week.

Mr Bruce Evans, the chief executive of Gencor's gold and uranium division, said the vast majority of these had "resigned" of their own accord. Only a few had been discharged.

Mr Evans said they had not yet established the cause of the strikes, which coincided with the annual wage increases for the industry's 550 000 workers.

He said Gencor was implementing increases on average about two percent lower than the Chamber of Mines' final offer, but that the holiday leave allowance the company was implementing added up to another four percent.

## 'Very fair'

The chamber offer has been rejected by the National Union of Mineworkers (NUM) which begins strike balloting on its 18 recognized mines on Monday.

Mr Evans said Gencor regarded the increases as "very fair" and were much higher than productivity improvement.

Meanwhile, about 85 workers from Lonrho's Western Platinum Mine

near Rustenburg have been arrested on charges of public violence following a strike over pay increases yesterday in which three workers died.

Mr Ian Hoffe, Lonrho SA's technical director, said all 4 000 strikers were back at work yesterday barring about 200 who had "disappeared".

Sapa reports that hundreds of Western Platinum miners remained in their dormitories yesterday, refusing to go to work after the violence.

## Average

Workers said trouble flared on Wednesday at 3am after workers assembled in the Wonderkop Hostel to protest against wage increases.

They said the mine had offered to increase wages by an average of R1 a shift from last weekend. Workers are demanding "at least R10" increase a shift.

When the situation got out of control, police were called to the mine and used tearsmoke, rubber bullets and sjamboks to disperse the mineworkers. Police said one death had been reported.

Mr Hoffe said three had died. One was a striker who had been run over by a worker who had hijacked a bus, the second was the driver of the bus who had been attacked by a mob and the third had been run over by a car.

CAPE TIMES 5/7/85  
143

★★★  
*S. Piers*  
**Strike at**  
*7/18 T*  
**Greyhound**  
**was illegal**  
*143*

THE CASE against 195 Transport and Allied Workers' Union members was this week postponed to July 18 in the Klerksdorp Magistrate's Court

The 195 Western Greyhound bus company workers in Klerksdorp allegedly held an illegal strike on May 30

They are said to have demanded disciplinary action against a senior bus inspector who allegedly assaulted a junior inspector

# NUM prepares strike ballot

Sowetan  
8/7/85

THE National Union of Mineworkers (NUM) will hold a ballot among its 100 000 members tomorrow to find out if they will agree to go on strike in support of a demand for a bigger wage increase

This was confirmed by a spokesman for the NUM, who said that depending on how long it takes to complete the ballot, an announcement on whether or not the NUM will hold a national strike will be made at the weekend

The Chamber of Mine's Industrial Relations Advisor, Mr Johann Liebenberg, said there had been no further communication between the Chamber and the NUM since last week's deadlock which followed the NUM's rejection of the Chamber's offer of between 14,1 and 19,6 percent wage increase

The NUM demanded an average increase of 23 percent which the

chamber described as too excessive

On Monday the Chamber implemented the increases it had offered to the NUM, while the NUM threatened to call a strike if the chamber did not alter its position

Last week the NUM accused the chamber of negotiating in bad faith by implementing increases which had been rejected by the union. The NUM's general secretary, Mr Cyril Ramaphosa, had said that this was irregular because the NUM was recognised by the chamber

A NUM spokesman said this week that he was confident the call for a national strike would get an overwhelming support from mineworkers

Mr Liebenberg said on the other hand that the chamber's offer has been well received by the 550 000 mineworkers throughout the country

SACWU  
143 2661  
stands firm  
R. Day  
on pay rise  
8/7/85  
demands

By CLAIRE PICKARD-CAMBRIDGE

THE SA Chemical Workers' Union (Sacwu) has rejected an offer from AECI's chlor-alkali and plastics factory in Ballengeich, Natal, where a strike has been in progress for over a month

The company has offered lay-off benefits to 110 strikers dismissed after an ultimatum to return to work three weeks ago

Although it has not increased its 1985 offer of a 9.5% increase — which would bring the minimum monthly wage to R373 — it has offered to increase this to R430 from January and to R445 from next July

Sacwu national organiser Manene Samela said yesterday that the 600 original strikers still rejected the original offer made on March 18.

They retained their demand for a R100 across-the-board increase, retrospective from March

He said the company and many affected workers would be meeting today after their joint application for magisterial permission in the wake of a ban — imposed early last week — on workers assembling on company property

Murray Joubert, AECI public relations manager, said the company could not improve its 1985 offer because the factory had had losses over the past three years, culminating in a R12m loss last year.

He said their offer of a R430 minimum rate from January represented a 27% increase on current rates, while the Union's R100 across-the-board demand represented a 20% increase

Rates for other job categories in 1986 would be negotiated at the end of the year with the two unions at the Ballengeich factory — Sacwu and the white Mine Workers' Union, he said.

# Ban on union meeting lifted

143  
9/17/85

The chief magistrate of Newcastle has given the South African Chemical Workers' Union (Sacwu) permission to hold a two-hour meeting with AECL today to discuss the latest developments in a long-standing wage dispute

Report-back meetings to union members have been hamstrung since last week when the local magistrate barred Sacwu from holding meetings

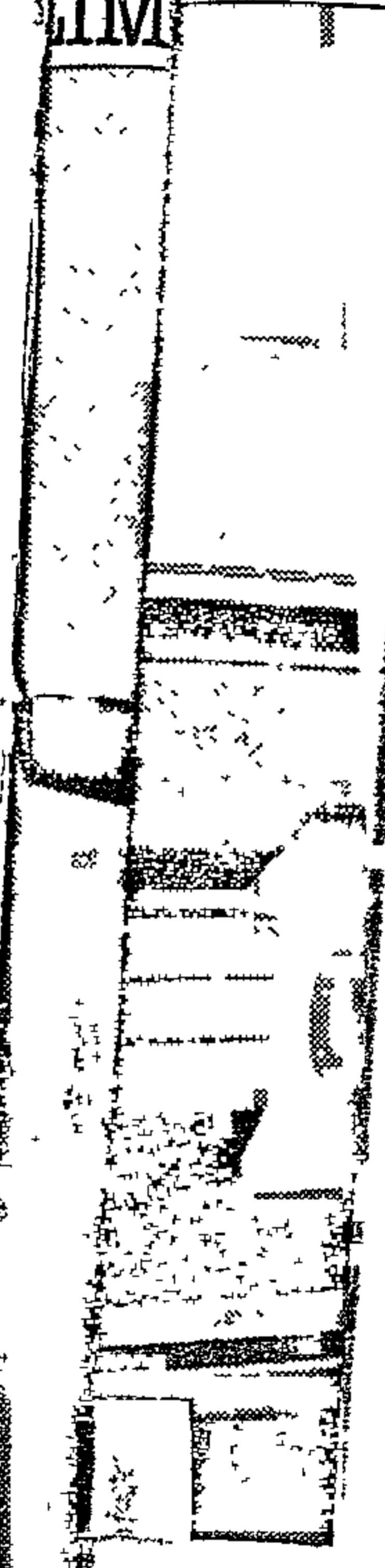
Members have been on strike for more than a month at AECL's Chlor-Alkali plant at Ballengeich near Newcastle

After a joint application yesterday by the union and AECL, permission was given for a two-hour meeting

Sacwu has so far rejected AECL's offers. The company has not budged on its offer of a 9,5 percent increase, which would bring minimum wages to R373 a month, and a transport allowance. But it has offered to increase wages to R436 and R445 a month from July, 1986

The union wants pay at Ballengeich to be in line with other AECL concerns round the country. This would mean a 20 percent increase

O'TA  
IM



# Strike-hit Vaal firm lays off 56

143

THE strike-hit Baldwins Steel Company in Vanderbijlpark has laid-off about 56 black employees following a strike by the entire workforce over retrenchments and other working conditions.

Mr Johannes Maloka, branch secretary of the Steel Engineering and Allied Workers' Union (Seawu), yesterday accused the company of "unfair labour practice" for refusing to negotiate the retrenchment of the workers in "good faith with the union".

The workforce downed tools for four days last week after management had refused to negotiate the retrenchment issue which the union maintains was aimed at "victimising our members".

However, the company's branch manager, Mr R C Gybons, has confirmed that workers have been retrenched because of the current recession. He denied that the workers were unfairly retrenched. He also denied the strike action.

*Sano Jan*  
**May Day** 9/7/85

The strike by the workers is the third since the beginning of the year. During May workers downed tools to celebrate May Day, according to Mr Maloka.

Workers were made to sign forms wherein they undertook not to stay away from work. Since that time workers have been victimised and threatened with dismissal.

Management has also used "dirty tactics" to lure workers to return to work after the strike last week. "We view this kind of practice as unfair and will challenge management."

Mr Gybons declined to comment on the allegations and claimed: "This is a matter between the union and the company, and not the Press."

The union is to hold its annual general meeting at the Cathedral Place, Johannesburg on Saturday, starting at 10am. The agenda includes elections, financial reports, amendment to the constitution and the unemployment and strike funds.



# 'Return or face sack' says AECI

By Sheryl Raine

to increase wages to R436 a month in January 1986 and to R445 a month in July 1986

AECI today issued an ultimatum to the South African Chemical Workers' Union (Sacwu) that if its approximately 500 striking members at the company's Chlor Alkali plant near Newcastle did not return to work by noon on Friday, they would lose their jobs

The union has demanded that pay at the plant be increased by about 20 percent to bring wages into line with other AECI concerns around the country

The ultimatum comes after long, tough and unsuccessful negotiations.

"We have told the union that if workers do not return to work by noon on Friday they will be deemed to be in breach of their contracts," said AECI public relations officer Mr Murray Joubert

### OFFER REJECTED

Talks started in August last year and the present strike has lasted more than a month

"The number of workers who stand to lose their jobs is 490. About 110 workers employed at the chemical plants at the factory have already been dismissed"

Sacwu today rejected AECI's final wage offer of a 9,5 percent increase which would bring minimum wages to R373 a month. The union also rejected an offer by AECI

The union could not be reached for comment.

