

# Workers trap sex offender

A JOB offered in return for sexual favours has long been a hazard faced by women workers.

And as it is often a member of management involved, it is difficult to put a stop to it.

Besides in this time of high unemployment, a women worker is grateful to get a job — no matter what the price.

However, workers at Dunlop were recently able to 'trap' and have a training officer fired, because workers suspected, he was getting women jobs in return for sex.

Dunlop workers said they had often found the door of the personnel offices locked shortly after some worker had been taken on so they plotted to 'catch him in action'.

## CHANCE

The workers saw their chance when the training officer employed a women worker on a Friday.

'On the following Tuesday at about one o'clock he called the lady to his office,' workers said.

'One union member rushed to the door to test whether the door was locked. It was.

'He contacted another worker who had access to a phone. That worker then phoned one of the managers,' the Dunlop workers said.

## CAUGHT

The workers said the manager came with a spare key and caught the training officer 'taking his payment'.

He was fired on the spot and the worker involved kept her job so all the workers were happy.

Since their success the Dunlop workers who are members of the Chemical Workers Industrial Union have been calling on 'fellow brother and sisters' to put an end to this sexual harassment.

They charged that management knew about it but did nothing about it 'since it does not affect management as much as it does us workers'.

'But we have proved that workers can still fight it on their own,' the Dunlop workers said.

## PWAWU beats selective rehiring

THE Paper Wood and Allied Workers Union has become the second FOSATU union to block an employer selectively rehiring or firing striking workers.

In a full recognition agreement signed with Carlton Paper at Wadeville, the company agreed that if there was a strike, it would either dismiss all the strikers or none at all.

It also agreed that if all the strikers were fired, the company would either take them all back or none at all.

This is the second such agreement to be signed by a FOSATU union. The first was between the National Union of Textile Workers and Natal Thread — a Hammarisdale company.

This strike clause makes it extremely difficult for an employer to sack striking workers as to do so would mean training a completely new workforce from scratch.

It also removes management's strike breaking tactic of dividing the workers by only taking back some of the strikers.

The Paper Wood and Allied Workers Union said it had pushed for the strike clause after watching the selective rehiring tactics of many bosses in the Wadeville area.

The PWAWU hailed the Carlton agreement because it 'put workers on a stronger footing in their negotiations with management.'



Smith and Nephew strikers on the soccer pitch in front of their factory

## Manager resigns after workers strike

A LABOUR relations manager has resigned at Smith and Nephew in Pinetown after workers struck in support of their demand for his dismissal.

The workers said the labour relations manager had made insulting comments about their wives.

When workers demanded an apology from him, they said, he had refused as he said he had been just 'trying to make them wise'.

The shop stewards decided to take the matter up with management and approached the managing director.

According to the workers, the managing director refused to believe that the labour relations

manager had insulted them.

He is reported to have said that black workers were always jealous when they saw another black worker promoted so they were just plotting against him.

At this response, the workers decided to down tools and demand the dismissal of the labour relations manager.

## DISMISSAL DEMANDED

So on the Monday the entire workforce went onto the factory premises but refused to go to their machines until he had been dismissed.

For three days the workers gathered on the soccer pitch in

front of the factory buildings while shop stewards and National Union of Textile Workers officials talked with management.

During this time management stuck to their position that they did not believe that the labour relations manager had insulted workers.

## MEDIATION

Eventually the company agreed to refer the matter to mediation but first the NUTW insisted that the labour relations manager be suspended until the mediation had finished.

Workers then returned to work.

Three days later the company informed the union that the labour relations manager had resigned 'in spite of efforts by the company to persuade him to stay'.

## Be careful of job evaluation

MANY companies, especially in the metal industry, have been introducing the system of job evaluation.

Most companies use the Patterson system or the Peromnes system. Some use the Hey system.

Management usually tells workers that the new system will benefit them. Management says that the system will get rid of racial discrimination in wages.

Usually, the introduction of job evaluation does help the lower-rated workers at the beginning. But we must ask why management is so keen on these new systems.

In the past, skilled workers have been able to demand very high wages because of the shortage of skilled workers.

About four years ago, the chairman of AMIC, Mr Graham

Bausted said white skilled workers were blackmailing management into paying unreasonably high wages because of the shortage. Management, he said, wanted to break this power of blackmail by training black workers in order to overcome the shortage.

That is why in 1978 SEIFSA, the association of metal industry employers, scrapped job reservation in the metal industry.

Up to now, jobs in the metal industry have been graded according to the schedules in the Industrial Council Agreement. This job grading is based only on the skill required for a job.

Skilled workers are getting much higher rates than the ones set in the Industrial Council. For instance, the Industrial Council rate for artisans is about R4 per hour but artisans actually get about R9,10 per hour in most areas.

Management wants to break these high wages for skilled workers... They want to put blacks into the jobs, but first they want to 'deskill' the jobs — they want to break up the jobs so that the skilled workers won't have as much power as they have now.

One of the ways of hiding this is to scrap the Industrial Council

job gradings and to replace them with the Patterson, Peromnes or Hey systems.

These systems don't grade jobs according to skill — they mainly grade according to how much responsibility and how much decision making there is in each job.

So this job evaluation takes out skill as a criteria for job grades, making it easier for management to change the jobs.

Obviously, they are doing this to bring down the wages of skilled workers. They want to put all wage rates on a smooth wage curve.

At present, artisan wages are much higher than other wages, partly because of job reservation and partly because of the shortage of skilled workers.

So the job evaluation will get rid of race discrimination by bringing down the high rates.

Is this what we want? No, we want management to bring UP the lower rates.

Management is using our unions to help them break up the skilled jobs. This is not such a problem for our members now because artisans are generally not our members.

But it will be a problem in the future. So be very careful of job evaluation.

## SFAWU organisers arrested

RECENTLY seven unionists from the Sweet Food and Allied Workers Union were arrested while recruiting outside the Beacon Sweets factory at Mobeni near Durban and charged with 'obstructing the pavement'.

This action has been condemned by the FOSATU Natal Regional Congress as a 'gross violation of the right to organise'.

Newly elected SFAWU general secretary, Jay Naidoo, who was among those arrested, said that if organisers were arrested every time they recruited outside factory gates 'we will not be able to organise at all.'

He said the union would be contesting the charges.

## FOSATU DECIDES NOT TO JOIN UDF

FOSATU has decided not to affiliate to the United Democratic Front although it shares the UDF's opposition to the new constitution and to the Koornhof influx control bills.

This decision follows discussions at all levels of the federation which culminated in a special seminar to discuss the UDF at the Central Committee meeting in October.

The United Democratic Front was launched in Cape Town on August 20 in a mass rally attended by about 12 000 people.

The UDF has about 400 religious, student and community organisations affiliated to it.

It was formed specifically to form a united front against the new constitution and the Koornhof Bills.

A statement explaining FOSATU's reasons for not affiliating to the UDF said 'it was essential to ensure the greatest possible unity of FOSATU's membership on a national basis and affiliation to one organisation could cause division'.

the view that the UDF basically united support-based and activist organisations in the community and this shaped its present structure.

However, FOSATU represented membership based in national organisations which received their mandates for action in a very different way.

It therefore believed that major practical problems would arise in trying to link these different types of organisations, the Central Committee statement said.

The Central Committee once again stated its absolute opposition to the new constitution and the Koornhof Bills and it therefore welcomed the opposition being mobilised by progressive organisations such as the UDF.

It added that FOSATU had committed itself to an active campaign of opposition to the new constitution which it hoped would supplement and support the opposition being organised in South Africa.