

COMMERCE — LABOUR

1987

JANUARY — SEPT. → DEC .



Still no sign of settlement on OK wage dispute

There is no sign of a settlement nearly three weeks after the start of a strike at OK Bazaars outlets nationwide.

OK management has accused striking workers at 38 stores of disruptive behaviour, including loud singing and shouting. The allegation was dismissed by Ccawusa.

The union refused to give an undertaking on strikers' behaviour at the stores. Earlier it agreed that strikers would leave three Johannesburg stores after alleged damage to merchandise.

The wage dispute between OK and 6 000 to 10 000 black workers began on December 15.

The union has not revised its demand for a R160 a month across-the-board increase. OK's final offer was R85 a month.

132 shops affected by strike: OK

By Sheryl Raine

The strike by thousands of OK Bazaars workers was affecting at least 113 stores nationwide, said the company yesterday. The union said the number of strike-bound shops was 132.

Although the Commercial, Catering and Allied Workers' Union (Ccawusa) has threatened to extend the strike to related companies SA Breweries, Premier Milling and Anglo American, the OK's personnel director, Mr Richard Blackwell, said there were no signs at this stage that the union's threats had been carried out.

He added that sympathy strikes would be illegal.

A strike against SAB could affect beer sales at the height of the summer season.

THREW CRACKER

Meanwhile, a white casual worker at OK's Potgietersrus branch was alleged to have thrown a cracker at striking workers who were sitting in the canteen on Tuesday.

Mr Blackwell was not able to comment on the incident, but said it was not management's desire to throw crackers at the strikers. OK would investigate the allegation and take action if necessary.

Ccawusa has also refused to give an undertaking on strikers' behaviour at 38 OK stores after an agreement that strikers would leave three Johannesburg stores after alleged damage to merchandise.

"There have been continued incidents at some of the 38 stores, including loud singing, raucous, disruptive behaviour and shouting from upstairs windows," said Mr Blackwell.

OK believed these incidents could affect customers though business was continuing with the help of casual employees.

Ccawusa has accused OK of sabotaging negotiations. Mr Blackwell has denied the charge.

He attributed the wage deadlock to the union's "outrageous demands". He said that approximately 100 workers had returned to work voluntarily.

Strike is a success: Ccawusa

In response to management allegations, the union said: "The exemplary behaviour of the strikers in terms of discipline, commitment and determination despite attempts by the management and State to intimidate and demoralise them, has been a success."

"Workers have exercised great patience and enormous restraint in the face of numerous provocations. The overwhelming majority of Ccawusa members at OK are solidly behind the strike. In fact, workers who have not previously been members have joined Ccawusa during the course of the strike."

"We acknowledge, though, a very small minority of workers who have succumbed to pressure and have continued working. This, despite the overwhelming majority of workers still on strike."

"We as a union will condemn any attempts to physically coerce those non-striking members to strike. If there is any definite evidence of our members using force or intimidating other workers, we have the structure to deal with this eventually."

"We want to emphasise that there is no need for us as a union to physically persuade workers to strike. We believe in education. Our track record has shown us to be a disciplined and structured organisation, with the organisational will to confront the most severe of problems."

"Great steps have been taken to cause disunity, discord and hostility among workers. Experience has shown that attempts have been made and will continue to be made to slander us by putting blame on us for certain types of activities. We cannot rule out the possibility of agents provocateur indulging in such activities."

"As a union we, in principle, condemn any sort of violence against the oppressed and exploited, especially if this violence emanates from the ranks of the oppressed. We feel this type of violence is counter-productive."

The Star Bureau

LONDON — Seaman Revel Langeveldt, recovering from abdominal trouble in London's St Thomas's Hospital after being flown from Aden by air ambulance, is fighting shy of the Press.

He has refused even to talk to reporters from his native South Africa. Langeveldt has told nursing staff that he does not wish to give interviews or be photographed.

A representative of his ship's agents, Gateway Shipping, said: "He's a young lad and has had an awful lot of travelling around and upsets. We would rather he be left alone." A representative of the agents had seen Langeveldt who seemed "cheerful".

The South African Embassy in London says the ship's agents are looking after Langeveldt's personal and other needs because they had specifically asked the Embassy to be allowed to deal with him entirely on their own.

An Embassy spokesman said he had no comment to make on the way the African countries had treated Langeveldt. "I think too much has been said already."

Neither the hospital nor the ship's agents will give any personal details about Langeveldt, who was taken ill aboard the 21 000 ton Salfmarine bulk carrier Sea Pioneer when it was in the Persian Gulf earlier this week.

AIR AMBULANCE

The authorities in Djibouti refused to treat him because he had a South African passport, and in Aden, the next port of call, he was allowed ashore, but sent back to the ship with only a bottle of pills.

It was then that arrangements were made for an air ambulance to fly from Britain to Aden to pick him up and bring him to London for treatment.

Langeveldt, a 20-year-old steward, reported at one stage to be "writhing in agony" with ruptured intestines, is now much better.

"He's very comfortable and the doctors are very pleased with him," said a hospital spokeswoman. "There is no likelihood of an operation at this stage."

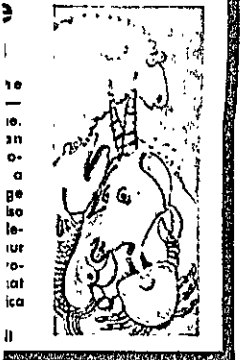
It was not known how long he would remain in hospital.

The British Foreign Office has reacted coolly to demands by some Conservative backbenchers that Foreign Secretary Sir Geoffrey Howe protest to countries which refused treatment.

One MP, Mr John Carlisle, said the countries concerned had been guilty of "an appalling act of inhumanity". Another said Britain should reconsider overseas aid to the countries.

But a Foreign Office spokesman said the MPs had not written to Sir Geoffrey as far as he knew. "They seem to be rhetorical questions put through the Press rather than anything more specific."

Sir Geoffrey would not feel the need to respond to such statements, although he would do so if they communicated with him formally. In any case, he was in Barbados this week.



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Duggan back from dead to race at Vaal

After an absence of three years British powerboat racer Phil Duggan (below) will take to the water in tomorrow's International Federal Southern African Formula I powerboat Grand Prix at Loch Vaal.

In 1983, he was twice declared clinically dead on the operating table after his boat overturned during a race in Bristol, England, but this has not deterred him from competing again.



The intrepid powerboat pilot pit himself against 17 other contenders including South African champion Peter Lindenberg and former world champion Michael Werner.

He will pilot what organisers say is the first boat fitted with a safety cell for the driver.

Tomorrow's races will begin 12 am, 2 pm and 3 45 pm.



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S Africans rock Zimbabwe

The Star's Africa News Service

HARARE — The city's New Year revellers had a special treat this year when 40 top South African musicians launched an international tour with lively performances on New Year's Eve and yesterday.

Black and white Zimbabweans, South African exiles and expatriates rocked to the music of Hugh Masekela, Calphus Semanya, Letta Mbulu, Siphon Gumedede and Dorothy Masuka.

The musicians have formed a group called South African Artists United. They called the show "Buwa" — Speak Up — and have received backing from Swedish International Development Agency (Sida) and Norwegian People's Aid to take the show on an international tour, including West Africa and Scandinavia.

"What we are trying to do," said Calphus Semanya, "is showcase southern African talent."

Many of the musicians are known for their anti-apartheid views. Said a white South African "This is the way Zimbabwe should be all the time and it's the way South Africa will be."

odwill and . . . prosperity

Shop messenger robbed of R8 000

Two men overpowered a shop messenger and fled with a case containing R8 694 close to a Roodepoort bank yesterday morning.

Mr Voltaire Mqoni (23) was on his way to bank the money when he was overpowered by two men, one of whom had a knife.

— West Rand Bureau.

Knifeman molests Randburg girl

A 15-year-old Randburg girl was grabbed at knifepoint by an unidentified man and molested in a nearby vacant building, police reported.

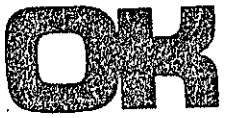
A spokesman said the man grabbed the girl on Thursday

5/1/87
Strikers
review
strategy

POW DAI

DIANNA GAMES

WITH the OK Bazaars strike heading into its 18th day today, and no further headway on talks with the group's management, national shop stewards of the Commercial, Catering and Allied Workers' Union met this weekend.



They are believed to have discussed what strategy striking workers should adopt in the face of the continuing crisis.

OK spokesman Richard Blackwell said yesterday management was awaiting a response to its telex to Ccawusa saying talks would get under way once the union gave specific proposals.

So far the two parties to the dispute have only discussed what was considered to be acceptable behaviour by strikers.

Ccawsua has refused to give an undertaking to management on the behaviour of strikers at the 38 stores over which OK has expressed concern.

The union said last week it would consider such an undertaking in the light of OK's court applications to have strikers removed from three of its stores, to which Ccawusa acceded.

Blackwell said three more OK outlets had joined the strike in the first few days of the new year, bringing the total number of units where its workers are on strike to 114.

Cart Times 5/11/87

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Union meets as OK strike enters day 18

Own Correspondent

JOHANNESBURG. — With the OK Bazaars strike entering its 18th day today and no further headway on talks with OK management, national shop stewards of the Commercial, Catering and Allied Workers' Union (CCAWUSA) met at the weekend.

They are believed to have discussed what strategy the strikers should adopt in the face of the continuing crisis.

OK's spokesman, Mr Richard Blackwell, yesterday said management were still awaiting a response to their telex to CCAWUSA saying talks would get under way once the union had given it specific proposals.

OK workers resolved to boost strike action

6/11/87
KUDDAV
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LEADERS of striking OK Bazaars workers met in Johannesburg at the weekend when they resolved to continue the strike "and to mobilise at all levels", says the Commercial, Catering & Allied Workers' Union (Ccaawusa).

The union says 10 000 workers at 128 stores are on strike. The OK puts the figure at just over 6 000 at 116 stores.

"While we have always been prepared to negotiate, Ccaawusa could not make a new wage proposal to OK. This is because OK still has to state its offer in response to the full range of our wage demands," says the union.

ALAN FINE

Just before Christmas, Ccaawusa proposed a meeting with the company, OK responded by asking for specific revised wage demands.

The union is asking for R160 a month across-the-board increases backdated to April 1986. The company has offered R85 from this April and says that this represents its counter-offer.

Ccaawusa says it is laying down no preconditions for a meeting with the OK to resolve the dispute. "However, we stress that OK must be prepared

to scrap the anniversary increase system and substantially increase its offer before there can be a settlement of this strike."

Personnel director Richard Blackwell yesterday expressed disappointment at the decision to continue the strike. But unless the union is prepared to "drastically reduce its demands", there was little point in talking further, he said.

The weekend union meeting decided to begin pressuring the OK through its shareholders: SA Breweries, the Premier group and Anglo American. It plans to meet the Food & Allied Workers' Union and the National Union of Mineworkers — both of

which are organised in these companies — for discussions.

Ccaawusa is due to meet leaders of the Congress of SA Trade Unions today for talks on possible solidarity action.

OK workers resolved to make vigorous attempts to encourage those still working to join the 19-day-old strike. The weekend meeting further decided to set in motion civil claims against the Minister of Law and Order for assaults allegedly suffered by strikers, to initiate Industrial Court action for the reinstatement of dismissed strikers, and to ensure that support committees were established countrywide.

OK workers paid off

DURBAN. — About 350 OK Bazaars workers in Natal, who were dismissed during the current wage strike, were paid off yesterday. However, the Commercial Catering and Allied Workers' Union has refused to accept the dismissals and plans to challenge them in the Industrial Court, a spokesman for the union said.

ANST BUNDON

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STRIKES in the retail sector are, by their very nature, high profile affairs. These companies, after all, are directly in the public eye and consciousness.

The OK affair is the fourth company-wide, national strike involving the more than 50 000-strong Commercial, Catering and Allied Workers' Union (Ccawusa) in the eight months since May.

This excludes the two-week stoppages at 100 stores in protest against the detentions of union leaders in June.

The strikes have met with varying degrees of success and Ccawusa's leadership will at some stage — perhaps when the OK battle is over — have to sit back and reflect on the union's year of successes and failures.

The strikes since May have been the first concerted wave since those over union recognition in 1982.

Ccawusa has since had its fair share of stoppages. But these have generally been spontaneous reactions to localised grievances.

The first big retail wage strike of 1986 was at Pick 'n Pay. It coincided with internal union upheavals which led to the resignation of its general secretary of 10 years Emma Mashinini and the takeover of the Johannesburg branch by a group of younger, more militant, officials and shopfloor leaders.

The strike involved 6 200 workers at 45 stores and was the largest in

Emergency slows sit-out at the OK

ALAN FINE

retailing history. It lasted less than a week and was settled after a company compromise offer.

From the union's point of view the strike was a success. And this probably encouraged it to take on another three retail chains in the following months.

First victim

The reason the Pick 'n Pay strike became even more prominent than it need have been can be summed up in one name — Raymond Ackerman.

Ackerman is far more "image conscious" than his competitors. So he interpreted the strike as a personal attack, initiated by a union aiming at the softest of possible targets.

Events since then suggest, though, that Pick 'n Pay was the first victim involved in wage negotiations at that

particular stage of Ccawusa's development.

Nevertheless, Ackerman's sensitivity about his company's image was a factor in the early concessions made to the union.

Another feature of the strike was the debate over what constitutes legitimate behaviour by strikers. The union believes that in principle it has the right, through the use of peaceful means, to disrupt stores' operations.

This manifested itself in actions ranging from picketing outside stores to boisterous marches down aisles. There were also a few cases of less peaceful methods being used, although these were not officially sanctioned by the union.

Similar tactics were attempted in the Foschini strike the same month. That strike was over the retrenchment of more than 200 employees. It was eventually settled, after six weeks, on the basis of improved severance payments for the laid-off workers. But the union's demand for

their reinstatement was not met.

That strike, and the CNA wage strike in November, highlighted Ccawusa's difficulties in dealing with companies which operate a large number of widespread stores, few of which employ more than a handful of people.

Not disclosed

The CNA strike ended after more than a month with only minor concessions being made by the company. At both Foschini and CNA, Ccawusa was able to mobilise workers at only about 10% of the stores.

With the OK strike nearly three-weeks-old, the match — as cricket commentators are wont to say — is delicately poised. The timing of the strike was important. The union was no doubt hoping that the mere threat of a Christmas strike would be enough to extract concessions.

OK's December losses due to the strike have not been disclosed. But



ACKERMAN ... personal attack

they survived that period. It has managed to keep its operations going, even if not at optimum levels.

And the union is operating under disadvantages. The next important period is the back-to-school trade. But emergency regulations make it difficult for the union to win significant community support. Boycott calls are out, as is picketing. And the OK has threatened court action over any disruption of trade.

More than one observer has expressed the opinion that it would take no more than a competent mediator to settle the strike. But for now, both Ccawusa and the OK are determined to sit it out, waiting for the other to blink first.

Super editing

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NATIONAL

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AREA B: DU

Strike-hit store group told to talk or face pressure

The Argus Correspondent

JOHANNESBURG. — OK Bazaars has been warned by the Congress of South African Trade Unions (Cosatu) to negotiate with its striking shopworkers or face community and union pressure.

Thousands of members of the Commercial, Catering and Allied Workers Union have been on strike for three weeks in a wage dispute with the chain-store.

Their demands include a new minimum monthly wage of R450, a rise of R160 and increased staff discount benefits.

Strikers also want workers on maternity leave to benefit from pay rises granted to others.

In an open letter to OK management, Cosatu general secretary Mr Jay Naidoo said the demands were "legitimate in the light of the levels of poverty millions of black people have been forced to live under for decades".

"FLAGRANTLY HYPOCRITICAL"

In Cosatu's view, the "harassment, victimisation, assault and even dismissal" of strikers was "a gross violation" of a worker's right to withhold his labour.

Mr Naidoo wrote: "The use of apartheid legislation and organs of the apartheid state to attack workers and undermine their bargaining power is flagrantly hypocritical in view of your stated anti-apartheid position and your projected public image of an enlightened employer."

Calling in the police to deal with the conflict would destroy OK's image in the community.

"We therefore urge you to negotiate in good faith to bring to a speedy conclusion the deadlock," Mr Naidoo wrote.

More than 500 workers have been dismissed and scores arrested since the strike began.

WORKFORCE FIRED

OK has offered strikers an R85 monthly rise.

● The Argus Correspondent in Pretoria reports that the entire striking workforce of the revamped OK store at Silverton has been fired after what management alleges was disruptive behaviour.

The 96 workers were dismissed this week, said Mr Richard Blackwell, personnel director of OK, when the workers failed to meet an ultimatum to stop the disruption.

Mr Blackwell said union representatives had been called to control the strikers. Management had been threatened during the course of events, he said.

"We gave them an ultimatum to cease within one hour or face the consequences. At the end of the day they were fired," said Mr Blackwell.

Cosatu adds to pressure on OK over pay battle

By Mike Siluma

The 650 000-strong Congress of SA Trade Unions (Cosatu) has asked OK Bazaars' management to negotiate "in good faith" with strikers — or face community and union pressure.

Thousands of Commercial, Catering and Allied Workers' Union (Ccawusa) members at the OK have been on a country wide strike since mid-December to back demands which include minimum monthly pay of R450, an across-the-board rise of R160 and better staff discounts.

The OK said most workers earned more than R265 and has offered an extra R85 a month.

In an open letter to OK management, Cosatu general secretary Mr Jay Naidoo said the demands were legitimate in the light of the poverty millions of blacks had been forced to live under.

Cosatu's said the "harassment, victimisation, assault and even dismissals" was "a gross violation" of workers' rights to withhold labour.

"The use of apartheid legislation and organs of the apartheid state to attack workers and undermine their bargaining power is flagrantly hypocritical in view of your stated anti-apartheid position and your projected public image of being an enlightened employer," the letter said.

of a wage settlement which the two sides clinched in September 1985 for the 1986-1987 financial year.

The settlement provided for a R40 a month wage increase. At the same time, OK said that if profits for the 1985-1986 financial year were greater than those for the 1984-1985 year, it might be prepared to review the increase. When the March year-end results were published, group post-tax profits were up R237 000 from R12,7m to almost R13m.

Ccawusa seized upon this to demand a R160 across-the-board increase backdated to April 1 last year, a minimum wage of R450 a month, and an increase in staff discounts from 10% to 20%. OK rejected the demands.

Management said it did not feel it was under any obligation as it had merely undertaken to "consider" a review, and that the demands were unreasonable as they would cost in excess of R50m — twice its pre-tax profit of R25m. OK did, however, offer to increase workers' wages by R85 a month on the anniversary of their start of service from April 1 this year.

The union found this unacceptable and, after attempts at conciliation failed, began conducting strike ballots on December 17. The first days of the strike were marred by rowdy behaviour by strikers at a few stores. The union tacitly acknowledged the problem when, in an out-of-court settlement, it undertook to ensure that workers would vacate four stores after the company had moved to take the issue to the Supreme Court.

There was less agreement over the dismissal of strikers (management says 450 and union says 525) at six stores. Management insists that the workers were not dismissed for striking per se, but for their conduct. The union says it is determined to ensure that the workers are reinstated. Ccawusa also says it is examining the "harassment and assault" of union members and will make civil claims against the minister of law and order for assault and unlawful arrest. Overall, however, the strike has been a peaceful affair, with strikers coming to stores each day, sitting in the canteens, and leaving at five.

By getting the strike underway on December 18, Ccawusa was obviously hoping that management would panic over Christmas trade. From what management says, however, that strategy backfired. Casual workers were hired and, says OK personnel director Richard Blackwell, trade was not noticeably affected. Indeed, OK had been anticipating a strike and had made elaborate counter-preparations. OK could not provide figures for the number of casualties it has hired. But, says

Blackwell, "we have not replaced one for one."

In a statement issued after the weekend, Ccawusa said it could not make a new wage proposal because OK had still not responded to the full range of its demands. OK, however, says its offer of a R85 increase is its response. According to Blackwell, an attempt by Ccawusa to get management to the negotiating table last year after the start of the strike proved abortive when the union failed to come up with new proposals. The situation has not changed. "We are obviously prepared to sit it out as long as necessary because at this stage we have no choice. We cannot entertain a demand that would bankrupt us," says Blackwell.

Ccawusa organiser Vivi Masina says workers are prepared to fight to the bitter end. "OK misled workers into accepting the R40 increase in 1985 and its exploitation of workers is no longer bearable," he says. As for OK's statement that demands are excessive, he says: "They have maintained their dividend. If there is a recession, why should our members be the only ones to be affected?"

Ccawusa is now determined to bring out as many workers as possible and to enlist the aid of other unions to put pressure on major OK shareholders like SA Breweries and the Premier Group. Labour observers, however, are sceptical about its chances of success. At this stage, the whole affair seems to have degenerated into a war of attrition.

FIN MAIL 9/11/87
OK STRIKE 31

War of attrition

Last Sunday's decision by the Commercial, Catering and Allied Workers' Union (Ccawusa) to continue its legal wage strike at OK Bazaars foreshadows a protracted trial of strength.

The union says 11 000 workers at 132 stores in the Transvaal and Natal are participating in the strike which began on December 18. Management puts the figure at just under 7 000 workers at 115 stores.

The main argument centres on the terms

LIKE skilled arm-wrestlers, the OK Bazaars' management and the Commercial Catering and Allied Workers Union (Ceawusa) seem to be skillfully sizing each other up for the final kill.

At the moment neither side seem to be relaxing the arm grip, but the next few weeks — or, perhaps, days — will see the gradual weakening of the resolve of one of the parties.

The Congress of South African Trade Unions, Azapo, the Azanian National Youth Unity and the Azanian Student Movement have warned they will call on affiliated organisations to lend support to the OK workers.

The Food and Allied Workers Union, which organises at South African Breweries — the major OK shareholder — have been approached to give their support, as has the National Union of Mineworkers.

"We shall be holding meetings with all our affiliates to discuss strategy," said Cosatu general secretary, Jay Naidoo.

It is believed the sensitivity to corporate image of Premier Milling and Anglo American, both of whom own portions of the OK, might bring the retail giant to heel.

Tony Bloom, whose company owns SA Breweries and therefore controls OK Bazaars, is prepared to hold discussions with the ANC in Lusaka on SA's future, yet his company has no qualms about using police against workers on a strike.

"We find the hypocrisy of this approach to be the most disgusting," Ceawusa said in a statement this week.

The OK workers are demanding a R160 across-the-board increase backdated to last April.

The workers are also demanding that in cases where the across-the-board increase does not meet the union's demand of a minimum R450 monthly wage, this should be adjusted to that level.

Ceawusa has claimed that last year the OK promised to review workers' salaries if the company's profits increased.

And according to the OK's financial report the company's profit after

Weekly Mail 9/1/87
Sizing one another up for the final kill

SMILE!



THE OK MAKES PICTURE TAKING

It was business as usual in OK adverts in black newspapers this week

taxation last year was R12,9-million, compared to R12,7-million the previous year.

On the company's statement, the operating profit last year dropped from the previous year's R36,4-million to R35,3-million.

However retained earnings rose from R4,8-million to R5,3-million, while ordinary dividends remained at R7,3-million.

OK representative Keith Hartshorne said the company was not obliged to review its 1985 wage agreement

In a notice sent to workers before a strike ballot was taken, the OK stated that Ceawusa's "demands of R160 across-the-board from October 1986, plus various other benefits, would cost the company R25-million in the next six months and an additional R50m in

Take home pay: R350. Housing: R330 plus

DORIS MOKOENA, aged 50, has been working as a cashier at the OK Bazaars in Malvern for 20 years.

Her monthly earnings, after deductions, amount to R350.

Three weeks ago she joined about 10 000 other workers who were striking for higher wages and better working conditions.

"I had no choice. I can hardly make ends meet with the slave wages OK is offering me after 20 years of loyal service," Mokoena said.

The company might argue that her loyal service had been rewarded with a housing subsidy, but she pays a monthly bond of R330 on her company-built house in Soweto, R17 for electricity and R29 for her site.

OK representative Keith Hartshorne said this week it is company policy "not to discuss wages in the press".

He denied that the company paid employees R256 on average — a figure the Commercial Catering and Allied Workers Union says most of the OK workers are receiving.

"That is well below our minimum wage, in any case," Hartshorne said.

Maybe he hasn't seen Silas Malope's payslip.

Malope, a worker at the OK in Pietersburg, takes home less than R260.

Hartshorne challenged Mokoena to come and talk to him about her difficulty — a departure from the principle of collective bargaining.

To augment her wages which get "eaten up" by essentials, Mokoena has been making and selling curtains during her spare time. This has made it possible for her to keep her three children at school — and, in a sense, keep the wolf from the door.

But for the past two years, inflation has bitten deeply into her pocket. In fact life has been a constant struggle for survival, not only for Mokoena but for "all the OK workers", she said.

Every working day Mokoena is up by 4am and leaves home an hour later.

By SEFAKO NYAKA

After getting into a taxi to Naledi Station, she catches a city-bound train in order to be at work at 7am.

She has to "because company policy requires that workers be on the work floor 15 minutes before starting time at 7.30am.

"If the shop is busy then one remains at the till until the last customer has passed through and thereafter the chief cashier has to come and pick up the day's takings.

"This means that we can be in the shop until well after 6pm."

According to Mokoena, she is not paid for starting work 15 minutes early or for staying an extra 30 minutes after her normal working hours.

"These are the things we want the OK to address because if a worker arrives 30 minutes late, he is penalised," she said.

She also accused the company of "racist behaviour".

"Blacks are not treated as humans. There have been a number of racial

incidents at nearly all the stores where security guards seem bent on humiliating and intimidating black people."

Hartshorne denied that workers are expected to come in early. However, as the OK has more than 200 shops, he added he was not in a position to know what happens at all stores.

He also denied the existence of racist incidents at the stores, saying the union has "always based their argument on generalities".

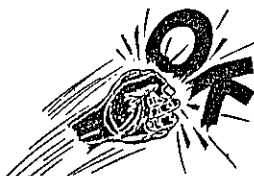
Mokoena said this week she believes if the company adopted a "more human attitude" — like increasing her wages and improving her working conditions — she would be able to save, and maybe take out an insurance policy for herself and her children.

"Saving is out of the question. I live from hand to mouth and sometimes have to see my children go to bed on half-empty stomachs," she said.

All that Mokoena, "and the others who are on strike", are asking for, she says, is a living wage.

In the meantime the OK workers are determined to fight to the bitter end

OK CARES FOR PROFIT NOT PEOPLE!



SUPPORT 10000 O.K WORKERS ON STRIKE

FIGHT FOR A LIVING WAGE!

Striking workers fight back with their own publicity campaign

the next financial year before any further demands are met.

"You should be aware that this is more than the entire annual profits of the company, which approximated R24m for the full financial year of 1985/86.

"We are not prepared to put the future of your company in jeopardy in this way."

OK also pointed out that if workers who have been in the employ of the company for two years except the anniversary system (in which increases are paid from the anniversary of a worker's first day of duty with the company), "you are earning at least R94 per month more than you were. If you were not on the anniversary system, you would only be earning R47 per month more."

But Ceawusa countered that the anniversary system would exclude the majority of workers, because most were employed at the beginning of each year.

The union has demanded that the OK, which owns 202 stores employing 23 000 workers, should grant the same benefits to workers in the "homelands" as in the cities.

The OK owns 52 percent of the Kwa Mashu store in KwaZulu, 50 percent of the six stores in Bophuthatswana and one each in Venda and Lesotho.

It also wholly owns two stores in Swaziland and one store in Namibia.

The union has also demanded that women currently on maternity leave get the agreed increases when they return to work and that the staff discount be put at 20 percent because of inflation.

The OK has up to now been unable to respond to other demands because, as Hartshorne puts it, "we are presently involved in the wage issue and the question of the 1985 agreement".

In 1984, the OK had in its employ 25 100 workers, more than 2 000 less than the 23 595 it had last year.

In the same period the OK increased its stores from 183 to 202.

"This shows that less workers are doing more work and getting paid less," Ceawusa said in a statement.

Hartshorne pointed out that his company entered into an agreement with the union last year to retrench over 1 000 workers because of the recession.

The rest of the reduction was due to OK's policy of non-replacement of workers who leave the company.

Ceawusa has accused the company of calling in the police to attack and arrest striking workers.

There have also been union accusations that OK management supplied the police with names of so-called "intimidators".

"We never call the police unless it is essential and this means only when they have to protect life and property," Hartshorne said.

The workers who were dismissed at the OK branches were guilty of violating the company's regulations on strikes, he pointed out.

But Ceawusa said the regulations were drawn up unilaterally, without consultation with the union.

Ceawusa has accused management of having refused to be drawn to the conference table until workers threatened strike action.

Hartshorne denied the allegation, sticking to the OK's "non-obligatory" stance on the wage review.

THE WEEKLY MAIL

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Applications should include a full curriculum vitae, the names and addresses of two referees and should be sent to the Registrar (Administrative Offices), University of Cape Town, Private Bag, Rondebosch, 7700, not later than 20 January 1987.

Applicants are considered irrespective of sex, race or religion.



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Applicants are considered irrespective of sex, race or religion.

CME Times 31
9/1/87

Pickets out to stiffen OK strike

By HILARY VENABLES
Labour Reporter

THE three-week-old OK Bazaars strike reached a new level of militancy yesterday as strikers began a nationwide picket of OK outlets and the Congress of South African Trade Unions (Cosatu) threw its weight behind the stoppage.

The strike, supported by thousands of OK workers belonging to the Commercial Catering and Allied Workers' Union (Ccawusa), began in mid-December to back demands which include a new minimum monthly wage of R450, an across-the-board rise of R160 backdated to April 1986 and increased staff discount benefits.

The company is offering an increase of R85 a month from April this year.

In an open letter to the company yesterday, the 65 000-strong Cosatu gave its full support to the strike and warned OK to negotiate wage increases "in good faith" or face community and union pressure.

More than 500 workers have been dismissed and scores arrested since the strike began.

OK's personnel director, Mr Richard Blackwell, said yesterday he was "surprised" the letter had reached the press before being sent to management and "could not see it as a serious attempt to resolve the dispute".

Workers in the Western Cape have been more reluctant to join the strike than at other centres, and only about 130 are involved.

A union organizer, Mr Sam Dakusi, said yesterday that pickets had been planned in the central city, but this had been prevented by the legal restrictions on protests near Parliament.

Ccawusa had asked for permission to picket inside OK premises, but this had been refused, he said. An OK spokesman confirmed this.

□ The striking workforce of the OK Bazaars in Silverton has been fired.

Mr Blackwell said 96 workers had been dismissed on Tuesday after failing to meet an ultimatum to stop their disruptive behaviour.

Ccawusa could not be reached for comment.

Argus 9/1/87
OK strikers held in PE

The Argus Bureau *31 (1987)*
PORT ELIZABETH. Three striking OK Bazaars workers, who were part of a group picketing a branch of the store here, have been detained by police under the emergency regulations.

Their detention on Wednesday has been confirmed by the Police Directorate of Public Relations in Pretoria.

A police spokesman said picketers were arrested in various parts of the country because of activities that "threatened public order or the safety of the public".

The detentions follow a decision by the Commercial Catering and Allied Workers Union in Johannesburg to picket outside 134 branches of the OK nationwide.

Pickets were present outside three OK stores in Port Elizabeth on Wednesday.

Police arrest strike pickets

ALAN FINE

BUSINESS DAY
9/11/87
(3)

IN A new attempt to tilt the balance of power in their favour in the three-week-old strike at OK Bazaars, the Commercial, Catering and Allied Workers' Union (Ccawusa) organised a series of pickets at OK branches around the country yesterday.

The union said 33 of their pickets had been arrested and police confirmed that several people had been arrested at OK Bazaars branches in various parts of the country.

Ccawusa spokesman Jay Naidoo describes the pickets as an attempt "to publicise the OK workers' strike".

And he says reaction from the public suggests that people are becoming better informed and "more inclined to support the strikers".

Naidoo says picketing occurred at all 134 stores affected by the strike.

However, OK personnel director Richard Blackwell says only 50 shops were picketed.

Naidoo says it was decided that the action should be conducted on a one-person picket basis.

"We have taken care to ensure our picket does not breach any of the emergency regulations or any other legislation," he says.

At stores in central Johannesburg visited by *Business Day*, the pickets were conducted on that basis.

Nevertheless, according to the union, at least 33 people were arrested.

A number were released after being photographed and having their placards confiscated.

An SA police spokesman said: "The SAP confirms that various people were arrested in the vicinity of OK Bazaars branches in various parts of the country as a result of activities that allegedly threatened public order or the safety of the public, or because of alleged contravention of by-laws."



A member of the Johannesburg Fire Brigade walks through the damaged ground floor of the OK Bazaars store after the bomb-blast yesterday. ● Photograph by Etienne Rothbart.

Telling it like it is was not easy . . .

The Star yesterday spent nearly two hours trying to gain even the sketchiest official version of the Eloff Street bomb blast.

Inquiries to the Bureau for Information soon after the blast, about 2 pm, received the reply that the bureau had no information. Then the bureau said it had some details of the explosion, but needed ministerial approval to disseminate the information.

At 2.22 pm The Star sent the Inter-departmental Press Liaison Committee a telex containing its version of events and asking for approval to publish. A call to the IPLC while this was running elicited the reply that The Star needed to be patient. Reply would come by telex. Another call — and The Star was referred to the police and then referred back to the bureau. Then The Star was informed a “group of generals” was considering which information to release but ministerial approval still had to be sought.

After 3 pm the IPLC referred The Star to the bureau. About 3.30 pm the bureau phoned with some details. — Pretoria Bureau.

Eloff Street blast put OK strike back in focus

By Mike Siluma

THE limpet mine blast at OK Bazaars' multi-storey headquarters in central Johannesburg has put the national retail chain firmly back on the front pages.

Daily reports updating the now three-week-old pay dispute with the Commercial, Catering and Allied Workers' Union have been slipping in interest though the strike has been peppered with controversy.

OK employees have been on strike since mid-December in more than 100 stores and warehouses countrywide for:

- A R160-a-month wage increase, backdated to last April.
- A minimum wage of R450 and better staff discounts.
- The same increases for staff on maternity leave and in the national states.
- The abolition of the anniversary increase system.

After several months of negotiation the union declared a dispute and a conciliation board was convened on October 16.

After the collapse of negotiations at conciliation board level the union held strike ballots.

There has been uncertainty

over the number of strikers and affected stores. Disputes have arisen about the conduct of both sides and over salaries.

The union says just over 10 000 employees at nearly 130 OK stores are on strike. Management's figures are 6 000 people at 114 stores.

The chain employs about 23 000 people at 208 stores.

The union says the company pays “slave wages” — R265 or less in outlying areas — but management insists most workers earn substantially more but has given no figures.

The union, with others in the giant Congress of SA Trade Unions, has increased pressure on the OK through pickets and public warnings to the company to “negotiate in good faith”.

At least 500 strikers have been dismissed for “unacceptable” behaviour and many have been arrested. After three weeks the sides have not spoken save to discuss strikers' conduct.

Yesterday's bomb, had it not been detected in time, would not have discriminated.

Management and staff could both have suffered.

Pavement fun despite blast

Mad Joe, Johannesburg's well-known pavement tap dancer, was at hand to relieve the crowd's tension at yesterday's OK blast.

Laughter suddenly broke out among the crowd pressing the barricades as he took advantage of a ready-made audience.

A small space had formed and there he danced for about 30 minutes, as the crowd sought relief from the tension in clapping and cheering. For others, the blast did not present a break from the usual tedium of a working day.

One man, who obviously could not afford to lose a minute's work, stood alongside the cordon dictating to a secretary. The male secretary scribbled furiously on a piece of paper as his boss rattled off information about stocks and shares. The boss had earlier suggested to less conscientious colleagues they hold an impromptu meeting on the pavement. However, they quietly slipped away.



Empty-handed ... an OK striker with her pay packet.

No pay for OK strikers

CP Reporters

STRIKING OK Bazaars workers got paid this week - with empty pay packets.

And the wage strike entered its 20th day yesterday with no solution in sight. Instead, verbal confrontations between management and the Commercial Catering and Allied Workers' Union of South Africa have intensified.