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**Mining strike ballot begins**

Own Correspondent  
CAPE TOWN 10/9/81

**JOHANNESBURG** —  
The National Union of  
Mineworkers (NUM) strike  
ballot in the coal  
and gold mining indus-  
tries began yesterday in  
spite of the failure of the  
union to reach agree-  
ment with three mining  
houses on the ballot pro-  
cedure

As a result no ballots  
being held at collier-  
ies or gold mines owned  
by Rand Mines Gold  
Fields and Lonrho,  
while voting has started  
already at Anglo Ameri-  
can Anglovaal and Gen-  
cor

More than 200 000  
workers chiefly in the  
Klerksdorp, Welkom,  
Witbank and Carleton-  
ville areas could be af-  
fected if the strike

# New multi-valve Toyota technology outclasses com in TOTAL ECONOMY!

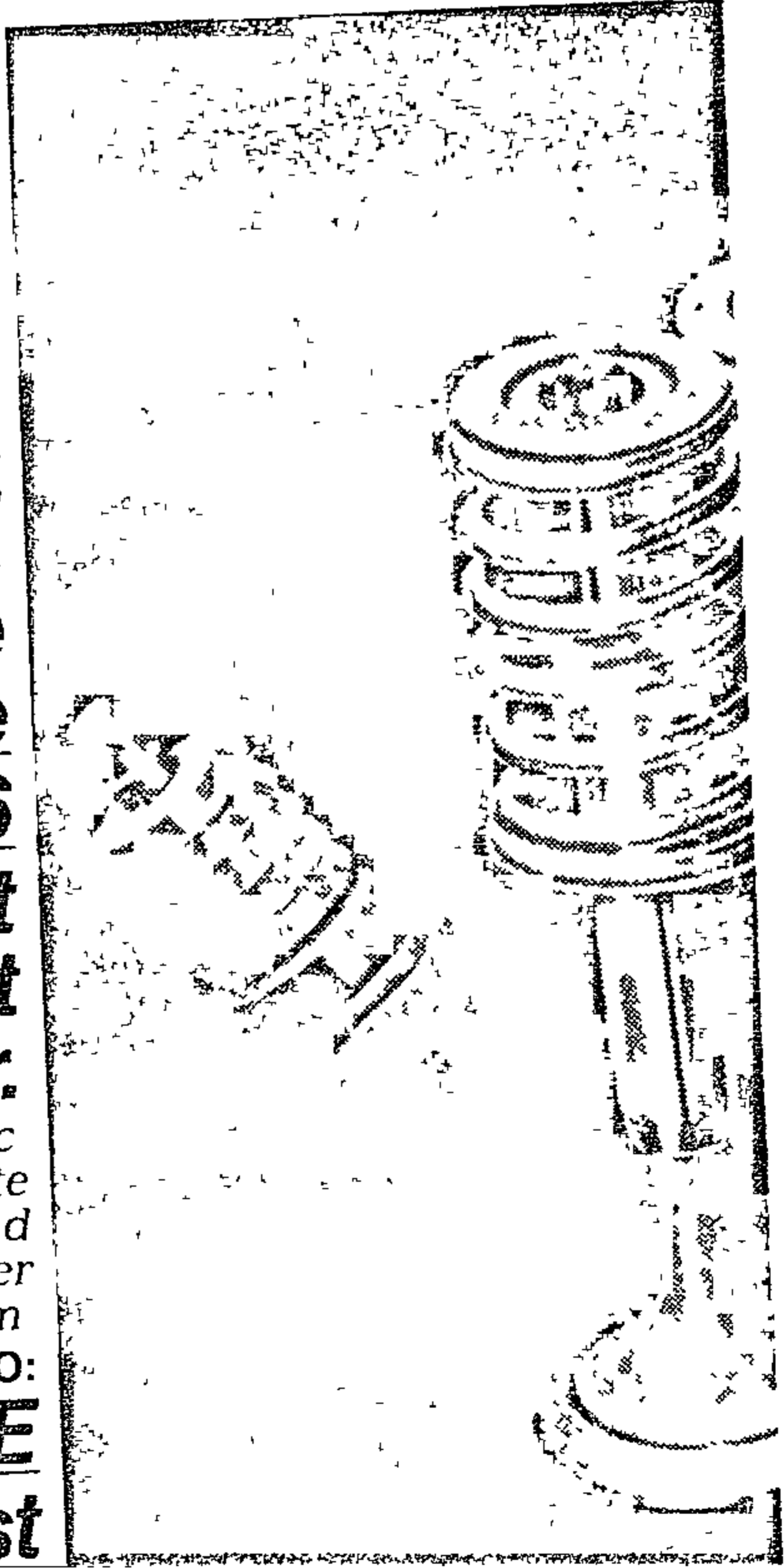
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Corolla 1300 GL**  
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economical car  
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G. Hodgson navigator, achieved a super  
economical figure of 6,341 l/100 km

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# AECI speaks out on the moral issues

The legal strike over wages at Chlor Alkali at Ballengeich near Newcastle has dragged on for more than a month. What determines the length of management's tolerance of such a strike?

The reason we have not dismissed people before, is that the strike was legal. We believe that means something and is worthy of respect. We believe we had to make every attempt to resolve this issue by negotiation before taking dismissal action. We don't believe that there is a possibility any longer to negotiate an agreement. We have explored every possibility of breaking the deadlock.

About 110 striking workers have already been dismissed from the chemical works at Newcastle, which are due to close at the end of August. They will be given redundancy benefits dating back to June 3, the day on which the strike began.

How much has the present strike cost AECI? In direct payments to people working overtime and keeping the plant going, we have spent about R1 million. There are many other unmeasurables I don't

know what we would have produced had there not been a strike. We have been able to supply the local market throughout the strike.

We have had to be careful in committing ourselves in the export market. The plant is the second biggest exporter of carbide in the world. We have had to withdraw our presence in the export market.

How would you characterise the strike at Ballengeich? On the whole as far as our employees are concerned and the union is concerned, I am not aware of any violence or intimidation-type activity that they have started or promoted. The tone of a meeting with the union and workers on Tuesday

was not belligerent, threatening or unfriendly.

Having said that, I add that there are other elements down there that have been intimidating.

New employees at the plant have been petrol bombed and there has been violence around the townships.

How did a magisterial ban on union meetings come into force? Police instructed a group of striking employees to disperse from outside the factory gates a few days ago. Every day numbers of workers would come to stand outside the gate to see if there were developments. Police said they did not want these meetings to take place every day. We

arranged for shop stewards only to come to the factory thereafter. Special permission was given this week on Tuesday for the union and AECI to meet on the company's property.

Did the ban on meetings inhibit negotiations? No, not really. When we had to have meetings, we got permission. It did, however, slow down the pace of discussions. Shop stewards had to report back to the townships in order to get in touch with union members and that took time.

What are the chances of the workers returning to work and avoiding dismissal? I don't think that between now and noon

Friday, employees will accept our latest offer. The union is adamant that it wants a 20,6 percent wage increase to bring wages in line with other AECI plants. What is the company's final offer? We are offering 9,5 percent increase on basic wages and increases in allowances bringing the total package to about 12 percent (R373 a month). We have indicated to the union that we accept in principle that wages at Ballengeich be raised to the level of our Midrand plant in Sasolburg as soon as the Ballengeich plant stops losing money and starts breaking even. As a gesture of good

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practice but to protect jobs the workers return conditionally. June 3: Workers go on strike again in protest against 1985 wage increases. June 6: AECI applies to the Rand Supreme Court asking that the strike be declared illegal and for an interdict to prevent sympathy strikes at other AECI plants. Mr Justice O'Donovan rules the strike, although intermittent, is legal.

June 24: Limpet mine explodes at AECI head office in Johannesburg's Carlton Centre. Union denies responsibility and demal is accepted by AECI.

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their counterparts at other plants. A Unisa Minimum Living Level survey for the Newcastle area shows that the company's basic offer of a minimum salary of R373 a month is 37 percent higher than the MLL. With a R27-a-month transport allowance, this brings the offer to 47 percent above the MLL and 14 percent above the Unisa Supplementary Living Level.

Is AECI concerned about public opinion in dismissing legal strikers?

I don't want to fire anybody. My concern is that people will believe we have fired them with malicious motives and that is not so. It is a last-ditch attempt to avoid closing down the works and shedding all jobs. We want to keep the factory open.

If AECI dismisses workers on Friday, could this lead to an application to the Industrial Court?

We have anticipated this. Every action we have taken has been taken with a lot of thought and in a clean and legally proper manner. The court will have to decide whether this action of ours is reasonable. We believe it is reasonable.

# NUM claims 200 000 involved in ballot

STRIKE balloting continued at about 19 gold and coal mines yesterday as the National Union of Mineworkers staged its final test for support on massive industrial action.

The union said 11 of 200 000 workers could be involved with voting taking place at one Anglovaal mine, three Gencor mines and about 15 Anglo American mines.

Ballots were not being held at mines owned by Gold Fields and Rand Mines because agreement could not be reached on ballot procedure.

The Chamber of Mines expressed doubt yesterday about the validity of conclusions drawn from ballot results. It alleged that the ballot was being conducted unscientifically and said that irregularities were being reported

By CLAIRE PICKARD-CAMBRIDGE

by mine managements.  
NUM declined to comment on this charge, saying that they had not had any reports of this from outsiders monitoring the ballot.

NUM claimed good turnouts at the polls and expected to complete voting today. The outcome will be known tomorrow and strikes could be possible next week if ballots are positive.

Anglo American in turn reported low turnouts at the polls, with the exception of only three mines.

The Chamber of Mines said that a strike would not elicit an improved offer and charged the union with allegedly advising workers on recognised mines that wage increases implement-

ed on July 1 would be improved if they struck. The union denied telling workers this.

The chamber said that member mining groups had reported that 1985 increases had been well received by black workers. The union described widespread dissatisfaction with increases.

NUM general secretary Cyril Ramaphosa warned this week that the ballot's outcome could signal a crippling strike and observers have speculated that NUM could be planning one of the biggest strikes in the industry's history.

Mining has had exceptionally high strike activity, amounting to about three-quarters of labour unrest this year.

Recent strikes by nearly 27 000

workers at five Gencor mines might well be a prelude to further industrial action as a result of alleged dissatisfaction with annual pay increases implemented on July 1.

Anglo American, standing to be worst hit by possible strikes, have refused requests by journalists to observe the balloting of workers and said that a Press presence would not serve any "useful purpose at such a sensitive time".

The threat of strike action comes when memories of the massive Vaal Reefs and Hartebeesfontein strikes are still vivid.

The strikes resulted in dismissal of about 17 000 workers, most of whom have been rehired, and heavy financial losses for Anglo American in particu-

Handwritten notes and scribbles at the bottom right of the page.

# Results of strike ballot due today

By Sheryl Raine

The National Union of Mineworkers (NUM) should know by tonight the first results of strike ballots conducted among 130 000 workers on 18 gold and 11 coal mines

A union spokesman said the workers, some of whom were not union members, began voting early this week

"As soon as the results are known, we will inform the Chamber of Mines. A meeting will be held at our headquarters to discuss the issue at the weekend," he said

This year wage negotiations between the chamber and the NUM deadlocked after less than two days of talks. A conciliation board failed

to resolve the dispute

The union dropped its original demand for a 40 percent rise to about 22 percent. The chamber's final offer ranged between 14,1 percent and 19,6 percent

If workers favour industrial action, the second legal strike by black mine workers could ensue on 29 mines

The first legal strike by black mine workers occurred in September 1984 despite a last-minute agreement on pay between the chamber and the union

After a series of wage increase negotiations beginning in May 1984, NUM reduced its demands from an average 43 percent increase to 25 percent. The chamber

upped its initial offer from 8 percent to between 13 percent and 15 percent

The negotiations deadlocked and a conciliation board failed to resolve the issue

The chamber then offered a range of increased fringe benefits. The union rejected these and dropped its final demand to 18 percent

The NUM then held a strike ballot even though, as an unregistered union, it was not legally required to do so.

Last year's ballot saw 43 271 miners in favour of a strike and only 207 against. Agreement between the union and the chamber came at the last minute, but it was too late to avert a strike

143

143

Staw 11/7/85

# AECI strikers are issued with final ultimatum

The South African Chemical Workers' Union (Sacwu) yesterday accused AECI Chlor-Alkali and Plastics of exploiting a loophole in labour legislation by giving an ultimatum to about 500 strikers from the company's Newcastle factory to return to work by noon tomorrow or face dismissal.

The union that the four plants will close at the end of August. While the Newcastle factory might be suffering losses, the rest of the company's factories were not. AECI was already paying a minimum of R408 at its other factories.

Mr. Manene Same said the company's is- sion was "unfair" because the workers had followed all the legal requirements before calling a legal strike.

AECI issued the ultimatum yesterday "to avoid closing down the entire works permanently and thereby eliminating all the jobs", according to the Chlor-Alkali's chairman, Mr Mike Sander.

The tough move by the company follows months of unsuccessful wage negotiations which culminated in a legal strike by 600 union members on June 3.

Already 110 workers from the Newcastle factory's chemical plants have been dismissed and AECI has informed the

## PROTECTION

"The company knows that in South Africa there is no legal protection for workers who go on legal strikes and it is exploiting this loophole," Mr Samela said.

He also accused AECI of capitalising on the ban on union meetings in the Newcastle area.

Mr Samela added that the union rejected the company offer of a minimum wage of R430 from January next year, rising to R445 in July, because it believed the company was able to pay a minimum of R408 this year,

Mr Samela said the ultimatum would only be conveyed to the strikers today and a meeting would later be held with the company.

Announcing the ultimatum, Mr Sander said AECI had "taken every possible action since last November to settle this dispute by negotiation."

"Because of the very major losses this small factory has incurred over the last four years, the only step open to us to avoid closing down the entire works permanently and thereby eliminating all the jobs, is to sort to the ultimatum which was issued."

● See Page 17.

Gold Italian Design OUT FOR THE MONTH

# Dismissal threat to 490 <sup>B-Day</sup> AECI <sup>(143)</sup> Natal workers <sup>(18/11)</sup>

11/7/85  
By CLAIRE PICKARD-CAMBRIDGE

THE strike-ridden AECI Chlor-alkali and Plastics factory at Ballengeich, Natal, has issued 490 workers with an ultimatum to return to work by midday tomorrow or face dismissal

Michael Sander, executive director of AECI Ltd, said yesterday that the ultimatum followed a crippling five-week strike, preceded by a wage dispute which has been going on for eight months.

"The company has two options closing the whole Ballengeich operation or taking whatever action it can to break even. We've reached the end of the road and believe we've explored every avenue in an attempt to reach a negotiated settlement," he said.

The company's ultimatum follows the workers' rejection yesterday of a new offer of 1986 increases which would have brought Ballengeich wages into line with AECI's Midland factory, he said

Wage parity with this factory was a union demand, but the union said earlier that they would not accept 1986 offers until 1985 demands for a R100-a-month across-the-board increase and fringe benefits were met.

The company's final offer, rejected by the union, is for a 9,5% increase, bringing the monthly minimum to R373 a month, although the total package amounts to a 12% increase

The union has argued that AECI can afford to meet its 1985 demands but AECI says that its Ballengeich plant is running at a huge loss and its viability has to be determined by its individual profit

Sander said yesterday that depressed economic conditions made it imperative for the company to take action to save the factory and preserve jobs in the area.

The union could not be reached for comment last night

Sacwu (143)

# starts paint boycott

THE South African Chemical Workers Union (Sacwu) has launched a boycott of AECI paint and products in the wake of a battle between the parties over wage demands

The union is demanding that the wages of the workers at AECI's Chlor-Alkali and Plastics in Ballengeich near Newcastle, be brought in line with those of the company's plants throughout the country

The parties have reached deadlocks on several occasions in an attempt to resolve the issue since May and strike action has been taken by members at the plant. The company has also retrenched workers

## Pressure

Sacwu's general secretary Mr Michael Tsotetsi, told the SOWETAN yesterday that the union launched the boycott with the aim to put pressure on management to accede to their demands

He announced that another attempt was made to resolve the matter this week, but no agreement could be reached. It was expected that another meeting would be summoned later in the week

## Wages

The union has asked for support of the boycott from various community-based organisations and trade union movements. He also condemned a ban on all meetings in the Newcastle district by the magistrate and said "The company is to blame this action"

He added "It is becoming increasingly difficult for us to hold report-back meetings with our members. We view the ban in a very serious light in terms of progress in wage talks"

The company's spokesman said no agreement has been reached at a meeting between the parties this week. They were not aware of the boycott that has been started by the union



# Back-to-work deadline suspended

Today's noon deadline set by AECI for striking workers to return to work at the company's Chlor Alkali and Plastics plant near Newcastle was suspended this morning after last-ditch talks started to resolve a wage dispute.

Talks began at the factory between AECI and the SA Chemical Workers Union to try to resolve the month-long strike.

This week AECI issued an ultimatum that, if the strikers did not return to

work by noon today, they would be fired.

The union said it would defy the ultimatum but has also made a revised wage demand to management.

According to SACWU general secretary Mr Mike Tsotetsi, the union was not in a position to make public its revised demand.

Talks between the two parties are continuing.

About 110 workers have already been dismissed from the four

chemical works at the plant. These works are to be closed at the end of August.

The SACWU originally rejected an AECI offer of a 9,5 percent increase on basic wages and an undertaking to raise wages to R430 a month from January 1986 and to R445 a month in July 1986.

The union demanded a 20,6 percent increase immediately to bring wages at Ballengeich into line with AECI wages at Sasolburg.

Star 12/7/85

143

10/11/85

gold mines and collieries and wants to test the feelings of all workers employed on them. As an unregistered union, the NUM is not obliged to hold strike ballots, but it appears to find this desirable to show the depth of support for a strike.

Ballots will not be conducted on 10 of the mines because, according to general secretary Cyril Ramaphosa, management at Rand Mines and Gold Fields have been "unco-operative" and have set "impossible conditions" for holding the ballots. Ramaphosa also complains that at Anglovaal's Hartebeestfontein mine 18 000 workers have been given only 24 hours to vote.

An Anglovaal spokesman replies that the time allowed is sufficient because the NUM has fewer than 3 000 members at the mine, and only members may vote. At the time of going to press it was unclear whether the disagreement about the voting status of non-members will be resolved.

A Gold Fields spokesman says the company laid down the following conditions for balloting:

It would permit a limited number of venues and ballot boxes at Kloof and West Driefontein — the two Gold Fields mines where the NUM is recognised,

Two workers would be permitted to man each ballot box during each shift for a period of 24 hours (The NUM had requested 72 hours for voting.) These workers would be obliged to take unpaid leave while carrying out these duties, and

Only union members in recognised units or job categories would be permitted to vote.

Rand Mines stated earlier that it would not impose restrictions on voting procedures provided it "was involved in the planning, organisation and supervision of the balloting." However, the NUM and Rand Mines could not reach consensus.

At the other mines voting has gone ahead with management observers in attendance, and is expected to last for three days. Plans for management and the union to jointly convene the ballots were scrapped when agreement could not be reached over the wording on ballot papers and other procedural matters. Ramaphosa says the NUM national executive is to meet after the completion of the polls to discuss matters like the timing and nature of a possible strike.

Ramaphosa says that in the event of a strike the workers' conduct will be peaceful. "All our shaft stewards, including those on mines where the NUM is not recognised, have been trained in strike action and strike control. We are sure violence can be avoided if management does not intimidate workers by calling in mine security or the police." ■

~~NUM~~ (143) ~~SD~~  
MINE LABOUR FM 12/7/85

## Strike preparations

Widespread industrial action in SA's mining industry seems imminent. The National Union of Mineworkers (NUM) began conducting strike ballots on 19 gold mines and collieries on Tuesday, and there is no sign that the union or the Chamber of Mines is revising their wage proposals — apparently the only move which could initiate a return to the negotiating table.

The NUM is recognised at 29 Chamber

~~NUM~~  
DISINVESTMENT

## Canada hits out

Canada has added its voice to the chorus of condemnation of SA in the wake of the Cabinda and Gaborone raids and continued

# 'Ballot riddled with irregularities'

Anglo American Corporation said last night that any call for strike action by the National Union of Mineworkers (NUM) would not have the broad support of the mining house's more than 150 000 black workers because this week's strike ballot was riddled with irregularities.

The NUM has rejected Anglo's allegations and said the company was reacting the way it did because it was aware that workers would respond positively to a strike call.

The union claimed when it noticed that many workers were in favour of a strike, Anglo had reduced balloting days from three to two.

The NUM held the strike ballot this week after declaring a wage dispute last month with the Chamber of Mines, of which Anglo is a member. A Conciliation Board has failed to resolve the dispute.

In a statement, Anglo claimed that the ballot would not provide the union with a clear mandate because voting on all Anglo mines, both gold and coal, had been characterised by a low turnout of 20 percent.

Anglo claimed that the following irregularities took place:

- No secrecy was observed, with separate ballot boxes being indicated for "yes" and "no" votes.
- Already completed ballots were handed to voters.
- In some cases no record of those who had voted was kept so as to prevent those who had voted from voting again.

# Gencor pays off 1 500 mine workers

July 1985

Mercury Correspondent

JOHANNESBURG—The General Mining Union Corporation (Gencor) has paid off 1 543 workers in the wake of the wage strikes by 27 000 workers on five gold mines in the past week.

Mr Bruce Evans the chief executive of Gencor's gold and uranium division said the vast majority of these had resigned of their own accord' while only a few had had to be discharged.

Mr Evans said they had not yet established the exact cause of the strikes which coincided with the annual wage increases for the industry's 550 000 workers.

He said Gencor was implementing increases on average about 2 percent lower than the Chamber of Mines' final offer, but that the holiday leave allowance they were implementing added up to another 4 percent increase.