In addition, various shops nationwide have reported widespread detentions and dismissals.

According to a statement released to *City Press* this week, the Congress of South African Trade Unions has committed itself to give full practical support to the OK strikers and has already begun discussing the issue of solidarity action among other Cosatu affiliates.

The empty pay packets, according to sources, came after management deducted for days on strike and staff purchases.

A spokesman for Ccawusa on the Vaal said the entire nationwide force of 10 000 strikers did not get their delayed Christmas pay as expected on Tuesday.

OK spokesman Keith Hartshorne said his company had "not paid the strikers for having not worked during December".

He added that the OK was not considering giving the strikers the increase that they have demanded.

A spokesman for Ccawusa said that despite the OK's action strikers were unanimous in their battle for a "living wage". They are demanding a R160 increase.

Union officials said 92 strikers had been arrested and 119 dismissed from Silverton stores this week. This brings the number of fired workers since the strike began to 700.

It has also been reported that 18 workers at the Klerksdorp branch were detained.

18 OK strikers arrested

By DAN DHLAMINI

THE OK Bazaars strike took a dramatic turn this week when 18 Klerksdorp strikers were arrested.

Western Transvaal police spokesman Captain E. van Heerde confirmed the arrests and said the strikers were charged with intimidation and assault and had appeared in court on Wednesday.

According to attorney S Roopa, the 18 men will again appear in court on January 21.

OK Bazaars spokesman Keith Hartshorne yesterday confirmed the arrest of the 18 workers.

Hartshorne said the strikers were arrested after 10 other employees were allegedly assaulted by the strikers while on

their way to work. The workers complained to management.

Western Transvaal organiser of the Commercial, Catering and Allied Workers' Union Jerry Molefe said workers at the Stilfontein OK Bazaars refused to collect their pay on Tuesday because of the presence of police.

Hartshorne denied that management called the police when strikers collected their pay. He said the OK couldn't dictate to the police and could also not prohibit them from patrolling areas next to the OK during a strike.

He said it was not OK policy to involve the police during a legal strike but when the safety of customers, employees or assets were threatened they wouldn't hesitate to call the police.

OK spokesman John Blackwell has denied allegations that management was not paying workers in a bid to force them back to work.

Cosatu general-secretary Jay Naidoo said workers have reported that "casual" workers arrived at work in Klerksdorp carrying weapons, including pangas, and that strikers were threatened with assault.

In Durban a second shop steward was held by police this week. However, he was later released.

Federation steps in to support striking OK staff

31 (1/2) Own Correspondent

JOHANNESBURG. — SA's second-biggest labour federation, Cusa/Azactu, has come out in support of striking workers at OK retail branches across the country.

Cusa/Azactu said it would meet officials of the Commercial, Catering and Allied Workers' Union — an affiliate of rival federation Cosatu — to discuss "appropriate solidarity action".

The general secretary of Cusa/Azactu, Mr Piroshaw Camay, said his federation "supported the Ccawusa membership in their struggle for a living wage at the OK".

The strike enters its fourth week today and is likely to be further complicated by the explosion on Friday of two Soviet-made SPM 2 limpet mines in the central Johannesburg branch.

A Ccawusa spokesman immediately ruled out any union involvement with the incident. "If there is speculation linking us with the bomb it is totally unfounded. We completely distance ourselves from this action," he said.

Ccawusa claims that up to 10 000 OK workers at 134 branches country-wide are on strike. OK management, however, contests Ccawusa figures.

The Cusa/Azactu support could strengthen the hand of workers in what is becoming an increasingly bitter industrial action.

In recent developments Cosatu issued an open letter in which it accused OK management of "union bashing"; union officials said up to 38 workers — later released without being charged — had been arrested at a picket last Thursday, and Ccawusa threatened "massive industrial action" after OK branches were found to be packing merchandise in plastic bags marked "Jazz Stores". They said OK was trying to undermine their strike, but OK management insisted the bags had been used by mistake.

At a half-price sale of bomb-damaged merchandise at the weekend, up to 8 000 shoppers tried to cram into the store.

More unions out in support of OK strike

12/1/87 By Mike Siluma

More unions have come out in support of the national wage strike by several thousand OK Bazaars workers, now in its fourth week.

The Council of Unions of SA-Azania Confederation of Trade Unions (Cusa-Azactu) federation pledged at the weekend to support the strikers, members of the Commercial, Catering and Allied Workers' Union (Ccawusa).

The promise of "appropriate solidarity action" was made in a weekend statement by Cusa-Azactu general secretary Mr Phiroshaw Camay.

Ccawusa's fight for "a living wage" at the OK has already been supported by the giant Congress of SA Trade Unions (Cosatu), to which Ccawusa is affiliated.

Reacting to the Cosatu statement, OK management has said it would not respond to statements containing "political rhetoric" and "filled with inaccuracies". Meanwhile, Ccawusa has sought the support of individual Cosatu unions active in companies related to OK Bazaars.

STAR 13/1/87

Ccawusa ~~ADW~~ tries to raise ³¹ R54 000 bail ~~SS~~

By Mike Siluma ~~SS~~

The Commercial, Catering and Allied Workers' Union (Ccawusa) attempted yesterday to raise bail amounting to R54 000 for OK Bazaars strikers arrested in Alberton on Friday, a union spokesman said.

Ccawusa spokesman Mr Salim Vally said 54 strikers had appeared in the Germiston Magistrate's Court yesterday. Their bail was fixed at R1 000 each.

Mr Vally also said a striker, Mr Frank Malungu, had been shot at by a white motorist outside the Eloff Street branch of the OK, the scene of two bomb explosions on Friday.

The motorist was allegedly driving in a Toyota station wagon, the registration number of which was known to the union, claimed Mr Vally.

At an OK store in Vereeniging, he said, a worker had contracted pharyngitis after a powder had been sprinkled in the canteen. Strikers were also asked by security staff to strip naked before entering this store.

But OK personnel director Mr Richard Blackwell challenged Ccawusa to produce details. "I will take disciplinary action if the union can convince me that all the incidents happened."

D

IN A BREAK from normal company policy, the OK Bazaars yesterday released some details about wage levels in the company.

The move, said OK personnel director Richard Blackwell, is a response to some "very misleading figures" published by the Commercial, Catering and Allied Workers' Union (Ccawusa) during the wage strike spanning three-and-a-half weeks.

The union has alleged that the average OK wage is R265 a month.

But the OK says only 6% of workers earn less than R300 a month and this figure includes part-time and temporary employees. The average monthly wage for all staff from supervisor level down is R489.

It adds that the R85 increase the company has offered "would put every full-

OK lifts veil on wage levels

ALAN FINE and
DIANNA GAMES

13/11/87
time employee well above the R300 per month mark", and that the average wage at the OK has increased in real terms by 15% over the last three years.

The figures exclude all other staff benefits such as discounts, pension and medical aid, it says.

Meanwhile, a potential uproar between the OK and Jazz Stores over the use of the latter's packets at OK stores has apparently been resolved after talks between the two companies.

No sign yet of end to OK Bazaars strike

By Mike Siluma

The national legal strike by thousands of Commercial, Catering and Allied Workers' Union (Ccawusa) members at more than 100 OK Bazaars concerns rumbles on, with no indication of a settlement.

The strikers have, in the past three weeks of industrial action, managed to elicit the support of other unions and community organisations.

Organisations that have pledged support include the giant Congress of South African Trade Unions (to which Ccawusa is affiliated) and the Cusa-Azactu (Council of Unions of SA-Azania Confederation of Trade Unions) federation.

While the strike has seen considerable disruption in operations at OK stores, the strikers have not come out unscathed. About 500 have been dismissed by the company and scores have been arrested.

The Ccawusa says . . .

Ccawusa spokesman Mr Kaizer Thibedi said it was "scandalous" for OK Bazaars to even want to use wage levels set by the Wage Determination Board to justify what it pays its staff.

"The board minimums are expressly low to accommodate even the small employers. Also, we cannot bind ourselves to pay levels set by the board as these are not negotiated by the union. It is the Minister of Manpower who decides on these (after hearing representations from interested parties).

"Because the board's minimums are often in force for more than a year, they do not take into account changes in inflation and the cost of living."

Mr Thibedi reiterated the union position that most of the workers it represents (shop assistants, sales assistants and general assistants), especially in the outlying areas, earned an average of R265 a month. In some instances they earned even less, he added.

On staff benefits referred to by management, Mr Thibedi said: "You buy on discount when you have the money, and our members do not have it. The fact that many OK workers have to use this and the company's money-lending scheme shows that workers cannot sustain themselves with what they are presently earning. Besides, all these schemes are a form of control. Management can then say to a worker: 'If you do not do this or that, you will not be eligible for a loan.'"

Mr Thibedi said in the view of members of Ccawusa, the "living wage" for retail industry workers should be R700. The R450 wage minimum therefore represented a compromise on the union's part. Calling on management to negotiate in "good faith", Ccawusa has said it stood by its demands, which were well-known to management.

Throughout the dispute, Ccawusa has maintained that OK Bazaars was in a position to meet strikers' demands because last year the company's operating profits were R35,3 million, with after-tax profits amounting to R12,97 million.

The arrest of strikers has prompted Ccawusa to accuse the OK management of using apartheid structures to smash the strike. The union sees the dismissals as an attempt by management to "intimidate" workers into abandoning strike action.

The workers' demands include:

- A R160-a-month wage increase, backdated to last April.
- A minimum wage of R450 a month.
- A discount for staff making purchases at the OK.
- That women workers on maternity leave also receive the same increases as other workers.
- Workers in the "bantustans" get the same benefits as their urban colleagues.
- The abolition of the anniversary increase system, whereby workers received annual increments on the month of the year they joined the company.

OK management, offering an R85 increase, says it is willing to discuss the other issues raised by the union.

Since talks broke down in early December, neither side has shown any inclination to talk until the other gives ground.

OK Bazaars says . . .

OK's personnel director, Mr Richard Blackwell, has rejected union allegations that OK paid workers "starvation wages", averaging R265 a month.

"The minimum wage set by the Wage Determination Board for the major centres (such as the PWV area, Cape Town, Durban and Pietermaritzburg), where most of our stores are situated, is R281. The lowest minimum for workers in areas outside the major centres is R239.

"We would be liable for prosecution if we paid anything below this. In any case, our workers earn substantially above minimums set by the board," said Mr Blackwell.

Referring to the union's demands regarding workers in territories such as Bophuthatswana, Mr Blackwell said pay rates agreed with Ccawusa were extended to all workers in the company's employ.

"The union may want us to make a political statement saying Bophuthatswana is part of South Africa, but that is something we are not prepared to do."

Mr Blackwell described Ccawusa's total package of demands as unreasonable.

The wage bill of R160 for the 20 000 employees who stood to benefit from the current talks, plus "ancillary benefits" would amount to more than R50 million annually.

Only six percent of OK staff earned less than R300 a month, with the monthly average pay being R489.

He said OK Bazaars employees in all categories were on the anniversary system, which, however, remained negotiable.

"We are willing to discuss new wage proposals, but there would be no point talking to the union while it stands by its demand for an R160 increase," said Mr Blackwell.

He insisted that management had called police only when strikers' behaviour had "threatened life and property". What happened outside the stores had nothing to do with the company.

BWS DAY
FALL 87

333 31

Informal business burgeons

NORMAN SHEPHERD

AN ESTIMATED 10% more informal businesses sprang up last year compared with 1985.

The same percentage increase in informal employment took place and informal businesses contributed about 5% more to gross national product than in 1985, Small Business Development Corporation (SBDC) economist Guy Woolford said yesterday.

Attributing the increases to unemployed people trying to eke out an existence, he said the growth in small businesses and "invisible employment" could have been much greater if government had been more enthusiastic in deregulation.

Calling for a freer economy with more visible gains for entrepreneurship, he said: "You can't expect business to be normal in a society where movement, property rights and entry to markets are restricted."

"The deregulation seen to date has been marginal. More is required. I am surprised the economy is so buoyant with all the regulations, licensing and the high tax levels. There has been a marked increase in the politicisation of blacks because they cannot see any significant gain from active participation in the South African economy. Government should be making it easier for all races to go into business," he said.

Woolford said there were more than 650,000 informal sector businesses — defined as "unrecorded, unlicensed, mostly non-taxpaying, providing non-fixed salaried employment".

OK WAGE STRIKE CONTINUES

THE four-week-old strike over wage increases by thousands of Commercial Catering and Allied Workers Union members at OK Bazaars outlets continued yesterday.

Lawyers representing Ccawusa and OK discussed ways of ending the dispute yesterday, Mr Richard Blackwell, OK's personnel director, said.

He said mediation was one of the possibilities being discussed.

Union strike co-ordinator, Mr Jay Naidoo, said Ccawusa had not made or received any formal proposal of mediation.

Commenting on talk

of mediation between OK and Ccawusa, Mr Blackwell had said earlier: "In response to that, the union lawyers are talking to our lawyers and they are exploring all possibilities to resolve the dispute and this includes mediation."

"In principle we have nothing against mediation."

Mediation, he said, would have to hold out some possibility of success.

Mr Naidoo said: "The people who need to talk are the company and the

union directly."

The parties' attorneys were corresponding on a whole range of issues, he added.

"It's an on-going process. We haven't mandated our lawyers specifically to propose mediation. We welcome any proposal that would end the dispute."

Over 10 000 workers are on strike at 137 of OK's outlets, according to Ccawusa.

Mr Blackwell said the figure stood at 117 units, with just over 7 000 workers on strike.

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E. Post

Steps taken for strike mediation

14/1/87

SPOKESMEN for both strike-hit OK Bazaars management and the union involved have confirmed that tentative moves were afoot to appoint a mediator to assist in resolving the strike.

More employees from the chain's Constantia Centre, Port Elizabeth, branch joined the almost four-week-old national strike today.

A spokesman for the Commercial, Catering and Allied Workers Union

(Ccwusa) in the Eastern Cape said today moves were being made to appoint an arbitrator to resolve the dispute.

He said the OK management had steadfastly refused to resume negotiations with union representatives until workers' demands were reduced to a reasonable level.

The OK personnel director, Mr Richard Blackwell, said lawyers representing Ccawusa and OK discussed ways of ending the dispute.

Indaba report handed over with warning

THE KwaZulu government might have to rethink its attitude towards negotiation politics if government rejected the KwaNatal Indaba report.

This is the view of Dr Oscar Dhlomo, KwaZulu's representative in the four-man team, which handed the report to Minister of Constitutional Development and Planning Chris Heunis in Cape Town yesterday.

Heunis said at the ceremony it would be premature of him to react to the report at this stage.

But Indaba chairman Prof Des-

THE OK Bazaars and the Commercial, Catering and Allied Workers' Union (Ccawusa) confirmed yesterday that tentative moves to appoint a mediator to assist in ending the strike at the company are in the pipeline.

However, both parties are extremely cautious about the possibility of these efforts achieving their goal.

The OK strike is now almost four weeks old.

OK personnel director Richard Blackwell said: "Their (Ccawusa) lawyers are talking to ours to canvass all possibilities which may bring the dispute to a successful conclusion. Mediation is one of those."

Asked what conditions would have to be met for the OK to agree to this step, Blackwell replied that it would have to

A mediator for OK strike

ALAN FINE

be satisfied that mediation held some hope of success.

He added the OK had proposed mediation before the strike but the union had rejected the offer.

Ccawusa spokesman Vivi Masina said the union had not actually proposed mediation.

But it considered it "an extension of negotiation" and had always said it was

● To Page 2 →

Mediation move in OK strike

prepared to talk.

Masina, asked why even talks about talks had to be conducted through a third party, said this was because neither side wanted to appear to be the first to give in.

The OK has consistently refused to resume negotiations until the union reduces its demand to a "realistic" level.

The two sides appear to be far apart, with the union demanding increases of R160 a month backdated to April 1986, while the OK has offered R85 from April 1987.

However, both have indicated their willingness to reconsider their positions.

... with vivid memories of the continent's wildlife.

However, it is not the four-legged wildlife of the game parks they remember but the two-legged species — and the South African kind fare badly as a particular danger point in their listing.

Among hazards encountered by businessmen flying to Africa are surly customs officials, unhelpful hotel staff,

DAVID FURLONGER

thieves and trigger-happy troops and police.

The latest edition of *International Update*, magazine of the International Business Aviation Council, says Africa creates more problems for business travellers than anywhere else in the world.

Its findings — many relating to African airports — are based on first-hand

experiences of US businessmen.

On SA, "Update" says US consular officials have had difficulties gaining access to Americans arrested since the emergency was declared and recommends that all Americans register with the US embassy or a consulate upon their arrival in SA.

"Exercise caution in photographing or tape-recording events that may be construed as being anti-government".

PRICE MOVES AT A GLANCE

REUTERS

KEY MARKET MOVEMENTS — JANUARY 12 to JANUARY 13

| Gold | | JSE | | Previous | | | Latest | | Johannesburg Stock Exchange | | |
|--------------|----------------------|--------|--------------|-----------|----------|-----------------|--------------|-------------|-----------------------------|-----------------|------------------|
| \$/oz | \$/oz | R/oz | Krugger-rand | \$/R Comm | \$/R Fin | DM/\$ | £/R | 3 months BA | All Gold BD Index | BD Indust Index | JSE Ov'all Index |
| 411,00 | 411,10 | 866,02 | 1190 | 0,4795 | 0,2200 | 1,9010 | 0,3218 | 8,95 | 2033,8 | 1584,5 | 2133,0 |
| ↓ | ↓ | ↓ | ↓ | ↑ | ↓ | ↓ | ↑ | ↑ | ↓ | ↑ | ↓ |
| 409,00 | 409,00 | 852,97 | 1160 | 0,4747 | 0,2175 | 1,8730 | 0,3185 | 8,90 | 2013,0 | 1581,4 | 2121,0 |
| LONDON CLOSE | LONDON AFTERNOON FIX | | | | | FRANKFURT CLOSE | LONDON CLOSE | | | | |

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AKG 5/15/118 7 30

All sides hope for settlement in OK strike

The Argus Correspondent

JOHANNESBURG. — The first major move to resolve the four-week-old OK Bazaars wage strike has been made with both sides expressing a willingness to go to mediation.

OK's personnel director, Mr Richard Blackwell, said the company's lawyers had sent a telex to the Commercial Catering and Allied Workers' Union (Ccawusa) conveying the management's position.

Mr Blackwell said the company would go to mediation on the basis that there would be two mediators, one for the company and one for the union. The costs of mediation would have to be split between the two parties.

THOUSANDS

No comment was available from Ccawusa today, but union spokesmen indicated yesterday that if approached the union would consider mediation, "a mechanism used by the union before".

OK and Ccawusa have not discussed the wage issue since the strike began in mid-December.

The strike involves thousands of employees at about 100 stores countrywide, whose demands include a R160 monthly increase as well as a monthly minimum wage of R450.

OK has offered the workers an R85 rise.

Store staff demonstrate

15/1/88 (31)
N/M

Mercury Reporter

A GROUP of mostly black workers marched through the Durban North Hypermarket yesterday, apparently protesting against the detention of two trade unionists on Tuesday.

An unknown number of staff stopped work after the demonstration. Small groups gathered outside.

Uniformed policemen with radios were seen in the parking area.

A Hypermarket spokesman could not be reached for comment last night.

STRIKE
15/1/87

Moves afoot to end 4-week-old OK strike

The first major move to resolve the four-week-old OK Bazaars wage strike took place yesterday, with both sides expressing a willingness to go to mediation.

OK's personnel director, Mr Richard Blackwell, said the company's lawyers had sent a telex to the Commercial, Catering and Allied Workers' Union (Ccawusa) conveying management's position.

Mr Blackwell said the company would go to mediation on the basis that there would be two mediators, one for the company and one for the union. The costs of mediation would have to be split between the two parties.

No comment was available from Ccawusa this morning.

BUD DAY 15/1/87 31

Union considers mediation proposals

OK deal over strike hangs in the balance

THE possibility of a breakthrough in the four-week-old OK Bazaars strike was in the balance late yesterday as the Commercial, Catering and Allied Workers' Union (Ccawusa) considered its response to OK proposals for mediation.

In communication between the parties' legal representatives, OK said it was prepared to participate in mediation and made certain detailed proposals.

Own mediators

The company has suggested that each side should appoint its own mediator and each should pay its own costs.

The OK says the two proposed mediators should meet at the earliest opportunity to finalise an agenda for mediation proceedings and to decide on a date and venue.

Ccawusa spokesman Jay Naidoo said the union had no objection in principle to mediation.

However, it was still discussing some details of OK's proposal. He declined to elaborate.

ALAN FINE

A response was expected late last night.

Naidoo said about 28 striking workers were arrested, and picketers with placards stating "We must buy from OK Bazaars" stood outside the chainstore's Roodepoort branch yesterday, Sapa reports.

He added that 21 strikers were arrested in Johannesburg and seven in the northern Transvaal, bringing the total number of arrests during the strike to 600.

Naidoo condemned the arrests and alleged management complicity. He said this could hinder negotiations.

OK personnel director Richard Blackwell said he could not comment on the alleged arrests because "the strikers have not been at the stores since December".

Strike figures

Ccawusa says over 10 000 workers of a total workforce of 24 000 are on strike at 137 of OK's 208 outlets.

OK says just over 7 000 are on strike at 117 outlets.

FIN MAIL

31

JAN 1987

SLOW PROGRESS AT OK

Representatives of the Commercial, Catering and Allied Workers' Union (Ccawusa) and OK Bazaars met before two mediators on Monday to resolve the five-week-old legal wage strike at more than 100 of the group's stores.

However, they were still talking on Tuesday afternoon as the *FM* went to press, and no progress report was available. A statement issued on Monday made it clear that a speedy settlement is not on the cards. Labour consultant Gavin Brown, who was nominated as a mediator by OK, said the scale of the disputes and the complexity of the issues involved militated against a quick settlement.

On Monday, according to Brown, the parties dealt mainly with matters that have arisen since the start of the strike. Some progress had been made at least in arriving at a formula to address some of the issues.

OK dust-up over sprinkled floors

THE bitter feud between strike-bound OK stores and its workers took a bizarre turn this week when the unions accused management of "chemical warfare" and management accused the unions of sprinkling pepper on canteen floors.

The Commercial Catering and Allied Workers' Union (Ccawusa) has accused the OK of sprinkling a teargas-like powder in the canteen of its Vereeniging store causing "severe irritation" to strikers.

But OK representative Keith Hartshorne has denied the allegation.

"The only evidence we can find of anything like this in that store is the fact that a security officer saw one of the strikers sprinkling pepper on the floor of the canteen," he said.

There is no evidence of any other

kind of powder on the floor, Hartshorne added.

But Ccawusa claims it has sent samples of the powder for laboratory analysis and will make the results available as soon as they are ready.

At New Sasolburg, he says, OK supervisors have visited workers at their homes threatening them with violence if they don't return to work.

In the Vaal, he adds, OK security officers allegedly demanded that striking workers entering the store submit to strip searches.

Hartshorne responded: "That is completely outrageous. We have asked the union to please advise us of complaints of this nature, and to check the story out first," he said.

Hartshorne said his company had dismissed 531 workers as a result of

"either criminal acts or acts which threatened the safety of our customers or staff, or acts of gross misconduct in breach of our rules of conduct in the strike".

Ccawusa claims these rules of conduct were drawn up without consultation with the union.

Hartshorne responded: "Before the strike, the company made an offer to the union to discuss those rules."

Hartshorne said the offer was ignored and the union only responded after several workers were dismissed as a result of a "breach of those rules".

OK Bazaars and Ccawusa have agreed to refer their month-long dispute over wage increases to an independent mediator.

The two mediators will try to resolve the strike, which reached deadlock over workers's demands for a R165 a month increase.

The union's mediator is labour expert Charles Nupen, and labour consultant Gavin Brown will act for the OK.

Detentions halt pickets

PICKETS have been suspended at four OK stores in Port Elizabeth following the detention of three strikers last week. Two more picketers have been dismissed.

The remaining 160 picketers — part of a nationwide legal strike — are trying to find out if their protest is legal before they continue.

The workers have accused store managers of photographing picketers outside shops in the city — and, in one case, handing over their camera to the security forces.

A Commercial, Catering and Allied Workers' Union representative, Patrick Klaas, said the managers had

By MIKE LOEWE

"harassed" each successive 20-minute picket at four OK stores in the city.

It's not known if the photos taken by OK managers have anything to do with the detentions.

OK management has denied harassment of picketers.

Meanwhile, strikers say they have received unexpected support for their demands from the traditionally conservative white community.

"One white woman even started crying when she saw the demands," a unionist said. — East Cape News Agency.

lay, January 16 1987

Union accepts OK strike mediation offer

Labour Reporter

THE Commercial, Catering and Allied Workers' Union has accepted OK Bazaars management's offer of mediation in the wage dispute affecting thousands of workers throughout the country.

Mr Jay Naidoo, a spokesman for Ccawusa in Durban, said yesterday that the union had agreed 'after much deliberation within its ranks' to the proposal from OK Bazaars to resolve the dispute which led to the four-week-long strike.

Management last night welcomed the union's confirmation of their willingness to participate in mediation.

'While we note the union's reservations, we believe both parties have a tremendous responsibility to explore every avenue to resolve the dispute,' said Mr Keith Hartshorne, OK's group personnel manager.

The union had grave res-

ervations about the possibilities of success of mediation unless the problems of harassment and arrest of union members could be resolved, Mr Naidoo said.

'At present, 103 union members are being held under the state of emergency as a result of the OK strike and more than 600 workers have been arrested.'

The OK has nominated its industrial relations consultant Mr Gavin Brown, while the union has chosen Legal Resources Centre attorney Mr Charles Nupen.

Mr Naidoo said mediation would have to cover the wage issue and subsequent developments.

The workers are demanding a R160 across-the-board increase and a minimum wage of R450 a month, as well as a staff discount of 20 percent. They have rejected an offer of R85 a month increase on a yearly basis.

Two negotiators to be appointed

Union accepts OK's strike mediation offer

31
16/11/87
BUD DAY

THE Commercial, Catering and Allied Workers' Union (Ccawusa) yesterday accepted the terms suggested by the OK Bazaars for mediation between the two parties on the four-week-old strike.

Ccawusa spokesman Jay Naidoo said the decision came after nearly two days of deliberation.

Although termed mediation, the process may turn out to be a form of negotiation by proxy. Two mediators

ALAN FINE

will be appointed — one by the company and one by the union.

The OK has nominated its industrial relations consultant Gavin Brown, while the union has chosen Legal Resources Centre attorney Charles Nuppen. This is the same team of mediators which helped resolve a month-long strike at Foschini last May.

Naidoo said one of the factors which delayed Ccawusa's decision was the emergency detention of 103 strikers and the arrests of hundreds more while picketing.

He said: "The union has grave reservations about the possibilities of success of mediation unless the problems of harassment and arrest of union members can be resolved."

The union also had initial reservations about the nomination of Brown because of his close relationship with the company.

OK spokesman Keith Hartshorne welcomed the union's decision and said: "While we note the union's reservations, we believe both parties have a tremendous responsibility to explore every avenue to resolve the dispute."

OK said two East London stores which joined the strike yesterday brought the number of affected stores to 119. The union figure is 137.

The FM brings its readers the most news, comment and interpretation possible under the new regulations restricting publication of certain matters.

It does not believe that the restrictions are necessary or in the public interest, but will obey the law.

of the dispute. Now that the possibility of mediation is being taken seriously, however, there is some hope that the dispute can be settled. Hopefully for all parties, it will be sooner rather than later. ■

mid-week. If both sides agree, it could signal the beginning of the end of the strike, which began on December 18 last year (*Current affairs*, January 9).

The potential breakthrough comes none to soon, because the past week brought a distinct escalation in the uglier sides of the dispute. Ugliest of all was, of course, the bombing incident at OK's Eloff Street store in Johannesburg last Friday. Miraculously, no one was killed or injured thanks to the quick thinking of an OK staff member who spotted the bombs and sounded the alarm. The bombs, for which the ANC's military wing has claimed responsibility, were a reminder of what can and sometimes does happen in labour disputes.

The past week saw Ccawusa and OK involved in a bitter argument in the media about wage levels after the union claimed that the average OK wage is R265 a month. Stung by the allegations that it pays "starvation wages," OK flatly denied Ccawusa's claims, pointing out that it would be impossible for it to pay so little as the minimum legal wage for the industry is R281 a month.

Average wage

According to OK, the average wage for all staff from supervisor level down is R489 a month; only 6% of staff (who include part-timers and temporaries) earn less than R300 a month; and the R85 increase it has offered from April this year would put the wages of all full-time employees above R300 a month.

Comments Ccawusa spokesman Salim Vally: "We reject these figures as incorrect and aimed at hoodwinking the public. OK is hiding behind the emergency regulations as newspapers are not reporting half of what is happening to our members."

He claims strikers face various forms of persecution and intimidation daily. OK Personnel Director Richard Blackwell, on the other hand, says that if anyone is subject to harassment in the strike, it is the people who want to continue working.

In other developments:

The Congress of South African Trade Unions (Cosatu), to which Ccawusa is affiliated, pledged solidarity action by its affiliates; and

The Council of SA Unions-Azanian Confederation of Trade Unions, which says it wants to back the strikers, held talks with Ccawusa. A Cusa-Azactu spokesman says a further meeting is planned for next Monday.

Cause for concern amid the sound and fury last week was that there seemed little prospect of movement on the fundamentals

FIN MATR 16/1/87
OK STRIKE ~~1/1/87~~ ~~2/1/87~~ ~~3/1/87~~ (31) X

Settlement hopes

In the OK Bazaars wage strike the past week produced the first real sign of movement in the nearly month-old dispute between the chainstore group and the Commercial, Catering and Allied Workers' Union (Ccawusa). And it came despite bombs, pickets, arrests, dismissals and rhetoric.

Both sides confirmed this week that there had been contact between their lawyers. The FM understands that they discussed the possibility of referring the dispute to mediation, and that the parties were due to respond by

2/17/16

OK mediators to arrange talks

Labour Reporter

week.

THE two mediators appointed by the Commercial Catering and Allied Workers' Union and OK Bazaars are to meet this weekend to prepare a programme and an agenda for the talks to settle a wage dispute which led to the four-week strike at the national chain store.

A spokesman for the union, Mr Jay Naidoo, said the mediation talks were likely to begin early next

OK's personnel director, Mr Richard Blackwell, yesterday confirmed that mediators would be meeting for the first time this week to prepare a programme.

The union has appointed Legal Resources lawyer Charles Nupen as its mediator and the company has appointed industrial relations consultant Gavin Brown as its representative.

(3)

VAF 11/87
STML

OK causes discord in the Jazz business

31

By Lesley Cowling

After Jazz Supermarkets had brought an urgent application in the Rand Supreme Court, OK Bazaars yesterday undertook not to pack customers' purchases in plastic packets bearing the Jazz logo.

An attorney for Jazz, Mr. Michael Salomon, said yesterday that OK had agreed — in an out-

of-court settlement — not to supply any goods in Jazz bags or other Jazz packaging or offer their customers Jazz packets.

OK Bazaars — where a countrywide strike by Commercial, Catering and Allied Workers' Union members has been in progress for four weeks — also agreed to have the undertaking made an order of court as soon as possible.

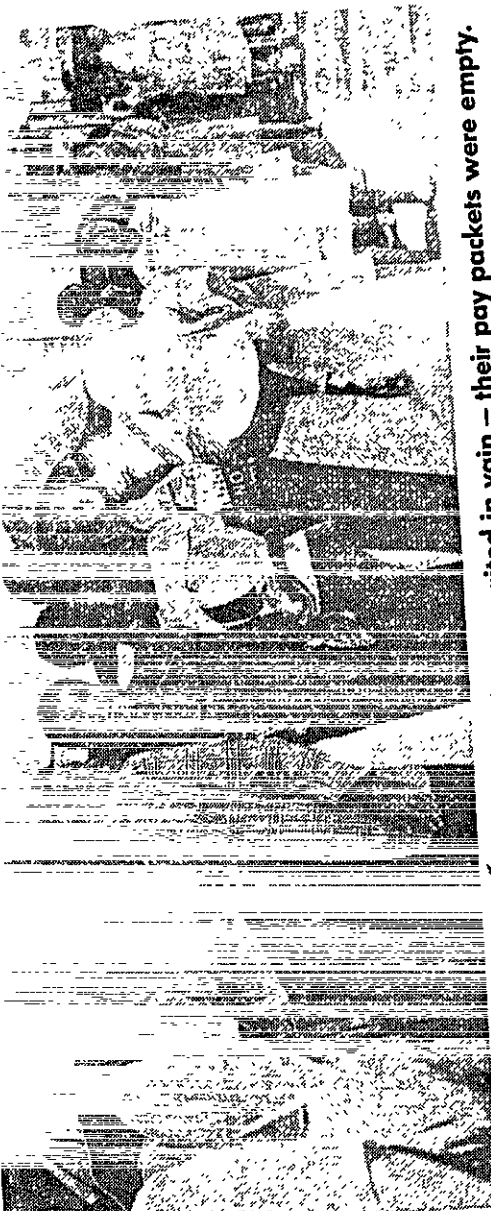
The urgent application followed a complaint by Jazz Supermarkets alleging that the OK was using their packets instead of their own for their customers' purchases.

OK said that the packets had been handed out in error.

But, according to a reliable source, a Jazz executive was offered a packet with his store's logo on it when he went to the OK Bazaars in Eloff Street on Thursday.

The managing director of Jazz, Mr Clive Sacher, said yesterday that his retail chain had taken immediate action to prevent this from happening again.

Jazz was in no way affiliated to the OK, he said.



60 OK strikers on bail

BY STAN MHLONGO
 SIXTY Vaal O.K. Bazaars strikers charged with "waving placards without municipal permission" were released after paying bail ranging from R50 to R200 this week.

The bailing out of 60 strikers is only the "tip of the iceberg" according to the Commercial Catering and Allied Workers' Union as it battled to raise R54 000 bail for Alberton strikers who were arrested last week.

The 60 strikers - 40 from Vanderbijlpark, 11 from Vereeniging and nine from Sasolburg - are from some of the 117 OK outlets affected by the nationwide strike involving 10 000 strikers.

As the strike entered its fourth week, it was reported that tentative moves to appoint a mediator to help end the strike were being considered by both parties.

Meanwhile, Ccawusa members this week made allegations of "harassment" of strikers by OK management. Ccawusa said they had derogatory and racist names.

man Keith Hartshorne that one of their members had to receive medical treatment after a "powder" was allegedly sprinkled at the strikers' Vereeniging car-teen.

Various other allegations were made by Ccawusa members.

At Witbank and Potchefstroom strikers claimed some of their colleagues were arrested because management was "colluding" with police and allowing them to enter the canteen and lockers.

At the Gill Street outlet in Vanderbijlpark strikers allege security guards insulted them - calling them derogatory and racist names.

At Sasolburg, strikers claim the local OK manager pointed out some of their colleagues to the police and they were then arrested. Strikers wearing stickers were also arrested, they claimed.

At Vereeniging Ccawusa members claimed they were made to strip naked and searched. Hartshorne dismissed this claim as "outrageous and untruthful".

Reacting to the other allegations, Hartshorne said the OK would never involve the police in the strike - except to protect property and people's lives. "Most of the allegations made by Ccawusa are unfounded," he said.

Striking OK workers lining up to get their pay waited in vain - their pay packets were empty.

Strikers' colleagues pack courts

BY DAN DHLAMINI
 OK Bazaars workers this week crowded the Potchefstroom and Klerksdorp Magistrates' Courts to learn the fate of their detained colleagues.

At the time of going to press, Commercial, Catering and Allied Workers' Union of SA lawyer Mohammed Motata was not certain what the charges were against Potchefstroom strikers John Ralekgetho, 21, Dennis Mojanaga, 26, Pauline Mofokeng, 31, Pauline Lewane, 28, William Qekema, 27,

Moses Lethoba, 29, Thomas Pheto, 29, Rebecca Legwale, 21, and Johannes Otto, 30.

They were allegedly arrested outside the OK Bazaars while picketing. Qekema was arrested at his home.

Motata said he wrote to the police asking for the charge sheet but had had no reply by Wednesday afternoon.