The chamber offer has been rejected by the National Union of Mine-

workers (NUM) which begins strike balloting on its 18 recognised mines, including Gencor's Mari-evale mine near Springs, on Monday.

Mr Evans said Gencor regarded the increases as 'very fair' and said it was unfortunate that they were much higher than productivity improve-ment.

Meanwhile about 85 workers from Lonrho's Western Platinum Mine near Rustenburg have been arrested on charges of public violence following a strike on Thursday in which three workers died.

Mr Ian Hoffe, Lonrho SA's technical director, said all 4 000 workers who participated in the strike were back at work yesterday barring about 200 who had 'disappeared'.

Unrest flared after the annual increases for the workers — which are linked to the Chamber of Mines' increases on gold and coal mines — were announced on Tuesday.

11/11/85

# AECI strikers' deadline extended

15/7/85  
143  
B. Day

AECI's Chlor-Alkali and Plastics, in Ballengeich, Natal, changed its ultimatum for 490 strikers to resume work from Friday to noon today

This follows a new turn in the longest strike experienced by an AECI factory or subsidiary

The SA Chemical Workers Union (Sacwu), which launched a strike over wage demands six weeks ago, has submitted some additional demands, while the company has improved its 1986 offer again after fresh negotiations last week

Mike Sander, executive director of AECI, said yesterday an approach by the union had been welcomed by the company, which lifted the ultimatum on Friday to facilitate negotiations

"The union indicated two areas of concern with the company's latest offer and AECI agreed in principle to modify the offer along the lines requested"

Another company spokesman said the company had improved its offer of a R430 minimum wage from January 1986, to R445. It was also backdating its 1985 offer of a 9,5% increase — bringing the minimum to R373 — to April this year

The union has been rejecting all offers so far until its 1985 demands are met. These are for a R69 across-the-board increase,

By CLAIRE PICKARD-CAMBRIDGE

backdated to January this year, the company said

The union is also asking that workers be paid for the period they have been on strike — as well as being backpaid in accordance with 1985 demands — before they resume work

The company has also accepted the union's proposal that 110 strikers — who were dismissed but later promised re-trenchment benefits — be given preference for vacancies arising on the four chemical plants at Ballengeich which are to be closed at the end of August

If these workers are rehired, the union wants them to be paid in accordance with new wage demands and receive re-trenchment benefits calculated from the end of August

In response to a union proposal, the company said it would agree to joint negotiations with AECI's Midland factory and Industrial Council factories at the end of 1985. But this was provided the union accepted that a supplementary agreement for Ballengeich be reached with separate and different wage rates and conditions until Ballengeich made a profit

Sacwu could not be contacted for comment yesterday

# Black miners strike likely this week

143

~~213~~

B. Day  
15/7/85

STRIKES involving about 200 000 black miners are a "very strong possibility" and could be launched either this week or the next

General secretary of the National Union of Mineworkers (NUM) Cyril Ramaphosa, who said this yesterday, added that this depends on strike-ballot results. He believes a dramatic showdown between NUM and some Chamber gold mines and collieries where the union is recognised is imminent.

Anglo American's Kriel colliery — where 96% of the black workers have voted in favour of strike action — could be regarded as an early indication of the expected outcome.

Intensive union executive meetings were held all day yesterday as ballot results were awaited from affected Klerksdorp and Welkom mines. But one

By CLAIRE PICKARD-CAMBRIDGE

more ballot still has to be conducted at Lonrho's Tweefontein mine today.

A last-minute change of mind by the Chamber of Mines does not appear likely following its warning that strikes would not elicit any further increases.

The final outcome of the ballots may be known tomorrow. Thereafter decisions will be made about timing and co-ordination of possible strike action.

Ramaphosa said areas in the firing line are likely to be the collieries around Witbank and gold mines near Carletonville, Western Area, Springs, Klerksdorp and Welkom.

Anglo American — which stands to be hit hardest by possible strikes — said the strike ballot conducted by NUM on its 15 recognised gold mines could not provide the union with a clear mandate for strike action because of "generally low participation in the ballot".

The union claims an average poll by not more than 20%, and describes the turnout varying from about 40% in the highest case to nothing in the lowest.

They have also alleged widespread voting irregularities last week. The union have strongly denied this.

NUM did not ballot at about 10 of the mines — owned by Gold Fields, Rand Mines and Lonrho — due to a failure to reach agreement over procedures and conditions for balloting with managements.

NUM's stronghold, however, is regarded to be on the Free State mines near Welkom, where it has the highest number of members, although the Klerksdorp and Carletonville area are also likely to become hotbeds over the next two weeks.

The Chamber's final offer, which ranged between 14,1% and 19,6% on minimum Chamber rates, was rejected by NUM at the end of June. Deadlock was declared and NUM then began planning a strike ballot, an important step on the road to launching a legal strike.

The Chamber believes its increases are among the highest granted this year, while NUM believes the mines have realised record profits, while workers wages have been eroded by inflation.

# Miners delay strike decision

213  
143  
152  
slow 15/1/65

The main black mineworkers' union yesterday postponed a decision on whether to strike over a pay dispute, saying that it was still checking the results of a week-long ballot

The National Union of Mineworkers (NUM) said results so far received from voting at 18 of the country's gold mines and 11 collieries showed "strong support" for a strike which would be the largest of its kind in South African history

But the union said it was still checking results from mines in three areas and, in any case, would call a national congress to decide strategy before launching a strike

## CHANGE OF MIND

Earlier the union had said it would announce the ballot result yesterday and that, if the vote were in favour, the executive would set a date for a strike

Yesterday NUM general secretary Mr Cyril Ramaphosa told reporters "The initial returns are strong in support of a strike" But he added that there would be a national congress within two weeks, open to all members, which would take a final decision about strike action

Industry analysts said today that any strike could soon spread from the mines where the NUM is recognised to others where it is not with potentially violent results — pa-Reuters

PERSONNEL  
PERMANENT STAFF

1

DECISION MAKERS

143 Miners' last-minute strike back-off 15/7/85 B. Day

THE National Union of Mineworkers (NUM) said yesterday it was proceeding with plans for an industry-wide strike, which could involve 200 000 black miners

But it has delayed the action until after a special mini-conference of the union in two weeks

The decision to delay was taken by the NUM executive yesterday afternoon, after they had first decided to press on with the strike early this week

The NUM executive met in Johannesburg yesterday to assess the results of the ballots which were held on 18 gold mines and 11 collieries

A legal strike has been on the cards for more than two weeks since the union deadlocked with the Chamber of Mines in the annual wage negotiations

The Chamber said in a statement last week it would not compromise and increase wages if the NUM went ahead with the strike

Cyril Ramaphosa, general secretary of NUM, said the results of the ballots would not be disclosed until they had all been finalised, but that they indicated a lot of support for a strike

He denied that the delay had been caused by opposition to the strike by union members "We have a strong mandate for strike action," he said

Anglo American's Kriel colliery — where 96% of the black workers have voted in favour of strike action — could be regarded as an early indication of the expected outcome

By CLAIRE PICKARD-CAMBRIDGE

But industrial relations consultant Bobby Godsell said yesterday he would caution seeing the Kriel response as indicative of that from other mines because NUM had a very high membership at Kriel where management had alleged a "lack of secrecy during the ballot"

Anglo American — which stands to be hit hardest by possible strikes — said in a statement that the strike ballot conducted by NUM on its 15 recognised mines could not provide the union with a clear mandate for strike action because of "generally low participation in the ballot"

Anglo claimed an average poll of not more than 20%, and described the turnout as varying from about 40% in the highest case to nothing in the lowest

"In the light of this, any call for strike action will not have the broad support of the 157 000 black workers on Anglo American Corporation mines," the statement said

NUM did not ballot at about 10 of the mines — owned by Gold Fields, Rand Mines and Lonhro — due to a failure to reach agreement over procedures and conditions for balloting

NUM's stronghold, however, is regarded to be on the Free State mines near Welkom, although the Klerksdorp and Carletonville areas are also likely to become hotbeds over the next two weeks



# Mine strike looms after vote

Confrontation is looming between mineworkers and the mining houses.

The National Union of Mineworkers (NUM) said results of strike ballots indicated an "overwhelming" yes vote.

At the same time there have been allegations of irregularities made by the Anglo American Corporation which owns the majority of gold and coal mines on which the NUM is recognised.

The NUM said today the first results of a strike ballot held at 12 gold and coal mines showed the overwhelming majority of members favoured a strike over pay.

The Anglo American Corpora-

tion has rejected the results as confusing and misleading.

A spokesman for the NUM said 32 483 mineworkers had voted in favour of a strike, while 339 had voted no.

A special conference would be held within the next two weeks to decide on strike strategy.

Commenting on ballot figures released by the union — most of them from Anglo American Corporation gold and coal mines where the union is recognised — a

spokesman for the corporation said "On the strength of figures made available by NUM only 22 000, or about 14 percent of the total labour force of 157 000 on

AAC gold mines, actually cast a yes ballot.

"The statistics provided by NUM are highly selective and in the absence of ballot secrecy, the NUM result must be rejected as a fair reflection of employee wishes.

The results of voting on four mines were still outstanding early today, said a union spokesman. He refused to comment on the Anglo American Corporation's allegations.

The union is demanding a 22 percent across-the-board increase while mine employers have implemented increases ranging from 14.1 to 19.6 percent.

**AECI strike is over**

*11/8/85* *11/8/85* *SACU 16/7/85 143*  
The 600 workers who have been on strike for nearly six weeks over wage demands at AECI's Ballengerich factory near Newcastle will return to work on Thursday, according to a company spokesman

The spokesman said a further meeting would be held today between management and the South African Chemical Workers' Union (SACU) to finalise an agreement reached by the parties

The AECI spokesman said 110 workers dismissed from four plants during the strike had been offered re-employment

# AECI <sup>16/7/85</sup> says <sup>143</sup> strike over

By CLAIRE PICKARD-CAMBRIDGE

MANAGEMENT at the AECI Chlor-Alkali and Plastics factory in Ballengeich, Natal, said yesterday 490 strikers had agreed to return on Thursday after a six-week stoppage.

The SA Chemical Workers' Union could not be reached last night to confirm the report.

AECI changed its ultimatum for a return to work, from Friday to noon yesterday, but workers stayed away.

However, the company said negotiations were at a sensitive stage and could not confirm whether any new concessions had been made.

The strike started on June 3 with workers rejecting their 1985 pay increase of 9,5%.

Workers want AECI pay at Ballengeich brought into line with those at AECI's Midland factory and have rejected company offers of further 1986 rises until the 1985 demands are met.

Four plants are to close at Ballengeich at the end of August and the factory is said to have lost R12m over the last financial year.

# NUM announces strike ballot results

THE National Union of Mineworkers will hold a special conference within

two weeks to decide for an industry-wide strike which could involve over 150 000 black miners. The decision was taken by the union's executive after they had first decided to press on with the strike this week.

A legal strike has been on the cards for more than two weeks since the union and the Chamber of Mines deadlocked in the annual wage negotiations.

## Feelings

The union has held strike ballots on several gold and coal mines to determine what the workers' feelings were — in favour of the legal strike or not.

NUM has announced the results of the voting in some of the mines and the indication was that the majority of the workers will go on strike

when asked to do so by the union.

The results are as follows: Vaal Reefs West 5157 voted in favour of the strike (91 percent), Vaal Reefs East 4890 in favour (157 percent), Haartebeesfontein 4691 in favour (157 percent), Elandrand 3830 in favour (95 percent), Free State Plas 2947 yes (45 percent), Western Deep Level 5428 yes (53 percent), Arnot Colliery

902 yes (100 percent), SA Coal Estate 1340 yes (54 percent), Kriel 1063 yes (94 percent), Matla 855 yes (83 percent), J Navigation 559 yes (69 percent), Marieval 892 yes (88 percent).

*Sowetan*  
Outstanding results are from Westernholding, President Steyn, President Brand Free State Geduld North and Free State Geduld South 16/7/85

# Siemens sacks 2 000 Mawu

The German-owned multinational, Siemens, has dismissed about 2 000 workers who went on strike on Monday to support wage demands, the Metal and Allied Workers' Union (Mawu) claimed yesterday.

Repeated attempts by *The Star* to reach Siemens management this morning were fruitless.

Management had earlier put the number of strikers at 1 500.

## MEETING

Mawu's Transvaal secretary, Mr Moses Mayekiso, said workers from five Siemens plants in the Transvaal were told yesterday they had been dismissed and should return tomorrow to re-apply for their jobs.

Siemens management had not yet responded to a union request for a meeting.

"We condemn the action of dismissing people instead of negotiating with them. The company must reinstate the work-

ers and negotiate with them fairly," said Mr Mayekiso.

He said the union had sent a telex to the employer body, the Steel Engineering Industries' Federation (Seifsa) asking it to intervene in the dispute because "it is Seifsa which instructed Siemens not to negotiate at plant level with the workers".

However, this could not be confirmed with Seifsa this morning as its director, Mr Sam van Coller, was said to be out of his office.

Other telexes had been sent to the German Metalworkers' Union asking it to pressure Siemens into reinstating the workers, Mr Mayekiso said.

The Siemens strikers are demanding an across-the-board wage increase of R1 an hour. They have rejected the 14c an hour increase granted by the industry's Industrial Council as too low to meet the cost of living.

143  
17/7/85  
Star

## Bakery staff set to strike

Strike action by more than 1 200 Durban bakery employees seems unavoidable after the breakdown of the latest round of talks with employers.

At a meeting on Tuesday, employers made it clear they would not be able to increase their wage offer which guarantees a minimum weekly pay of R93,90 plus an across-the-board R11,40 weekly rise.

In rejecting the employers' offer, the workers are demanding that all workers be granted a weekly pay rise of R23 and that night-shift allowance be doubled from 10 to 20 percent.

## Union asks workers not to apply for jobs

The Metal and Allied Workers Union has launched a campaign appealing to the community not to take the jobs of about 2 000 striking workers dismissed by Siemens.

This move follows the dismissal of workers at five Siemens plants for going on strike on Monday to back demands for plant-level wage negotiations to supplement Industrial Council wage rates.

The union has rejected the 14c-an-hour increase granted by the council and has instead asked for an R1-an-hour rise from Siemens.

The union's appeal to

the community came after negotiations between the union and management were deadlocked yesterday.

The chairman of the union shop stewards at Siemens, Mr Charles Mkhabela, said last night management's attitude was that there were thousands of blacks they could recruit.

Siemens's joint managing director, Mr J Trottskie, said before yesterday's meeting the workers had been dismissed for intimidating staff.

But because many of the workers were "loyal" the company would be willing to re-employ them.

## Wits lecture on dental implants



# Unions deny stay-away 'intimidation'

Pietermaritzburg  
Bureau

ALLEGATIONS that intimidators would ensure that workers here did not go to work today were described by the Federation of South African Unions (Fosatu) as 'highly questionable and ridiculous'.

Mr Geoff Schreiner, spokesman for Fosatu, said this following a joint statement from the Pietermaritzburg Chamber of Commerce and Industry and the Afrikaanse Sakekamer which made the allegation this week in a call for workers to ignore calls for a stay-away today.

The statement said 'It is known that intimidators are at work fostering discontent and that all-out efforts will be made to prevent law-abiding workers from proceeding about their business'.

Mr Norman Middleton, Natal co-ordinator for the Council of South African Unions, said some of the workers had 'not been properly consulted and had no option but to stay away'.

Mr Middleton said 'We have suggested that people judge the situation for themselves, not put themselves in danger, and stay indoors if they were not going to work.'

Mr Schreiner said the stay-away had been the result of lengthy consultations with a number of organisations, which included weekly meetings with the Pietermaritzburg Shop Stewards' Council.

'In fact, earlier this month about 2 500 people and various community organisations from Pietermaritzburg held talks and agreed that a stay-away should take place in support of the 950 workers dismissed from Sarmcol 12 weeks ago.

'It was felt that if Sarmcol were allowed to engage in union-bashing, then other employers could do the same'.

'The limited rights the black worker has gained over the years would be rolled back'.

Mr Schreiner said Fosatu factories all over Natal, and the Metal Allied and Workers' Union throughout the country, of which the dismissed Sarmcol were members, planned to hold brief 'demonstrations' to show their solidarity with the stay-away.

CAPE TOWN 19/7/85  
PE plants shut  
down by strike

PORT ELIZABETH — Volkswagen and the locomotive plant of General Motors shut down yesterday through continuing strike action by the workers

Workers at Ford's Neave plant resumed work yesterday but by 10 30am had downed tools again. They went on strike on Wednesday.

A spokesman for Ford said it was not clear at this stage whether the Neave plant would be closed down for the day.

On Wednesday, for the second time this year, all three motor companies in the Eastern Cape had workers out on strike.

● Meanwhile the National Union of Mineworkers (NUM) plans to go ahead with a strike on 27 gold mines and collieries throughout the country early next month, according to the union's information secretary, Ms Manoko Nchwe.

More than 210 000 of the country's 550 000 black miners are employed on the designated mines, which would make the strike, if successful, the largest in South African history.

Ms Nchwe said balloting at 16 of the 27 mines where the union is recognized had brought in more than 60 000 votes favouring the strike with fewer than 1 900 oppos-

ing. This represented 92 percent of workers on the balloted mines according to the union's figures. "The strike is going ahead," Ms Nchwe said.

The industrial relations adviser to the Chamber of Mines, Mr Johann Liebenberg said yesterday the NUM represented 85 000 paid-up members on the mines.

"The chamber contends that the NUM does not have a mandate from the 27 mines where it is recognized, and most definitely not from throughout the industry," he said.

● In Johannesburg, the Siemens management will meet representatives of the Metal and Allied Workers' Union (Mawu) today to try to overcome the deadlock situation in which about 2 000 striking workers were dismissed, a company statement said last night.

The workers were dismissed at five Siemens plants for going on strike on Monday to back demands for plant-level wage negotiations to supplement Industrial Council wage rates.

Siemens said the company was willing to consider re-employment of the fired workers, many of whom were loyal to Siemens — Sapa



cabinet, and the only non-member of Zanu (PF), is Chris Andersen, who was elected as an independent and will not oppose plans for a one-party state or a socialist order, says Mugabe. Andersen stays on as Minister of the Public Service.

Mugabe abandoned the strict non-racial line he has followed until now in a graveside oration, at the weekend, for Pan-Africanist Congress chairman John Nyathi Pokela (63) who died in Harare on June 30.

"We reject the policy that white is superi-



**Dennis Norman**

or to black and we emphasise — at least in Africa — that black is superior, and should be superior, to white," he said.

Following his 63-seat election victory last week Mugabe told local bankers that Zimbabwe's development problems stem largely from "unrepentant and unreconstructed elements," including the "Rhodesian frontiersmen" of former premier Ian Smith and the Matabeleland dissidents alleged to support the Zapu leader Joshua Nkomo.

But Nkomo, reviewing a week which left at least seven dead and thousands homeless by mob violence, believed the problem lay in a government which had polarised the country on ethnic lines.

"We do not want a tribal war in this country," warned Nkomo. He hinted that his 15 MPs would line up with Smith's 15 Conservative Alliance members to block Mugabe's plans for expulsion of the whites when Lancaster House guarantees lapse in 1987.

Meanwhile attention is switching to the next Zimbabwean budget, due for presentation on July 30. There are fears that defence spending (R540m last year out of total spending of R3,1 billion) may soar to unprecedented levels due to plans for a joint Zimbabwean-Tanzanian military expedition to rescue President Samora Machel from the Mozambique National Resistance Movement (MNR) which has been waging a guerrilla war for years.

## MINE LABOUR

### Strike on hold

The gold and coal mining industry will have to wait for at least another two weeks to learn whether it is to face strike action

While the National Union of Mineworkers (NUM) has said it is proceeding with plans following last week's strike ballots, its executive committee decided at the weekend to call a special union conference to further discuss strike action.

The union's special conference is to be open to all members and will be held in late July or early August. Explaining the delay caused by the calling of the conference, a NUM spokesman says the union, firstly, wishes to gauge the feelings of members who were not balloted. The union did not hold polls at ten Rand Mines and Gold Fields goldmines and collieries where it is recognised, alleging that management had set "impossible conditions" for voting (*Current Affairs* July 12).

The major part of the conference, however, is likely to be spent discussing strategies for a strike. Union sources are being tight-lipped about options. But they could include something less than an all-out strike. For example, a brief work stoppage throughout the industry or strikes at selected mines, intended as a show of strength designed to force the chamber back to the negotiating table. Such action would demand more co-ordination, planning and discipline and, perhaps, explains the delay.

Meanwhile, the Chamber of Mines and some mining houses have strongly contested

improved (wage) offer."

At the same time Anglo American said that in "many cases" the ballot had not been secret, with groups of miners present in voting areas, already completed ballot papers being handed out and no record of voters being kept. Gencor also claimed there had been irregularities at its Matla colliery.

#### No irregularities

The union, for its part, denied there had been any irregularities and said the ballots had been conducted by neutral people.