Magistrate Cilliers Botha accused the case of the Potchefstroom on warning.

They were released on R50 bail each. A bail condition of some was that they may not enter OK premises.

Klerksdorp Ccawusa members Stanley Sokomane, James Mqobongo, Johanna Sibanyoni, Sophie Smous and Charles Mthembu are also out on R50 bail each after their case was adjourned until January 21.

Eighteen other OK strikers charged with assault and intimidation will appear again on January 21 and are out on warning.

42

15/12/76

20 more OK strikers held - union claim

OK personnel director Richard Blackwell was investigating the Roodepoort picket. He said he could not comment on the alleged arrests because "the strikers have not been at the stores since December".

Naidoo said the Ccawusa was committed to negotiation. "But we completely reject management's behaviour with regard to police," - Sapa

OK strikers at four stores and the main warehouse in PE have suspended their pickets following Thursday's security force swoop on three lone female picketers outside a shopping complex in Newton Park.

They are detained under the emergency regulations and lawyers believe the prospects of their early release is bleak.

Union officials said the suspension is pending fresh legal opinion as earlier legal opinion had indicated that the pickets were legal.

Meanwhile two strikers were summarily sacked from the Walmer Branch. OK personnel director

Pickets take a break

Richard Blackwell said they had displayed placards in the supermarket after warnings that they were violating a code of conduct.

He denied claims by the sacked workers - both Commercial, Catering and Allied Workers' Union members - that they were fired after staging a legal picket outside the store.

He also denied a union allegation that OK manag-

ers were harassing Ccawusa's stewards and members. At a strikers' meeting this week, Ccawusa regional secretary Patrick Klaas claimed management had harassed picketing strikers with cameras. The union alleged the Main Street branch manager, a Mr Gore, had been seen to hand over his snaps to the police.

Ccawusa has asked Co-satu-affiliated unions to pressurise their managements to pressurise OK into negotiating, but this has not yet succeeded as most workers are still on leave, an official said. - East Cape News Agency



Customers flock to the OK's Eloff Street branch's 'smoke sale' to buy goods at two for the price of one after two limpet mines exploded at the store last week.

Some OK workers back before mediation

Post Reporter

WHILE mediation to resolve the five-week wage dispute between OK Bazaars and the Commercial, Catering and Allied Workers' Union (Ccawusa) is due to start, an estimated 300 strikers nationwide were reported to have returned to work.

Mediation proceedings are scheduled to start in Johannesburg this afternoon, union and management spokesmen said.

OK Bazaars' personnel director Mr Richard Blackwell said from Johannesburg yesterday that about 300 striking workers had been reporting back to work at various stores in the country over this period.

A spokesman for Ccawusa was not available for comment on the issue.

19/11/87
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OK Talks 20/1/87

OK, union start talks

JOHANNESBURG — A quick settlement in the five-week-old wage dispute between OK Bazaars and the Commercial, Catering and Allied Workers' Union (Ccawusa) was unlikely, a spokesman for OK Bazaars said yesterday. Mr Gavin Brown, one of the mediators, said the scale of the current dispute and the complexity of the issues involved meant a quick settlement was unlikely. He said talks between the two parties that started yesterday would continue today.

No early settlement to OK strike likely

An early settlement of the OK Bazaar's wage dispute was unlikely, although some progress had been made in the mediation which resumes today, a spokesman for the mediators said.

Mediator Mr Gavin Brown said yesterday's proceedings had dealt mainly with issues that had arisen since the strike started and progress had been made in finding a formula to address some of the issues.

The issues were complex and a further statement would be issued in due course.

One important issue that would have been raised by the Commercial, Catering and Allied Workers' Union (Ccawusa) is the fate of about 100 members the

union says have been detained under the emergency since the strike began. About 500 union members have been dismissed during the strike.

On agreeing to mediation last week, Ccawusa called on OK management to help secure the release of the detained strikers.

Demands by Ccawusa members include a R160-a-month wage rise and a minimum wage of R450.

Although Ccawusa puts the number of strikers at 10 000, with the management figure being 7 000, an OK spokesman has said about 20 000 employees would be affected by a wage agreement between the two parties.

OK and union start mediation

BUS DAY 20/1/87

257
451
21
14014

OK BAZAARS and the Commercial, Catering and Allied Workers' Union (Ccaawusa) met yesterday for their first mediation session aimed at resolving the strike which began on December 18, and involves thousands of workers at at least 120 outlets.

Mediators, industrial relations consultant Gavin Brown and attorney Charles Nupen, said in a statement last night that talks would continue today.

But they described as unlikely a quick settlement on grounds of the scale and complexity of the dispute.

Yesterday's talks dealt mainly with issues which have arisen since they commenced and the parties have made progress in arriving at a formula to address some of these

ALAN FINE

issues, the mediators said.

Appropriately, the meeting was held on "neutral ground" at a Johannesburg hotel more or less equidistant from their respective head offices.

The union is demanding a R160 a month increase backdated to last April and a R450 minimum monthly wage, while the OK has offered R85 from this April.

Any agreement reached could have implications beyond merely the OK and its employees. One observer notes that such a settlement could set the wage increase benchmark for retailing in the same way as did the R85 Pick 'n Pay agreement which followed a week-long strike last May.

OK strike talks halt for reportbacks

By Mike Siluma

Representatives of the Commercial, Catering and Allied Workers' Union (Ccawusa) and OK Bazaars should begin reporting back to their principals today on the mediation proceedings which were adjourned yesterday. They are to resume talks on Tuesday.

In a joint statement last night the mediators said proceedings had been postponed to allow the parties to report back and consider their positions.

Earlier the mediators had said that because of the scale and complexities of the issues involved, no early settlement was likely.

Although the parties gave no details, it is likely the issues discussed yesterday included the reported dismissal of about 600 strikers and arrest of 103 under emergency regulations.

The UDF-affiliated Southern Transvaal Youth Congress yesterday supported the strikers in what it called their fight for "a living wage".

'Fire sale' claim strongly rejected

OK Bazaars yesterday strongly rejected claims by the former United States Ambassador to the United Nations, Mr Andrew Young, that the recent bomb blast at its Johannesburg branch was "a swindle".

OK Bazaars director Mr Allan Fabig said Mr Young was "naive" and "ill-informed".

"The overall effect on the South African public will be to reinforce the low esteem in which they hold most politicians," said an angry Mr Fabig.

In a speech in Harare, Mr Young had referred to the bomb blast as "more like a fire sale".

"People were not able to move their goods, so they created a fire and then had a smoke sale and dumped all their partially damaged goods and at least brought some money out," Mr Young said.

STRIKE
23/1/87

31

OK reacts to loss claim by Ccawusa

OK Bazaars said yesterday that any possible losses due to the present strike by members of the Commercial, Catering and Allied Workers' Union (Ccawusa) would only be known after the settlement of the dispute between the company and the union.

Thousands of Ccawusa members have been on strike at about 100 OK branches since mid-December in support of demands which include an across-the-board pay increase of R160 and a minimum wage of R450.

OK Bazaars' group personnel manager, Mr Keith Hartshorne said: "Our possible losses will only be known once the dispute has been settled.

"So far, our trading has been normal and we don't think we have lost much. We have alternative labour and the important point to note is that we are not paying the workers who are on strike."

● Workers at three out of five Mondi Board Mills affected by the pay dispute between the company and the Paper, Wood and Allied Workers' Union (Pwawu) had voted overwhelmingly in favour of strike action, the union said.

New twist to strike at OK Bazaars

31
JOHANNESBURG—The 37-day-old strike by between 7 000 and 11 000 OK Bazaars workers nationwide entered a new phase yesterday with workers from several merchandisers refusing to supply OK with products.

Mr Jay Naidoo, general secretary of the Commercial, Catering and Allied Workers Union, which is in dispute with OK over wage increases, said mer-

chandisers (or shelf-packers) from several firms throughout the country had refused to work for OK.

He said these included Premier Food Industries, All-Gold, Koo, Langeberg, I & J, Coca Cola, Nestle and Dairybelle.

Senior spokesmen for OK were not available for comment as they were in a meeting yesterday. — (Sapa)

to declare the organisation bankrupt.

money to support prices on October 24 1985, leaving estimat-

partner of Arthur Young and coordinator of the creditors,

million (R48-million) lent to the council.

W/E AR 24/1/87 (20) (31) (22)

Ccawusa takes on two big retailers

IN the past year the Commercial, Catering and Allied Workers' Union (Ccawusa) has taken on two of the biggest retailers in South Africa — Pick 'n Pay and OK Bazaars.

The Pick 'n Pay strike was settled after seven days of industrial action.

Its end included (according to the usual reliable sources) a more than somewhat heartfelt appeal from Raymond Ackerman at the final 15-hour meeting which produced the settlement.

So far the OK strike has lasted 36 days and involves between 7 000 and 10 000 workers, depending on whose figures you listen to.

Mr Keith Hartshorne, group personnel manager, says that 547 workers have been dismissed for "intimidation and breaches of the OK code of conduct."

He says that as far as he is aware at least 120 workers

had been detained.

The strike has had little visible effect in the Western Cape — mainly because Ccawus has relatively few members here — but the strike has evoked deep interest and concern among workers and unionists as two important issues are involved — "living wages" and the right to strike.

Right to strike

Both are priorities this year for the Congress of South African Trade Unions (Cosatu), to which Ccawusa is affiliated, especially as the federation views aspects of the Draft Bill on labour relations as an attack on the right to strike.

As these issues are common to all workers, it is not surprising that the Council of Unions of South Africa/Azanian Congress of Trade Unions alliance has given material support.

Ccawusa has won some in-

teresting victories in its history, including an agreement at EMI that requires everyone in the company to call each other by their surnames, except by mutual agreement. Contraventions are subject to disciplinary action.

According to one survey, quoted in the November issue of *Ccawusa News*, it achieved the highest average wage increases compared with all other unions in the first half of 1986 — 19,5 percent.

'Enemy is capitalism'

The same issue of *Ccawusa News* also contains an interesting response to the UDF's call for united action with Cosatu to challenge the state of emergency and apartheid which shows that the union does not support "popular fronts" against apartheid and the two-stage theory for the creation of a socialist South Africa.

"The popular front includes an alliance with a section of

LABOUR AFFAIRS
DICK USHER



the capitalist class, usually liberals ... In this popular front there will be those who are prepared to fight against apartheid but not capitalism," it says, citing the PFP and National African Federated Chambers of Commerce (Nafcoc) as examples of such.

"Our long-term aim is to form a socialist society and our enemy is the ruling class and capitalism.

"The UDF call for an anti-apartheid alliance is problematic because it could include our class enemies, like Nafcoc and the PFP, and all those who are anti-apartheid but not pro-socialist."

Packers sympathise with OK's strikers

Star 24/1/67

The 37-day-old strike by between 7 000 and 11 000 OK Bazaars workers nation-wide entered a new phase yesterday, with workers from several merchandisers refusing to supply OK with products.

Mr Jay Naidoo, general secretary of the Commercial, Catering and Allied Workers' Union, which is in dispute with OK over wage increases, said merchandisers (or shelf packers) from several firms throughout the country had refused to work for OK.

He said these included Premier Food Industries, All-Gold, Koo, Langeberg, I and J, Coca Cola, Nestle and Dairybelle.

The joint managing director of Premier Food Industries, Mr Norman Fowler, said that, out of the 134 units affected by the strike, they were only supplying

"those where there is no sign of intimidation".

"If there is any sign of intimidation, we do not supply or pack," Mr Fowler said.

Spokesmen for the other companies whose workers are allegedly refusing to supply or pack for OK were unavailable for comment. Mr Naidoo said his union had not yet established where all these companies were.

Senior spokesmen for OK were unavailable for comment as they were in a meeting.

According to Mr Naidoo, 154 OK strikers had been arrested in terms of the emergency regulations, including 21 who were arrested in Port Shepstone on Thursday while picketing in support for a "living wage".

Mr Keith Hartshorne, group personnel manager for OK, said on Thursday that about 450 workers had been dismissed for "intimidatory behaviour".

However, Mr Naidoo said yesterday that he understood that at least 550 had been dismissed.

"Solidarity action has increased with workers from various factories," Mr Naidoo said.

The more-than-five-week dispute between Cawusa and OK is over a union demand for a minimum wage of R450 and an across-the-board increase of R160.

South African Breweries has a major shareholding in OK, and Premier Milling and Johannesburg Consolidated Investments in turn have a major shareholding in SAB.

OK suspends case against striker

CP Correspondent

MANAGEMENT of the main branch of OK Bazaars in Port Elizabeth has decided to suspend a disciplinary case against a striking shop steward, Maxwell Zokufa, until the nationwide strike is over.

Zokufa has been accused of violating the OK's code of conduct by preventing management to take pictures and the names of strikers in the canteen during a recent sit-in strike.

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Commercial, Catering and Allied Workers' Union of South Africa (Ccausa) spokesman for the Eastern Cape, Patrick Klaas, confirmed management's decision, and said that the union had asked for the case to be postponed.

According to Klaas, Ccausa's telephone in its East London office and the Cosatu telex machine were also cut off for a while, in an attempt to break down national communica-

tions.

On Thursday, two East London OK stores in Oxford and Cambridge street joined the strike, after holding a strike ballot.

In PE, four OK branches and one warehouse are involved in the strike, while the King William's Town, Grahamstown and Queenstown OK branches have also joined the strike. This brings the total number of striking branches to 119 countrywide.

Star 25/1/87

**Strike
talks
resume
today**

27/1/82

Labour Reporter

MEDIATION talks to resolve the month-long wage strike by more than 7,000 OK Bazaars workers resume today, says a spokesman for the Commercial Catering and Allied Workers' Union.

The talks between Mr Charles Nupen, a labour lawyer attached to the Legal Resources Centre, representing the union, and Mr Gavin Brown, an industrial relations consultant representing OK Bazaars, adjourned last week.

Mr Richard Blackwell, the OK's personnel director, confirmed yesterday that talks would resume today after the adjournment last week, to enable both parties to consider their positions.

The dispute is over workers' demand for an across-the-board increase of R160 a month with minimum wages of R450 a month.

OK strike talks are adjourned at critical stage

Mediation proceedings to resolve the five-week OK Bazaars wage strike by at least 8 000 members of the Commercial, Catering and Allied Workers' Union (Ccawusa) were adjourned yesterday until Friday after reaching a "critical stage", the mediators said.

Ccawusa members at more than 100 OK Bazaars stores and warehouses have been on strike since December 17 to back demands including a R160-a-month pay rise, plus a minimum wage of R450 a month.

In a joint statement, mediators Mr Gavin Brown and Mr Charles Nupen said that at the point of adjournment, a number of items had been canvassed, but that talks had now focused on the issue of wages and had reached a "critical stage".

A two-day break in talks had been agreed to to allow the company to consider a response to an undisclosed union proposal.

● Ccawusa yesterday strongly rejected a pamphlet purporting to be from the union, and which appealed for money to "feed the OK strikers and their families during the strike".

Headed "Trade Union Bankrupt" and distributed in parts of the Reef, the pamphlet calls for help from Operation Hunger, the Northern Transvaal Council of Churches and the Catholic Church.

Union spokesman Mr Vivi Masina, said the pamphlet was clearly produced by people who wanted to "assist the class enemies of the workers".

● More than 30 workers arrested after a meeting of Ccawusa shop stewards in Benoni on Sunday had been released on R50 bail each and would appear in court today, the union said.

● Management of the Goede-hoop colliery, near Witbank, were yesterday negotiating for a return to work by between 1 600 and 2 000 members of the National Union of Mineworkers.

Israel held secret talks with SA, says report

The Star's Foreign News Service

JERUSALEM — Israel's Defence Minister, Mr Yitzhak Rabin, is reliably reported to have recently held secret discussions in South Africa.

The discussions are believed to have dealt with the two countries' extensive arms and strategic links. They are also understood to have concerned nuclear tests.

The alleged visit took place against a background of mounting pressure from the US Congress on Israel to cut, or reduce its ties with South Africa, a leading customer for Israeli defence equipment and know-how. No reliable estimate is available of the value of these sales, thought to exceed R206 million a year.

Legislation passed by Congress last year required recipients of American military aid to halt all forms of military co-operation with South Africa within 12 months.

At risk is the R3,7 billion in annual military assistance provided by the United States to Israel.

The Defence Ministry in Tel Aviv would not comment yesterday on the Rabin trip, first reported in the current issue of *Newsweek* magazine, but a senior Israeli politician confirmed the visit had indeed taken place.

According to this politician, Mr Rabin, a strong proponent of close links between Israel and South Africa, also discussed co-operation in the field of nuclear weapons tests.

Israel has never confirmed widespread reports that it has amassed a considerable nuclear arsenal over the past two decades. The government would only state that it would not be the first to introduce such weapons into the Middle East.

Western intelligence agencies believe, however, that a key aspect of its low-key, but highly important, strategic relationship with South Africa is the opportunity this provides for the testing of nuclear devices.

● The South African Department of Foreign Affairs has denied the reports.

A spokesman for the department today denied categorically that the visit had taken place.



Merge shielded Dil...

Mediation in OK strike to resume

39/18/15
Mediation to end the five-week-old OK Bazaars pay strike resumes today when management is expected to respond to an undisclosed Commercial, Catering and Allied Workers' Union (Ccawusa) proposal.

Talks, which presently focus on wages, were adjourned on Tuesday after reaching a critical stage, according to mediators Mr Charles Nupen and Mr Gavin Brown.

Between 8 000 and 10 000 Ccawusa members have been on strike since December 15 over demands for a R160-a-month pay increase as well as a minimum wage of R450 a month.

They have rejected an OK offer of R85-a-month.

Talks to end OK strike deadlock resume today

9
Caw 18/87
39/1/87



JOHANNESBURG — Mediation to end the five-week-old OK Bazaars pay strike resumed today when management is expected to respond to an undisclosed Commercial, Catering and Allied Workers' Union (Cca-wusa) proposal.

Talks which presently focus on wages, were adjourned on Tuesday after reaching a "critical stage", according to mediators Mr Charles Nupen and Mr Gavin Brown.

Previous mediation sessions had looked at issues that have arisen since the strike began, which would have included the arrest and dismissal of workers during the course of the strike.

Between 8 000 and 10 000 Ccawusa members have been on strike since December 15 to support demands including a R160-a-month pay increase as well as a minimum wage of R450 a month.

OK, SAP deny any harassing of strikers

ALAN FINE

THE OK Bazaars and the SAP yesterday responded to claims by the Commercial, Catering and Allied Workers' Union (Cawusa) that there has been widespread police intimidation and harassment of workers involved in the OK strike, as well as intensive collusion between the company and the security forces.

Cawusa has said about 1 000 strikers have been held by police since the strike began more than seven weeks ago. Hundreds have been charged with contravening minor municipal by-laws, while 161 have been detained in terms of the emergency regulations.

The union also said police had visited its offices throughout the country since the strike began.

Last week in PE, security police burst into a general meeting of OK workers and told them they were not allowed to picket, that they were going to lose the strike, and that they must return to work soon or face arrest.

On Saturday, Cawusa's Johannesburg offices were raided by security police and several officials were questioned and photographed.

The SAP did not respond to each allegation, but said police "do not harass and intimidate persons or organisations". A SAP spokesman said: "If any police action is taken, it is because there is good reason to do so, not because of anyone's affiliation to an organisation or union."

OK spokesman Alan Fabig denied any collusion as alleged by the union. He said police had been called only when laws had been contravened, as in the case of assaults.

□ An OK management team led by MD Gordon Hood is due to meet Law and Order Minister Adriaan Vlok today to discuss the arrests and detentions of OK strikers.

Fund-raising for OK strike

ALAN FINE

TWO Commercial, Catering and Allied Workers' Union (Ccawusa) officials leave today on an overseas trip to raise funds for the thousands of members who have been on strike at OK Bazaars for the past seven weeks.

Union president Makhulu Ledwaba and OK shop steward chairman Gabriel Sidlayi are scheduled to visit union, church and other organisations in the US, UK, Switzerland, Germany, Holland, France and Scandinavia.

Ccawusa and the Congress of SA Trade Unions (Cosatu) are convening a meeting this weekend of shop stewards representing companies directly or indirectly owned or controlled by Anglo American, which has a financial interest in OK. The meeting will discuss intensifying pressure on OK through other Anglo companies.

But union spokesmen denied that these steps necessarily meant that they envisaged the strike continuing for a long time, or that the mediation process was considered a failure.

Ccawusa is arranging a series of meetings of OK workers to consider a new and

● To Page 2 →

OK strikers aim at Anglo

"final" wage offer from OK. They are due to respond next Friday.

Ledwaba said funds raised overseas would be used to assist workers for the period they have already spent on strike as well as for any possible future period. The union is apparently keeping its options open.

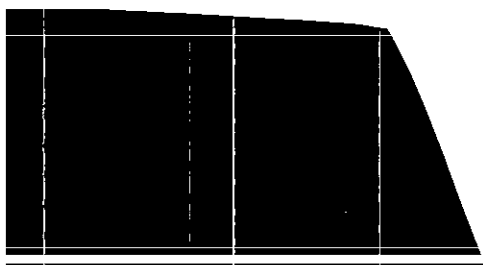
The weekend meeting — which will involve Cosatu affiliates in the mining,

food, chemical, paper and metal industries, as well as other shopworkers — is to consider "appropriate responses" to the strike. This could include the "blackening" of deliveries to the OK.

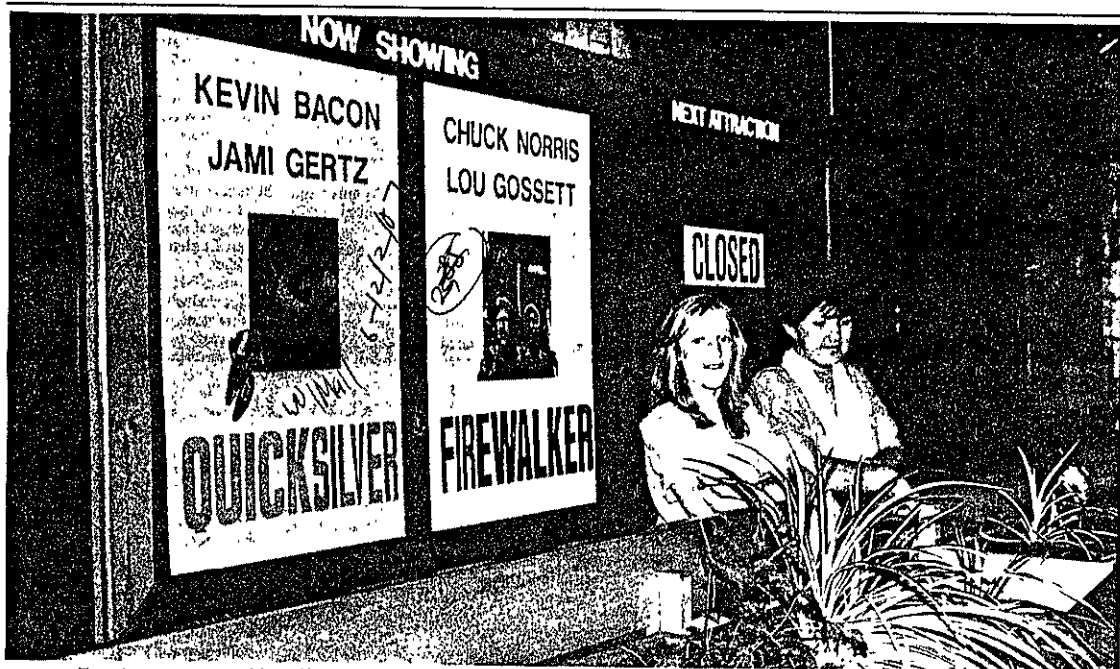
Anglo has previously told Cosatu that OK management is autonomous and it has no power to intervene in the dispute. But Cosatu is not convinced.

← ● From Page 1

Sidlayi 5/2/87



Business big 3 may face union 'action'



Two teenagers outside a Krugersdorp cinema — due to be closed because the town council reached stalemate over desegregation. They subsequently changed their decision

PICTURE: ANNA ZIEMINSKI, Afrapix

By DAVID NIDDRIE
HALF the companies listed on the Johannesburg stock exchange could face some form of labour action after this weekend, when trade unions meet to discuss their response to the OK strike

With negotiations postponed for two weeks for the 11 000 strikers to consider OK's final offer — reportedly R100 a month across the board — shop stewards from Anglo American and associated companies (linked to OK via SA Breweries and Premier) gather this weekend to discuss "appropriate" action

Their ambitious targeting of three of the country's corporate giants is based on SAB's majority shareholding in OK, Premier's controlling shareholding in SAB, and Anglo's ultimate control of all three — which forms part of its 50 percent-plus control of JSE listed companies

The OK dispute is not only being fought locally, however. Yesterday, the 50th day of the strike, representatives of the strikers' union, the Commercial, Catering and Allied Workers' Union of SA (Ccaawusa), flew out for an extended tour of Europe and the United States to get international support and much-needed financial backing

Before their departure, Ccaawusa president Makhulu Ledwaba and Johannesburg shop stewards' local chairman Gabriel Sidlayi did not specify how much they hope to collect for the strikers, but pointed out that R1-million would mean just R100 per striker

The union, which has put up around R100 000 in bail for its 1 000 members arrested since the strike started in mid-December, has been unable to afford strike pay

Both Ccaawusa and its parent body, the Congress of SA Trade Unions (Cosatu), which have jointly convened this weekend's meeting, deny these moves indicate mediation has failed, or that they are digging in for an even more protracted dispute

But they believe OK management has gone beyond the bounds of acceptable practice — referring to "co-operation" with security forces leading to 1 000 arrests and detentions, the use of a rival retail chain's shopping bags, and "unbelievable" price-cutting

While Ccaawusa says the strike remains solid, with less than 250 workers having returned to work, the weekend meeting — drawing in representatives of six unions with members in Anglo, SA Breweries and Premier companies — is a clear message to OK management, and to other employers

Cosatu clearly sees victory in the OK strike as vital to the success of its "living wage campaign", its major campaign for the year

Defeat of Ccaawusa will badly dent its image among employers before the campaign has really started. Victory — which to Ccaawusa means a R450 minimum wage — will both boost the confidence of members, and give notice to bosses that Cosatu intends implementing its slogan, "an injury to one is an injury to all", more vigorously than in the past

Cosatu head office has recently indicated its deep unhappiness at the scanty support given by affiliates to a number of its stayaways last year — in particular the July 14 anti-Emergency and December 1 protests — and the failure to turn a number of its militant founding resolutions into reality

It believes employers and the state have focused on these shortcomings — rather than the federation's achievements — and interpreted them as signs of weakness. Its planned mass backing of the OK strikers appears, in part, to be aimed at correcting that impression

Unions represented at Sunday's meeting include Cosatu's most numerically powerful: Ccaawusa, the National Union of Mineworkers (NUM), Food and Allied Workers' Union (Fawu), Metal and Allied Workers' Union (Mawu), Paper, Wood and Allied Workers' Union (Pawu) and Chemical Workers' Union (Cawu)

Flicks first, volk second

By ADRIAN HADLAND

They based this on the fact that the motion had already been signed by seven councillors — a majority in the 12-member council — before the meeting had started. Councillor Chris Viljoen also claimed the meeting was *sub judice* because a charge against Ster-Kinekor for intimidation had been lodged by the chairman of the Conservative Party in Johannesburg, Clive Derby-Lewis

The Ster-Kinekor policy, which materialised mainly as a result of the pressure from foreign film companies

such as Columbia, has also seen to the opening of cinemas to all races in Vereeniging, Potchefstroom and Roodepoort

The last remaining major stalwart in the cause for whites-only films, the Pretoria City Council, had four of their cinemas in Sunnyside closed last week by CIC (SA) Ster-Kinekor will shut down three more cinemas and three drive-ins by the end of the month if the shows are not desegregated

The closures have caused indignation within the ranks of the right-wing. Clive Derby-Lewis, self-

appointed hero of the whites-only faction, has laid charges of intimidation, called the desegregation policy "blackmail" and failing that will devise a plan aimed at starting white cinemas in opposition to the established companies

The plan envisages starting on a small scale in hired halls before acquiring former Ster-Kinekor outlets and creating a loose association of independent segregated cinemas

For the moment this plan is still far from fruition and, with the major companies vowing to exert pressure on the small independent venues in the near future, it looks like segregated cinemas could soon become a thing of the past

RIGHTWING opposition to the desegregation of cinemas suffered another blow this week with the re-opening of two Krugersdorp movie houses to all races

The decision to re-open was made at an emergency meeting of the Krugersdorp Town Council on Wednesday where a previous stalemate over Ster Kinekor's "open to all or we'll close you down" policy was overturned in favour of accepting non-racial cinemas

The meeting however saw four councillors — Kobus Meiring, Sakkie Nel, Thys Steenkamp and Chris Viljoen — walking out, calling the decision "unethical" and the meeting "illegal"

Kitskonstabels in court

THREE kitskonstabels appeared in the Grahamstown magistrate's court yesterday in connection with a shooting incident earlier this week in which four people were killed

The trio, recipients of a controversial three-week crash course in police methods, were not asked to plead and are due to appear in court again today

They are Mzamo Nyaka, 31, and Madoda Piki, 26, both of Fort Beaufort, and Vuyo Habane, 24, of Alicedale

Their appearance follows an urgent police investigation into the shooting incident on Monday night while a group of kitskonstabels was guarding a school in Grahamstown's Tanyiti township

A police spokesman said three kitskonstabels had been fired at from a house and went to investigate

The shooting was raised in parliament on Wednesday, where Progressive Federal Party MP Helen Suzman described it as "another dangerous indication that kitskonstabels receive inadequate training"

Bus shelter bomb

A BUS shelter was blown up just 200 metres from Alwyn Schliebusch's ministerial home in Cape Town yesterday

Few details were available, but the Bureau for Information said it "presumed" the blast was caused by a limpet mine

Initial reports said one woman was injured in the blast, which took place at noon in Main Road, Newlands, near the Grootte Schuur Estate which houses several cabinet ministers

The roof was blown off the bus shelter, and the woman — who was crossing the road nearby — failed to

NUM to court over 2 200 sackings

By SEFAKO NYAKA

THE National Union of Mineworkers is taking Anglo American to court over the dismissal of 2 200 workers at President Steyn gold mine in Welkom last Monday

NUM representative Marcel Golding said his union was only consulted after the workers had been dismissed

He also questioned Anglo American's initial insistence that the workers had resigned

"Resigning is a voluntary action and it is clear the workers did not resign — they were fired"

Anglo representative John Kingsley-Jones, who said earlier this week that the workers had resigned, admitted late yesterday that the workers had actually been dismissed

He said, however, that this had only happened after President Steyn management, "faced with the prospect of renewed violence and the

consequent loss of life, was left with no alternative but to ask workers to either return to their normal duties or terminate their employment"

He said the majority of workers returned to work, and those who didn't were dismissed

Kingsley-Jones ascribed the tension on the mine to "differences between Xhosa and Sotho employees which emerged in mid-December last year". Since then, he said, 39 employees have lost their lives and 177 have been injured

"Continued efforts have been made by management to resolve these differences, including several meetings with representatives of the governments of Lesotho and Transkei

"In addition, the local and regional committees of the National Union of

Mineworkers were asked how these differences could be resolved. Despite the efforts of all these parties, these tensions persisted"

He said recruitment started on Monday "through our traditional channels" but has not been completed yet

The NUM has partly blamed an overt anti-union organisation known as FITO for the violence. But Anglo has denied any knowledge of FITO

Golding also accused Anglo of intransigence, saying the dismissals are "typical of a high-handed management which has failed to address issues giving rise to conflict on the mine"

NUM said it was "perturbed that Anglo believes it can settle conflict by dismissing workers instead of addressing the issues that give rise to the conflict"

Almost 29 000 detained during '86

By MONO BADELA

ONE big political prison — that's the status of South Africa today, where nearly 29 000 men, women and children have been detained in the past year

The phrase is used by the Detainees' Parents Support Committee (DPSC) in its annual report on state action during 1986

The report, issued this week, gives a graphic breakdown of the effect the Emergency has had on millions of South Africans

It states that 25 000 of the 28 471 people detained last year were held in terms of Emergency legislation. Of the 25 000, about 10 000 — or 40 percent — are children under the age of 18

The United Democratic Front and its affiliates were hardest hit,

percent of detainees whose affiliations are known

Women accounted for over 10 percent of the total — approximately 3 000

The report says a further 2 840 people were detained under the country's security legislation

Two people died while being held under Emergency regulations — Xoliso Jacobs, 20, who died on October 22 in Uppington, and Simon Manule, 20, who died on December 23 in Benoni

Numerous applications were made for restraining interdicts, the report states, and 75 applications were brought to court relating allegations of assault and torture of security and

came from Bloemfontein (38) and 29 from Durban

A total of 208 detainees applied for release from Emergency detention and there were 16 court challenges to the Emergency legislation

Seven of these applications challenged the validity of the regulation allowing for detention and three challenged regulations or orders affecting newspapers

A total of eight applications led to new rulings, the DPSC said, most noted of which was the Metal and Allied Workers' Union application to the Durban Supreme Court in July

The DPSC recorded a total of 108 trials under the Internal Security Act involving 672 people, of whom 487 were acquitted or had charges against

6/2/88

P'n P and union in wage talks

ALAN FINE

31

8/10/88

THE Commercial, Catering and Allied Workers Union (Ccaawusa) and Pick 'n Pay (P'n P) — who were involved in a large and highly publicised wage strike last year — met for the second round of their 1987 wage negotiations yesterday.

Ccaawusa spokesman Jeremy Daphne says the union has demanded a "living wage". It has demanded an across-the-board R214 monthly wage increase, and various other improvements to conditions of employment, including paid leave on May Day and June 16.

The company has offered to attempt to reach the level of a living wage, as measured by the supplementary living level (SLL), over a two-year period.

Hence it has offered increases of R85 and R105 for 1987 and 1988 respectively to workers in the lower job grades. The present minimum at P'n P is R390 a month. The company projects the SLL will be around R600 in March 1988, and the offer will take the minimum rate close to that level by then.

'Uncomfortable'

Daphne says the union is "uncomfortable" about using the SLL as the exclusive yardstick of what constitutes a living wage. He says workers also have grave reservations about negotiating for two years.

The offer for more skilled workers is R75 and R95. P'n P has also offered to negotiate maternity, paternity and compassionate leave arrangements.

It has offered workers paid leave on May Day in exchange for working on Easter Saturday (when P'n P has previously traditionally not traded). It has also told the union that any worker who applies for a day's leave on June 16 will be granted it.

According to Daphne and P'n P spokesman Frans van der Walt, the company has asked the union to reconsider its wage demand before they meet again.

Ccawusa looking for strike funds

By SELLO SERIPE

TWO Commercial, Catering and Allied Workers' Union of SA executive members were scheduled to leave last night on a massive overseas fundraising trip for striking OK workers.

Ccawusa president Makhulu Ledwaba and

8/28/87 after
OK shop steward chairman Gabriel Sidlayi are scheduled to visit Switzerland, Norway, Germany, Holland, England, France, Denmark, Sweden and the US.

The trip is co-ordinated by the International Trade Secretariat for the Technical, Clerical and Commer-

cial Unions in Europe.

The move comes during a tense week which saw serious allegations being made by Ccawusa against OK management, the SAP and the SADF.

The strike by 11 000 Ccawusa members in 137 OK branches nationwide has developed into one of

(31) *(10/11)* *(10/12)*
the longest retail strikes ever.

"Despite the difficulties that we face, the workers are still determined to achieve a living wage before the strike ends," a Ccawusa statement said.

OK spokesmen could not be contacted for comment.

Star 10/2/87

Cosatu unions discuss OK strike

By Susan Fleming

About 200 delegates from 54 Anglo-American companies decided at a meeting on Sunday to approach their managements to put pressure on OK Bazaars to reinstate about 550 workers dismissed in the 55-day strike.

A joint statement released by the Congress of South African Trade Unions (Cosatu) and the Commercial, Catering and Allied Workers' Union (Ccawusa) last night said the meeting decided to continue "negotiations in a serious manner" on behalf of the OK workers.

Mediation has been adjourned until Friday to allow Ccawusa to consult members on the undisclosed final offer tabled by OK.