With the results at Free State Geduld's North and South divisions outstanding at the time of going to press, the NUM had reported a total of 55 609 "yes" votes and 1 655 "no" votes (see table). Of these, there were 48 612 votes in favour of strike action and 1 572 against at Anglo American gold mines and collieries. There are 113 344 black miners at these establishments, which means that 43% of the employees there voted to strike. On these mines there are 51 345 NUM members, but the union had expressed the intention to allow non-members to vote as well.

At the gold mine and two collieries belonging to Gencor that were balloted, 2 306 miners voted to strike and 83 were against. This is out of a total of 4 770 black workers — 48% — and 2 391 union members. Only

### HOW THEY VOTED

MINE	YES	NO	NUM MEMBERSHIP	BLACK WORKFORCE
<b>ANGLO AMERICAN</b>				
Vaal Reefs West	5 157	nil	5 610	13 513
Vaal Reefs East	4 819	nil	3 767	12 176
Elandsrand	3 830	43	4 021	7 414
Western Holdings				
Holdings and				
Saaplaas Divisions	2 947	63	6 493	10 686
Welkom Division	11 519	850	12 641	24 032
President Steyn	11 607	466	6 368	19 437
Western Deep Levels	5 428	141	9 739	20 971
Amot	902	nil	706	1 015
SA Coal Estates	1 340	7	700	2 700
Knel	1 063	2	1 300	1 400
<b>Total</b> .....	<b>48 612</b>	<b>1 572</b>	<b>51 345</b>	<b>113 344</b>
<b>ANGLOVAAL</b>				
Hartebeestfontein	4 691	nil	3 000	18 000
<b>GENCOR**</b>				
Marievale	892	nil	440	1 240
TNC	559	33	551	1 090
Matla	855	50	1 400	2 440
<b>Total</b> .....	<b>2 306</b>	<b>83</b>	<b>2 391</b>	<b>4 770</b>

\* The union did not ballot at one of the four shafts

\*\* Union membership figures are one month old

Sources: Voting Statistics-NUM.

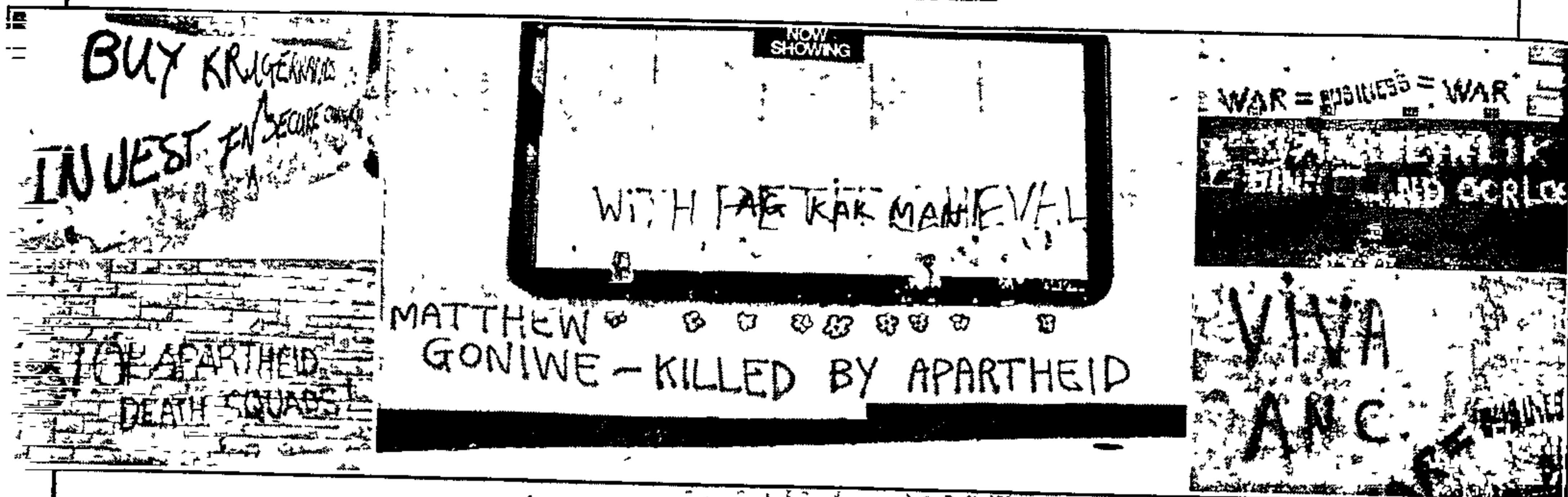
Union membership and workforce figures: Anglo American, Anglovaal and Gencor.

the validity and the NUM's interpretation of the ballot results. The industry's attack on the union's polling methods began during the balloting last week. The chamber expressed doubts as to whether "any valid conclusions will be able to be drawn from the results," alleging that "many irregularities" had been reported by mine managements. It also warned that a strike would "not elicit any

one Anglovaal mine — Hartebeestfontein — was balloted. There were 4 691 in favour of striking out of a 18 000-strong workforce. The NUM has about 3 000 members there.

After the release of most of the ballot results on Monday, Anglo American, which would bear the brunt of any industrial action, again questioned the validity of the results. A statement said that, in addition,

## WRITING ON THE WALL



Johannesburg is experiencing a revival of graffiti, the oldest and most direct form of social comment. Not that Johannesburg has ever been in the same class as New York, Amsterdam or Santiago (who can forget "Jakarta is coming" shortly before the overthrow of Salvatore Allende?), but it has its moments.

This time it's serious, even a little chilling — psychologists say the content of a city's graffiti reflects its mood. But it has its lighter moments: "Can Spiderman save Ian Smith?"

"Release Mandela" and "End Conscription Now" abound. To which has been added a rash of "Who killed Matthew Goniwe?"

Crudely political is "Can you eat Vause raw?" (Newlands) and "Die boerse moere" (Klipspruit). The artist was obviously very serious when he wrote in

Oxford Street: "Your son can die too." The person who added the "t" to "die" was not.

Yeoville and Bellevue are favourite spots for spray can artists and some of it has intellectual pretension. For instance: "Dialectical materialism is the opium of the intellectuals." And "Nuke the gay whales for Jesus," and "Dyslexia rules, KO."

The plaintive "Saddle sores seem like heaven," also in Bellevue, was no doubt inspired by the Aids and herpes scares.

Johannesburg's feminists are lagging far behind their sisters in European cities when it comes to graffiti. But there has been some, for example: "Woman needs man like a moose needs a hatstand," and "When God made man she was only practising."

Not all of them are new. It is almost

certain that the artist who scribbled "I hate Rachel" on the wall, also wrote underneath "Stop this Rachel hatred."

The older generation could be confused by writings such as "Kalahari Surfers," "Wie is Bernoldus Niemand?" "Heavy metal sucks" and "Petit Cheval rules." It is all about rock music and local bands. And it was refreshing to see in Yeoville's trendy Rockey Street a boere-joller also tried "e'Void suig!"

Of course, there are many others, like "Bad spellers of the world untie," and "If Superman is so smart how come he wears his underpants outside his costume?"

But for serious students of the SA situation it is difficult to beat the delicious sense of menace conveyed by the crudely scrawled warning on the wall of a church in Orange Street, Cape Town: "It is happening."

only a small proportion of the 157 000-strong workforce on all the goldmines it owns had voted in favour of strike action and the result "must be rejected as a final reflection of employee wishes and as a mandate for strike action."

NUM general secretary Cyril Ramaphosa, however, interprets the result as a strong mandate for calling a strike.

### US PRESIDENCY

## Reagan's affliction

Ronald Reagan apparently has triumphed in yet another test of his super-fit image, this time over no less a challenger than cancer.

For two hours and 53 minutes the president underwent major abdominal surgery for the removal of a polyp from his large intestine. A subsequent biopsy at the Bethesda Naval Hospital in suburban Bethesda, Maryland, revealed that the 5 cm thick polyp did have some cancerous malignancies.

Nevertheless, doctors ruled out any exten-

sive treatment either with radiation or chemotherapy because, as navy Captain Dale Oiler said, "we are sure we got it all. The



President Reagan

president is doing beautifully."

Well, perhaps.

That Ronald Reagan is a remarkable physical specimen has already been well established. At 74 Reagan has endured five years of the man-killing stresses of the Oval Office as well as a gunshot wound from an assassination attempt. And yet where younger men such as Gerald Ford and Jimmy Carter appeared nearly shattered by their experiences, Reagan actually seems to thrive on the presidency and, until now, he has appeared to have arrested the ravages of time.

Even if, as the navy doctors affirmed, Reagan has a better than three out of four chance of never having cancer again, he has a long convalescence before him and it will be a long time before the threat of cancer can be erased from his public life.

So it is cancer, but the problem is also one of time.

Cancer operations are never convenient. But Reagan's operation could not have come at a worse time for him politically. There is just too much important legislation — in-

# Large-scale strikes imminent on mines

**I**T is only a matter of time before the South African mining industry faces the ire of black miners.

The moment of reckoning with the National Union of Mineworkers (NUM) representing thousands of black miners in the industry — the pillar of South Africa's economy — is now a few days away.

Anger and impatience are growing among black miners who want a living wage from their masters.

The union is to hold a special conference at a venue still to be announced. At this summit members will meet to endorse their resistance to mine bosses.

Mine strikes are usually marred by violence, police intervention, killings, intimidation and mass dismissal of workers, most of whom come from independent states and other rural areas.

**W**AGL increases, the removal of job reservation, the recognition of May Day as a holiday, the improvement of health and safety measures on the gold and coal mines — all these are the bone of contention between black miners and mine bosses.

NUM has held several meetings with the aim of settling the dispute amicably. It has

held strike ballots in all the 19 gold mines and 11 collieries where they have recognition agreements. The results? The majority of the black workers have voted in favour of the strike action.

Several strikes have already occurred in the mines this year and, bosses were not happy with workers' action. This resulted in thousands of workers being fired.

Will management still fire more workers? NUM's general secretary Mr Cyril Ramaphosa says workers are angry and impatient with management's attitude. They are prepared to resist any form of discrimination or actions against them.

We hope the strike will make the chamber bargain with us seriously in future so that they must not come to us with predetermined wage increases. The strike should also introduce a balance of power between us and the chamber," he says.

The union also be-

lieves that at least 200 000 of the estimated 550 000 workers will support the strike. NUM has a presence on other mines and these workers feel just as strongly about these issues.

Workers are prepared to settle and accept a serious offer from the chamber.

**B**UT the union has a cut-off time, if the chamber wanted to come with an offer, say 24 hours before the strike, the union will not be able to stop the strike.

The union will only consider a settlement after the strike.

On the other hand the chamber has stated categorically that a strike will not bring any improved offer — the chamber will not compromise in the event of a strike.

The chamber granted wage increases to almost 550 000 black workers on gold and coal mines at the beginning of the month. It contends

that the increases they offered were among the highest granted in SA this year.

In addition to the wage increases, which range from 14,1 per cent to 19,6 per cent on minimum rates applicable on mines, other improvements in conditions of employment are being introduced.

These adjustments in the conditions of employment, while effectively improving the financial lot of the black mineworkers, will also increase the working costs of mining companies, the chamber says.

The total package amounts to a significant percentage increase in terms of employees' earnings and is particularly noteworthy at a time of severe economic recession and high unemployment in almost all other sectors of the economy.

**E**VEN though the two parties reached an agreement, violence erupted at Gencor's five plants when over 10 000 workers downed tools in demand of wage increases.

Police used tear-



NUM's CYRIL RAMAPHOSA

*NUM*  
*143*  
*Sowetan*  
*July 1983*

smoke and birdshot to disperse the workers and during the incident, a black miner died. The company is still investigating the cause of violence and death.

This disturbing feature of mine strikes may increase if workers do not conduct themselves properly during the strike.

But Mr Ramaphosa says that in the event of a strike, workers' conduct will be peaceful. All our shaft stewards, including those on mines where NUM is not recognised, have been trained in strike action and

strike control. "We are sure violence can be avoided if management does not intimidate workers by calling in mine security or the police," Mr Ramaphosa said.

He added that if management does fire workers, then the union will view this as an unfair labour practice and will challenge it through the necessary channels.

It is therefore important that both parties meet again to resolve the dispute because the results of the strike might be too ghastly to contemplate.

# Capital may face further stayaways

10/2/85 (143) NM 22/7/85

## Mercury Reporter

THE Metal and Allied Workers' Union (Mawu), which organised last week's stayaway from work in Pietermaritzburg, may organise further such campaigns if BTR Sarmcol management does not yield

The stayaway was in support of 950 striking workers fired by Howick's Sarmcol in April and was an attempt to

pressure management to return to negotiations

A statement by Mawu and the Federation of South African Trade Unions (Fosatu) yesterday said that if there was 'no shift' on the part of Sarmcol or of the Pietermaritzburg chambers of commerce and industry, further action would be considered

Although the Chamber of Commerce has called

on Sarmcol to reopen negotiations, the Chamber of Industry issued a statement last week slamming the union

Mawu and Fosatu criticised the Chamber of Industry as 'lacking insight and showing a total lack of respect for the black community in Pietermaritzburg'

The union statement said 92 percent of black workers had taken part in the stayaway. All Pietermaritzburg firms had experienced some degree of absenteeism

'Even at Hulett's Aluminium, where management required workers to sleep over at the factory, attendance dropped by 30 percent'

Solidarity work stoppages and demonstrations in the rest of Natal had been 'extremely widely' supported, contrary to 'fabricated' Press reports, the union said

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# NUM bid for strike 'has little backing'

The National Union of Mineworkers (NUM) had at best a 30 percent vote in favour of a strike at the 27 gold and coal mines where it was represented, the Chamber of Mines' industrial relations adviser, Mr Johann Liebenberg, said at the weekend. *Sapa*

He was commenting on the NUM's announcement that it would proceed next month with a strike at the mines over its pay dispute with the chamber, on the strength of the ballots it had done at 16 of those mines. *22/1/85*

Mr Liebenberg said "The ballot does not really say anything meaningful, not only as far as the chamber is concerned, but also the union leadership, who cannot draw anything from it to support going ahead with a strike."

He said the NUM, because it was unregistered, was not legally obliged in terms of the Labour Relations Act to conduct a strike ballot at all once deadlock was reached at the Conciliation Board.

"In theory, it could have called a strike then and there at the 27 mines where it is recognised, unless the constitution of the union itself required that a strike ballot be conducted" — Sapa

# Mawu, Siemens still in 143 180 Star 24/7/85 deadlock over dismissals

Yet another meeting between the Metal and Allied Workers' Union (Mawu) and Siemens has failed to break the deadlock over the dismissal of workers from five company plants last week

The workers had gone on strike to back demands for plant-level wage negotiations to supplement the Industrial Council rates

A Siemens spokesman

said the company had told union representatives yesterday that it was not prepared to move on the two key issues raised by the union — the R1 an hour increase and the reinstatement of all the dismissed workers

The company has offered a smaller increase, while refusing to re-employ those guilty of violence or intimidation

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(143) (24) B Day  
24/7/85  
**NUM calls mass meeting**

THE National Union of Mineworkers will hold a mass meeting at Welkom in the first week of August to decide on whether to strike over pay, a union spokesman said yesterday.

"We are expecting close to 100 000 people," she added.

The union says gold and coal-

miners voted overwhelming for a strike in a recent ballot. Employers disputed the figures. The mass meeting will make the final decision, the NUM said.

It has demanded a 22% across-the-board pay increase but, on July 1, employers implemented rises ranging from 14,1% to 19,6%.

# Conflict looms over dismissal of striking workers in SA

THE dismissal of striking workers in South Africa is fast becoming a major issue of conflict between black emerging trade unions and employers in recent days.

Workers going on either legal or illegal strikes have faced the wrath of the bosses who dismissed them or called police to intervene.

This disturbing feature of industrial relations has been criticised by unions — especially those engaged in the present unity talks aimed at forming a "super federation" — lawyers and industrial relations consultants.

The black working class is angry, militant and is resisting any form

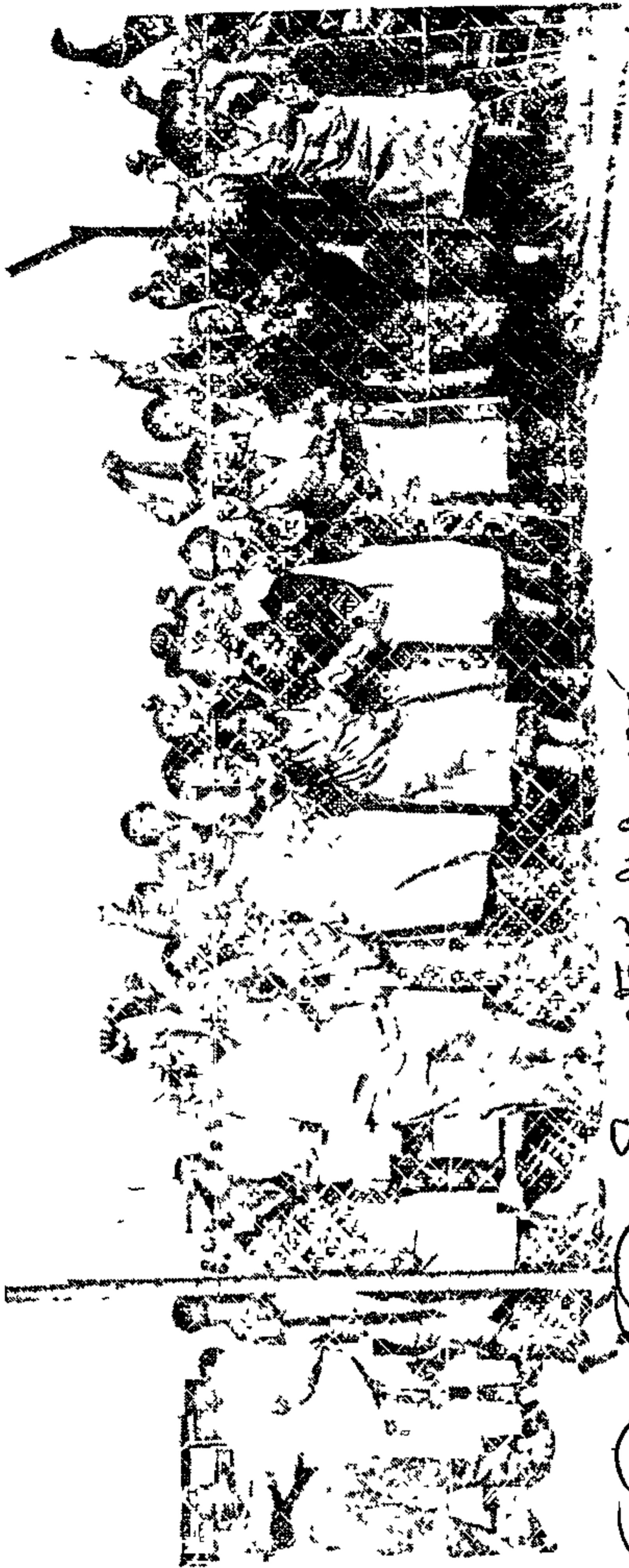
**BY JOSHUA RABOROKO**

of oppression, exploitation and are even prepared to fight apartheid on the factory floor. Thirty percent of strikes in South Africa are caused by "unfair dismissals", retrenchments and disciplinary actions, sources say.

## Demands

In an article entitled "Strikes new practices and new law", labour lawyer, Mr Clive Thompson, says a worker who goes on strike in South Africa, not always anticipates that his demands will be met, but he has, at least until recently, had good reason to expect certain other consequences: police action, criminal prosecution and dismissal.

"This sequence, typical of the seventies and the early eighties, seems



143  
Sowetan July 1985

## STRIKING workers... they face the wrath of the bosses

concluded agreements that protect their members for up to 30 days against dismissal".

Again, the on-going battle between the SA Chemical Workers Union and AECI is even more telling when workers could not be dismissed after several negotiations which ended up in the Supreme Court.

Mr Thompson says developments can be expected in the South African labour law, such as decriminalisation of strike action. No successful prosecution has been brought against strikes recently, notwithstanding the fact that the number of offenders in this area is eclipsed only by the number of pass offenders.

He cited the example of several members of

miners tried to facilitate matters through the introduction of a very open-ended unfair labour practice jurisdiction.

An unfair labour practice is any practice by an employer which affects a worker unfairly or which, without justification, creates labour unrest. Only the industrial court can actually decide that a particular practice is unfair.

It is against this background that the law of strikes seems on the verge of undergoing a major transformation. The first break-through has already occurred.

"The conventional wisdom says that even lawful strikers can be dismissed by employers at will. However, the National Automobile and Allied Workers Union and the Metal and Allied Workers

and Allied Workers

Mineworkers (NUM) who had charges of instigation against them withdrawn. The charges arose out of a dispute at the East Driefontein gold mine.

He further argues that strike action must only be taken once all avenues of negotiation have been exhausted. This will mean that an employment contract is suspended for the duration of a strike, but that at the end of the dispute all workers will be entitled to return to their jobs.

The present practice of selective re-hiring of dismissed strikers — should be outlawed as it is a fundamental concept of justice that like cases should be treated in a like manner.

He adds that where struck occur as a result

viour by management — such as the refusal to recognise a representative trade union — the industrial court should reinstate, without reservation, any workers who may be victimised as a result of the dispute.