Cosatu affiliates represented at the meeting on Sunday included the Food and Allied Workers Union, the Construction and Allied Workers Union and the National Union of Mine-workers.

The managing director of OK Bazaars, Mr Gordon Hood, met the Minister of Law and Order, Mr Adriaan Vlok, on Friday to discuss the detention of union leaders.

At the meeting on Sunday it was reported that further detentions of union leaders had taken place the following day.

"The meeting condemns this police action and warns that such interference will convince us there is no point trying to comply with requirements for a legal strike," said the statement.

The meeting decided Cosatu regional and local committees should discuss forms of "solidarity industrial action". More decisions on this will be taken later this month.

CAP TONES 10/2/87

Vlok to probe detention of OK strikers

JOHANNESBURG — The Minister of Law and Order, Mr Adriaan Vlok, has agreed to examine closely the cases of about 140 OK Bazaars strikers detained in terms of the emergency regulations. However, he has made no undertakings regarding the release of any of them.

This, it is understood, was the outcome of a meeting between him, Manpower Minister Mr Pietie du Plessis and an OK delegation led by MD Mr Gordon Hood last Friday. Also present were mediators Mr Gavin Brown and Mr Charles Nupen.

It is believed the OK delegation expressed concern that continuing detentions could hinder attempts at a settlement.

The Commercial, Catering and Allied Workers' Union (Ccawusa) will respond on Friday to a "final" OK wage offer.

Meanwhile, according to a joint Ccawusa/Congress of South African Trade Unions (Cosatu) statement, more than 200 workers at 54 Anglo American-linked companies met on Sunday.

The meeting decided that workers should approach their managements to put pressure on OK to reinstate the 550 workers dismissed during the strike.

Campaign for OK strikers

A campaign has been launched by the Council of Unions of South Africa/Azanian Confederation of Trade Unions (Cusa/Azactu) to make OK Bazaars' management reinstate workers dismissed during the eight-week strike.

In a statement yesterday Cusa/Azactu said it fully supported the OK strikers.

A union meeting yesterday decided affiliates should examine what factory-level support could be given to the strikers, expressed disgust over alleged collusion between the stores and the police and called for the release of detained strikers.

The meeting also discussed the activities of certain OK directors and managements in not denouncing the police.

"Their silence has been deafening, especially among those who meet liberation organisations," the statement said.

12/2/87 Star 31

'It was OK to shop at the OK'

Feb. 1987

By DERRICK LUTHAYI

THE KwaZulu government has come out in full support of Inkatha members' shopping spree at Ladysmith OK Bazaars last Saturday - in open defiance of the OK strikers.

Five busloads of Inkatha members - led by KwaZulu Pensions and Welfare Minister and local Inkatha chairman Steven Sithebe - "invaded" the OK to shop - an obvious challenge to the Commercial Catering and Allied Workers' Union.

A *City Press* correspondent reports about 400 people, mostly old women and children, made purchases.

KwaZulu Chief Minister and Inkatha president, Chief MG Buthelezi said: "The OK issue is a typical example of workers' legitimate right to strike being overtaken by thugs who not consult with the people and use terror tactics to intimidate the public into supporting boycotts."

"I will always stand by workers and defend their right to strike. But when certain people try to undemocratically ram their views down the throats of others and demand dictated unity, then others also have the right to express their opinions."

Peter Davidson, PRO of the Inkatha-backed United Workers' Union of SA, said their members employed by the OK were not on strike because they were not consulted.

A Ccawusa spokesman said: "Very little spending was done by Sithebe's group, who were jeered by our members and supporters. His stunt was completely unsuccessful."

"Our members have decided to condemn unreservedly Sithebe and the Inkatha leadership's actions in trying to break the strike."

"It's shocking that Inkatha used school-going youths - when they are the very people who so stridently condemn other organisations for using youths for political motives."

● Meanwhile in Port Elizabeth, over 450 fired General Motors strikers have called on the Congress of SA Trade Unions' new Eastern Cape wing - launched on Saturday - to support them in their effort to get reinstated.

Next week 16 GM strikers will appear in the PE Supreme Court on charges of attending an illegal gathering arising from an anti-scab picket outside the GM gates on November 17.

THE Commercial Catering and Allied Workers' Union will reject OK Bazaars' final offer when mediation talks resume today.

Instead, Ccawusa has formulated its own proposal in response to the offer. At mediation talks aimed at breaking the two-month old deadlock, OK offered R25 increases in April, July, October and January.

Although the offer seems to amount to R100, or R15 more than the increase offered when the workers went out on strike, union sources say the average works out at slightly more than R60 for the year, because increments take effect in quarterly segments.

In any case, the proposed increase would not lift the company's present minimum wages anywhere near Ccawusa's demand for a "living wage", defined as R450.

At the moment, OK's minimum wage is R253 per month, and workers in the "homelands", and rural areas earn substantially less.

The union says average wages fall more than R100 below the minimum subsistence levels determined by the University of Port Elizabeth's Institute for Planning and Research.

A leaflet issued by Diakonia, a Durban-based church group, claims the average minimum wage makes a sharp contrast with the earnings of OK directors: "A director of OK earns 38 times the minimum wage; R11 000 to R12 000 per month," according to the leaflet.

Union likely to reject new OK offer today

Today's meeting will also see the union rejecting OK's proposal on selective reinstatement of the 551 workers dismissed since the strike started.

OK has agreed to reinstate more than half of that number — those who, according to sources, management believes were unfairly dismissed and others whose "misconduct did not warrant a dismissal but merely a warning".

However OK is expected to stand firm on the dismissal of 209, while Ccawusa will demand the unconditional reinstatement of all dismissed workers. Moreover, Ccawusa is insisting detained workers be kept on the company's payroll.

This week about 200 delegates from 54 Anglo American companies decided at a meeting on Sunday to approach their managements to press OK to reinstate the dismissed workers. The workers said they noted that a number of OK workers and

Ccawusa leaders had been detained on Saturday.

Representatives of the delegates also noted that some workers in the distributive industry have refused to supply OK.

A number of lunch-hour placard demonstrations were held at various companies this week urging support for the OK workers.

In Durban, several churches have opened their doors to OK workers to "explain their situation and conditions which led to the strike".

In the past two Sundays 22 churches were visited.

Diakonia said the visits were arranged to highlight the importance of the church becoming involved in community issues.

In a glossy leaflet sent out to member churches, Diakonia says the right of workers to a living wage, "explicitly endorsed in the Old and New Testaments", has definite practical implications for Christians. It cites passages in Deuteronomy ("Do not cheat poor and needy hired servants ..."), Jeremiah ("Doomed are people who build their houses by injustice ...") and James ("Listen to their complaints ...").

The organisation calls on churches to:

● Invite an OK worker or Ccawusa official to speak to the congregation about their campaign.

● Collect funds for the workers on strike and mention the workers and their families in prayer.

By SEFAKO NYAKA

Initially, the union demanded:

● An across-the-board increase of R160.

● A minimum monthly wage of R450.

● A staff discount of 20 percent — at present staff gets 10 percent, while managers are entitled to 25 percent discounts.

● That women on maternity leave are given the increases offered their colleagues when they return to work.

● That benefits include workers in the "homelands".

OK had meanwhile stood firm on its offer: a R85 increase based on the anniversary system, where workers are paid the increase in the month they joined the company.

At the mediation talks, the company agreed to the demand concerning workers on maternity leave. Ccawusa indicated it would be prepared to settle for R140.

OK STRIKE

Watershed week

This week should decide the outcome of attempts to mediate a settlement in the OK wage strike — the longest in the retail industry.

Friday is D-day for the Commercial, Catering and Allied Workers' Union (Ccawusa) to respond to an undisclosed offer OK management made when the two sides last met for mediation on January 30.

Settlement prospects seem slim. Ccawusa and its federation, the Congress of SA Trade Unions (Cosatu), appear set not only on prolonging the strike, but spreading it to other OK-related companies as well.

A critical factor in the strike as far as the union is concerned is that it does not have a strike fund. The strikers, therefore, have had no means of support since December 18, when the strike commenced.

Last Thursday steps were taken to remedy this when two Ccawusa representatives embarked on a fund raising tour of Europe, the UK and North America. Their tour is being co-ordinated by Fiet, the Geneva-based international trade secretariat for the technical, clerical and commercial trades.

On Sunday, more than 200 worker delegates from 54 Anglo American Corporation companies met in Johannesburg to discuss supportive action. In all, 10 Cosatu affiliates endorsed the strikers' stand. The meeting resolved that workers from each company should lobby their managements to press OK to re-instate dismissed strikers, and to negotiate "in a serious manner."

Solidarity demonstrations

It was also decided that all Cosatu regions and locals should discuss solidarity action. Plans are afoot to stage placard demonstrations during lunch hour on Friday in all Cosatu-organised workplaces. Cosatu's central executive committee meeting, which starts on February 20, will review matters.

By Tuesday, when the *FM* went to press, it was not possible to ascertain whether Sunday's meetings had had ripple effects. Strike co-ordinator Jay Naidoo said the union had not yet had a chance to monitor developments. He stressed that Cosatu affiliates had shown solidarity throughout the strike.

OK personnel manager Keith Hartshorne says he was not aware of solidarity action at OK-related companies. However, there had been cases of individual merchandisers employed by OK suppliers not pitching up for work. In these instances, Hartshorne says, the merchandisers had either been intimidated, or were expressing support for the strike.

Hartshorne says he is a "little surprised" that such elaborate steps had been taken to generate solidarity action, considering that OK is still awaiting Ccawusa's response to its offer.

These developments came amid renewed allegations by Ccawusa of widespread in-

timidation of strikers by police and the SADF. "It is clear the State is working very closely with employers to break the back of our struggle for a living wage," the union says.

Hartshorne stoutly defends OK's position: "Our policy throughout the strike has been that it is crucial to protect our assets, customers and non-striking staff. In most cases where police have intervened it has been as a result of complaints lodged by customers or staff, and not management. But we make no apology for calling in the police when people's lives are at stake."

An SADF spokesman reportedly said last week he could not comment on the allegations in any meaningful way "because of the usual lack of specific detail." A police spokesman said that if police had taken action it was because there was good reason for it — and not because people belonged to an organisation or union. ■

End to OK strike in sight

Cape Times
16/2/87

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JOHANNESBURG. — Talks to resolve the marathon OK Bazaars strike ended at the weekend with an indication that an end to the two-month-old dispute is in sight.

Mediators for Cawusa and OK said in a joint statement that the union had agreed to consult its members on a new wage offer from the company. The union will officially respond to the offer when mediation talks resume next Saturday.

"After over 18 hours of intensive mediation which ended after 4am, in which important progress was made, the union has agreed to consult its members on a revised offer from the company," the statement said.

The mediators would not provide details of the talks and both the union and OK Bazaars have agreed not to comment on mediation.

About 10 000 workers have been on strike at OK Bazaars stores and warehouses across the country to demand a R160 a month increase across the board. OK Bazaars has offered an R85 increase.

Other demands expected to be dealt with next week include the reinstatement of 551 workers dismissed during the strike, a 10% increase in discount on staff purchases and maternity leave. — Sapa

... must be in their final year of an Honours
... of full-time university study

New hope in OK strike

ALAN FINE

HOPES have risen that the OK Bazaars strike, which began on December 18, could end next week.

A terse statement released jointly by the two mediators after Friday's mediation session expressed positive sentiments for the first time. It said "important progress" was made in the 18-hour meeting, which ended at 4am on Saturday. The Commercial, Catering and Allied Workers Union agreed to convey to members a revised company proposal.

On Friday, the union rejected a "final offer" made by OK two weeks previously. It included a R100 across-the-board wage increase consisting of four R25 quarterly increases, a R50 once-off payment and an agreement

to reinstate more than half the workers dismissed during the strike.

It can be assumed OK significantly improved its wage offer on Friday. However, it has been resistant to reviewing the 1986 wage agreement, which the once-off payment is in lieu of, and it is not clear whether any movement was made in this area.

Another important feature of the union's position is a demand for a substantial increase in OK's minimum wage.

Finally, crucial to any settlement is an accord on the workers the company believes are guilty of serious disciplinary offences and is unwilling to reinstate.

CAPE TOWN 17/12/87 7/8
Minister organizes
defiant shopping

Own Correspondent

DURBAN — About 500 shoppers arrived in five buses at the OK Bazaars in Ladysmith last Saturday in a show of public support against a call for the boycott of OK shops, where workers are on strike over a wage dispute.

The demonstration was organized by KwaZulu's Minister of Welfare and Pensions, Mr Steven Sithebe, who is also chairman of the local branch of Inkatha and member for Emnambithi of KwaZulu Legislative Assembly.

Mr Sithebe said he was strongly opposed to the call by striking OK workers not to buy at the OK.

"The boycott is not the will of the people. The strike is a domestic matter between OK management and staff and the strikers must not get the public to boycott," he said.

The defiant shoppers arrived in five buses, which were parked opposite the supermarket where they did their shopping.

There was a strong police presence. No incidents were reported.

Industrial militancy increasing

BY waging the longest strike in South African history, workers in the OK Bazaars supermarket chain have highlighted a growing trend towards industrial militancy in the retail sector of the economy.

The two-month-old legal strike is only the latest in a series of stoppages, sit-ins, plant occupations and strikes that have hit the industry in the past 10 months.

The Pick 'n Pay strike in May last year was the first big explosion in a conflict that had been building up since the Commercial Catering and Allied Workers' Union (Cawusa) began reorganising itself in the early 1980s.

Bitter war of words

That strike was followed by major disputes at Foschini, CNA, Gallo, Nels Dairies, a rash of wildcat stoppages at smaller plants as well as large-scale sit-ins to protest at the detention of union leaders when the emergency was declared in June.

What accounts for this extraordinary degree of conflict in the industry?

In stark contrast to the bitter war of words that has raged around the OK strike,

spokesmen from the union and management as well as academic observers expressed a surprising degree of consensus in their replies.

"The kernel of an explanation lies in the fact that unions in the retail industry took a long time to get their act together and have suddenly become a strong and well organised force," says Mr Raymond Ackerman, chairman of Pick 'n Pay and leading spokesman for the industry.

Lack of political rights for black workers had fuelled union militancy and on top of this "some retailers have been paying too-low wages".

A Central Statistics Service report on monthly wages in the retail sector for the last quarter of 1986 showed the following averages: Whites received R962; Coloureds R408, Indians R605 and Africans R366.

Competitive nature

Mr Ackerman acknowledged that one reason for these low wages was the downward pressure on overheads imposed by the principle of marginal profits and high turnover. But he stressed that this did not prevent some companies from paying

Dateline: JOHANNESBURG



Workers in conflict.

wages above the average — like Pick 'n Pay's R540 a month for wage earners.

However, the highly competitive nature of the chain-store business did have another effect, he said.

"Factories can close for a day and make up lost production later. But retailers must stay open every day and the unions have recognised this factor."

A Cawusa official responsible for research into conditions of employment in the industry, who declined to be

tends to be young, urbanised and with a relatively high degree of education that goes with a well developed politics," he said.

Political mirror

"They mirror the socio-political situation in the townships quite accurately."

Other conditions in the industry that have aggravated worker frustrations are long hours — most employees work a six-day week and considerable overtime — and a generally low level of industrial relations skills amongst line management.

Not surprisingly, the spokesman focused on Cawusa's history and organising techniques to explain the impact it had had.

Cawusa is an old union which only began reorganising itself in the early 1980s whereas emerging unions in other big industries like metal, food and chemicals began pushing up wages through collective bargaining in the early 1970s.

The result is that retail workers are now demanding large and sudden increases to close the gap and these often cut deeply into profit margins — a recipe for long and bitter

disputes like the one at OK Bazaars.

Cawusa has signed, or is discussing, 88 recognition agreements nationally and negotiations have to be conducted individually at each of the plants.

While imposing a severe strain on the union's resources, this has forced it to build a strong shop steward structure and close liaison with its membership — which explains why rank and file members were able to run Cawusa's Johannesburg office for a few weeks when all officials were detained or went to ground after the emergency last year.

Dr Jon Lewis, editor of the academic journal Labour Bulletin, said the union's well developed shop steward network and the fact that the industry was "dominated by a handful of large chain stores has the effect of facilitating a large-scale response by workers to management initiatives and union calls: from the union for action."

The result, Dr Lewis says, is that industrial relations in the South African retail industry are much more volatile than in other industrialised countries where shop workers and their unions have never shown the same pattern of militancy. — Sapa.

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BEHIND THE OK STRIKE

LIFE has not been the same for a young Soweto couple since the OK Bazaars strike started on December 18 last year.

Mr Solomon Phiri and his wife, Charlotte, are among more than 10 000 workers from the giant retail company who are on a legal strike after last year's wage talks between the Commercial Catering and Allied Workers' Union of SA (Ccawusa) and OK broke down.

Mediation talks continue on Saturday afternoon and there is a glimmer of hope that the strike may soon be over.

By LEN MASEKO

But for the Phiri family the past 15 weeks have been agonising. They have four children and two other homes to support.

Mr Phiri's mother lives alone and depends on the couple for support. Charlotte's mother is widowed and also depends on the Phiris to make ends meet.

Their children, Jabuhle (13), Sisi (10), Geraldine (7) and Kagiso (4), are, like any other children, hungry all the time.

These young and healthy appetites have had to contend with the strike.

The family depends on subsistence from the union. For the union to be able to maintain more than 10 000 people would be a Herculean task. It is thus anybody's guess how much they get.

But while the subsistence should be pretty low, the strikers, as shown by the determination of the Phiri family,

are prepared to soldier on until the talks between the retail store and their union bear fruit.

"The most painful thing is when your children don't understand why bread and tea suddenly become frequent items on the supper table," says Mr Phiri, who is employed as a document controller at OK's Hillbrow branch.

Wages

However, Mr Phiri says, his family regarded the fight for better wages as a worthwhile exercise.

"Obviously, we won't go back until our demands have been met."

"Our parents, who depend entirely on us for support, have been having it hard since we went on strike. Fortunately, they understand our cause."

The couple reports daily at Ccawusa's Johannesburg offices

where dozens of other workers converge for their *unzabalazo wabasenzi* (workers' struggle).

There, a day spent attending meetings, listening to support messages from other worker groups, and waiting for the latest developments in the dispute.

Sympathetic families and friends have also helped strikers. But the pride of the union and its members has refused to see them throw in the towel. Every day they sing freedom songs and encourage one another.

The OK workers' demands are:

- A minimum wage of R450 a month;
- An increase of R160 a month;
- An end to the anniversary system of increases. Workers are only paid the increase in the month that they first joined the company;
- The workers demand a 20 percent staff discount;



MR SOLOMON Phiri and his wife, Charlotte with their son, Kagiso. Behind those smiles lies the determination that is characteristic of today's worker.

- They demand that women on maternity leave get the same increase when they get back to work; and
- They demand that workers from bantustans get the same benefits.

OK management has said that the R160-a-month increases would cost the company about R40 million. The company has since improved its original offer of R85 a month to an undisclosed amount.

Victory in this strike, according to Ccawusa, is

crucial if workers are to leave "their imprint" within the political arena and be respected as the leaders of the liberation struggle in South Africa.

And for union members the wage dispute has meant nearly 15

weeks of sacrifice, going without income for that period, a drop in their lifestyle, and being involved in a nerve-racking battle in which there are victors and losers. Defeat, in this case, means jobs are on the line.

OK faces pile-up of garbage if wage talks fail — union

1987

Feb. 31.
SOPHIE TEMA

GARBAGE will not be removed from OK Bazaars and affiliates if the company does not meet Ccawusa's wage demands, the 35 000-member South African Black Municipal and Allied Workers Union (Sabmawu) decided at the weekend.

Sabmawu general secretary Phillip Dlamini said yesterday: "The union is going a step further by compiling a list of the home-addresses of all OK directors and its affiliate companies where garbage removal and all essential services would also be stopped."

If the tactic fails, the union has threatened the entire OK management with a lock-out.

A Sabmawu memorandum submitted to OK on Friday said if the company did not comply with union demands, "no garbage will be removed or essential services performed at OK Bazaars or any of its affiliated companies", including SA Breweries.

"The entire membership of this

union will see to it that no one scabs or performs these duties on their behalf.

"Should the above strategy not produce the desired results within four days the entire membership supported by their sister unions, and if possible by the entire progressive labour movement, will be engaged in locking out the entire management — from supervisory (level) to managing director."

Sabmawu warned that OK would be held responsible for the injury or detention of union members, and urged the company to resolve the wage dispute within 21 days.

□ ALAN FINE reports that mediation proceedings which resumed on Saturday continued yesterday between OK and Ccawusa (Commercial Catering and Allied Workers' Union of South Africa. By yesterday afternoon the two parties were still locked in discussion.

End to OK strike close

Mediation proceedings to end the nine-week OK Bazaars strike by thousands of Commercial, Catering and Allied Workers' Union (Ccawusa) members appeared close to success today.

A spokesman for the mediators, Mr Gavin Brown, said a draft settlement was reached after talks at the weekend, which included a marathon 21-hour session ending at 5.30 am today.

Another round of talks will take place on Wednesday morning after the union has referred the draft agreement to its members.

● The South African Black Municipal and Allied Workers' Union has written to the management of OK Bazaars concerning rubbish collection from OK Bazaars stores and the homes of directors.

The letter is related to the strike by Ccawusa members.

(Sections of this report have been omitted to comply with the emergency regulations.)

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Ports, rail systems 'inadequate'

Frontline States' dependence on SA to continue



FRONTLINE states' plans to free themselves from dependence on SA's harbours and transport system were likely to run aground, RAU transport economics senior lecturer Jackie Walters said yesterday.

He told a conference attended by more than 30 World Media Association members that about 70% of Southern Africa's imports and exports flowed through SA's ports due to the inadequate nature of other ports in the region.

Walters said rail links in Southern Africa were also inadequate to handle large tonnages and were adversely affected by military activity.

It was estimated that about 57% of Zaire's imports were carried from SA via Botswana.

About 70% of Zambia's imports came via SA's harbour and railway network, and 40% of the country's exports were transported through SA.

Zimbabwe was even more dependent on SA with up to 80% of its imports and up to 90% of its exports transported via the SA transport network.

Walters listed these reasons for the dependence:

- The rail line from Zimbabwe to Maputo was virtually inoperative due to guerrilla activity by Mozambique rebels.
- The Tazara line from Zambia to Dar es Salaam and the port itself could handle only about 45% of Zambia's freight traffic.
- The Benguela line from Zaire to the Angolan coast had been virtually closed by Unita rebels.

Pretoria University's Department of Economics chief G L de Wet said SA

THELMA TUCH

produced up to 70% of Southern Africa's maize crop as well as 90% of the region's wheat crop.

□ The delegation was addressed on Sunday night by Soweto Civic Association chairman Dr Nthato Motlana.

Yesterday they met representatives from the American Chamber of Commerce.

Among those they are scheduled to meet are President P W Botha, several newspaper editors, Swapo representatives and Minister of Defence Magnus Malan.

Anglican Archbishop of Cape Town Desmond Tutu and the Congress of South African Trade Unions had turned down requests to meet members of the delegation, association executive director Larry Moffit said yesterday.

The delegation arrived in SA on Sunday on a fact-finding tour of Southern Africa which will end on March 8.

OK strike settlement is in sight

ALAN FINE

STRIKING OK Bazaars workers will gather at meetings around the country today to hear reports on the draft settlement reached with management at two lengthy mediation sessions on Saturday and Sunday.

It is expected the agreement will be signed tomorrow, the 70th day of the strike.

Commercial, Catering and Allied Workers' Union president Makhulu Ledwaba said while certain details of the proposed settlement fell below the union's mandate from members, these were not in vital areas.

Ledwaba — who returned from a fund-raising trip to Europe late last week — would not supply details of the draft settlement. However, according to a weekend report, one aspect is a R100 across-the-board increase to be implemented in two steps.

A method of resolving the position of scores of workers dismissed for alleged contraventions of OK's disciplinary rules is also likely to form part of the settlement.

Ledwaba said the union had decided to file applications for the release of OK workers still in emergency detention.

More strikers than ever last year

A RECORD number of 323 858 workers were involved in strikes last year, and another 100 532 in work stoppages.

The government figures are far higher than those for 1985.

Department of Manpower director-general Piet van der Merwe said the increase was mainly the result of more strikes in large organisations such as the OK Bazaars and CNA.

There were a total of 643 strikes and 150 work stoppages last year.

Manhours lost through strikes totalled 1 161 846, while stoppages accounted for

GERALD REILLY

147 112.

Van der Merwe said the greater use made of the Industrial Court last year was a welcome development.

More than 2 000 cases were referred to the court — double the number for the previous year.

Nearly 70% of the cases were settled before evidence was called.

Van der Merwe said: "There is a greater maturity developing in the labour field."

Little action in wake of free trade decision

By DENISE BOUTALL
THE opening of additional free trade areas in Port Elizabeth nearly four months ago appears to have had little effect on the number of blacks buying or renting commercial property in the city.

This is the consensus of estate agents who deal extensively in these areas.

Meanwhile the PE City Council is persisting with its request to the Government that the entire city be opened as a free trade area for all.

Seven free trade areas were proclaimed in November, two of them had been free trade areas for some years.

Mr Bruce Traehaven, chairman of the PE and Midlands branch of the Institute of Estate Agents, said the proclamation of the seven free trade areas had not had a real major impact on the number of blacks buying and renting in these areas.

He pointed out that the proclamation had come

at a time when the market was right down.

"There is very little movement of property at the moment. People don't sell in a down cycle."

Mr Philip Bowman echoed his assessment. "It has proved again that one can change the regulations as you like, but economics still control our lives."

He said there had been a limited sale of properties to blacks but pointed out that there was not much property available for sale at realistic, market related prices.

"And there is certainly not an over-abundance of buyers available."

In an interview the Town Clerk, Mr P K Botha, said that, after the proclamation of limited free trade areas on November 7, he had written to the Department of Constitutional Development and Planning asking for a reconsideration of the demarcation.

Earlier last year the council had asked that the entire city be opened to allow all people to trade and own commercial properties where they chose.

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All may be OK again

ALAN FINE

REPRESENTATIVES of the Commercial, Catering and Allied Workers' Union (Ccawusa) and OK Bazaars management meet this morning and are expected to sign an agreement which will signal the end of the 10-week-old strike.

A union spokesman would not confirm that workers had accepted the contents of a draft settlement reached in the early hours of Monday morning. But he said Ccawusa will hold a Press conference at midday today.

The agreement is likely to include wage increases for OK employees for the coming year and set a minimum wage. And, while the OK has agreed to reinstate more than half of the 551 workers dismissed during the strike, the settlement will include a method of testing the fairness of the remaining dismissals.

Should the strike end today, it will have cost more than 400 000 man days according to OK figures on the size of the strike, or close to 700 000 by Ccawusa's reckoning.

About 170 strikers have been detained in terms of the emergency regulations since the strike began, and several hundred more arrested.

OK, Ccawusa agree on terms to end strike

By Mudini Maivha

Star
The bitter 10-week OK Bazaars strike by members of the Commercial and Catering Workers' Union of South Africa (Ccawusa) was settled yesterday in Johannesburg.

The agreement was signed after four weeks of negotiations by mediators Mr Charles Nupen and Mr Gavin Brown, and as a result about 12 000 workers involved in the biggest and longest strike outside the mines will return to work at 120 OK outlets on Monday.

The two parties have agreed on:

- A R100 across-the-board increase to be implemented in two phases: R50 a month rises in April and again in November. (Ccawusa initially demanded R160 rises while OK offered R85).
 - A minimum wage of R400 a month from November.
 - Unconditional reinstatement of 364 of the 551 workers dismissed during the strike.
 - Discounts: an increase in staff discounts from 10 percent to 12 percent.
 - Maternity leave: improved maternity leave benefits including payment of the negotiated increases upon return to work and a pro-rata bonus.
 - Privileged leave: privileged leave forfeited because of the strike will be reinstated.
 - Loans: Loans of up to half of one month's salary, payable over three months.
 - Workers detained under the emergency regulations or whose absence from work was due to detention related to charges arising from the strike, will not lose their jobs.
 - Dismissals and discipline: arbitrators would handle cases of workers whose conduct during the strike in the view of the company could result in dismissal.
 - Goods repossessed by OK during the strike because of workers being in arrears will be returned.
- "Finally, we have won a very substantial victory," said Mr Jay Naidoo of the Congress of South African Trade Unions and co-ordinator of Ccawusa's team.
- OK managing director Mr Gordon Hood's statement said: "While we are naturally very pleased this dispute has been resolved, it is regrettable that so many workers and their families have suffered so much hardship while the strike was in progress."

● See Page 11.

Long, hard road to an OK end

By Mudini Maivha

Ten days before Christmas, when months of wage negotiations between the Commercial, Catering and Allied Workers' Union (Ccawusa) and the OK Bazaars broke down after five conciliation board meetings, OK workers in Natal and the Transvaal went on strike.

There followed detentions and arrests of workers, pickets by strikers, a boycott of the OK by blacks and a bomb blast at OK, Eloff Street, Johannesburg.

Apart from the support received from the Cusa/Azactu and Cosatu federations, Ccawusa was backed by the Azanian People's Organisation (Azapo), the Azanian People's Students Movement (Azasm) and the Southern transvaal Youth Congress (STYCO).

The workers demanded a R160 across-the-board increase and the reinstatement of nearly 2 000 colleagues allegedly unfairly dismissed since 1984.

Management instead offered R85 across-the-board.

This is a diary of events during the strike:

● On December 19, 50 stores in Natal and the Witwatersrand were on strike, involving about 3 000 workers. The union threatened to bring out 10 000 workers in support, while management claimed it represented only 7 000 of its 23 000 employees.

● December 22: about 4 500

workers at 33 stores were on strike. OK ruled out any meeting with the union.

The union claimed 425 strikers had been detained in Natal, and 320 fired. Management claimed 120 strikers were arrested and 200 dismissed after an assault on a Durban store manager.

● December 23: the union claimed 9 500 members at 120 stores were on strike. Management put the figure at 5 000 at 100 stores. Ccawusa claimed 80 workers were dismissed in Roodepoort, and OK put the number at 25.

The union accused OK of using "brute and naked force to put down a peaceful strike" when it allegedly called in the police, but personnel director Mr Richard Blackwell denied calling in the police.

● December 24: A non-striking union member employed at the Sandton Hyperama was attacked by people she claimed were her striking colleagues. She suffered minor burns on the stomach and hand.

● January 6 1987: The union, after a weekend meeting, said it had no new offer for the OK. It said it was processing civil claims against the Minister of Law and Order, Mr Adriaan Vlok, and applications were being made for the reinstatement of workers.

● January 8: Cosatu called on the OK management to negotiate in good faith.

Twenty-six picketing work-

ers were arrested in Natal and the Transvaal. Some of the arrested workers were first locked up in a storeroom at OK, Eloff Street. This was denied by management who said customers had complained of intimidation.

● January 9: A striker, Mr Frank Malunga, was fired at by a customer during a picket.

● January 12: Cusa/Azactu pledged solidarity with Ccawusa members and 54 strikers arrested in Germiston appeared in the Alberton magistrate's court. Ccawusa attempted to raise their bail, fixed at R1 000 each.

● January 13: Ccawusa claimed OK paid starvation wages averaging R265 a month. It said, its demand for R450 minimum per month was still low since it considered a living wage for the retail industry to be R700. It said OK made profit amounting to R12,97 million after tax.

OK said only six per cent of its staff earned less than R300 a month. Workers were on an anniversary system.

Ccawusa claimed that in Vereeniging, strikers were asked by the security staff to strip naked before entering the store. OK challenged it to produce details.

● January 14: Cosatu accused OK of "bullying" tactics and using the apartheid law enforcement machinery. OK said the police were called in after strikers had "threatened life

and property". OK and Ccawusa indicated preparedness to go to mediation.

● January 15: Both sides agreed to mediation. Mr Charles Nupen (Ccawusa) and Mr Gavin Brown (OK) were appointed mediators.

Ccawusa reported 103 members had been detained under the state of emergency and about 600 arrested.

● January 19: Mediation started in Johannesburg.

● January 21: Mediation was adjourned and mediators were to report to their principals.

● January 25: OK had improved its minimum wage from November 1987, and an across-the-board R100 increase, to be paid half in April and the rest in November. Workers detained or arrested during the strike would not lose their jobs.

● Mediation, which had adjourned for two days to allow the parties to report back and to consider positions, resumed.

A draft agreement between Ccawusa and OK had been reached after talks at the weekend, including a marathon 21-hour session, said mediator Mr Brown.

And yesterday afternoon, after five and a half hours of perusing the agreement, Ccawusa and OK management accepted the draft. They appended their signatures, signalling a return to work on Monday.

ALAN FINE

YESTERDAY'S strike settlement between the OK Bazaars and the Commercial, Catering and Allied Workers' Union (Ccawusa) brings to an end one of the biggest and most protracted resolved strikes in SA labour history.

It was a strike which had potential and actual dramatic consequences — for the relationship between the company and the union and labour relations in general.

There was a period earlier this month when the strike threatened to turn into a major showpiece confrontation between organised labour and — with the help of the OK's Anglo American connection — a large portion of the business community. State intervention would have been likely too.

It would have been a dramatic platform for the launch of the Congress of South African Trade Unions' "living wage" campaign this year.

The question to ask is: why did it not happen?

Ccawusa spokesman Jay Naidoo said the potential for such a confrontation existed. But the OK's last offer was sufficient to be considered seriously.

"Organised labour is prepared to take on capital," said Naidoo. But there was no plan in the union movement to create a major confrontation merely for the sake of it. "If the employer is sufficiently flexible, the question doesn't arise," he said.

The OK strike cannot be taken as a clear victory for either side. Such settlements rarely meet initial expectations.

The costs of the strike, and the bitterness it engendered will not be forgotten soon — even though both knew in advance that sacrifices would have to be made.

Workers may receive some compensation for 70 days lost pay if the union's international fund-raising efforts bear fruit.

The OK has been unwilling or unable to specify its losses. But factors to consider include the payment of premium rates to thousands of less experienced and less productive temporary workers; the effects of a fairly widespread, if patchy, consumer boycott; and legal costs and other contingency expenses;

It is tempting to ask whether there could not have been a less painful way of reaching a settlement. The answer is: ideally yes, but in practice no.

The OK is SA's largest retailer, and probably the toughest the union has to deal with; Ccawusa is by far the largest union in the sector. Their relationship in recent years has

OK settlement ends one of SA's biggest strikes

31 Day 26/2/87

(18) (19) (31)

THE OK strike could at one point have swung either way, and threatened to erupt into a major showpiece confrontation between organised labour and a large section of the business community. Such a showdown was avoided by settlement of the strike yesterday by Ccawusa and the OK.

been characterised by simmering conflict.

From the union's point of view, wage settlements in recent years have been below the industry norm. Admittedly OK profits have fallen drastically during the period. But their lagging wage levels made this confrontation inevitable.

For the OK, Ccawusa had become bloody-minded. OK personnel director Richard Blackwell said: "Even had we given in to their initial demands, they would have found another reason to strike."

In the past two years there had been more than 200 wildcat stoppages at OK branches around the country. These were explained by the union as a result of "repressive" management practices. Naidoo describes the management approach as, at best, cold adherence to the letter, but not the spirit, of agreements. For the OK, Ccawusa had provocatively disregarded agreed grievance procedures.

The company saw a strike as inevitable and began planning for it six months before it erupted.

Which probably helps explain why, to the union's dismay, it held out not only for the week before Christmas but for another two months.

The union's campaign was, in some ways, extraordinarily well prepared. It is no easy task to hold together thousands of workers at 137 (according to Ccawusa) different locations for more than two months.

But there were also some shortcomings. The union overestimated the probable effect of a Christmas strike, and the organisation of solidarity action was slow and often *ad hoc* — and also hindered by the emergency.

What did the union achieve from the strike? Naidoo said the union was fighting to reassert itself at the OK after two years of poor settlements. Workers inevitably did not get what they set out to get, but they had, nevertheless, achieved a "more acceptable" level of income.

Only time will tell whether management style will become less "repressive".

But Naidoo recognised signs of movement even during the strike, arguing that the OK's response to perceived misbehaviour of strikers softened as the strike proceeded.

OK's Blackwell strongly denies that management practices are repressive. He attributed the OK's changing approach to discipline during the strike to the fact that strikers' behaviour improved as they realised the company would deal with them firmly.

But he says he believes the strike could be a watershed in union-management relations. "It must still be based on business principles, but also on mutual trust," he says. "And we will have to formulate a more realistic approach to problem-solving."

He said both learnt they were vulnerable in certain areas — the OK particularly to a consumer boycott. Both also learnt that no one wins a strike; one side may just lose a little less.

THE OK Bazaars and the Commercial Catering and Allied Workers' Union (Ccawusa) yesterday signed an agreement ending the 10-week-old strike by thousands of workers at at least 120 OK outlets.

The agreement follows nearly six weeks of mediation conducted by attorney Charles Nupen and industrial relations consultant Gavin Brown.

It provides for a R100 across-the-board wage increase, to be paid in two R50 instalments in April and November; a R400 minimum wage, to be implemented by November; and staff discounts to be increased from 10% to 12%. In addition, women on maternity leave will become eligible for increases negotiated in their absence.

Background to the dispute: Page 10

The OK will also hold open the jobs of workers in detention or in prison awaiting trial, and the cases of 258 employees dismissed or liable for dismissal for conduct during the strike will be tested in arbitration.

Return to work is timed for Monday.

Ccawusa described the settlement as a substantial victory that had boosted

10-week-old OK strike resolved

ALAN FINE

worker leadership and union organisation. It also praised solidarity action taken by other unions and church, student and political groups.

It said all union expenses had been covered by overseas fund-raising and it would, wherever possible, provide assistance to those members facing financial difficulties.

OK MD Gordon Hood said: "While we are naturally pleased this dispute has been resolved, it is regrettable so many workers and their families have suffered so much hardship." The strike had been unnecessary, he said.

OK personnel director Richard Blackwell said the strike had shown the company could run with fewer people because only about 80% of strikers had been replaced with casuals.

The two mediators expressed delight at the settlement.

OK STRIKE

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Accord signed

CCAWUSA officials and OK management at yesterday's signing of an agreement to end the 70-day wage strike by union members (From left) are Mr. Joe Williams, chairman of the Ccawusa Orange-Vaal branch, Mr. Richard Blackwell, OK personnel director, Mr. Makhulu Ledwaba, Ccawusa president and Mr. Melville Pels, OK legal director.

OVER

By NKOPANE MAKOBANE

THE 10-week national strike by workers at OK Bazaars is over.

The agreement, spelled out in a six-page document, came after a breakthrough in negotiations which began in January to settle the wage dispute.

Addressing a Press conference after the signing, a Ccawusa spokesman said they were delighted to have emerged victors in their hard-fought battle.

He said the strike had achieved among other things, worker leadership, determination to fight, discipline, forged unity and brought support from churches,

R100 across the board, new benefits

trade unions, community organisations and individuals. The strike which hit more than 100 OK Bazaars stores and warehouses ended yesterday when officials of the Commercial, Catering and Allied Workers

Union (Ccawusa) and OK management signed an agreement at a Johannesburg hotel.

The striking workers are to return to work on Monday (March 2)

Mr Gordon Hood, OK managing director, said in a statement that they were naturally pleased that the dispute has been resolved. It was regrettable, he said, that so many workers and their families have suffered so much hardship while the strike was in progress.

Welcome

"This confrontation, the severe impact on striking employees, the unfortunate disruption of our business, and the unacceptable violence and intimidation by some of the strikers were all unnecessary.

"These events could have been averted had the spirit which we encountered during mediation prevailed before the strike was called."

"The strike is now behind us. We have learnt a great deal from the experience. We welcome back our striking workers and we anticipate a positive era for the OK. Together we will work

To Page 7

Handwritten: 26/2/87

Benefits

Front Page 1

for the mutual benefit of both customers and staff," Mr Hood said.

A statement released by mediators Mr Gavin Brown (for OK) and Mr Charles Nupen (for Ccawusa) said they were delighted to have assisted the parties to reach a settlement.

"We would hope that a wider South African community will take note that it is possible for parties with widely divergent interests and objectives to settle major and often acrimonious conflict through a process of dialogue and negotiation."

• **Staff Discounts:** An increase in staff discounts from 10 percent to 12 percent with effect from April 7, 1987.

• **Maternity Leave:** Improved maternity leave benefits including the payment of negotiated increases upon return to work and a pro-rata bonus.

• **Privileged Leave:** The company has made a major concession in that all privileged leave which was forfeited as a result of the strike action will be reinstated.

• **Loans:** In order to assist staff with debts that may have accumulated during the strike, the company is offering loans of up to half of one month's salary, payable over three months.

• **Dismissals:** Of the 551 staff members dismissed during the strike, 364 employees will be reinstated unconditionally.

According to the agreement, all employees will enjoy significantly improved benefits including:

FEBRUARY TO 28TH FEBRUARY

CORE RMARKETS

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• **Wages:** An across-the-board rise of R100 a month which will be given in two instalments in April and November this year.

• **Minimum Wage:** The minimum wage for existing employees currently in the OK's service will be R400 a month as from November 7.

• **Incarceration of Union Members:** No employee detained in terms of the state of emergency or whose absence from work is due to incarceration pending court proceedings on criminal charges relating to conduct during the strike will lose his/her job.

• **Casual Employees:** No casual employee of OK will be dismissed solely as a result of having taken part in the strike.

• **Repossessions:** Any worker who was no more than three months in arrears on December 10 for goods bought at OK and those goods lawfully repossessed during the strike, will have the goods returned to him as soon as possible.

• **Non-Victimisation:** The company undertakes not to victimise any employee who has been on strike when he/she returns to work.

Y ONLY

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INESA Excl. GST

MAMELODI RESIDENTS WIN RENT CASE — Page 18

Don't forget the Sowetan's ballot box

CAP: TIMES 26/2/87
31 (22) (140M)

Ccawusa 'victory' as OK strike ends

JOHANNESBURG.— The OK Bazaars and the Commercial, Catering and Allied Workers' Union (Ccawusa) yesterday signed an agreement ending the ten-week-old strike by thousands of workers at about 120 outlets.

It provides for a R100 across-the-board wage increase to be paid in two R50 instalments in April and November; a R400 minimum wage to be implemented by November; staff discounts to be increased from 10% to 12%; and women on maternity leave will become eligible for increases negotiated in their absence.

In addition, the OK will hold open the jobs of workers in detention or in prison awaiting trial and the cases of 258 employees dismissed or liable for dismissal for conduct during the strike will be tested in arbitration.

Return to work is timed for Monday. Ccawusa hailed the settlement as a "substantial victory" which had boost-

ed worker leadership and union organization. It also praised solidarity action taken by other unions and church, student and political groups.

OK MD Mr Gordon Hood said the strike had been unnecessary. "While we are naturally very pleased this dispute has been resolved; it is regrettable that so many workers and their families have suffered so much hardship."

Personnel director Mr Richard Blackwell said the strike had shown that the company could run with fewer people. About 80% of strikers were replaced.

The two mediators said: "We hope the wider South African community will take note that it is possible for parties with widely divergent interests and objectives to settle major and often acrimonious conflict through a process of dialogue . . ."

OK strike is over, says Hood

Labour Reporter

THE 10-week-long national strike by 7 120 employees of OK Bazaars, which affected 120 stores throughout the country, had ended, Mr Gordon Hood, the chain's managing director, announced last night.

This followed successful mediation between OK and the Commercial, Catering and Allied Workers' Union, which had accepted the OK's final offer of substantially improved conditions of service to become effective on April 7.

The settlement would remain valid until negotiations for the April 1988 to March 1989 wage cycle

started in mid-February next year.

Mr Jay Naidoo, the union's negotiator, was still in Johannesburg last night and could not be reached for comment.

Details

Mr Hood told the Mercury the union had advised the striking workers to return to work by Monday, March 2, in terms of the agreement which had been reached.

Announcing details of the new package, Mr Hood said: 'When the strike began on December 18, last year, the average salary of all OK employees up to the level of supervisor was R489 a month.

'In terms of the new agreement, all employees will enjoy significantly improved benefits including wages, which have been increased across the board by R100 a month to be given in two stages of R50, effective in April and November.

'Minimum wages for existing employees currently in the OK's service will be R400 a month as from November 7, 1987.'

There would be an increase in staff discounts from 10% to 12% with effect from April 7, improved maternity leave benefits including the payment of negotiated increases upon return to work and a pro-rata bonus, he said.

26/2/87 NIM

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STRIKING A DEAL

Forecasting the outcome of labour disputes is a hazardous business at the best of times — and even more so in the case of the OK Bazaars mediation which has been marked by a tight-lipped silence from all concerned.

But as the *FM* went to press, all indications were that the legal wage strike called by the Commercial, Catering and Allied Workers' Union (Cawusa) — the longest dispute ever in the retail sector — would be settled on Wednesday.

In a statement released early this week, the mediators announced that a draft agreement had been drawn up which Cawusa would refer to its members. It had undertaken to respond by mid-week. This followed an all-day mediation session last Saturday, which was resumed on Sunday morning and concluded 21 hours later.

The strike, which has involved more than 1 000 workers at over 100 OK stores, started on December 18 last year. It arose after management had rejected Cawusa demands. These included: a R160 a month across-the-board increase backdated to April 1 last year, a minimum wage of R450 a month, an increase in staff discounts, extending wage hikes to women on maternity leave, and extending Cawusa's agreements with OK to stores in the homelands.

At the time OK offered a R85 a month increase on the anniversary of a worker's date of appointment.

It was not clear this week what the terms of the draft settlement package were. But at least part of the deal, it seems, is an agreement that OK will grant a R100 across-the-board increase which will be paid in two instalments.

20/2/87

FM

31

OK strike no bonanza for competitors

OK BAZAARS' competitors do not seem to have benefited from the protracted strike at OK outlets.

None of those contacted yesterday said they had noticed a significant pick-up in business attributable to resistance to shopping at the OK during the strike. But they said it was difficult to monitor.

Pick 'n Pay's Hugh Herman said business had been "reasonable". But the company had done equally well in the Western Cape where the strike was not strongly supported.

Checkers MD Clive Weil said the group had had "a very good run", but it had begun before the strike.

Spokesmen for Sales House, Top Centre and Pep Stores— all with a high black customer profile— also said there had been no material increase in sales.

Buis. Times S.T.

OK wage bill up R19m

11/3/87
OK BAZAARS is counting the cost of the 10-week strike that affected 120 of its outlets and left it with an increased wage bill of R19-million a year.

OK profits for the year to March 1986 were R25-million. It achieved a 17% increase in earnings for shareholders in the half-year to September 1986.

The increased salaries come into effect in April.

Other costs likely to have been incurred by the strike are expected to bite into profits.

OK's share price has fallen from 2 000c last September to 1 450c.

The 7 120 strikers will need more than a year to make up their lost pay.

Their gains include a R50-a-month increase from April and November and a minimum wage of R400 a month.

31

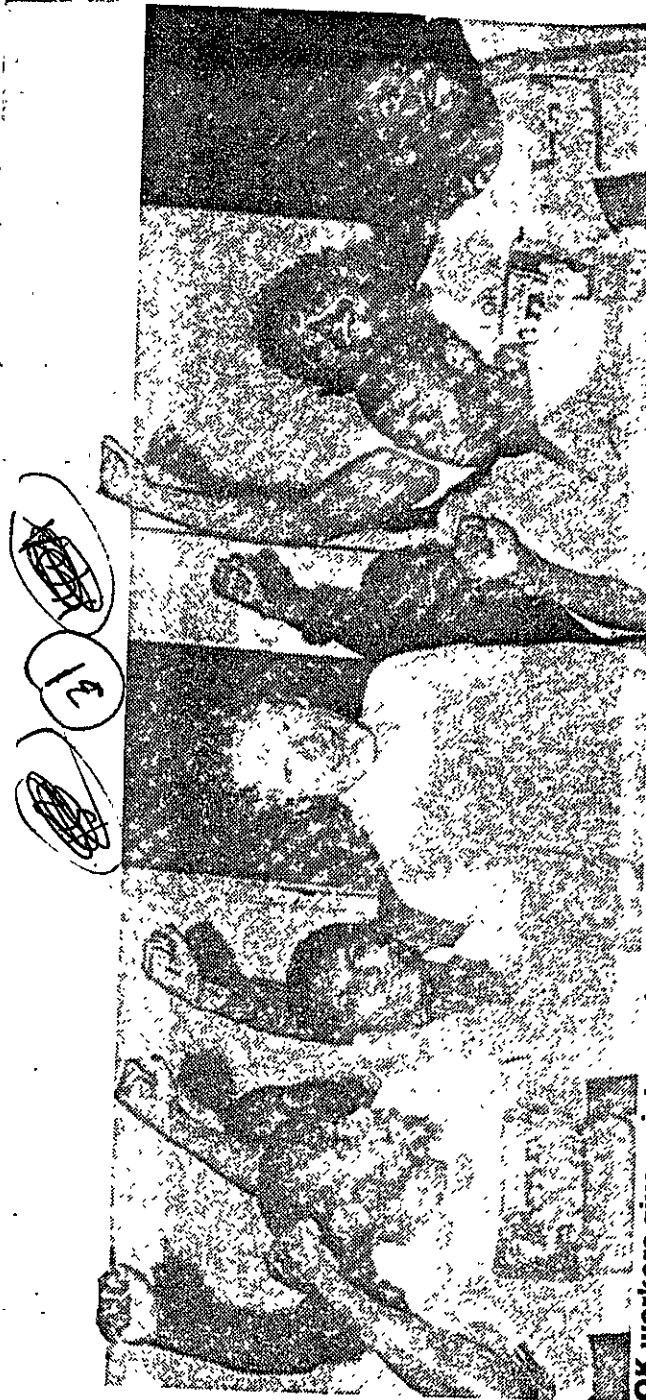
By Ruth Golembos

Gordon Hood, managing director of The OK Bazaars, says business continued as usual during the strike. Loss of turnover has not been determined, but indications show no large drop in sales.

The Kwa-Mashu store near Durban was closed before Christmas. But it is a small store and the loss was not large.

Catering and Allied Workers Union (CAWUSA) general secretary Vivien Mtwana says the R100 wage increase is a victory for the union.

"The strike has taught the shop stewards good lessons in leadership. It has brought about unity and strengthened the union."



OK workers give a victory salute after their strike was settled this week. In the centre, wearing a suit, is Charles Nupen, who mediated with management on behalf of the Commercial, Catering and Allied Workers' Union. Second from the right is Ccawusa secretary Jay Naidoo.

By SELLO SERIPE

THE Commercial, Catering and Allied Workers' Union of SA, which ended the country's longest retail trade strike on Wednesday, has announced that it has still to overcome another hurdle - helping the 551 members detained during the strike.

They are detained under the state of emergency.

At a Johannesburg Press conference addressed by Ccawusa after mediators, OK Bazaars management and the union reached an agreement to end the 12-week strike, Ccawusa secretary Jay Naidoo said:

"What is left over of our strike fund money will be used for lawyers' fees in a bid to secure the release of our detained members."

During the strike the union raised money overseas and locally to set up a strike fund.

Naidoo said the OK workers who were on strike would return to work on Monday.

Under the settlement between the union and the OK, workers' wages have been increased by R106.

This will be paid in two stages of R50 each - April 7 and November 7.

OK managing director Gordon Hood said: "When the strike began last December 18, the average salary of all our employees up to supervisor was R489 a

NOW for the

month. In the settlement it was agreed that:

- From November 7 this year, union members employed fulltime by the OK will earn a minimum basic wage of R400 a month.
- Workers detained under the state of emergency or those who may face charges relating to conduct during the strike will not lose their

551

jobs, and the OK is contemplating not to take disciplinary action against 69 workers for alleged misconduct during the strike.

- The company will reinstate 189 dismissed workers and casual workers will not be dismissed solely because they took part in the strike.
- Any worker who qualifies for any negotiated increase while on maternity leave will get the increase of the worker.

on returning to work and all privileged leave forfeited because of the strike will be reinstated.

- Repossessed goods bought from the OK by workers who were on strike and who were no more than three months in arrears would be returned within 14 days. If repossessed goods had been sold, a settlement will be negotiated with the worker affected.

- The OK will not victimise any worker on his return to work. If disciplinary action is taken against a worker, the company will conduct a fair hearing, with the right of representation by a union official on behalf of the worker.

CAT 1076 3/30
Bottle-store
detentions

Political Staff
A TOTAL of 289 emergency detainees had been held and questioned in a bottle store in New Brighton, Port Elizabeth, but none had been held in the cold-store, the Minister of Defence, General Magnus Malan, said yesterday.
He said the bottle store had not been commandeered by the Defence Force.
General Malan, who was replying to a question which was tabled in Parliament by Mr Andrew Savage (PFP, Walmer), said it was "not specified in the emergency regulations" what the maximum period was for which any detainee could be held at the bottle-store premises.

CAT 1076 3/38
Hospital fees to rise next month

Staff Reporter
HOSPITAL fees will go up on April 1, the Administrator, Mr Gene Louw, announced yesterday.
He said this would happen because the fees were linked to medical-aid benefit scales, which were adjusted at the beginning of the year.
Patients would be divided into three categories:
□ Nominal tariffs for State patients, who are people not liable to pay income tax. They will pay a minimum of R1 or a maximum of R2 a day.
□ Comprehensive tariffs for semi-State patients. As in-patients they would have to pay a day tariff ranging from R9,50 to R38 for specialist services, and from R4,75 to R19 for general practitioner services. As out-patients they will have to pay R5 to R20 and R3 to R10 per visit for specialist and general practitioner services respectively.
□ Separately specified tariffs for private patients. "The day tariffs for hospitalization for specialist services range from R47,50 to R76,00 and for general practitioner services from R23,75 to R38.
"As out-patients, all private cases will pay fixed tariffs of R25 and R12 per visit at institutions rendering specialist and general practitioner services respectively," Mr Louw said.

CAT 1076 3/30
OK workers stream back

Own Correspondent
DURBAN. — Thousands of OK Bazaars workers throughout the country began streaming back to work yesterday, ending their 10-week strike over a wage dispute.
The dispute, which affected 120 OK outlets involving more than 7 000 workers, was resolved last week following mediation between the company and the Commercial Catering and Allied Workers' Union — with yesterday set for return to work.
OK spokesman Mr Keith Hartshorne said most of the workers were back and all strike-hit stores were operating normally with the exception of Kwa Mashu, which would probably reopen later this week.

Call Times 4/3/87 (3)
Pick 'n Pay wages up R100

JOHANNESBURG. — Pick 'n Pay has awarded its workers an across-the-board wage increase of R100 a month effective from March 1.

The general personnel manager for the chain, Mr Frans van der Walt, said wage negotiations with the Commercial, Catering and Allied Workers' Union of South Africa ended yesterday.

Mr Van der Walt said the increase would apply to all employees earning R750 a month or less.

It was also agreed that May Day (May 1) and June 16 would be paid holidays.

With this settlement the company's wage minimum goes up to R490 a month. — Sapa

OK STRIKE

6/1/87

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Only losers

Life at OK Bazaars stores began returning to normal this week. Members of the Commercial, Catering and Allied Workers' Union (Cawusa) streamed back to their posts following last Wednesday's agreement settling their 10-week-long strike.

It will, however, take time before emotions cool. Neither side expected the other to put up as much resistance as it did and, in the circumstances, the mediators have done a commendable job.

In terms of the settlement, OK workers will receive a R100 across-the-board increase to be paid in two instalments in April and November. OK has, in addition, agreed to institute a minimum wage of R400 a month from November. Cawusa's original demands in this respect were for a R160 across-the-board increase backdated to April last year, and a minimum wage of R450.

Before the strike, OK offered an R85 increase payable on the anniversary date of employment, starting from April 1.

Successful mediation was made possible only when the two sides agreed that any settlement would apply only from the start of the 1987 financial year in April.

In addition to the wage increase, the two sides have also agreed that:

- Staff discounts will increase from 10% to 12% from April 7;
- The system whereby increases are paid on the anniversary of the date workers began service with OK will be abolished;
- All privileged leave forfeited as a result of the strike will be re-instated;
- OK will offer loans of up to half a month's salary, payable over three months, to assist workers who accumulated debts during the strike;

- Negotiated increases will be paid to women who take maternity leave on their return to work;
- OK will unconditionally re-instate 364 of the 553 workers dismissed during the strike; and
- A panel of arbitrators will decide what is to be done about 189 dismissed workers whom management refuses to re-instate. Of these, 69 have been identified by OK as behaving in such a manner that they would have been dismissed, but could not be located.

The arbitrators will also decide the fate of any strikers convicted of crimes of intimidation or assault arising from the strike.

Several factors have to be considered in weighing up the damage each side suffered during the strike in which management says 432 000 man days were lost.

OK personnel director Richard Blackwell reckons nobody wins a strike. "One side loses more than the other, but nobody wins," he says.

Blackwell acknowledges that the strike did affect sales, though not critically. "Sales volume increased in relation to January last year. But they were not as high as we hoped," he says. Only in one case was management obliged to shut shop. The OK in KwaMashu, whose staff is 99% black, was closed for the duration of the strike. An accurate assessment of sales will be possible only when the figures become available in the middle of the month.

What of the sympathy action from other unions in the Congress of SA Trade Unions? Blackwell says this never amounted to much. "A few of our suppliers succumbed to pressure. But in the main they never let us down. Those which did, in my opinion, were not fully aware of the ramifications of their actions."

Cawusa president Mukulu Ledwaba holds that if the strike had not been settled, there would have been more widespread action. He says: "OK management must accept that they suffered because some companies did not supply them. This definitely put pressure on management."

Then there is the question of the costs OK bore to keep the stores open, and the strikers' losses through going without pay for about two months.

According to Blackwell, 7 200 workers joined in the strike (Cawusa's figure is 11 000), and he estimates that four casuals were hired for every five strikers. "I don't think we saved anything from not paying the strikers. If you take into account that we hired casuals and employed extra security people, you'll probably find that we broke square," he says.

As for the strikers, it is clear that the strike cost them dearly. Says Blackwell: "It will take 13 to 14 months for them to recoup their losses. On average each striker lost in excess of R1 000 in wages. The increases will net them R900 over the next year. Other benefits like the staff discounts could give them an extra R100 over the year, depending on

how much use workers make of them."

Blackwell says OK has nonetheless learnt salutary lessons from the strike. "OK workers had a genuine feeling of frustration. Some of their grievances must have been justified, although I don't think the majority were, and we are not the 'repressive' management Cawusa claims we are. One hopes to learn from that."

Ledwaba is adamant that the outcome of the strike should not be measured in purely monetary terms. "Our members may have lost wages, but there is a lot that they gained. The workers' major victory was that they were able to achieve the abolition of the anniversary payment system and that they got the best settlement out of OK since 1929. They showed commitment and dedication and won the respect of OK management and the entire working class. That cannot be bought with money."

A NATIONWIDE BOYCOTT MASS DETENTIONS STOPPAGES AT 100 STORES THE ANGO OK STRIKE ENDED THIS WEEK

A 10-month wave of strikes hits retail sector

Retail industry workers are widely unionised and militant, as a variety of major chains have found out in the last months. EDDIE KOCH reports

THE marathon OK Bazaars strike which ended this week came at the crest of a wave of industrial militance that has rocked the retail sector of the South African economy in the last 10 months

Last year stores like Pick 'n Pay, Gallo, the CNA, Foschini, Nels Dairy and a host of smaller retailers were hit by a flood of national strikes, sit-in occupations, consumer boycotts and wildcat stoppages

Shopworkers were also in the forefront of resistance to the mass detention of trade unionists under the Emergency last year — and in some cases staged sit-ins as police began their swoop even before the State of Emergency was formally declared

A peculiar combination of low wages, a well educated workforce and industry conditions that lend themselves to effective unionisation account for the depth of frustration amongst workers and the pattern of militant action they have taken to express this.

A Central Statistics Service report on monthly wages in the retail sector for the last quarter of 1986 showed the following averages: whites received R962; coloureds and Indians R408 and Africans R366

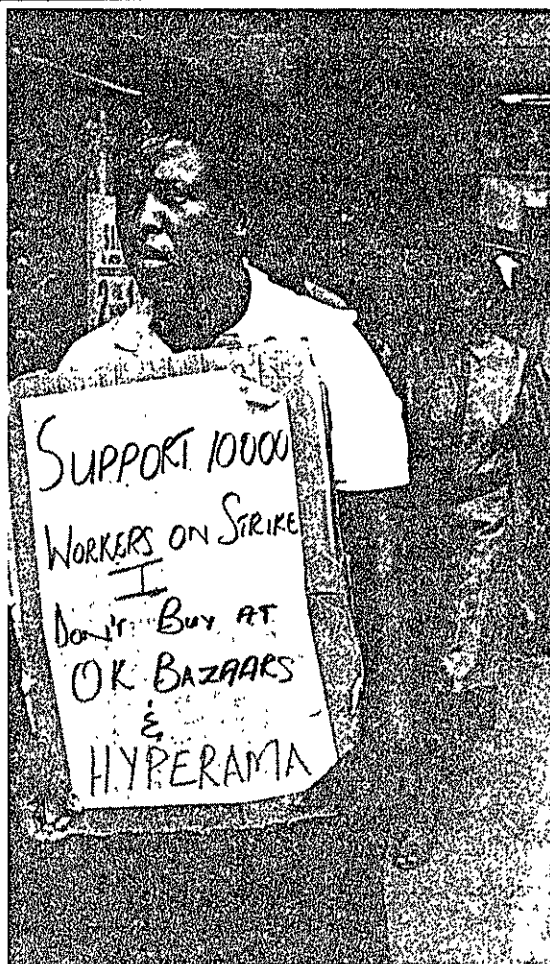
Pick 'n Pay chief Raymond Ackerman said in a telephone interview one reason why "some retailers have been paying such low wages" was because the principle of marginal profits and high turnover in the highly competitive chainstore business imposes a downward pressure on overheads.

But he stressed that this pressure was not so strong as to prevent some companies from paying way above the average — like Pick 'n Pay's R540 a month for wage earners.

Workers in lower paying companies feel frustrated by this discrepancy and "have begun to demand a larger share of the cake for themselves", Ackerman said.

Their frustration is aggravated by the low wages being accompanied by long hours. Most employees work a six day week and lots of overtime to keep the stores open for business. On top of this, retail workers are mostly urbanised, well educated and highly aware of the problems they face.

Packers need a basic level of literacy to mark prices and till operators can only get the job if they have a minimum level of secondary education, said a top official from the Commercial, Catering and Allied Workers' Union (Ccawusa), who



OK striker in front of a store ... two bitter months

Picture: GIDEON MENDEL

declined to be named in accordance with union policy

"The average retail worker tends to be young, urbanised and with a relatively high degree of education that goes with a well developed politics," he said "They mirror the socio-political situation in the townships quite accurately."

But other sectors of the economy employ well educated workers at low wages without reaping the same degree of industrial unrest. These employers do not, however, share the structural features of the retail industry that provide fertile ground for militant worker organisation.

Sit-in occupations of supermarket branches, before they were banned by the current Emergency regulations, were highly effective in forcing management to capitulate to worker demands. This was because the shopfloor was so exposed to the public it was difficult to call in police to evict strikers.

Ackerman said the high degree of competition between the big supermarket chains and their reliance on a regular clientele also helped make for effective strike action: "Factories can close for a day during a

strike and make up for lost production later. But retailers must stay open every day and the unions have recognised this factor"

Supermarket chains also have a large workforce employed in stores and warehouses around the country and this accounts for the union's ability to call large national strikes.

"The domination of the retail industry by a handful of large chain stores has the effect of facilitating a widespread response by workers to management initiatives and calls from the union for action," said Jon Lewis, editor of the journal *Labour Bulletin*.

But paradoxically, the retail industry lacks an industrial council and centralised bargaining procedures which can act to channel and contain spontaneous worker militance.

Ccawusa has signed or is discussing 88 recognition agreements nationally and negotiations have to be conducted individually at each of these plants.

"This imposes a severe strain on the resources of the union, but has forced us to build a strong shop steward structure capable of organising rapid responses to political and economic grievances on the shop floor," the union official said.

It's all OK (as long as the ex-strikers and new workers get on)

EVERYTHING seems to be OK again at the OK Bazaars after 10 weeks of industrial action.

On Monday, over 10 000 OK workers return to work after the Commercial, Catering and Allied Workers' Union and the company reached a settlement on Wednesday

But it will take a while before relations return to normal on the OK shopfloor — especially between formerly-striking workers on the one side and middle-tier management and those workers engaged after the strike began on the other side.

But OK's managing director, Gordon Hood, said he anticipates a positive era for the OK

The strike was the longest in the retail trade and the largest outside the mining industry, involving 11 000 workers at 137 outlets.

The settlement came after five conciliation board hearings, followed by negotiations between Ccawusa and the company in early September

After the negotiation deadlocked, workers went on strike on December 18. Only in mid-January did the parties decide on mediation talks involving labour experts on both sides.

During the mediation talks — which culminated in this week's settlement — the parties were involved in marathon sessions which sometimes lasted up to 21 hours.

The workers had demanded:

- A "living wage" of R450 a month.
- An increase of R160 a month.
- A 20 percent staff discount.
- That women on maternity leave get the same benefit when they go back to work.
- An end to the anniversary system whereby workers only receive increases in the month they joined the company.

That workers in the bantustans get the same benefits.

This week the two parties agreed that the company offer:

- A R100 across the board increase, payable in instalments of R50 in April and in November.
- To bring the minimum wage to R400 in November
- A 12 percent staff discount

The offer would include workers in the bantustans and women on maternity leave

The company also agreed to reinstate 364 of the 510 dismissed workers. The rest will have to attend disciplinary hearings.

The company has made a major concession in that all privileged leave forfeited as a result of the strike action will be reinstated, and has offered staff loans of up to half a month's salary to help pay debts accumulated during the strike.

The strike was timed to coincide with the Christmas shopping period.

Management is confident that it's back to normal at OK. But it could be a while before the shock-waves of the bitter strike subside ... and relations ease between ex-strikers and middle managers. SEFAKO NYAKA reports

The union had clearly hoped a threat of a strike over the Christmas shopping period would draw almost immediate concessions from the company

The company held out — and although it survived, it suffered huge losses and a boycott over the back-to-school period

The workers had hoped the strike would develop into sit-ins, sleep-ins and shopfloor demonstrations — a tactic used successfully during the Pick 'n Pay strike a year ago — but OK successfully applied for court action to prevent any disruption of trade

Added to this were the Emergency regulations, which made it difficult for the union to galvanise significant community support. The union could not call for a boycott — yet an estimated 60 percent of black consumers boycotted the OK, despite the company's price-cutting campaign. Just last week, the OK held a "two-for-the-price-of-one" sale.

Attempts to picket during the strike were dealt severe blows when police intervened

Approximately 1 000 workers have been held during the strike. This, coupled with OK's court action, were seen by the union as an erosion of its right, through peaceful means, to disrupt store operations.

There was also a "blacking-out" of deliveries at the OK and workers at over 54 Anglo American-owned or controlled companies resolved to appeal to employers to put pressure on the supermarket chain to resolve the strike.

The two major union federations, Cosatu and the Azanian Confederation of Trade Unions, responded in varying degrees to Ccawusa's solidarity call.

Ccawusa also gained support from the UDF, Azapo and church, student and youth organisations.

At the height of the strike a bomb went off at OK headquarters in Eloff Street, Johannesburg, causing extensive damage to goods and property.

The following day OK held a sale of damaged goods — and during the sale there was another bomb scare and some shoppers fled without paying for their goods

One of the gains — apart from the economic one — was the solidarity action galvanised from a cross section of the community.

Workers also used the time to learn about the basics of trade unionism and battles in Bolivia, Mozambique and Nicaragua. They were also shown slides on unionism in South America, Britain and the United States, and ran their own food stall on the ground floor of Cosatu House.

In a statement after the strike, Hood said while his company was pleased that the dispute has been resolved, "it is regrettable that so many workers and their families have suffered so much hardship while the strike was in progress

"My management and I have constantly stressed that issues such as those giving rise to the strike can be resolved by negotiation, and that we are always willing to talk to our employees and their representatives.

"This confrontation, the severe impact on striking employees, the unfortunate disruption of our business, and the unacceptable violence and intimidation by some of the strikers were all unnecessary."

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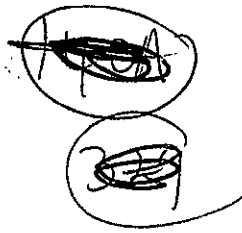
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CCAWUSA IN COURT BID

31



Battle for unionist's freedom

THE Commercial Catering and Allied Workers' Union of South Africa has lodged a Supreme Court application challenging the detention of a union official.

By **ALINAH DUBE**

A Ccawusa spokesman said the application for the release of the union's Johannesburg branch chairman, Mr Amon Msane, would be heard in the Rand Supreme Court on Friday.

Mr Msane was detained a fortnight ago, and is presently held under emergency regula-

tions. Another Ccawusa official, Mr Tsietsi Mau-makwe, has been in detention since January.

Seventy-four union members employed by OK Bazaars, which was recently hit by a 10-week strike, were released from emergency

detention last week, according to the union spokesman. He said 76 other OK workers were facing charges of intimidation relating to the wage strike, and were out on bails of between R300 and R700.

• The Congress of SA Trade Unions (Cosatu)

yesterday condemned the attacks on its members, allegedly perpetrated supporters of a rival federation.

Cosatu's Witwatersrand region said in a statement that it had been made aware that "certain managements have facilitated these attacks".

31
1/11/87
19/3/87

Unions growing

By STAN MHLONGO

VAAL Pick 'n Pay boss Ron von Klonowski this week warned businessmen not to reject trade unionism "because it is a growing and irresistible force in South Africa".

Klonowski, general manager of Pick 'n Pay at the Bedworth Park branch near Vanderbijlpark, told a gathering of businessmen that "resisting trade union-

ism is a futile and counter-productive form of escapism".

He said the main cause of strikes in SA centred around wage disputes.

"Ill-defined job status, language, culture and politics are the other causes," added Klonowski.

Klonowski is regarded as a veteran in the business market, with 30 years of experience.

Union dispute with Maponya stores

20-26/3/87

THE Commercial Catering and Allied Workers' Union (Ccawusa) is to contest the dismissal of seven of its members from Maponya Discount Stores in Soweto.

It is also involved in a dispute over the wages paid to workers there.

The union has accused Soweto businesswoman Marina Maponya of union-bashing — an allegation which has been denied by her husband, Richard.

"We are not opposed to any of our employees joining a trade union of his choice," he said. Any employer who does not recognise unions are here to stay "must be a fool".

Ccawusa said the seven workers, including a shop steward, were dismissed "for running shop II V" — a phrase used by the union to describe people who are not democratic and mass-based in their approach to parliament based on the basis of the

By SEFAKO NYAKA

a private security firm at the store.

Mr Maponya accused the Ccawusa members of using the union as a licence to "start stealing, being cheeky towards customers and overlooking everybody".

He said his company has adhered to labour practices in dealing with dismissals of workers. He claimed the seven in question had been charged with theft after security at his store had called in the police.

Ccawusa and the Maponyas are due to go to mediation tomorrow after

deadlocking on wage negotiations. A dispute was declared on February 18.

Ccawusa is demanding a R120 across the board increase for its 65 members at the store, but the Maponyas have offered R45.

He said he had revised his workers' salaries a few months ago by between R50 and R115.

Workers also dismissed as "nonsense" the claim that they were abusing the union by "stealing or being cheeky."

Mr Maponya said he would approach tomorrow's mediation with "an open mind."

"I am not so sure if I will stick to my initial offer or increase it."

His financial and labour advisor, Mark Hercht, said he was confident the dispute would be resolved this weekend.

● Ccawusa is to start wage negotiations with four retail outlets next month.

Negotiations with Checkers Stores start on April 10. Four days later two-day negotiations with Grand Bazaars get underway in Cape Town. On April 16, Ccawusa meets with Tridor and on April 23 with Score Supermarkets.