"The industrial court has already said it believed that the logical outcome of the unfair labour practice is that lawfully striking workers should receive protection against dismissal."

"It has even re-instated workers who engaged in an unlawful strike when provoked by management. What is needed is for these tentative decisions to be developed into a coherent and forceful body of law that shows an appreciation of the critical role of industrial action in underpinning the entire collective bargaining

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# Mawu, Siemens talk on

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10/10  
3/1/85

Talks are expected to continue today between the Metal and Allied Worker's Union (Mawu) and Siemens after their meeting on Friday ended in deadlock.

Star 25/7/85

The workers were dismissed from five Siemens factories in the Transvaal last week after going on strike to support demands for plant-level wage negotiations to supplement Industrial Council wage rates.

The company said it had made clear that it would not grant the R1/hour rise demanded, but would consider merit increases.

Management also said it was willing to re-employ all workers, except those guilty of violence and intimidation.

The union said it would press ahead with its demand for the reinstatement of all the dismissed workers.

# Siemens threatens to <sup>start</sup> replace <sup>25/7/85</sup> strikers

Siemens plans to start replacing the workers it dismissed last week for going on strike at five Transvaal factories, if no agreement is reached this morning on conditions for the strikers' re-employment.

Talks between the company and worker representatives broke down again yesterday, with worker representatives insisting on the unconditional reinstatement of all the workers.

## INVESTIGATION

According to Siemens' joint managing director, Mr J Trotskie, the company had offered to re-employ all the workers, with 40 of them being suspended with full pay pending the investigation of allegations of violence and intimidation.

Mr Trotskie said the company had suggested that the case of the 40 be submitted for arbitration and workers' representatives were given until this morning to accept or reject the suggestion.

He said if the unions representing the workers did not come back to management this morning new workers would be employed.

One of the unions, the Metal and Allied Workers' Union (Mawu), said workers rejected the company offer because it was meant to divide the workers and kill the union.

Mawu accused Siemens management of threatening to call in the police to remove union negotiators from company premises. Siemens has denied the charge.

Grade	Current Hours: 44	Hourly Change 1975 to date: Nominal	Hourly Change 1975 to date: Real
Grade 10	0.00	18.03	19.35
Grade 10	0.00	16.71	18.03
Grade 10	0.00	14.95	16.71
Grade 10	0.00	14.47	11.44
Grade 10	0.00	11.44	11.42
Grade 10	0.00	10.92	10.16
Grade 10	0.00	9.32	10.32
Grade 10	0.00	10.32	10.15
Grade 12	10.38	13.85	16.55
Grade 12	10.95	14.38	16.02
Grade 12	10.38	12.84	12.75
Grade 12	10.95	12.75	12.18
Grade 12	10.38	10.87	9.98
Grade 12	10.95	10.97	10.82
Grade 12	10.38	28.08	24.48
Grade 12	10.95	24.48	24.48
Grade 12	10.38	20.14	21.58
Grade 12	10.95	18.76	20.14
Grade 12	10.38	16.55	18.76
Grade 12	10.95	14.38	16.02
Grade 12	10.38	12.84	12.75
Grade 12	10.95	12.75	12.18
Grade 12	10.38	10.87	9.98
Grade 12	10.95	10.97	10.82

# Chamber urges Sarmcol, workers to start talking

Pietermaritzburg Bureau

THE Pietermaritzburg Chamber of Commerce has urged BTR Sarmcol at Howick and its dismissed 950 workers to 'start talking again' and resolve their dispute without having to resort to 'unproductive' measures such as stayaways

Dr Keith Wimble, president of the chamber, said last week's stayaway, when thousands of workers did not go to work, had affected people who had nothing to do with the months old dispute and it had also disrupted productivity in general

BTR Sarmcol, a rubber manufacturing factory

and the single biggest employer in Howick, dismissed its entire workforce at the end of April this year

The dismissal followed a strike by disgruntled workers when a deadlock was reached after two years of negotiation had failed to gain the firm's official recognition of the Metal and Allied Workers' Union (Mawu)

Last Thursday workers from Pietermaritzburg and Howick areas stayed at home after Mawu had called for a one-day stayaway in a show of support for the dismissed workers

Dr Wimble said 'If Mawu believes Sarmcol wrongly dismissed the

workers then it can go to court or use what ever machinery that exists

'I do not see why this dispute should involve other people as, according to normal business practice, the matter is not our affair'

Mr S Blackstock, acting manager of Sarmcol, said yesterday neither he nor Mawu had approached the other since the stayaway and the situation had remained unchanged

'I have had many and varied feedbacks from local businessmen about the issue, before and after the stayaway, but I cannot say what these comments were,' he said

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# Union backs down to end Siemens strike

NM 26/7/65

JOHANNESBURG—  
The Metal and Allied  
Workers' Union (Mawu),  
representing the 1 250  
strikers at Siemens, has  
backed down on its  
wage demands for the  
time being ~~143~~ 143

At a meeting with the  
management yesterday  
the union agreed that all  
but 40 of the striking  
workers would return to  
be rehired by the com-  
pany Rehiring, which  
will start next Monday,  
will be on the basis of the  
Industrial Council mini-  
mum increase in pay of  
14 c an hour which came  
into effect on July 1

The workers were dis-  
missed by the company  
last week after they had

refused to return to work  
The company issued an  
ultimatum on Wednesday  
that if agreement was not  
reached with the union  
yesterday that the work-  
ers were willing to be  
rehired, the company  
would find labour else-  
where

The union had demand-  
ed an across-the-board  
increase of R1 an hour

Siemens' joint manag-  
ing director, Mr Johan  
Trotskie, said yesterday  
that the union had indi-  
cated at the meeting that  
it would reserve the right  
to continue to negotiate  
on the sought-for pay in-  
crease

The company has re-  
fused to re-employ 40 of  
the strikers who it claims  
it can prove have commit-  
ted acts of violence or in-  
timidation Mr Trotskie  
said it was agreed at yes-  
terday's meeting that a  
mediation committee  
would be set up to decide  
about these workers —  
(Sapa)

# Cusa calls for the release of detained leaders

143

Star 27/7/85

JOHANNESBURG — The Council of Unions of South Africa was perturbed by the "continuous detention of union leaders" and has called for their immediate and unconditional release

In a statement to Sapa yesterday, Cusa urged the Government to lift the state of emergency and to address itself to the worker grievances of the black majority

The presence of the police and army was not bringing safety to the townships, the statement said

"We call for the immediate and unconditional release of Mr Mahlomola Skhosana and other trade unionists and workers who are detained," the Cusa statement said

According to yesterday's *Sowetan* newspaper in Johannesburg, more than 17 trade union leaders were among the more than 9000 people detained by security forces since the state of emergency came into effect last weekend

Most of the unionists, says the *Sowetan*, were from the Eastern Cape and belonged to the Motor Assembly and Component Workers' Union of South Africa

The newspaper said that in the East Rand leaders of Ummawusa and Fosatu were among those held. They included Mr Sam Ntuli, who is also a former president of the East Rand Peoples' Organisation

Those detained include Mr Amos Masdondo of the General Workers' Union and executive committee member of the Soweto Civic Association

Other unions affected by the swoop were the Sweet, Food and Allied Workers' Union and the National Automobile and Allied Workers' Union, the *Sowetan* claims — Sapa

# Sacked workers to be rehired

Pretoria Correspondent

SAW 29/7/65  
Letters of re-employment were handed out to 1250 workers at five Siemens factories in Pretoria and Isando today — ending a two-week strike

The joint managing director of Siemens, Mr J Trotskie, confirmed that all workers barring 40 would receive notices of re-employment, and conditions at the plants in Rosslyn, Waltloo, Koedoespoort and Isando are expected to return to normal.

The workers, members of the Metal and Allied Workers' Union, downed tools to back demands for plant-level wage negotiations and a R1/h across-

the-board increase. When the parties failed to reach an agreement, Siemens dismissed the strikers

But after a week of bargaining the parties agreed that workers would return to work at the Industrial Council for the metal industry's wage increase of 14c/h, and the question of plant-level wage negotiations would be discussed after an investigation into collective bargaining practices in the metal industry was finalised

The union reserved the right to re-open negotiations on pay increases

An independent arbitrator will be appointed to inquire into charges of intimidation and violence brought by management against 40 workers

# Siemens workers back at their jobs after agreement

JOHANNESBURG—Black workers at all but one of Siemens' factories returned to work yesterday in accordance with an agreement between the company and the Metal and Allied Workers' Union (Mawu) last week.

All but 200 of the 1210 striking workers who were due to be re-employed yesterday were back at work

In a further development yesterday, the union disputed many of the points of agreement in last week's negotiations, but the company refused to comment publicly until it had had further discussions with Mawu on these points

The 200 workers were due to be re-employed at Siemens' cable factory at Rosslyn in Pretoria, but unlike their colleagues at the other four plants, they refused to accept letters of re-employment which the company gave them on Friday as agreed by the union in last week's negotiations

Mr Johan Trotskie, Siemens' joint managing director, said the union had requested a 24-hour extension of the re-employment ultimatum. Consequently, the workers at the Rosslyn plant were expected to be back at work today

The agreement for the workers to return to work this week at the industrial council rates which came into effect on July 1 came after the company had dismissed the 1250 strikers. The union ac-

cepted the company's offer to re-employ all but 40 of them

The company says acts of violence and intimidation can be proved against those 40. It was agreed that a special committee with equal management and union representatives would mediate over their possible re-employment.

But Mawu, in a Press statement issued yesterday, disputed many of the points of last week's agreement, stating among other things that it had asked the company to extend the re-employment ultimatum 'due to misunderstanding on signing of new overtime contracts'

## Condemned

The Press statement, issued by Mawu's Transvaal secretary, Mr Moses Mayekiso, said 'We understand (the company) is forcing people to sign new contracts of working overtime'

It condemned the company for refusing to re-employ 40 of the strikers, saying its reason for doing so was that most of them were shop stewards or active union members

'We think the company is trying to get rid of

these shop stewards who can represent the workers effectively and those whom they think are stumbling blocks,' the statement said

The union would continue to press for a R1-an-hour across-the-board pay increase and would also insist on negotiations at shop-floor level although the management had rejected this

'We would like to inform the company that the workers are going to continue with plant-level negotiations until management gives in,' the statement said

It warned Siemens 'and other multinationals' to negotiate at all levels 'where the workers feel they have got a big problem'. Refusing to do so was 'playing with fire'

'The workers are no longer prepared to be jabaases but are determined to fight for their rights. If these multinationals are insisting in denying these workers rights we insist that they pack and go out of this country. We cannot tolerate this exploitation,' the statement said

The workers were also 'furious' about the interference of the police in the dispute — (Sapa)