Seven fired on the eve of talks

SEVEN Commercial Catering and Allied Workers Union members have been fired from the Maponya Discount Supermarket in Soweto on the eve of mediation talks between the parties.

Mediation talks on the month-old wage dispute will be held on Saturday.

The dismissed workers include a shop steward.

The action angered Ccawusa officials who yesterday accused the supermarket of "union-bashing".

The union said it would protect its members to the best of its ability.

Some of those dismissed are shop steward Phelile Mbele, Margaret Magoro, Johanna Masedu, Jimmy Chauke and Samson Letshokgotlha.

Several attempts to contact owner Mr Richard Maponya or his wife, Marina, failed.

Ccawusa declared a dispute on February 18 after the supermarket made a final offer of R45 across-the-board wage increases against the union's demand of R120.

This is the first time Ccawusa has been involved in wage negotiations with a business in the townships.

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19/3/87 Sowetan

Maponya dispute in deadlock

MEDIATION talks between the Commercial, Catering and Allied Workers' Union (Ccawusa) and Maponya Discount Stores in Soweto have deadlocked.

This week, Ccawusa applied to the Industrial Council for the appointment of a conciliation board in a bid to resolve the month-old dispute.

Should the conciliation board fail to resolve the issue, it will open the way for a legal strike at the supermarket — one of the first in the township.

Last weekend's mediation meeting ran into early snags when the union rejected store owner Richard Maponya's classification of workers.

By SEFAKO NYAKA

A Ccawusa representative said Maponya categorised workers at his store as either "unskilled workers", supervisors or cashiers.

Ccawusa argued that all the supervisors at the store are immediate relatives of the owners.

Maponya's mediator proposed a R65 increase for the nine supervisors and R55 for the 118 cashiers and "unskilled workers".

Ccawusa's mediators were demanding a R120 increase across the board, but after consulting with workers the offer was lowered to

R110.

Maponya then offered ^{W/Mar 27/3} R80 for supervisors and R70 for cashiers and "unskilled" workers.

The offer was rejected, as it was felt it was not in line with the "living wage" standards set by the Congress of SA Trade Unions (Cosatu), of which Ccawusa is an affiliate.

● Ccawusa has also referred the dismissal of seven of its members to the Industrial Court.

The union claims the workers, including a shopsteward, were dismissed for "petty reasons" and accused the company of union-bashing — an allegation denied by Maponya.

~~Handwritten marks and signatures~~

PICK 'n PAY ups pay R100/month

PICK 'n PAY has awarded its workers an across-the-board increase of R100 a month, effective from March 1.

Company spokesman Frans van der Walt said yesterday the increase applied to all employees earning R750 a month or less, and would run for a year.

It has been agreed that May Day and June 16 will be recognised as paid holidays. This is the first such step by a major retailer.

The lowest-paid employee will now earn R490 a month. "This goes a long way to establishing a realistic minimum wage," said Van der Walt.

The Commercial Catering and Allied Workers' Union said the increase was the highest yet awarded in retail history and sets an important precedent.

The union said the increase affected over 13 300 workers. The 25,6% increase boosts average wages to R612 per month.

— Sapa.

Supermarket critics confounded

Pick 'n Pay lifts earnings 21%

By AUDREY D'ANGELO
Financial Editor

PICK 'N PAY has lifted earnings for the year to February by an impressive 21% to R43 m (R35,4m) or 220,1c (181,4c) a share, confounding critics who pointed out that its rate of growth had slowed in recent years.



Turnover is up by 15% to R2,4 billion (R2,1 billion) and trading income before tax to R69,3m (R59,8m).

The final dividend is 84c (75c) a share, making a total for the year of 108c (92c) on an increased cover of 2,4 (1,97) times.

Announcing plans for further expansion, chairman Raymond Ackerman said yesterday: "I can confidently predict an increase in after-tax profits of 20% for the current year, which is a bold projection in the SA climate today."

He said the year had started well, "with March trading at over 21% increase on the previous year".

Ackerman said it was particularly pleasing that turnover had "jumped by nearly double, to 19,2%", in the second half of the last financial year after a first half in which it had increased by 10,5%.

Strike hit morale

This, he said, certainly heralded an improvement in the economy.

It also showed that Pick 'n Pay had fully recovered from the effects of the

five-day strike last year which had damaged morale as well as affecting profits.

This year, he said, Pick 'n Pay had already reached agreement with the unions over pay rises. "It is one of the most bullish things for us that we have got that settled."

"We are definitely by far the biggest payers in the industry. Our minimum today is over R530 a month."

He said plans for expansion included a small supermarket in Camps Bay, due to open in July, and a second Price Club cash and carry wholesale outlet following the success of the first, which opened in Johannesburg in December.

Growth ahead

Ackerman said others would follow — but not immediately — in the Cape.

Describing cash and carry as "an exciting development", Ackerman said Pick 'n Pay had a lot of growth ahead of it in the years to come.

Other new openings planned for the current financial year included supermarkets in Mmabatho, Edenvale and Maritzburg.

The Brackenfell hypermarket was undergoing a major renovation.

Ackerman said turnover at the Australian hypermarket continued to grow at the rate of about 25% a year "but we are still experiencing problems with the unions as regards building a second store" — because of anti-SA feelings.

Pick 'n Pay was, however, "still pursuing the Australian venture, hoping for a break-through which will enable the company to announce further expansion".

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Chamber criticizes ordinance

Call for the ⁽³¹⁾ *Call Times 6/14/87* deregulation of shopping hours

AUDREY D'ANGELO
Financial Editor

THE Shop Hours Ordinance prescribing trading hours is "an unnecessarily restrictive control measure that counteracts efficiency in the marketplace," says the Cape Town Chamber of Commerce.

It points out in its current news bulletin that changes in the ordinance allowing some shopping centres to stay open on Friday evenings and Saturday afternoons "have certainly been welcomed by the shopping public".

Although Sunday trading is not allowed in terms of the ordinance a growing number of shops are doing it.

Discretion

The chamber polled members about this practice last month and only one objection was received.

"The Competition Board is currently investigating the question of shop hours with a view to deregulation and the introduction of a single

system applicable throughout SA.

"Past experience has shown that members would favour the further deregulation of shop hours so as to place the discretion as to when to open in the hands of the individual trader.

Easter Saturday

"Unless there is a strong opposition to these views, it is proposed that the chamber continue to follow this approach."

The chamber says that a survey of local authorities in the greater Cape Town area has shown markedly differing attitudes towards trading on Easter Saturday.

This is allowed at the discretion of the local authority.

Bellville, Brackenfell, Goodwood, Durbanville and Kraaifontein councils have decided shops in their area should close on April 18.

Shops in Cape Town, Fish Hoek, Milnerton, Simon's Town, Pinelands, Parow and the Divisional Council will be allowed to open.

Union battles move into the township

10-16/14/167
w/ Mail
(3)



By SEFAKO NYAKA

STRIKES at three black township supermarkets this week herald a new era in labour relations between unions and the emergent black business sector.

Evening shoppers at the Blackchain Supermarket in Soweto were recently confronted by placard-carrying strikers who were chanting and singing outside the Diepkloof store.

The strike came a day after workers at Dobsonville's Releke-Sizame Supermarket and Tembisa's Tembi Supermarket went out on strike in demand of a "living wage".

A few weeks ago the Commercial Catering and Allied Workers Union (Ccawusa) applied to the Industrial Court for the appointment of a Conciliation Board after talks with Maponya Discount Stores deadlocked.

The militancy of workers employed in township stores might mark an end to the informal alliance between black business and political organisations.

In the past, township stores have benefitted from boycotts of white businesses.

Township store owners were always canvassed during consumer boycotts and were always willing to lower their prices.

That they gained from this type of association can be seen from the number of corner stores suddenly expanding into large self-service concerns.

Capital from some established white supermarket owners soon found its way into the township under the guise of "providing managerial expertise" to black business.

Township businesses have always heeded the call for May Day and June

16 to be regarded as paid holidays.

In the past they have "contributed generously" to the "comrades" to assist in the running of funerals.

Several shops have also supported youth and community projects. Blackchain sponsored the Soweto Youth Congress fun-run a few years ago.

A Ccawusa's representative said the move by unions into the townships was to make people aware of what he said were the "double standards" of segments of the black business sector.

"They underpay their workers, treat customers with disdain and then go on to support detainees' families,

"This is tantamount to a bribe by keeping people from looking at what is behind their businesses."

He criticised those black businessmen who claimed that because they are black they are therefore unable to pay their workers a living wage.

"If they make a profit it is only right that the workers who generate the wealth get a share of the profits."

A major drawback black businessmen are facing at the moment is an established and experienced labour relations team.

This will prompt them to seek the advice of labour relations consultants, often paying astronomical fees.

Jackie Motlogeloa, a co-director of Mzamo-Moleko Enterprises, the holding company of Releke-Sizame and Tembi Supermarkets, said allowances should be made for the fact that black businessmen are just starting out.

The last big Ccawusa strike: At OK Bazaars, where the union's militancy and organisation earned substantial increases for OK workers.

The union is now involved in a bitter struggle with Soweto shopowner Richard 'Richie Rich' Maponya — one of three similar township disputes — over recognition.

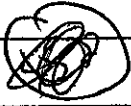
Ccawusa says it is determined to stamp out 'double standards' in the black business sector.

Picture: SANDY SMIT, Afrapix

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small 5/5/87

31

OK strikers damaged shopper's property

Three people who admitted damaging a shopper's purchases, worth R14, during a strike and consumer boycott at OK Bazaars in January were yesterday cautioned and discharged by a Johannesburg magistrate after being convicted of malicious damage to property.

Moses Stephans (29) of Cradock Road, Evaton, Eugenia Buthelezi (29) of Zone 2, Pimville, Soweto and Lucky Dlalisa (26) of Zola North, Soweto pleaded guilty.

The were arrested on January 10 at the Carlton Centre branch of OK Bazaars after damaging a T-shirt, a bottle of hair conditioner and a toilet roll bought at the store.

Mr P Harris, appearing for the three, said they regretted their actions, which were committed during a period of industrial unrest when emotions were running high.

On the day of their arrest they had offered to replace the damaged goods but the customer had refused the offer, the court heard.

AKS 13/5/87

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Strikers will wait for reply to demands

Labour Reporter

STRIKERS at Republican News Agency, a major distributor of magazines and periodicals in the Western Cape, say they will not go back to work until the company's head office has replied to their demands.

The strike started on Monday morning over wage demands.

Workers said labourers were earning R49 and drivers R79 a week. They wanted about double that for a living wage.

A spokesman for the Paper, Wood and Allied Workers Union said "a couple" of the workers were union members before the strike.

DISCUSSIONS

"We have now signed up about 99 percent of them," she said.

Discussions were held with management yesterday and a list of demands put forward.

Mr Josias Visagie, branch manager, said the workers' grievances had been sent to Johannesburg and he was awaiting a reply.

He said: "I don't think they will go back to work until then. In the meantime we are using casual labour and distribution will not be affected."

Injured divorcee sues Truworths for R508 000

By SHAUNA WESTCOTT
Supreme Court Reporter

FASHION giant Truworths is being sued for over half-a-million rand by a young divorcee, still employed by the company but unable to work, who was severely injured in a motor accident while on duty in January 1984.

Speaking in a voice that often quavered, Mrs Ursula Feyder told the Supreme Court yesterday: "I just want to get better. I don't want pain, I can't handle the pain."

"I want to be like I was in December 1983. I had such a nice social life and work environment and Mr Doug Peters said I had a future with the company. I had such a nice projection of my life."

The court heard that Mrs Feyder was injured while she was employed as an internal auditor and travelling in a company car driven by a colleague, Miss Annette Elliott.

The car went into a skid while overtaking a bakkie on a dirt road, went down an embankment and overturned.

Since then Mrs Feyder says she has been in almost constant pain.

She was off work for about four weeks after the accident but when she returned "no one could understand the pain, there were snide remarks" and her boss told her she was feeling sorry for herself.

A neurosurgeon then discovered a fractured vertebra and entrapped nerve and an orthopaedic surgeon advised surgery. She delayed the operation for two months to help a new boss learn the ropes.

She returned to work after the operation in an iron brace "from my nose to my waist". She had been made an administrative controller before surgery and when she returned, her workload — responsibility for six small stores and the big Cavendish Square store — was increased by the addition of the big Adderley Street store.

She said a driver promised to her before the operation never materialized and she could not cope because of constant pain.

Finally in April 1986, a psychiatrist put her off work "for the foreseeable future".

Mrs Feyder said Truworths were fully aware when they employed her — she felt honour-bound to tell them — that between 1980 and 1981 she received treatment for a mental state that was "not good at all".

This state followed the break-up of a "terrible" marriage. "I never knew when Barry was going to leave me. I'd come home every day and look in the cupboard to see if his clothes were there."

"He'd book himself into an hotel and phone me and tell me what room he was in and say he was just sorting himself out. It was like a game."

She said there were other severe problems in the marriage — sexual problems and abuses.

The suit — in which Mrs Feyder is claiming R508 293,63 from Truworths and Miss Elliott — continues.

Miss Justice L van den Heever presided. Mrs J H M Traverso, instructed by Reillys, appeared for Mrs Feyder. Mr W G Thring SC, with Mr F Brand and instructed by Sonnenberg Hoffmann and Galombik, appeared for the defendants.

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A new union. But not many signs of a new unity

31
 W. M. M. 3-9-77

COSATU's third largest industrial union, the Commercial, Catering and Allied Workers Union (Ccaawusa), was launched last weekend in bitter acrimony.

In a statement issued shortly after the launch, the Johannesburg branch co-ordinator of the original Ccaawusa, Kaiser Thibedi, claimed the Johannesburg, Pietersburg, Klerksdorp and Cape Town branches did not recognise the new union.

This claim was denied by the Klerksdorp and Pietersburg branches. The Cape Town branch could not be reached for comment.

At its national conference credentials meeting this week, Cosatu recognised the new union, which had adopted the name and constitution of the old Ccaawusa.

"Cosatu recognises the new union launch as complying with all guidelines of our inaugural conference and the recent decision of the central executive committee. And the delegates from the new union will be represented at Cosatu's national conference in July," Cosatu's general secretary Jay Naidoo said.

He said Cosatu views the current problem as an internal matter in the old Ccaawusa and would be prepared to intervene in resolving the problem.

The new union is a merger between the old Ccaawusa, the Hotel and Restaurant Workers' Union (Harwu) and the Retail and Allied Workers' Union (Rawu).

Before the merger, Ccaawusa had 73 000 members, Harwu 12 000 and Rawu 5 000. There are a total of 600 000 workers in the industry.

The launch, which was held at the

The new president summed up the rocky weekend launch of Cosatu's third-largest union this way: 'The manner in which the congress went on was extremely abnormal ...' SEFAKO NYAKA reports

null and void".

In a meeting early this week, Ledwaba and his new executive were at pains to explain that the actions of the Johannesburg branch members did not amount to a walk-out.

"There were people who left before the congress ended," said general secretary Papi Kganare.

He was referring to the early departure of the Western Cape and Klerksdorp branches, which left the meeting with the permission of all delegates present.

The Western Cape delegates had to leave early because of the long journey and Klerksdorp "was depending on public transport".

According to Ledwaba, the "chair declared the meeting closed because the manner in which the congress was going on was extremely abnormal. To try and contain the situation the chair had to declare the meeting closed."

Some delegates objected to the ruling. At that point, he said, "the delegates from the Johannesburg branch started going out and they could not come back again.

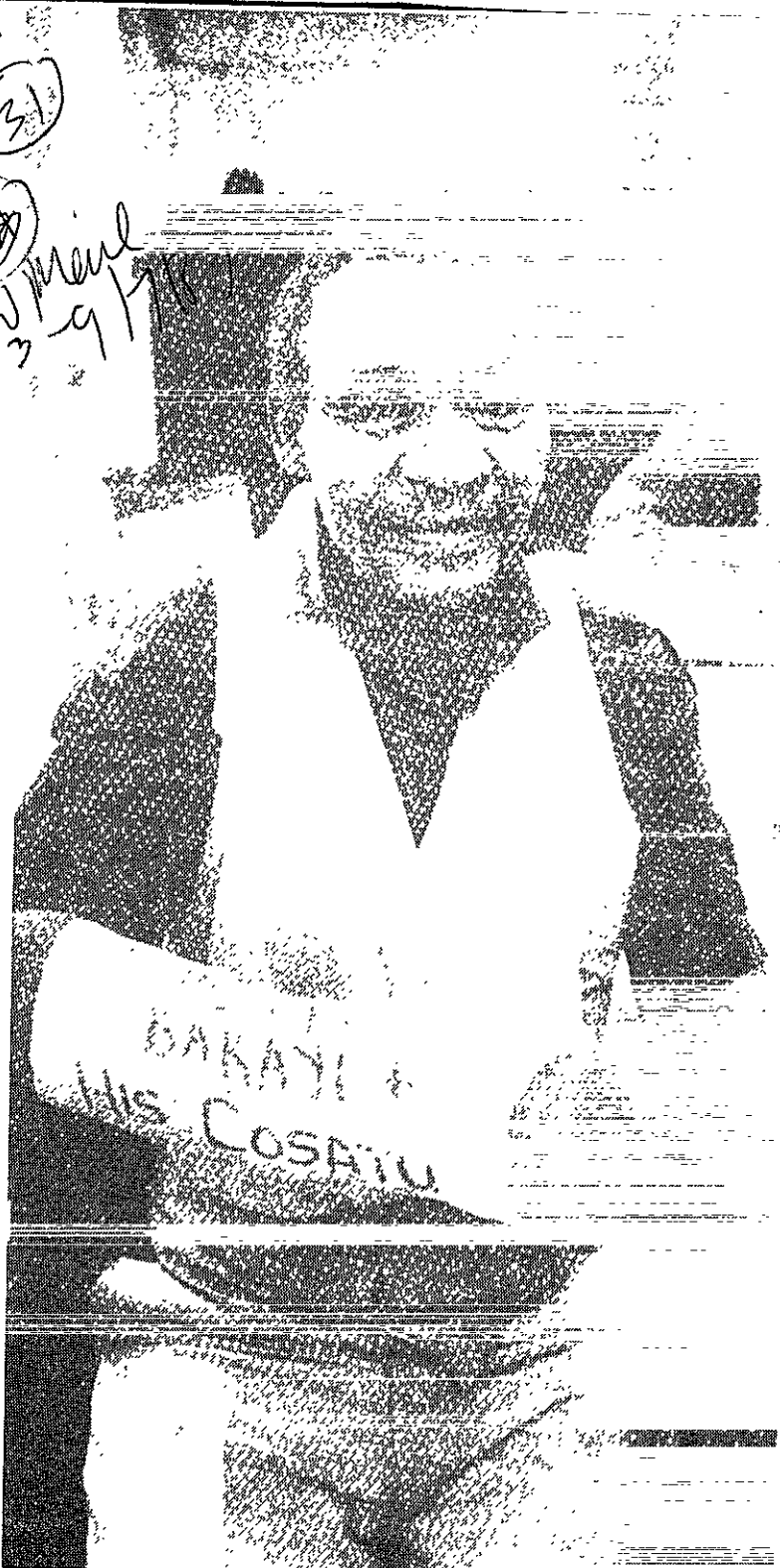
"That cannot be regarded as a walk-out. The Johannesburg branch was still represented because not all of them left the room."

With over 40 000 members, the Johannesburg branch of the original Ccaawusa makes up almost half of the workers involved in the merger.

But only a small section of the delegation left the meeting and it is doubtful if they command much support amongst the branch itself.

The tension first surfaced at the Ccaawusa annual conference leading up to the merger, centring around the question of whether the Freedom Charter and/or the Azanian Manifesto should be adopted.

Several delegates abstained from voting on the resolutions taken at the conference and in a bid to "maintain unity in the union delegates decided against adopting the either the Freedom Charter or the Manifesto.



Heavy-handed: Cosatu president Elijah Barayi shows off the broken arm he ended up with after being assaulted in Klerksdorp last Friday while returning from a union meeting. Barayi claims the men who assaulted him were policemen. Police spokesmen have denied any knowledge of the incident

Picture: SANTU MOFOKENG, Atrapix

A large section of the old Ccaawusa delegation was pushing for the adoption of the charter and it was clear at that conference that the fragile compromise stance wouldn't survive.

The branches that remained after the Johannesburg branch left the merger meeting adopted the charter as a "working document that lays down the foundation for socialism with the aim of uniting all progressive mass-based organisations".

The union also condemned violence between organisations involved in the liberation struggle and called for the

unbanning of all banned organisations and the release of ANC leader Nelson Mandela, PAC leader Zeph Mothopeng and National Union of Metalworkers of SA general secretary Moses Mayekiso.

Other officials of the new union are: Herbert Mkhize (vice-president); Dinah Nhlapo (treasurer); Mxolisi Godana (national organiser, commercial section); Alan Horwitz (national organiser, catering); National Education Co-ordinator: Jay Naidoo (national education co-ordinator; no relation to Cosatu's general secretary).

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Use of force slammed by FCI in memo to govt

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Crackdown on unions wrong, says industry

31

ALAN FINE

ORGANISED industry has told government any crackdown on the black labour movement would be wrong, and political activities by the unions would not normalise until their members were given an effective say in running the country.

These views are contained in a Federated Chamber of Industries (FCI) memorandum sent to Manpower Minister Pietie du Plessis on May 15 — during the Sats strike and soon after the events at Cosatu House which raised fears a crackdown was imminent.

The FCI criticises the stance taken by the "security establishment" that unionists will not be harassed and/or detained "as long as they are involved in bona fide trade union activities".

Such a view, it says, is out of touch with reality in that "it gives rise to a dangerous mode of thinking which suggests the political dimensions of industrial relations issues can be resolved by using physical force against a few communist agitators and revolutionaries".

Such an approach will not work, says the memorandum.

It is the experience of many employers that the leaders of organisations like Cosatu and the National Council of Trade Unions are not communists threatening the free enterprise system.

Rather, it says, they are legitimate representatives of the views of organised employees.

There is an urgent need, says the FCI, for serious and open discussion to clarify the roles of the Manpower Department, the security establishment and employers in industrial relations.

The memorandum says industry has accepted it will become involved in the larger black struggle for political rights and greater economic welfare.

It notes union political activity is widespread in other countries, as well as in certain conservative white unions in SA.

It says: "Political influences and aspirations in the black union movement cannot be placed in their proper context until structural changes occur in the wider political dispensation (in SA) which would give their

members an effective say in running the country".

If union leaders break the law they should be charged. However, their detention disrupts collective bargaining and more radical elements often emerge in their place.

The memorandum also says the banning of meetings, which prevents leaders obtaining mandates from members, is a "stumbling block" in the way of sound industrial relations. The stricter application of the Group Areas Act is also causing resentment.

And the intimidation of workers, "whatever the source and often accompanied by sheer thuggery", is highly counterproductive in all respects.

The FCI calls for a reduction in confrontation on all sides, and for agreement among government, unions and employers on the respective roles each can play in defusing conflict.

FCI industrial relations spokesman Bokkie Botha says he is unaware of any government reaction to the memorandum.

Neither the Minister nor the Manpower director-general could be reached for comment.

New union adopts charter

By Mike Siluma

STW
1/18/87
31

A new trade union for retail and catering workers, with a membership of 90 000 and affiliated to the Congress of SA Trade Unions (Cosatu), is calling for the release of political prisoners and has adopted the Freedom Charter.

The union, the result of a merger between the Commercial, Catering and Allied Workers' Union (Ccawusa), the Hotel and Restaurant Workers' Union (Harwu) and the Retail and Allied Workers' Union (Rawu), will retain the name Ccawusa for the next three months.

At its founding congress, Ccawusa condemned "physical violence between organisations and people involved in the struggle", and for tolerance of different viewpoints, "no matter how small".

● Not included in the merger, after six months of negotiations, is the Johannesburg branch of the old Ccawusa, following a dispute over credentials.



Workers march through city

CAK-Tripis S/RB Staff Reporter

MORE THAN 100 workers yesterday marched through the city centre singing freedom songs as they returned to work at Springbok Electrical after ending a two-day wildcat strike.

The workers, who had been on strike since Tuesday, walked from Atlantic House, in Corporation Street, to their place of employment in District Six.

They had decided to strike because they had been paid "despicable wages", a worker said yesterday.

A spokesman for the Electrical and Allied Workers' Union, Mr Brian Williams, said the workers had decided to return to work after management had "given a commitment that they will negotiate in good faith on wage increases and conditions of employment".

Mr Eli Raskin, a director of the company, said management had refused to negotiate till the workers returned.

31

7. 11. 1968

120 store workers strike

31

ABOUT 120 staff members at four Checkers stores were yesterday on strike over the dismissal of a Cawusa worker at the chain's Emmerentia, Johannesburg, shop.

Staff at three other outlets — in Hyde Park, Rosebank and Sandton — had joined the 12-day strike in sympathy with workers at the Emmeren-

tia store, Mr Serge Martinengo, Checkers' financial director, said.

Those at the Emmerentia store refused to work after the worker — a Cawusa shop steward — committed theft and the company took the normal course of action and dismissed her, he said.

The woman was

arrested and charged with theft.

The president of the Commercial Catering and Allied Workers' Union, Mr Kaiser Thibedi, said the union did not condone the alleged theft, but was concerned about the company involving police.

Cawusa and Check-

ers had a relationship that should be used, he added.

"I think that what workers were saying was against the involvement of the police," he said.

Sensitive

"Workers are very sensitive to the involvement of the police. It is something that worries workers."

Checkers was discussing the Emmerentia dismissal with workers at other stores, Mr Martinengo said.

Checkers regarded the sympathy action as illegal, he added. — Sapa.

Case study: Pick 'n Pay and the catering union

THE plan sounded enlightened and innovative: Socially-minded supermarket chain Pick 'n Pay would ensure half its employees owned shares in the company by 1992.

The union was unimpressed.

The Commercial Catering and Allied Workers' Union said Pick 'n Pay had decided on the scheme unilaterally and did not communicate with the union, which represents the majority of the company's workers.

The union is particularly critical of the structure of the trust which Pick 'n Pay has set up to implement the scheme. "The trustees of the new fund have already been appointed. Workers have not been given the opportunity to elect or play a role in electing representatives to this board," Ccawusa's Jeremy Daphne said.

The union said Pick 'n Pay had been projecting its new employee share ownership scheme as a major advance for worker shopfloor welfare and a step towards industrial democracy but "for the workers involved it is important to remove the tinsel and see what lies underneath".

Pick 'n Pay executive chairman Raymond Ackerman said the company had not discussed this particular scheme with Ccawusa but had discussed the idea with the union in the past. The union said this was incorrect: "At no stage have there been negotiations or consultations with Ccawusa on this matter," the union said. "This applies to the present scheme and the new scheme that Pick 'n Pay intends implementing."

Ackerman told *Weekly Mail* he knew some trade unionists were against the scheme and "I

respect this view", but he hoped the trade union would come to accept that the scheme gave workers a meaningful stake in the company.

"We can in our own businesses give people the experience of power sharing in the economic field," Ackerman said.

He said Pick 'n Pay was not trying to co-opt workers or divide them from the trade union. "We believe wages are the main thing and all the things we negotiate with the trade union remain paramount — share ownership is just a cherry on the top."

At present, 16 percent of its 18 000 employees own shares in Pick 'n Pay.

The company intends to raise this proportion to 50 percent over the next three or four years, by changing the criteria for employee share allocation and splitting Pick 'n Pay and Picwik (the holding company) shares into four. (Thus, for example, Pick 'n Pay shares which this week were trading at R45, would be split such that a share would cost about R11 and a Picwik share about R5,50.)

In terms of the existing scheme, shares have been allocated to employees with more than 10 years' service and to managers.

In terms of the new scheme, it is likely that employees with five years service will be included, as will senior staff below managerial level.

The company has allocated R25-million which will be used to buy Pick 'n Pay and Picwik shares on the market (it will not be issuing new shares). These will be held in a trust fund for staff.

future economic and political stability of South Africa will be largely influenced by the degree of understanding and trust that can be engendered among all people towards a market-orientated economy. Ownership of equity, as well as houses and trading entities, must become more widely accepted as a legitimate form of private ownership."

Standard doesn't have to worry too much about trade unions. But both Pick 'n Pay and the Coke share offers have come under fire from un-

ions in their own companies (see story above).

When US multinational Coca Cola announced its intention to pull out of South Africa last year, selling the major part of its holding in Amalgamated Beverage Industries to South African Breweries, R11-million of shares in ABI were set aside for the company's 7 000 workers and 3 500 Coke dealers. The scheme is now being implemented and the share offer closes at the end of this month.

ABI Managing Director Alex Reid



Raymond Ackerman

Employees can buy their shares from the trust after five years if they have the money, or the shares will automatically become theirs after 10 years through dividend repayments into the trust.

The scheme and the trust have come under fire from Ccawusa. The union says most workers will have to wait the full 10 years before they own their shares — meanwhile they will be represented on the trust by a board of trustees whom they have had no say in electing.

"Workers automatically qualify to receive shares and there appears to be no consultation involved," the union says.

And it points out that the share scheme will not give workers any significant power in the company, as individual shareholders will have little voting power. Also, it says, even if the company raises to 50 percent the proportion of staff who hold shares, "this would only constitute a small percentage of the total issued share capital of the company".

said the company saw the share offer arising out of Coke's pullout as an opportunity to "introduce the concept of share dealing to a community who by and large have never had an opportunity to participate in a capitalist type system" and added that it was "a genuine attempt to let workers share and participate in the company they work for".

ABI's training programme to teach workers and dealers about shares and share dealing has received a fair amount of publicity. And the compa-

THE Commercial, Catering and Allied Workers Union was temporarily interdicted on Friday from instigating or inciting employees at Pick 'n Pay stores to take part in or continue an unlawful strike.

Strike interdict on Ccawusa in 14 store dispute

Handwritten: (A) (B) B/day 21/12/K.F. (31)

The interim order was granted by Mr Justice G Leveson after an urgent application by Pick 'n Pay.

An industrial relations manager for Pick 'n Pay, Khotso Ntseare, said in court papers that workers at 14 branches went on strike on December 15 after the detention of a colleague, a Mr Kali, by Ciskei police on November 19.

Ccawusa and some of its members had alleged Pick 'n Pay was responsible for Kali's detention, Ntseare said. He said Pick 'n Pay was not responsible for Kali's detention and had offered to pay a lawyer to try to procure his release.

Ntseare said at a meeting between Pick 'n Pay and Ccawusa shop stewards on December 14 the union was told the company was not responsible for Kali's detention.

The union agreed there would be no strike action, he said, and would stop it if it did occur. However the next day employees struck at 14 branches in the Transvaal and Natal.

Workers returned to work on December 17 but the same day employ-

SUSAN RUSSELL

ees at the Birchleigh, Benmore, Boksburg Hypermarket, Ormande and Rosebank branches struck illegally to help Kali's release.

Ntseare said despite their undertaking, the union and its shop stewards did nothing to stop the strike but rather had encouraged it.

He said the Ciskei authorities informed Pick 'n Pay on December 17 that Kali was to be released. The strikers were told this but they had not returned to work.

Ntseare said the strike was contrary to the recognition agreement between Pick 'n Pay and the union and was also a contravention of the Labour Relations Act in that the subject matter giving rise to the strike had not been the cause of an application for the establishment of a conciliation board.

He said the strike was causing a serious disruption of Pick 'n Pay's Christmas period business and the company would suffer irreparable loss. The return date of the application is February 9.

IMF team to visit Angola

LAWYERS for Frontline Magazine are to examine the Dur-

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Supreme Court

Settlement soon in OK pay strike

Sowetan
24/2/87

MEDIATION proceedings to resolve the OK Bazaars wage strike ended early yesterday, with a flicker of hope that a settlement may be reached within the next 24 hours.

A statement released by mediators representing OK management and the approximately 10 000 Commercial Catering and Allied Workers' Union of SA (Ccawusa) members, said a draft settlement agreement had been drawn and referred to union members for consideration.

Mediators Mr Charles Nupen (for Ccawusa) and Mr Gavin Brown (for OK) are due to meet tomorrow for what may be the final round of wage talks.

Ccawusa members have been on strike at more than 120 OK outlets since December 18, demanding wage increases of R160 across-the-board and a minimum wage of R450 a month.

Last weekend's mediation talks went on for a marathon 21 hours and ended at 6am yesterday.

BY LEN MASEKO

Meanwhile the SA Black Municipal and Allied Workers' Union (Sabbu) has called on OK management to resolve the wage dispute.

• The Conciliation Board proceedings to resolve the wage dispute between Mining and Industrial Rubber and the company's 700 employees continues this week, after it was adjourned last Friday.

Members of the Chemical Workers' Industrial Union (CWIU) at he company's four plants demand — among other things — hourly wage increases of R1 across-the-board. Management at last week's proceedings offered 59 cents across-the-board, according to the union.

A CWIU spokesman said the proceedings were due to resume tomorrow. CWIU members also demand an increased shift allowance, equal pay for men and women workers and paid maternity leave.



THE MIDDLE men in the OK Bazaars wage dispute, Mr Charles Nupen (left) and Mr Gavin Brown, have a 2am chat during the marathon mediation talks at a Johannesburg hotel. The wage talks continued until 6 am.

Stores hope to beat strikers

strike

Labour Reporter

PICK 'n PAY management were optimistic yesterday that all their stores would open today for trading, using casual labour.

The strike is estimated to have cost the company more than R5 000 000 countrywide in lost sales ... R2 000 000 in Natal alone.

A meeting of more than 500 Pick 'n Pay employees in Durban yesterday voted to continue their strike, but also gave the Commercial Catering and Allied Workers' Union a mandate to continue negotiations to settle the wage dispute which disrupted trading in most Pick 'n Pay stores throughout the country.

Losses

Mr Vernon Mitchell, Pick 'n Pay's Natal regional manager, said last night that he was pleased with the union's decision to continue negotiations with management.

'In fact this is what we've been trying to get the union to do for the past few days. We have no objection to the workers striking, but on condition that it is peaceful and they do not victimise our customers and those who want to work,' he added.

He said the industrial action in Natal alone had resulted in losses of more than R2 000 000 but he was optimistic that stores would open today using casual labour and other employees not on strike.

Mr Jay Naidoo, branch secretary of the union, said the union had received a new mandate, but he was not prepared to disclose the details at this stage.

'We will do everything possible to ensure that the strike is peaceful and non-violent,' he said.

On Saturday only two of the supermarket chain's 11 stores in Natal opened for business after a Durban judge granted temporary interdicts against the striking workers, restraining them from using any form of violence or threats against patrons or non-striking employees of the store.

Court

Mr Justice Booysen granted the interdict at his home on Friday night after an urgent application by the supermarket chain. The interdict applied to the chain's stores in Natal.

Meanwhile 15 university students arrested by police during a picket demonstration outside Pick 'n Pay's store in the Musgrave Centre in Durban on Saturday morning are to appear in court today, a police spokesman said yesterday.

They were taken to C.B. Swart Square where they were charged with public disturbance and were later released after being served with a summons to appear in court, Capt Winston Heunis said.

The top-level talks between Pick 'n Pay chairman, Mr Raymond Ackerman, and Mr Jeremy Daphne, chief negotiator of the Commercial Catering and Allied Workers' Union in Johannesburg at the weekend, failed to reach settlement on the pay dispute.

The workers are demanding an across-the-board hike of R90 a month after rejecting the company's offer of R80 a month backdated to March or a split increase of R60 backdated to March and further R30 from July 1.

The talks are to continue today.

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ALAN BUNTON

Master of the game

Alan Bunton's return to advertising was widely expected after his two-year restraint of trade expired.

But nobody could have predicted he would cross the road from the Grey Group to Ogilvy & Mather (O&M).

Of course, he rejects accusations of disloyalty to Grey. And he certainly bears no ill will towards the agency he helped found. "Nobody should ever underestimate Grey. It's a tough and resilient operation and a very good agency."

For all that, he now considers O&M his



Alan Bunton ... going full circle

home. The Grey team had a background in financial advertising and were "serious" people who developed their agency in adverse circumstances. By contrast, O&M is relaxed and joyful. "Even as creative people, we used to wear suits to meet our clients. At O&M that isn't important. And the walls are so much more brightly decorated."

Bunton was trained in fine arts, but decided he couldn't earn a living there. The natural avenue for his talents was the more lucrative world of advertising. "I certainly don't think I've compromised my talents by going into advertising. After all, when Michelangelo painted the Sistine chapel, he had a client and a brief."

On returning to SA from his studies in Antwerp, he spent his national service working in the police fingerprinting department. "The discipline the police taught me has been of major value. I will never appear with dirty fingernails or dirty shoes."

But Bunton's career in advertising began with what was derisively called "dirty fingernail" work. He was so determined to break into advertising that he offered to work for a major agency for nothing. It turned him down.

Instead, he had to make do with designing sweet wrappers for British Flexible Packaging, before getting his break with P N Bar-

rett in the late Sixties. It was here he met his future partners, Owen Mundel and Ian Blake.

One of their clients was the NFI unit trust, who had a flamboyant young marketing director — Darryl Phillips. Phillips couldn't have been a greater contrast to Bunton. While Phillips kept a very high profile in the business community, Bunton was (and is) deeply cerebral, with an interest in Zen Buddhism and a preference for a quieter life with his wife and son in Pretoria.

When NFI folded, Phillips asked Bunton, Mundel and Blake to form an agency with him. From the very beginning, the agency, which became Grey-Phillips, was a maverick outfit, operating totally differently from its counterparts.

Says Bunton: "At that time, the so-called full-service agencies were dominated by the 'suits' or client-service people and most creative people were treated as a lunatic fringe. Creative people were not encouraged to see the client."

"Instead, we worked on the premise that if we could create good advertising it would sell itself."

The industry constantly knocked Grey and hardly missed an opportunity to label it a sweatshop operation. But Grey, who built its reputation on small clients, had the last laugh — becoming the largest advertising group in SA.

Bunton belongs to the creative school that crosses happily into management. "It helps if creative people have executive power. It protects the philosophical integrity of the agency." But Bunton still devotes the majority of his time to creating campaigns. The prospect of filling a blank page is what really gets him going.

And the guiding theme of his work? "Rather than just supply information, I want to create advertising that people feel good about and that moves them to a different view of the brand. It takes a mystical quality to create great brands." ■

JAN BURGER & MARIETTA MARX

No hard feelings

Media speculation has it that the race between Johannesburg councillors Jan Burger and Marietta Marx for the chair of the council's Management Committee (Manco), was a close one.

However, NP insiders say Burger won quite comfortably, and that it was ultimately a toss of a coin that confirmed Marx's appointment as his deputy. That's how close

the running for the deputy chair was.

The upshot is that Johannesburg's Manco, the most important body in municipal affairs, is now governed by both the old and new guard of the National Party.

Burger (67), has served on the council for 22 years, while last year's municipal elections gave Marx (37), like Burger a former MPC, her first taste of municipal politics.

If age is usually accompanied by a hardening of one's positions, don't be misled by Burger. On controversial political issues such as group areas, mixed buses and swimming pools, he sounds remarkably *verlig*.

"I'm not a *verkrampte*," stresses Burger. "On the contrary I am impatient with the slow pace (of reform). I think the time is right to move ahead."

Born in Montagu in the Cape, Burger matriculated at the *Volkskool* in Potchefstroom, where both Foreign Ministers Hilgard Muller and Pik Botha received their early education. After a stint in the civil service, he ventured into marketing, and later found himself unemployed after the Anglo American Corp took over his company. That spelled the beginning of his career in local politics.

Since 1967, when he first represented parts of Langlaagte, Turffontein, Rosettenville and Jeppe on the council, Burger was approached four times to enter parliamentary politics. "The last time was when the late John Vorster asked me to withdraw my nomination as NP candidate in Vereeniging in favour of newly appointed Minister Mar-



Jan Burger ... confident in victory

ais Steyn."

In retrospect, Vorster's request was a blessing in disguise. At times Burger's wife was very ill, and the six-monthly move to and from Cape Town would have been virtually impossible for her. She died five years ago, leaving Burger with their two daughters.

Today Burger still lives in Turffontein. Both his daughters are married.

Own Correspondent

Chick Toipis 9/7/82

JOHANNESBURG. — The National African Federated Chamber of Commerce (Nafcoc) has drawn up a national business charter intended to persuade large corporations and public employers to adopt fair labour practices.

Nafcoc business labour charter

Presented yesterday at the organization's 23rd annual conference, the charter is meant to supersede such employment guidelines as the EC and Sullivan codes, which "do not go far enough".

Among the commitments the code calls for are:

- The SA business community should commit itself to working towards the eventual elimination of racial discrimination in the work-place and in all facets of private and public life;
- The private sector should support the principle of the lifting of all laws and regulations that impede black economic advancement, participation and upward mobility in the work situation;
- The private sector should undertake to contribute generously to the improvement of black education, the promotion of community development and upgrading programmes;
- The private sector should strive for political representation of all citizens at national, provincial and local structures of government.

Demand forces P 'n P to open stores on Sundays

CAMP TRIPS 8/9/87 (30) (31)

By AUDREY D'ANGELO
Financial Editor

AN increasing demand for Sunday shopping is forcing Pick 'n Pay to provide it in some areas although chairman Raymond Ackerman said yesterday that he would prefer not to do so.

Pointing out that in the relentless competition between supermarket chains Pick 'n Pay cannot afford to be the odd one out, Ackerman said it was already experimenting with Sunday opening in selected stores including Mitchells Plain and the "new generation" small supermarket at Camps Bay.

Constantia is next on the list and will start Sunday trading "in a few weeks' time".

Ackerman said that Sunday shopping was a world-wide trend as more married women went out to work, and he received a constant stream of letters from customers asking him to provide it.

"I feel strongly that staff should have adequate time off to rest and spend with their families and this is one of the reasons I have resisted Sunday opening. It is particularly hard on management.

"I am also worried about the effect on the small shopkeeper if all the big chains are open on Sundays and late in the evening. It could mean the end for some of them."

Stressing that staff would still have

adequate time off, Ackerman said a shift system was in force at all stores opening on Sunday.

"That costs us more, of course, but it is still profitable to trade on Sundays even with the expense of more staff.

"And it will mean more jobs available — provided small shops which have relied on Sunday trade do not go out of business. I am genuinely concerned about that and I hope we do not get the same situation here as in the US, where people shop at any hour every day."

Denying that it was competition from Checkers in particular that was causing Pick 'n Pay to take this step, Ackerman said: "I am happy that they have turned around after a difficult time. It is very commendable.

"But all they have achieved is a profit of R6m and that is what we do with one hypermarket.

"And in fact we have been experimenting quietly with Sunday opening at Mitchells Plain and in Durban for a year. It had nothing to do with their improved results."

He said only stores in places with sufficient demand would open on Sunday. The new Camps Bay store was already open from 9am until 8pm every day including Sundays.

There were plans for Sunday trading at selected stores in Johannesburg and Port Elizabeth.

Failure by management to consult with staff

Union queries P 'n P worker share move

From ALAN FINE

JOHANNESBURG. — The Commercial, Catering and Allied Workers' Union (Cawusa) has criticized the recent Pick 'n Pay announcement on employee share ownership because of failure by management to consult with worker representatives on the issue beforehand.

Yesterday's statement, by Cawusa national negotiator Jeremy Daphne, which also raises questions about the benefits to workers of the scheme, represents the most comprehensive comment yet from organized labour on what is becoming an increasingly vaunted concept in South African labour relations.

Cawusa represents just over 6 000 Pick 'n Pay employees.

Daphne says there has been no communication with the union about the scheme and questions whether Pick 'n Pay has adequately canvassed employees' views on it.

He says the union has learnt since the announcement that employees will become eligible for participation after five years' service. Employees holding certain positions just below management level will automatically qualify.

Finance for purchasing shares will be made available by a trust fund. The board of trustees has been appointed and up to R30m has been allocated to it.

Once they qualify, employees may take up an option of buying the shares, which are to be split in four. If they do not have the money to do this, the shares will automatically become theirs after 10 years' service through the repayment of dividends into the trust.

Daphne says the absence of consultation has raised a number of unanswered questions and concerns.

He anticipates that most union members will be unable to afford to purchase shares themselves, and this will have to be done on their behalf by the trust. Daphne sees it as problematic that employees have not been given a say in electing the trustees, who will represent their interests for five

years.

He further questions whether employee share ownership would increase workers' say over management decisions: "In assessing the scheme, it is important to draw a distinction between ownership and control.

"It is clear that as individual shareholders, workers' participation in the decisions of the company is not extended in a meaningful way. As minority shareholders, they can no more exert influence over the board of directors than as ordinary workers," he says.

Daphne questions the motives behind the offer. He notes that chairman Raymond Ackerman has said it was motivated by experience in the US, the aftermath of the strike which hit the company last year, and the results of attitudinal research among employees.

"In the view of the union, this scheme is designed to inculcate a sense of loyalty to the company

without acceding a meaningful stake in it. In an attempt to avoid industrial action and to boost worker productivity, Pick 'n Pay hopes to make workers identify with and feel a sense of commitment to the company."

He adds that the cash benefits of the scheme are unclear. "In the light of shares being reduced to one-quarter of their present prices, and the strong possibility that workers will only receive a small number of shares, it does not appear there will be significant cash benefits for worker shareholders.

"Workers want a bigger share of the total revenue of the company to go into wages. With the present minimum wage of R490 a month at Pick 'n Pay, the question of a living wage tops the agenda for Cawusa members.

"Cawusa will be further discussing the meaning and implications of ownership schemes with its members at the company," he concluded.

Ackerman feared union opposition

Financial Editor

PICK 'N PAY chairman Raymond Ackerman and MD Hugh Herman feared there might be union opposition to the decision to extend the company's share option scheme to more workers.

When they announced their intention to offer more workers a stake in the company, both said last week that they hoped there would not be trouble with the unions.

They said that so far all employees offered shares had wanted them.

And both stressed that the shares were not being offered as a substitute for pay rises and good working conditions. "We intend to offer both," Herman said.

Ackerman said that British Prime Minister Margaret Thatcher's popularity with the electorate resulted from her understanding that ordinary people wanted a stake in the economy and giving them the chance to buy shares in privatized undertakings.

He thought it vital for the stability and prosperity of SA that people of all races had a stake in the companies they worked for. "This is why I am putting my money where my mouth is."

Ackerman said he intended to tour the country explaining the advantages of owning shares to all employees.

Cam-Tonks 8/10/87

Staff thefts cause severe financial loss

31

From HELEN WISHART

JOHANNESBURG. — Stock and cash losses suffered by retailers as a result of thefts by staff account for about 70% of the total shrinkage figure.

The problem is serious and getting worse, major retailers say.

They say only 20% of shrinkage is due to external shop-lifting, and 10% to administrative error.

Checkers loss control GM Buddy Anderson said: "Shrinkage is the biggest problem of the retail trade and the reason for many bankruptcies, although successful sales are made."

"In SA, need and lack of job opportunity motivate people to steal. Staff are increasingly the breadwinners and support extended families."

Problem ignored in the past

One store manager said shrinkage had become such a problem that it was now plainly called "stealing" even though it had been largely ignored for years.

Retailers across the board say losses are approaching 2% of their turnover.

One retailer said the growing problem of staff-theft was exacerbated by inflation and because employees did not think of themselves as thieves when they stole from their employers.

"If they bear a grudge or feel that they are underpaid, they tend to feel stealing is justified," he said.

"Collusion is the biggest problem. There is under-ringing at tills and goods are re-packed into single containers. Backdoor losses occur where there is collusion between delivery and stock-control staff and the value of goods lost is higher, because cartons and crates disappear instead of single items. Goods will be marked off as "received" and then some cartons will be left behind on the delivery van."

Staff-theft is difficult to monitor and to prevent by security devices. Moves to clamp down on employees has implications for industrial relations.

Most retailers prefer to do the necessary "ground-work" in-house, before resorting to the police to conduct investigations into staff-theft. But a successful security precaution was to make losses the responsibility of every member of staff.

CML- Times 13/10/87 (31) ~~AS~~ ~~AS~~

Productivity-linked pay increases for Cashbuild workers

By AUDREY D'ANGELO
Financial Editor

CASHBUILD — the building materials wholesaler where participative management was introduced by former CE Albert Koopman — has given productivity-linked pay increases of up to 50% to some staff.

And it will promote the development of black retailers, possibly through a franchise system, the directors say in the annual report.

They say a franchise system would help black retailers to hold their own "in the broader competitive environment".

Discussing pay increases, the report says these were agreed "in a climate of unpressured discussion without the involvement of any outside parties and produced a solution that was both innovative and satisfying to management and staff."

It was agreed that future salary increases would match inflation provided they were accompanied by commensurate improvements in productivity.

"This agreement resulted in salary increases of up to 50% in some instances, and acceptance of the principle that discretionary income at lower income levels should be increased not only to match cost of living increases but to improve the quality of life of the employees concerned.

"The negotiations benefited immensely from the three preceding years of participative democracy within the company, and reflected a keen appreciation of the realities of the current economic environment which dictate that the company remain competitive", the report continues.

As reported earlier, Cashbuild lifted attributable earnings for the year to June by 42.5% to R2.4m.

Share shown in

ARGUS 26/10/87

Shop workers call for more pay, holidays

Labour Reporter

A MAJOR union of shop workers has called for paid holidays on May 1 and June 16.

The National Union of Distributive and Allied Workers (Nudaw), which represents about 9 000 workers in the distributive trade, said in representations to a Wage Board hearing in Cape Town that they rejected Workers' Day, the first Friday in May, created as a public holiday by President Botha this year.

Further demands were for six months' maternity leave with a guaranteed job and stricter limitations on overtime and the employment of casual workers on a regular basis.

Uncontrolled hours

Nudaw also argued for the inclusion of black towns and townships in determinations.

"The workers employed in shops in those areas should not have to pay for the racial jigsaw of our country by working uncontrolled hours for low wages.

"If they received a reasonable wage

their areas would become more economically viable and better able to support their populations," the union said.

A strong protest was lodged about the exclusion of certain establishments from the wage provisions of the determination.

The union called for a minimum wage of R550 a month in the trade.

Making a case for substantial wage increases in all categories, Nudaw said that real wages had been seriously eroded by inflation, that food prices and other costs had increased drastically, and that personal taxation was expected to rise.

"We are convinced that higher wages — and that means high wage increases for workers — are necessary to improve the quality of life in our country for the majority of our people, to create a demand for the goods we produce and which the shops sell, and thus help to create jobs," said the union's memorandum.

The union asked for a 40-hour, five-day week from Monday to Saturday morning on a roster basis.

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Subsequent investigations led to the arrest of two others. They will appear in court soon.

120 stop work in pay row with electrical firm

Labour Reporter *72648 3/11/87 (31)*
SPRINGBOK Electric employees stopped work today in support of demands for higher wages.

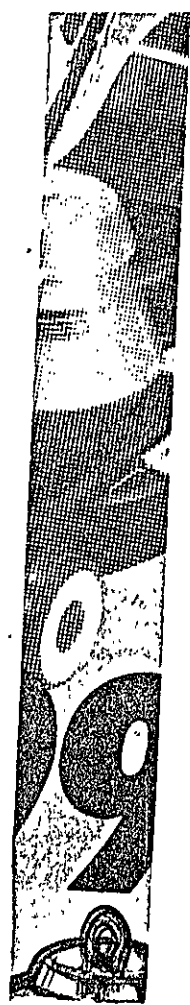
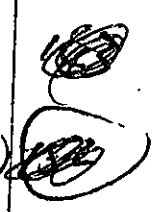
They are members of the Electrical and Allied Workers' Trades Union which opened wage negotiations with the company after a short stoppage last month.

A union spokesman said about 120 workers were involved at the company's store and its factory in the city centre.

Shop stewards said most workers were paid about R1,50 an hour, with other wages ranging up to R700 a month.

They claimed the company was delaying wage talks by introducing other elements into the discussions.

Management spokesmen were said to be "not available for comment on anything".



s Street,

Wildcat strike at Bokkiepak

Labour Reporter

ABOUT 100 workers began a wildcat strike at Springbok Electrical and its Bokkiepak division in the city yesterday over wage and conditions of service grievances.

The electrical wholesalers and distributors have continued trading in spite of the strike.

The national assistant general secretary of the Electrical and Allied Workers' Trades Union (EAWTU), Mr Brian Williams, said workers downed tools yesterday morning and would not go back to work unless they had a commitment that wages would be increased.

Most workers earned R300 a month, he said.

The managing director of Springbok Electrical, Mr Elki Rashkin, said the company had agreed to discuss wages and working conditions on November 9, provided a grievance procedure had been hammered out.

Transvaal: Partly cloudy coming cooler later. Free State: Partly cloudy with scattered thunders. Natal: Partly cloudy, with mid with scattered thunders. Namibia: Partly cloudy with thundershowers. Botswana: Partly cloudy with isolated thunders.

YESTERDAY'S READINGS

Table with weather data: Barometer, Humidity, Temperature, Wind, TIDES (TABLE BAY), High, Low, Sun sets, Moon rises.

tele TV schedules, supplied

- 6.00-8.00: Good Morning
3.27: Programme
3.30: Skryf vir haas
3.45: Harry's House
4.00: Popples
4.15: Pumpkin Patch
4.30: Hand in Hand
4.35: Santa Barbara
5.00: Growing Pains
5.30: Knight Rider
6.00: News
6.15: No Jacket Required

ACCUS (31) 5/11/87

CAPE

Faction takes over union's offices

Labour Reporter
A GROUP which had split from the Commercial, Catering and Allied Workers Union (Ccawusa) allegedly forced its way in and occupied the union's Cape Town branch offices.

Mr Graham van Wyk, branch secretary of the union, an affiliate of the Congress of South African Trade Unions (Cosatu), said about 10 people forced their way into the offices on Monday.

He alleged the group ransacked the offices and stole cheque-books and other documents.

"They stayed there until about noon yesterday but left when about 300 union members gathered and demanded that they go."

The split in the union opened in June.

Merger
One group in Ccawusa claimed a merger with the Retail and Allied Workers Union and the Hotel and Restaurant Workers Union had been accomplished, while the other faction said the meeting at which the so-called merger was approved had been unconstitutional.

Attempts to resolve the split have so far been unsuccessful.

Mr van Wyk said the Cape Town branch had rejected the "new" union.

The branch had been aware of meetings involving supporters of the other group.

"There was a meeting on Sunday night at which a committee of 10 people was elected.

"That group arrived at the offices early on Monday morning and threatened people with violence.

Locksmith

They got into the offices after, a locksmith opened up and changed all the locks."

He said the union marshalled its forces at a meeting of shop stewards on Tuesday. During lunch-hour yesterday several hundred workers arrived at the offices.

"The group occupying the offices ran away, but they were stopped, brought back and made to hand over the union's property," said Mr van Wyk.

31
~~Cart Traps 12/1/87~~

Workers at Chicks strike

Labour Reporter

ABOUT 240 workers downed tools for the third day yesterday at Chicks Scrap Metals (Cape) (Pty) Ltd in Epping.

A spokesman for the South African Allied Workers' Union (SAAWU) said workers were striking because management had refused to recognize the union, and over a dismissed worker.

Employees at Chicks joined SAAWU in October last year but, according to the union, management had used "delaying tactics" to put off recognizing the union.

Workers were demanding the reinstatement of the man without loss of benefits and that management recognize the union, he said.

The managing director of Chicks, Mr C Abbott, declined yesterday to comment on the stoppage.

Union won't talk further to Ellerines

By Mike Siluma, Labour Reporter

The Commercial, Catering and Allied Workers' Union (Ccawusa) has severed its contacts with Ellerines in a wage dispute over what it called the management's "negative attitude".

A Ccawusa spokesman, Mr Jackie Masuku, said the decision was taken because management's attitude hampered the process of conciliation.

An Ellerines spokesman, Mr Pierre de Villiers, said he was not aware of the union's decision. He said the company would still pursue settlement through a conciliation board and mediation.

"We want to explore all avenues to reaching a settlement," said Mr de Villiers.

Mr Masuku said all communication with Ellerines management would be suspended until "our members countrywide, through our shop stewards, give definite instructions".

The national shop stewards' meeting would take place on Sunday.

"Accordingly, we cannot respond to Ellerines' proposal for mediation on November 19 and 20, although we still stand by our commitment to negotiations to settle the dispute," said Mr Masuku.

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Rivals cause confusion in Cape union

Labour Reporter

CONFUSION over rivalry between two groups of a union in the commercial and catering industries continues in the Western Cape.

One section of the Commercial, Catering and Allied Workers Union (Ccawusa) held a branch congress at the weekend which resolved on the removal from office of the existing executive committee and officials from the other section.

They represented the same faction which recently occupied the union's branch offices for two days before being ejected, said a spokesman for the group which regards itself as official.

The dispute arose from a national congress of Ccawusa called to discuss a merger with other unions in the sector, which ended in confusion.

OK staff guilty of strike violence

17/11/81 Star
Twenty workers from the OK Bazaars warehouse at Alrode in Alberton were convicted yesterday of committing public violence during a wage strike on January 6 this year.

Four of the 20 were also convicted of intimidation by Johannesburg Regional Court magistrate Mr T S Prinsloo.

Another five were acquitted on both charges.

All are members of the Commercial Catering and Allied Workers' Union of South Africa.

State evidence was that the strikers had intimidated employees going to work during the strike.

OK manager Mr Hubert Balzer presented the court with photographs he had taken of strikers around the car of an employee, Mrs Honery Roodt, as she entered the warehouse premises.

Another witness said he had been punched in the face by strikers who Mr Balzer identified from the photographs.

Sentences will be passed on Thursday.

Labour Update

BOTH Elleries Holdings management and the Commercial, Catering and Allied Workers' Union have denied reports that a sit-in is affecting the company's stores on the East Rand.

Ellerines human resources manager, Mr Pierre de Villiers, denied

Sit-in strike at Ellerines denied

any knowledge of the sit-in, saying the only industrial action that had affected the company was last Monday when 2 600 workers downed tools in a nationwide

work stoppage.

Ccawusa organiser, Jackie Masuku, also denied reports of the sit-in.

Meanwhile, Ccawusa has confirmed that it is in

contact with the Department of Manpower and making an urgent application to the Minister of Manpower to intervene in the union's wage dispute with

Ellerines.

Earlier, the union had suspended communication with the company after Ccawusa alleged the company failed to honour a conciliation board appointment.

But Mr de Villiers said the company had been more than willing to a conciliation board hearing.

He said Ellerines had been in personal contact with the Minister to set a date for the hearing. The company was still trying to get the union to mediation as they had agreed to it in the first place.— Sapa.

25/11/84
Dispute
on wages
resolved?
(31)

JOHANNESBURG

The wage battle between Ellerines Holding Limited and the Commercial Catering and Allied Workers Union of South Africa (Cawusa) is expected to be finally resolved when the two parties and the Department of Manpower meet for further negotiations today.

Ellerines — a furniture retail industry — which operates 252 stores within the country employing a total of 6 302 employees, has been in dispute with the union since June this year.

Cawusa is demanding R550 per month minimum plus R200 per month across the board increase. In response, the company has offered a minimum increase of R94 to all employees. It has offered its non-sales employees R425 to R689 per month minimum.

Last Friday, Cawusa requested that a strike ballot be conducted during normal working hours and with participation and assistance from management, but Ellerines responded by saying it viewed a strike ballot as being premature, as both parties had declared their intention to negotiate a settlement of the dispute.

"The facts put before employees at a strike ballot should be the actual position at the time that negotiations finally break down," the statement said.

"If a strike ballot is conducted before the final breakdown in negotiations then the outcome is really null and void since it is not taken on the actual situation."

An apparent split in the union caused further complications last week, with the general secretary of Cawusa, Mr Papi Kganare, claiming that his was the "only" Cawusa.

Ellerines said in a statement that since it upheld the principle of freedom of association, a meeting with Mr Kganare was agreed to. However, a date had not yet been set.

The general manager of human resources for Ellerines, Mr Pierre de Villiers, said that the company's head office had received no direct report from the East London branches about their involvement in the strike ballot.

According to a Cawusa spokesman, Mr Jackie Masuku, the strike ballot was the latest development and of the 160 stores balloted so far, 98 per cent were in favour of a strike.

EAST LONDON — The Pick 'n Pay supermarket at Bisho closed early on Saturday because workers stopped working in solidarity with a colleague who had been detained by Ciskei Police, the regional general manager, Mr Terry Carroll, said.

Mr Carroll said the workers had asked management to intervene on behalf of their colleague.

The management had established the worker had been detained on security grounds, he said, and in such circumstances there was nothing management could do to help free the man.

He said the workers stopped working at noon as they had indicated and the shop was closed.

However, the workers returned to work yesterday

and the situation was back to normal, Mr Carroll said.

Meanwhile, the Commercial Catering and Allied Workers' Union (Ccawusa) said in a statement issued in Johannesburg yesterday that Pick 'n Pay had undertaken to contact President Lennox Sebe, urgently following an alleged attempt by Ciskei police to "crush" the union.

Ccawusa said one of its shopstewards at Pick 'n Pay's Bisho store, Mr Hemming Dali, had been in detention since last Thursday after he had been picked up at home.

DD 24/11/87

Bisho store shuts early after worker detained

When the Pick 'n Pay manager telephoned the Ciskei police, he was told by a certain Captain Gazo that this was "not Pick 'n Pay business and that Pick 'n Pay must get out of the union," Ccawusa claimed.

On Saturday, Pick 'n Pay workers went on strike demanding Mr Dali's release, but at 2 pm a large contingent of Ciskei police arrived at the store and "forced workers out of the store using intimidation", claimed the statement.

Pick 'n Pay informed Ccawusa that it had now received a letter from the Ciskei police "demanding that they terminate their relationship with the union or else the store will be closed down

Further, the Ciskei police want to have control over who is employed at Pick 'n Pay," Ccawusa said.

The union's head office intervened to prevent further strike action by workers on the issue while Pick 'n Pay had undertaken to urgently contact President Sebe to request Mr Dali's release.

"Presently, Pick 'n Pay and Ccawusa are both monitoring the situation," Ccawusa said. — DDR-Sapa

CHP (in P) 27/11/81

Union restrained from strike action

JOHANNESBURG. — The Rand Supreme Court yesterday granted an interim interdict to Ellerines Holdings Limited which severely restrains its employees from being involved in strike action.

Ellerines — a furniture retail company — has been locked in a wage battle with the Commercial Catering and Allied Workers' Union of South Africa (Ccawusa) since June this year.

The order restrains workers from instigating strikes, go-slows and work stoppages in terms of Section 65 of Act 28 of 1956.

Ellerines said that since illegal stoppages which took place while the Conciliation Board was sitting, the company decided to seek an interdict against Ccawusa to prohibit illegal action and interference with the business of the company.

Over the past two days, 69 out of the 291 stores have experienced illegal work stoppages. Ccawusa is demanding R550 minimum plus R200 a month across-the-board increase. In response, the company has offered a minimum increase of R94 to all employees and a R425 to R689 a month minimum to non-sales employees. — Sapa

Fear at the pumps

w/r *2005*
31/10/87
(31)

by MARK STANSFIELD,
Weekend Argus Reporter
MOTORISTS throughout the country are being cheated out of thousands of rands by petrol pump attendants who are intimidated by Mafia-type township gangs into committing fraud on a huge scale.

Top-ranking motor industry spokesmen this week said township "syndicates" roamed petrol stations after hours and taught pump attendants how to cheat unsuspecting motorists out of money while filling their tanks. It is estimated that countless thousands of rands are pocketed in this way every month.

Petrol pump attendants who refuse to take part in the crooked schemes are intimidated by threats of physical violence to themselves and their families.

Country-wide investigations into allegations of fraud at petrol stations are under way but motor industry spokesmen said disclosing specific details could hamper the investigators.

Both Mr George Beckman, chairman of the South Afri-

'Mafia' intimidation leads to huge petrol fraud

can Motor Traders' Association (Samta), and Mr R E Hulley, the Cape's divisional secretary of the Motor Industries Federation (MIF) said this week that the situation had been monitored for months.

Mr Beckman said Samta's arbitration board was handling about 47 complaints a month from motorists who say they have been "ripped-off" at the pumps.

"I myself lost about R60 000 in 15 months before an investigation showed how some of my staff were able to pocket the money," Mr Beckman said.

Banks lost about R1.8 million in 1985 through crooked credit-card petrol sales alone - an indication of how large

and lucrative petrol-sale fraud is in South Africa, Mr Beckman said.

"We have closed many of the loopholes in the credit-card fraud scheme since then and have brought the losses down to about half that amount for this year," he said.

Peninsula service station owners, who said crooked practices at the pumps were reflecting badly on their businesses, are losing customers daily through no fault of their own.

"Most of the crooked business is carried out after hours when owners are not there to supervise sales," said one Sea Point garage owner who has been in business for the past 22 years.

"Service station owners have their customers' interests at heart and gain nothing from the illegal practices being perpetrated at the pumps," he said.

The IMF's Mr Hulley said investigations into the petrol sale frauds were a "very tricky business and the less said at this stage the better".

Appeal against death sentence

THE Commercial Catering and Allied Workers' Union has instructed its attorneys to appeal against the death sentence imposed on one of its members for the murder of a worker killed during a strike.

William Ntombela, a Ccawusa shop steward at Nel's Dairy, Victory Park, Johannesburg, was found guilty of murdering a Nelspruit driver during a strike by 1 000 workers in July 1986. Ntombela is a migrant worker from Natal.

He was sentenced to hang by a Rand Supreme Court judge on November 12.

Ntombela was also sentenced to 12 years for the murder of a security guard at Bliss Dairy.

Ccawusa general secretary, Mr Vivian Mtwá, said yesterday that the union's attorneys had begun preparing papers for the appeal against the death sentence to be lodged with the Appellate Division in Bloemfontein.

Mr Mtwá said that 27 members employed by OK Bazaars at its Conti Warehouse, Alrode, were last week given prison sentences ranging from three and four years for offences linked to the OK strike last year. They were found guilty in the Germiston Magistrate's Court on November 19.

The workers are out on R1 000 bail each pending appeals against the sentences.

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Union to take action?

CCAWUSA has threatened to take its dispute with Elmerine Holdings to the Supreme Court if the company did not "stop hampering members' right to strike legally".

According to the union, the breakdown of this week's Conciliation Board meeting - established to resolve a wage dispute - put it in a position to embark on a legal wage strike next week.

This could affect 6 500 workers in 300 stores.

Following the breakdown of the meeting, management informed the union that bonus payments would not be made to workers engaged in industrial action this month.

Management also said it could review its wage offer.

Ccawusa said members were "entitled to bonuses".

A spokesman said the "threat" to withdraw wage proposals implied a withdrawal from negotiations. - Sapa.

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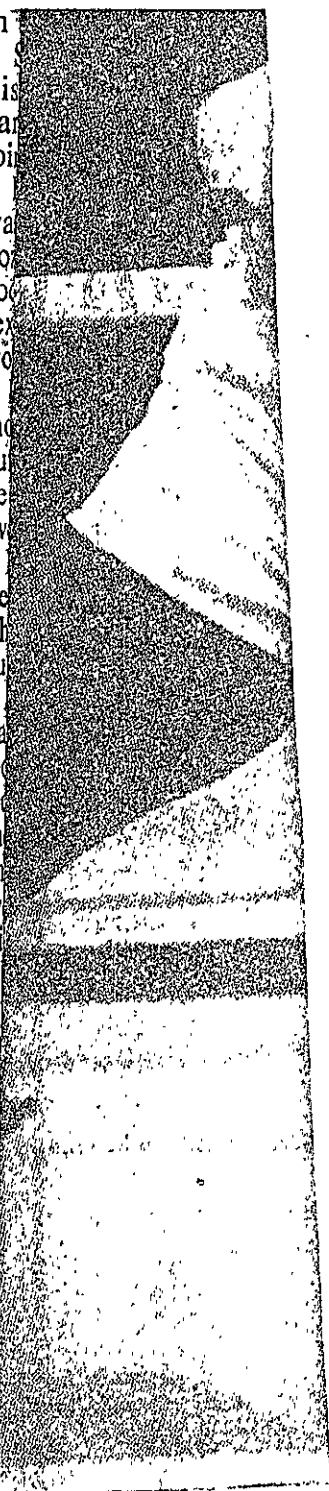
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9/12/87

31 ~~1987~~ Cape 7

Store workers on strike

Own Correspondent

JOHANNESBURG. — Scores of Ellerines stores in the Transvaal and Western Cape were hit by strike action yesterday by members of the Commercial, Catering and Allied Workers' Union (Ccawusa).

The action is the culmination of a long-running wage dispute.

Ellerines human resources general manager Mr Pierre de Villiers said 1 574 workers at 89 stores — of which 84 are in the Transvaal — had gone on a lawful strike.

Ccawusa spokesman Mr Jackie Masuku claimed 4 800 members at 124 stores were involved. He said stores in Natal and the Free State were expected to join the strike today.

Mr De Villiers said the company had no plans to dismiss workers or employ temporary labour at this stage.

Furniture workers strike

Labour Reporter

~~9/12/87~~ 9/12/87 ~~120A~~ ~~120B~~ ~~120C~~
A NATIONAL legal strike has started in the Ellermans furniture group with about 4 800 workers involved on the first day, according to their union.

The Commercial, Catering and Allied Workers Union (Ccawusa) said today the strike had affected mainly the Western Cape and Transvaal with action at 124 stores in 60 towns.

Stores in Natal and more in the Transvaal were expected to follow today.

The union claims about 6 800 members at 252 stores.

The strike over wage demands follows last week's failure of a conciliation board appointed by the Minister of Manpower to settle the dispute.

Ccawusa demanded a minimum of R550 a month, a R200 across-the-board increase and lower targets for sales staff.

The company offered a minimum increase of R94 across-the-board, a R340 minimum for external sales employees and R464 for internal sales employees.

(31)

Reuter

Car Trip 11/12/87
Ellerine staff

on wage strike

SOLASNESSBURG. —

Up to 5 000 of about 6 500 employees at 291 Ellerine furniture stores were out on the third day of a legal wage strike yesterday.

Union spokesman, Mr Jackie Masuku, said 5 000 were out on strike.

These figures differed with management's 2 308.

Mr Masuku said three stores in the Eastern Cape came out today and brought the total to 180.

The strike is over a wage dispute between Ellerine Holdings and its members of the Commercial Catering and Allied Workers Union. — Sapa

New strike threatens retailer's festive sales

By SELLO SERIPE

SOUTH Africa may witness another big strike in the retail industry following the legal strike by Ellerines workers which started this week.

The strike by workers at Ellerines stores comes during the same period as the OK strike, which began last December and ended at the end of January this year.

More than 4 800 Ellerines workers, from 177 branches in the Free State, Northern Cape, Transvaal and Western Cape were involved in the strike when it started on Tuesday.

The strikers are members of the Commercial, Catering and Allied

Workers' Union.

They are demanding a minimum wage of R550 a month and a R200 across-the-board increase.

Management offered a R94 increase, which has been rejected by the union and the workers.

At a Press conference held in Johannesburg on Wednesday, the union's general-secretary, Vivian Mthoa, said that the move was unanimously adopted by workers and the union after the Conciliation Board failed to settle the dispute.

The number of strikers is expected to swell before the weekend as workers at various stores in the Ellerines

group have pledged their solidarity. Mthoa said workers in Swaziland have also identified themselves with Ccawusa's move to strike.

Mthoa condemned "the attempts by some managers to intimidate workers on legal strike.

"Management is embarking on an attempt to resolve the strike by focusing on the dispute with Ccawusa," he said. He added that after the first day of the strike, the union had recorded four instances involving the police.

"Three workers in Nelspruit are being held in custody at Malelane Prison and are to be charged with intimidation on Monday.

"There are also two workers being held at Claremont, while the KwaNdebele police are holding 30 workers," said Masuku.

However, Ccawusa's report on the number of stores and workers involved in the strike was disputed by Ellerines.

In a statement, Pierre de Villiers, general manager of Ellerines' human resources department, said reports from stores had shown that a total of 127 stores throughout the country had been affected by strike action.

Of these, 101 were in the Transvaal, 13 in the OFS and 13 in the Cape.

"From a total work force of 6 567, 2 153 are participating in the strike action," said the statement.

CAC TWP 15/12/82 (31/12/82)

Strikers not victimized

JOHANNESBURG. — Police yesterday denied that they were victimizing striking Ellerines workers.

The furniture chain's workers have been on strike for six days, demanding higher wages.

The police also denied interfering in the strike or "working closely with management".

The Commercial Catering and Allied Workers Union of South Africa, which represents the striking workers, said 5 674 workers were on strike at 202 stores throughout the country. Ellerine management claims only 2 470 workers at 149 stores are on strike.

Union demands include a R550 per month minimum wage across the board.

Management is offering a R425 to R689 minimum to five levels of salesmen. — Sapa

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Sea Harvest workers go back

17-23/12/87 South

Ellerines workers demand living wage *(31)*

SALDANHA BAY — A settlement has been reached between the Food and Allied Workers Union (Fawu) and the management of Sea Harvest more than three months after workers went on strike.

More than 200 workers downed tools in solidarity with about 250 workers who were fired after they went on strike in protest against management's refusal to allow a report back meeting.

Proposals

Fawu official Mr Gert Koenana said workers had accepted management's latest proposals.

"More than 100 workers went back to work last week. A further 70 workers returned to work on Monday," said Koenana.

Another 100 workers were expected to resume work before the end of the year.

The union is, however, concerned about 120 workers whose jobs have been taken by scab labourers.

Koenana said management had promised these workers would be reinstated as soon as there were vacancies.



Workers at a report-back meeting before the settlement

Sea Harvest management was not available for comment.

Fawu had earlier approached the

International Union of Foodworkers (IUF), to which the union is affiliated, to intervene.

A Spanish-based union

had also taken up the matter with the Pescanova Fishing Company in Spain, which owns 50 percent of Sea Harvest.

ABOUT 100 workers at four branches of Ellerines in the Peninsula last week went on strike in support of a living wage.

The stoppage forms part of a nationwide strike involving thousands of Ellerines workers.

All members of the Commercial and Catering Allied Workers Union of South Africa, the workers are demanding an across the board minimum salary of R550 a month.

Management has offered a minimum of R425.

The Peninsula branches affected by the strike are one branch in Elsie's River, and three in Claremont.

Workers had been picketing at the company's branches since they went on strike, according to the acting branch secretary of Ccawusa, Mr Ben Petersen.

Mr Pierre de Villiers, general manager human resources of Ellerines, confirmed workers at the four branches went on strike.

Union produces rights agenda for working parents

W. ARGUS 19/12/82

IN SPITE of the serious split in its ranks, the Commercial, Catering and Allied Workers' Union (CCAWUSA) has managed to mount a fairly solid strike against Ellerines.

Apart from the issues over which the strike was called, the two parties are also arguing about the numbers involved.

Stores in Natal have not yet joined the strike, but the union claimed earlier this week that 202 stores and about 5 600 workers were on strike in other centres.

Ellerines, however, claimed that only 2 470 workers at 149 outlets were on strike.

Stores in Natal were due to join the strike yesterday but by early afternoon the company said there had been no action, CCAWUSA said.

The union claims the union has achieved an average R100 increase on the minimum for members this year — 98 percent at Jazz Supermarkets, 95 percent at Checkers, 66 percent at OK Bazaars, 68 at Thumb and 53 percent at the Squires group.

Women workers comprise a significant element of its membership, so it was not surprising that the union has laid strong emphasis on negotiating maternity rights.

But recently it has started to broaden this campaign and is conducting a research pro-

ject into parental rights.

"The idea of parental rights is to look at the whole family and their needs," said a statement on the subject in the latest *South African Labour Bulletin*.

"The aim is to provide for the welfare and rights of working parents and their families. An important aspect to these negotiations is to address the problem of gender discrimination, the socially constructed differences between women and men that result in the oppression of women in our society.

"The union's proposals are geared towards stopping the 'double shift' that women have to work and promoting the thinking that the responsibility of childcare and looking after the family must be shared by both parents."

The union says the main principles involved in parental rights agreements are:

- The elimination of discrimination based on gender;

- Working parents must be able to exercise fully their parental responsibilities;

- Men and women have the right to hold a job, lead a normal family life, work under safe and healthy conditions and to give their children the necessary care and attention;

- Women and men must have equal opportunity to combine gain-

**Too Late
for Classification**

Deaths

FOREMAN Veronica Lois, passed away peacefully at Grey Hospital, KWT, on the 30th December, 1987. Sadly missed by her husband Frank, mother Dorothy, and children Lynna and Bevan.

Memorial Service

FOREMAN The memorial service for the late Veronica Lois Foreman, of 20 Eales Street, KWT, will take place in the Sacred Heart Catholic Church, KWT, on Monday, January 4, 1988, commencing at 10 a.m. The cremation will take place privately. No floral tributes by request. Donations in lieu thereof to charity of own choice. — McKenna's Funeral Services, 78 Cambridge Road, KWT, Phone 23538.

^{DIY 1/1/88}
**2 striking
Ellerines (31)
workers (182)
lay charges**

EAST LONDON — Two striking Ellerines workers were involved in two incidents with two members of management here yesterday, both the workers and the company's general manager, Mr P. de Villiers, confirmed.

Different versions of the incidents were given by the parties concerned.

Neither of the incidents involved any physical violence.

The two workers said they had laid charges. —
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DJD 1/1/88
**2 striking
Ellerines
workers
lay charges**

EAST LONDON — Two striking Ellerines workers were involved in two incidents with two members of management here yesterday, both the workers and the company's general manager, Mr P. de Villiers, confirmed.

Different versions of the incidents were given by the parties concerned.

Neither of the incidents involved any physical violence.

The two workers said they had laid charges. —
DDR

swerved to avoid hitting a car and crashed head-on into the other.

Copy Times 4/1/86

Checkers workers strike

JOHANNESBURG. — Workers at 18 Checkers stores have downed tools in protest against the dismissal of a colleague, the Commercial, Catering and Allied Workers Union said yesterday.

37

Holidays began on December 9.

copy 4/21/88
Checkers strike ends

162 *31*

JOHANNESBURG. — A strike affecting 16 stores of the Checkers group ended yesterday when an arbitrator was appointed to investigate the dismissal of a worker whom workers alleged was discharged without proper investigation.

Reports by Sapa and Own Correspondents

destined for

Ellerines strike
could end soon

JOHANNESBURG. — A breakthrough in negotiations between Ellerines and union representatives could soon bring an end to the strike which began on December 8. Commercial, Catering and Allied Workers' Union (Ccawusa) spokesman Mr Jackie Masuku said workers had accepted a management proposal on sales targets. He said resolution of this issue meant the dispute was halfway towards settlement.

w/maw
15-21/1/88

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Union row disrupts Ellerines strike

THE settlement of a strike at Ellerine Holdings has been disrupted by the dispute between two factions of Commercial Catering and Allied Workers' Union.

The long-running battle between the two Ccawusa groups comes to a head in the Rand Supreme Court next Tuesday.

An urgent interdict was brought on Christmas eve by Vivian Mtwā, general secretary of the group that does not recognise the merger between Ccawusa, the Retail and Allied Workers' Union and the Hotel and Restaurants Workers' Union.

The respondents, who are defending the application, are general secretary Papi Kganare, vice president Herbert Mkhize, organiser Chris Mohlatsi, education officer Jay Naidoo Jnr, treasurer Dinah Nhlapo, Mxolisi Godana, Alan Horwitz, Rawu and Harwu.

The anti-merger group has accused Ellerines and the pro-merger group of deliberately trying to prevent workers at the furnisher retail outlet from achieving their demands.

Strike co-ordinator Jackie Masuku said the overwhelming majority of workers on strike had complete confidence in Ccawusa.

"Only a few officials with a handful of supporters were trying to sabotage talks with management," he said.

In a statement early this week Ellerines said according to telexes received Ccawusa's national negotiating team had no mandate for a national agreement to workers' demands in December last year.

But Masuku said the union had received its mandate in May last year before talks with management began. He claimed the telexes sent to Ellerines were issued by the Orange Vaal co-ordinator of the Kganare group, or pro-merger faction.

Yesterday Ellerines agreed to continue negotiations.

In papers Mtwā asks the Rand Supreme Court to restrain the Kganare faction from using the name Commercial Catering and Allied Workers' Union of SA and the acronym Ccawusa.

Mtwā also asks the court to prevent Kganare faction members from:

● Holding themselves out to any person or company as office bearers of Ccawusa.

● Conducting any campaign against officials of the Mtwā group.

● Holding out that Ccawusa has merged with Harwu and Rawu.

By SEFAKO NYAKA

● Replacing national or branch officials in the Mtwā group.

● Making statements on behalf of Ccawusa.

He also requests that the court restrain Mkhize and Nhlapo, who were allegedly suspended from the union on December 13, from calling an annual conference or any other national or branch meeting.

He also submits that the proceedings of the merger meeting on June 28 last year was of no consequence to and did not affect Ccawusa or the position of its office bearers at the time of its constitution.

The confusion in Ccawusa has resulted in some companies with which the union has recognition agreements refusing to deduct monthly subscriptions from wages of union members.

The crucial question of whether the funds of the workers will be used to pay the astronomical costs involved in a supreme court matter will, say both antagonists, be decided only after costs have been awarded by the court.

The simmering tensions in the third largest union in the Congress of SA Trade Unions blew into the open at the proposed merger meeting held at the University of the Witwatersrand last year in June.

No agreement could be reached between delegates and the credentials committee at the start of the meeting.

The meeting was reconvened in the absence of delegates from the Pietersburg, Johannesburg, Klerksdorp and Western Cape branches and new office-bearers were elected. The Mtwā group immediately announced that no merger had taken place.

The battle for control has been raging ever since.

There have been accusations, and vehement denials, from both groups about the other using violence in a bid to gain control of the union.

At Cosatu's congress in July last year, the differences in the union flared up again. The federation appointed a commission of enquiry to try and heal the rift.

In November last year Cosatu came out in support of the Kganare, or pro-merger group, accusing the Mtwā group of anti-Cosatu activities based on the Mtwā group's close ties with Cosatu's black consciousness counterpart, the National Council of Trade Unions.

Ellerines-Ccawusa talks: more disruption caused

Daily Dispatch
Reporter

EAST LONDON — Negotiations to resolve the dispute between Ellerines Holdings and the Commercial, Catering and Allied Workers Union (Ccawusa) were again disrupted yesterday owing to confusion over the local union's mandate as a national representative.

The general manager (human resources) of Ellerines, Mr Pierre de Villiers, said the union's negotiating team "was not yet fully representative of the national team".

"No further items have been finalised since yesterday's negotiations," he said.

Discussions to end the dispute were resumed late on Wednesday

after a mediation meeting held on December 28, 1987, where the parties resolved that negotiations would be resumed on a national level.

"Agreement was subsequently reached on remuneration for field representatives, commission structures and correction and disciplinary procedures," he said.

The remaining issues, including the revision of across-the-board wages, working conditions and terms of employment, were due to have been discussed yesterday, Mr De Villiers added.

Some 143 of the company's 291 branches participated in a sit-in strike at Ellerines stores early in December, after conciliation talks broke

down.

The union demanded improved working conditions, including a R200 across-the-board increase, a minimum salary of R550 irrespective of job category, a 10 per cent commission, four weeks annual leave for those with more than five year's service and two days a month off.

Negotiations were re-opened early this month and regular meetings were held to discuss the issues contested by the union, including wages, sales targets, commissions and the correction/discipline of sales field representatives.

Mr De Villiers said "considerable headway" had been made before four branches

of Ccawusa, plus the union's office in the OFS/Northern Cape, communicated that no mandate had been given for a national agreement to be concluded.

"The union claimed that a national mandate was obtained on December 11, 1987, but telexes received from the Orange Vaal, OFS, Northern Cape, Pretoria, Natal and East London branches refuted that such a mandate existed.

"The company clearly communicated that it did not wish to be involved in any way in the internal affairs of Ccawusa, and requested that the negotiating committee be properly constituted in order to conclude a national agreement," Mr De Villiers said.

Union unites to end strike at Ellerines

18/11
BY BONGANI
HLATSHWAYO

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had strong objections to management's claim that the negotiating team had no mandate.

He saw this as an attempt by management and others to prevent Ellerines workers from achieving their demands.

THE dispute between the two factions of the Commercial Catering and Allied Workers' Union could be nearing an end, with the two agreeing to deal with the Ellerines strike as a team.

Ellerines management claimed the long-running internal dispute had hampered negotiations.

The latest development could hasten the end of the five-week-old strike.

This week, the co-ordinator of the faction which recognises Vivian Mtwa as general-secretary, Jackie Masuku, told a Press conference that the end of the dispute was in sight.

"But that doesn't mean the factions have merged. We are facing the same problems, which we have to negotiate as Ccawusa.

"If the other group, (four regional branches which recognise Papi Kganare as general-secretary), does not approach the talks as Ccawusa, that's a different story.

"We have finally agreed to solve our dispute with Ellerines management first. We will deal with our internal issues later," he said.

Masuku said his faction

In December last year, management said it had received telexes from a number of union branches - Orange/Vaal, Free State, Northern Cape, Pretoria, Natal and East London - refuting that a national mandate existed.

Masuku said the national negotiating team was chosen in May last year with all the branches present.

He said officials from the dissenting branches had rarely attended negotiations with management.

Ellerines human resources manager Pierre de Villiers said after a relatively successful round of talks on Tuesday that four branches had demanded separate negotiations with the company.

The company did not wish to be involved in the union's internal affairs and asked the negotiating team to constitute itself in such a way that a single agreement could be reached.

Employers positive on union settlement

ALAN FINE

RETAIL-sector employers now or soon to be involved in negotiations with the Commercial, Catering and Allied Workers' Union (Ccaawusa) yesterday reacted positively to the court settlement between the two factions of the union.

One source noted, however, that while the settlement created and reinforced structures for working through the underlying ideological and other issues which precipitated the conflict, it did not mean those issues had been resolved.

Cosatu, which earlier failed in its attempt to mediate in the dispute and subsequently recognised the Kganare group, could not be reached for comment.

Ellerines human resources GM Pierre de Villiers welcomed the settlement. He said representatives of the Natal and OFS branches had on Tuesday rejoined negotiations aimed at ending the seven-week-old strike at the group.

Pick 'n Pay's Frans van der Walt said the dispute had caused confusion for employers as well as some workers. The issue had been among those discussed at a meeting on Tuesday between the union and management which cleared the decks for the annual wage talks which are to begin tomorrow.

OK Bazaars industrial relations chief Keith Hartshorne said the settlement meant the company was now prepared to begin wage negotiations on schedule next month.

Argus 21/1/88 (31) (10)

Catering union dispute settled out of court

The Argus Correspondent

JOHANNESBURG. — The seven-month-long dispute in the Commercial, Catering and Allied Workers' Union (Ccawusa) has been resolved in an out-of-court settlement.

The settlement, which followed an application by one faction led by general secretary Mr Vivian Mtwā, was made an order of the Supreme Court yesterday by Mr Justice Gordon. It was preceded by negotiations which started on Tuesday.

Conflict in the union broke out in June last year when differences arose between the factions at a meeting called to merge Ccawusa with two other unions in the catering sector.

Mr Mtwā had originally asked the court to restrain leaders of the opposing faction, led by Mr Papi Kganare, from making statements on Ccawusa's behalf and holding themselves out as Ccawusa officials and holding out that Ccawusa had merged with the Hotel, Restaurant and Allied Workers Union (Harwu) and the Retail and Allied Workers' Union (Rawu).

In terms of the settlement, the two parties agreed that:

• Ccawusa is one union, and that de jure no merger took place between Ccawusa, Harwu and Rawu at the June meeting.

• The recognised national office-bearers be Mr Herbert Mkhize (vice-president), Ms Dinah Nhlapo (treasurer) and Mr Vivian Mtwā (general secretary).

• Fresh branch congresses be held on or before February 28, followed by a national congress by May 15 1988.

• All duties of the union's secretariat, including issuing statements, would be carried out unanimously by the national office-bearers.

• All purported suspensions, expulsions and dismissals in the various branches since the June meeting be of no force or effect.

Importantly, it was also agreed that the parties shall not try to persuade employers not to remit members' subscriptions to Ccawusa or its branches.

1 000 more bid for UCT

Staff Reporter

APPLICATIONS for admission to the University of Cape Town have in-

Strike negotiations continue

Daily Dispatch Reporter
EAST LONDON — Negotiations to resolve the month-old dispute between the Commercial Catering and Allied Workers Union of South Africa, (Cawusa) and Ellerines Holdings, continued yesterday after a marathon meeting on Tuesday that ended late in the evening.

Ellerines' general manager (human resources), Mr Pierre de Villiers, said talks had progressed, "with Cawusa representing employees on a national basis".

It had not been necessary to re-negotiate the issues decided upon last week before the Cawusa negotiating team had a mandate its

national membership to negotiate on their behalf, he said.

"We have had to provide some clarity now that we have a full Cawusa representation at the meetings, but in the end the issues were accepted as was agreed originally.

"We finally reached agreement on the field representatives' fixed retainer, their commission structure and corrective and disciplinary procedures," he said.

Mr De Villiers said there were still many other issues that had not yet been tackled, including a new deal for outside area representatives and sales advisors, as well as across-the-board increases and

days off.

Cawusa is demanding an across-the-board increase of R200 for their members and a minimum wage of R550 per month. Management's last offer was a R95 per month increase.

"Our thinking is that we should tackle the remaining issues as one entity. We would like to put the whole package to bed as soon as possible," he said.

Mr De Villiers added that employees at one store in the Eastern Cape had returned to work while two stores in Natal had joined the strike, bringing the total number of Ellerines stores affected by strike action to 145 out of 290.

Some 2 444 workers of

a workforce of 6 507 are now participating in the legal strike action.

Negotiations are continuing.

Meanwhile, Sapa reports that the strike is rapidly gaining support in Natal, with a further four Ellerines stores in the province downing tools in sympathy with the strikers.

A statement from Cawusa said workers in a total of 208 stores were now supporting the strike.

Strike action was predominant in the Transvaal, with 122 stores involved. In the Free State, 41 stores were participating, with four in the Western Cape, 25 in the Eastern Cape and six in Natal.

CP 7-15-67/88
Checkers face

worker dispute

Staff Reporter

A COMMERCIAL, Catering and Allied Workers' Union (Ccausa) breakaway group will declare a dispute with Checkers (Parow) over the retrenchment of 60 workers if the store does not recognize the group, a workers' spokesman said yesterday.

He said the workers had demanded that management recognize the breakaway group as their union.

General manager Mr. Johan Spief said the workers were employed temporarily.

A breakaway group spokesman said management had dismissed the workers unfairly.

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by DAVE MARKS

Chain store dispute ends

EAST LONDON Settlement has been reached ending the seven-week dispute between Ellerines Holdings and the Commercial Catering and Allied Workers Union of South Africa.

Ellerines' general manager (human resources), Mr Pierre de Villiers, said in a statement yesterday that a wage agreement with the union had been signed after a week of negotiation sessions, some of which lasted through the night.

He said "industrial action" would stop and employees, who were

demanding a minimum wage of R550 per month and an across-the-board increase of R110, would return to work by Monday, February 1.

The agreement includes a minimum R110 per month across-the-board increase and a minimum wage of R441 per month, effective from February 1.

Mr De Villiers said the company had agreed to an equalisation of any regional differentiation in pay scales for the same job and had accepted field and outside

area representatives as permanent employees with certain retrospective service benefits.

Agreement was reached on sliding scale commissions, a payment of R770,00 to non-sales employees and inside sales staff in lieu of retrospective pay, and one paid day of absence in May and on June 16.

Employees detained under the emergency and/or security legislation will have job security under certain conditions in terms of the agreement, while

the issues of probation, overtime, maternity, annual leave and bonus pay were all resolved.

Mr De Villiers said Ellerines was committed to the conclusion of a recognition agreement with Ccawusa and future wage agreements would be effective from July 1.

The dispute began on December 8, 1987 when over 2 000 workers at 143 of the company's 290 branches embarked on a sit-in strike after conciliation talks failed.

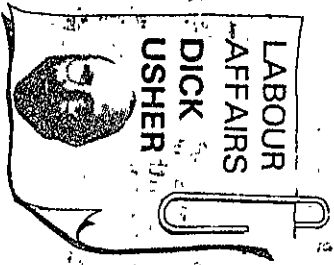
Attempts to reach an agreement that would

be binding on Ccawusa's national membership were blocked by a lack of unity within the union, which was eventually resolved by a court order.

The Ccawusa negotiating team received a mandate to negotiate a national agreement and talks began again over a week ago.

By the time negotiations were underway, 142 stores were participating in the action, although Natal remained virtually untouched by the strike.

The stoppage disrupted operations in the Transvaal, where official figures indicate that 110 stores were affected.



Ellerines strike shows union still has muscle in spite of split

W/C-AKUS 30/11/88

31

THE seven-week strike against Ellerines has been settled and employees are expected to return to work on Monday.

This is the second significant event for the Commercial, Catering and Allied Workers' Union (Ccawusa) within a few days as the breach in the union was resolved last week through an out-of-court settlement in Johannesburg.

The split opened in June last year at a congress which was supposed to complete a merger with two other unions in the commercial sector — the Retail and Allied Workers' Union (Rawu) and the Hotel and Restaurant Workers' Union (Harwu) — and became somewhat bitter as the months passed without a resolution.

FORCED OUT

One incident saw the group in control of the Western Cape offices forced out for three days before they were able to mount a counter-offensive and take them back again.

In many areas, including the Western Cape, parallel structures emerged and one of the settlement terms was that these should be "dismantled in the spirit of reconciliation by the holding of branch general meetings and a national conference".

The settlement, basically, returned everything to

the pre-split position, with office bearers being those elected before June and leaving a final settlement to a national conference to be held before May 15.

Parallel structures caused a great deal of confusion among both workers and management, who often did not know who they were really dealing with.

In the Western Cape this confusion tends to persist, with the "merged" group pushing for recognition by Checkers at Parow.

This group alleges that the branch had been run undemocratically because branch general meetings had not been held every six months as required by the constitution. A Ccawusa spokesman said this claim was "partly true". No branch meeting had been held in 1986 and one scheduled for 1987 failed to raise a quorum.

This week the Western Cape branch issued a statement hailing the settlement as "a victory for working class unity and democracy" and calling on the other section to dismantle its structures, close their offices and to cease operating as Ccawusa.

Adding to the confusion was a decision by Cosatu (Congress of South African Trade Unions), to which Ccawusa is affiliated, to recognise one section — the section which claimed that the merger with Rawu and Harwu had been successfully carried out at the June congress.

Cosatu accused the "unmerged" section of being anti-Cosatu at one stage and there is a degree of residual unhappiness about its actions.

Ccawusa is one of the unions within Cosatu which has not — unlike the federation — adopted the Freedom Charter.

At its national congress in June, before the "merger" congress, the union noted that because some members of Ccawusa supported the Charter and others the Azanian Manifesto, endorsing either of these documents laid the union open to serious divisions.

"SOCIALIST PROGRAMME"

It resolved "to discuss at all levels of our union and our federation the importance of a socialist programme of action which will bind together all workers regardless of political affiliation".

There was also some suspicion of Ccawusa because the union accepted an offer of temporary office space from the National Council of Trade Unions (Nactu) after their offices were damaged by the bomb at Cosatu House.

Significantly, in spite of all these tensions, the union appears to have been sound enough to mount the lengthy strike against Ellerines.



512 201188

Ccawusa launches wage talks

(31)



JOHANNESBURG — The Commercial, Catering and Allied Workers' Union (Ccawusa) has launched negotiations with Pick 'n Pay aimed at raising workers' pay to "living wage level."

The union said in a statement yesterday it wanted a R366 per month across-the-board increase, which would raise the minimum monthly wages to R856.

Referring to last year's 50 per cent increase in minimum wages, the union said: "The wages and standard of living of most workers still remain at poverty levels and this year Ccawusa is demanding that poverty wages to be eradicated."

The union represents some 7 400 chain store workers countrywide.

Ccawusa is also demanding:

- March 21, Sharpeville Day, as a paid commemorative holiday.

- Minimum annual leave of two weeks.

- A 12 per cent staff discount on goods purchased at the chain store.

A spokesman for the chain store said the company would meet the union on Monday and Tuesday to present its counter-offer. —

Sapa-RNS

owned Sizanani Mazulu Meanwhile, an Imbali pants of the vehicle fired at a "fracas" between his sons

By S'BU MNGADI

NATAL's current polio epidemic this week claimed its first victim - a four-year-old black boy from Mariannhill, outside Pinetown - sparking a wave of panic among people with polio are found.

Meanwhile, a major campaign to combat the disease has been launched by the Department of National Health, in co-operation with KwaZulu's Health Department.

The campaign involves inoculation shortly after birth up to the age of three months, again four to six weeks later; then again another four to six weeks after that and finally just before school age.

Polio epidemic claims Natal boy

No injections are involved: The anti-polio medicine is merely dropped onto the tongue.

A spokesman for the Department of National Health said that apart from Inanda, where an immunisation campaign would be conducted today, no other areas had yet been pinpointed as polio danger areas.

Places at which inoculation will be done in In-

anda include the Amnoli bus rank, the Amatikwe Clinic and the Inanda Social Centre.

The unidentified Mariannhill boy died in hospital on Tuesday after being admitted on Monday.

It has been confirmed that a child in the Eshowe Hospital has polio, while five others in the same ward are suspected of having the disease.

The 13 children ad-

mitted to Durban's King Edward VIII Hospital since Christmas have since been transferred to Clairwood Hospital. According to the doctors treating them, they were still paralysed, but their breathing was not affected and their condition was considered satisfactory.

The one patient at KEH was still on a respirator and his condition was described as stable.

3/1/88
C/Press

Ellerines strike agreement

By MARTIN NTSOELNGOE

THE seven-week-old Ellerines strike is over - to the relief of both workers and management.

The Commercial Catering and Allied Workers' Union and Ellerines agreed on a R110 across-the-board increase plus a minimum wage of R441 a month.

It was also agreed that sales targets be reduced from R3 400 to R2 750 a month.

The increases will be paid retrospectively from July 1, when the

dispute started.

It was also agreed that workers who were detained during the strike would have their jobs guaranteed for 13 weeks or until they were released or charged.

Another victory for the union was that May 1 and June 16 would be recognised as paid holidays.

Workers throughout the country return to work on Monday.

More than 4 000 workers belonging to Ccawusa downed tools before Christmas after initial wage negoti-

ations fell through.

Workers had demanded a R200 across-the-board increase, a minimum wage of R550 a month and the lowering of sales targets.

Negotiations on Tuesday lasted 13 hours and agreement was finally reached late on Wednesday.

On Wednesday, Ccawusa secretary-general Vivian Mtwana said the union and management were still busy ironing out the final differences, though he declined to elaborate.

3/1
C/Press

Count gets tough on

Ellerines strike agreement

By **MARTIN NTSOELENGOE**

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CIPAP

3/1/88

~~USA~~ (31)

Thorns of politics

The key question thrown up by the split in Cosatu's fourth largest affiliate, the 66 000-member commercial and catering union Ccawusa, is whether different ideological viewpoints can co-exist in the same union.

Cosatu says they can — "if they debate and discuss differences, cohesion can be achieved," according to information officer Frank Meintjies. Cosatu policy, he adds, is that unions don't necessarily have to be formed along political lines.

The trouble is that the union federation last July adopted the Freedom Charter as its guide, thus throwing its significant weight behind the "populist" or political camp.

FINANCIAL MAIL FEBRUARY 5 1988

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| <p>Some were sceptical at the time because other tendencies, notably groups among Ccawusa, the chemical (CWIU) and metal worker (Numsa) unions who went along, had wanted a more socialist "workers' charter," distinct from the main black political movements. The "workerists" argue that there are various political tendencies in any union and to adopt any one could be divisive. The</p> | <p>textile workers, for instance, argued against any form of direct political alignment. Labour observers last year predicted that ideology could become a thorn for Cosatu. "Above all," wrote Andrew Levy, "in 1988 Cosatu will need to show the restraint required not to become too deeply enmeshed in either political rivalries or be used as gladiators for political parties, without, of course,</p> | <p>being seen to compromise in any way on their stated position as being in the forefront of the 'struggle.' The management of this will require some finesse." Indeed, Cosatu and the two Ccawusa factions seem to be treading carefully, and they hope to achieve reconciliation at a big indaba in May. This flows from the terms of a Rand</p> |
|--|---|--|

S/2/88 (31) → ~~USA~~ FIM

Supreme order two weeks ago, in which Vivian Mtwana's faction (comprising the Johannesburg, western Transvaal, Pietersburg and western Cape branches), was recognised as the real Ccawusa, against the Cosatu-backed Papi Kganare faction, which includes the Durban, P E, Pretoria and Vaal branches.

Cosatu's executive committee decided to back Kganare after it found "that a small group in the Johannesburg branch had been seen to be undermining Cosatu policy." Mtwana has consistently denied the charge, even though he is in fact more keen on "an independent working class position," rather than unqualified acceptance of the Freedom Charter. He has also denied being a closet supporter of the National Council of Trade

Unions, Cosatu's smaller, Black Consciousness-leaning rivals.

Last week's court settlement means that Ccawusa's 1981 constitution still applies and that decisions and appointments in terms of the 1986 constitution fell away, as did any new appointments made last year. Mtwana is now required to call a national conference by mid-May, after all branches have held AGMs by February 28.

A problem for Cosatu now is what to do about its hotel and restaurant affiliate,



Meintjies

Harwu, whose merger with Ccawusa last June 28, in terms of the "one industry, one union" drive, is rendered void. The matter is expected to be resolved at the May conference. Mtwana's Johannesburg branch opposed the merger credentials from the start.

Although the split had little or no impact on the union's negotiations, notably in the Ellerinc's strike, the settlement pleased employers like Pick 'n Pay and OK Bazaars, who have begun their annual wage bargaining round with Ccawusa.

Unless arbitrators or a conciliation board manage to resolve a two-week-old wage dispute, it seems a strike by black media workers (Mwasa) against Argus and Times Media Ltd (TML, owners of the *FM*), is certain.

The parties reached deadlock on Monday over Mwasa's demand for a 20% increase across-the-board. TML has offered 17% to weekly paid staff and 16% to salaried employees, which includes journalists. The 16% comprises 8% across-the-board and 8% determined on merit; Argus's split is 12% to all and 4% on merit.

TML's Barrie Harris says Mwasa haven't justified their demand, bearing in mind the inflation rate; the level of increases granted by the market generally; the company's higher-than-average bonus; and the improved housing subsidy, which has been doubled to R6 per R1 000 with a maximum of R240 and which now applies to those with three years' service (it was five).

Mwasa's Sam Mabe, a news editor on *The Star*, replies: "In the previous year, when the company claimed to be performing badly, it offered 15%; now, when it says it is doing far better, they are offering 16%." He also says the union wants to improve its members' quality of life and keeping pace with inflation is not enough. Bonuses, he believes, are deserved by his members since "we worked for it." According to Mabe, only a handful of members, the journalists, of which there are around 170 in Mwasa, could benefit from the

housing subsidy; few among the rest, some 4 500 media workers countrywide, can afford houses, he says.

There are various other issues Mwasa is contesting with the Argus company, such as an alleged unfair dismissal and harassment at the *Sowetan*; alleged forced membership of the SA Typographical Union; and the status of 11 casual employees of The Newspaper Printing Company. But "to avoid clouding the main issue," Mabe says these should be dealt with at plant level. Argus reserved its position on this point.

Harris says TML believes its offer is fair and reasonable. Mabe says his members are prepared to strike over the issue. A strike ballot may well be Mwasa's next step.

Nearly all the employees, Ccawusa members, who began a legal strike at 142 of Ellerine's 290 stores last December 8, returned to work on Monday. From a workforce of 6 567, some 2 418 took part in the seven-week action.

In terms of the settlement signed on January 27, the company agreed to a R110 a month across-the-board wage increase starting February.

This takes Ellerine's minimum in its five job grades to R441, R511, R534, R545, and R705 — somewhat less than the union's opening demand last May of R550 minimum plus R200 across-the-board.

Ccawusa general secretary Vivian Mtwa says the strike "resulted in a national agree-

ment, marking a major breakthrough in the struggle of Ellerines workers for a living wage and better working conditions."

Most of the rest of the conditions had been agreed to by last September, when Ccawusa declared a dispute (*Current affairs*, November 6 1987).

The package includes: paid holidays on June 16 and "a day in May" — whether May 1, or the first Friday in May, is to be decided; regional pay differentials for the same job are eliminated; a sliding scale of commissions for sales staff; a lump sum R770 payment to non-sales staff in lieu of retrospective pay, less interim payments already granted; field and outside area sales reps become permanent employees with certain backdated benefits.

Employees detained under emergency or security laws will be guaranteed their jobs back and 50% of their wages for a period stipulated in the agreement.

The company committed itself to concluding a recognition and procedural agreement with Ccawusa within 6 months. Negotiations will continue regarding maternity provisions, compassionate leave and assistance for housing.

Ellerine's human resources manager Pierre de Villiers describes the company's first brush with organised labour as "a very tough round of negotiations and both sides played by the rules."

Their next round of wage talks starts in April, for the period July 1 to June 1989.

First round

Before making a counter-offer, Pick 'n Pay last week quietly asked the union, Ccawusa, to reconsider its opening wage demand (which would amount to R79,8m), bearing in mind that the company's after-tax profit for the year just ended was R43m. In fact, says P 'n P's chief negotiator, Frans van der Walt, the cost of the total package demanded would, at R86,2m, be double last year's profit.

The union opened the annual wage bargaining round for the retail sector seeking across-the-board increases of R1,88 an hour or R366 a month. This would lift the minimum monthly wage from R490 to R856, which is roughly what the labour federation, Cosatu, considers a "living wage" to be.

In addition, Ccawusa wants the "cash only" company to introduce staff accounts with stop-order facilities; 12% staff discounts; four weeks' annual leave; and March 21 (Sharpeville Day) as a paid holiday. After reconsidering on Monday, the union decided to stick to its demands.

The company then counter-offered with R100 a month across-the-board. It said it cannot grant March 21 because the day off would cost it R960 000 and, besides, May 1 and June 16 had already been granted as paid holidays. Also, "at this stage," it is saying no to the additional fourth week's leave (estimated cost: R2,5m a year) and no to staff discounts (cost: R3m a year). It wants more details from Ccawusa on their demand for staff accounts, which the company is prepared to consider.

A union's apparently high opening demands are, of course, normal in industrial relations bargaining and settlements are usually nowhere near them. Last year, for instance, when Ccawusa, unusually, asked P 'n P to make an offer first, the company suggested R85 a month. The union pitched in with a demand for R240. They settled at R100.

Wage bargaining with the other retail giants will commence over the next few months, starting with OK Bazaars this month, followed by Foschini, Edgars and Checkers.

Shops' interdict is withdrawn

14/2/88 after 31
ELLERINES management in East London has withdrawn an application for a court interdict against striking workers, clearing the way for their return to work.

A shop steward for the Commercial, Catering and Allied Workers Union, Joe Putye, said Ellerines East London management had applied for an interdict preventing the workers from entering shops' premises after they were accused of intimidating customers.

The interdict application remained an obstacle to settling the dispute in East London, even after the national strike was called off. However, Putye said management had last week agreed to drop the court action. — Elnews

9/18/87 7:00 PM
Local 5/13/88
31
Local
Ccawusa
deadlock
broken

By PETER DENNEHY

A DEADLOCK between the two disputing groups within the Commercial, Catering and Allied Workers' Union of SA (Ccawusa) in Cape Town was broken yesterday when one of the groups compromised on who would choose the marshals at the unifying AGM on March 20.

Both groups will attend the AGM, to be chaired by a member of the Independent Mediator Service of SA.

Mr Ben Petersen, Ccawusa's acting branch secretary, stressed this week that an earlier meeting, held on Sunday, February 21, had merely been a general meeting.

Asked why his group rejected joint marshalling, Mr Petersen said irregularities had crept into meetings in other centres where marshalling had been arranged by the "breakaway" group.

Mr Edward Hurling, a spokesman for the "breakaway" group, confirmed last night that his group had wanted joint marshalling, but had compromised on this issue to ensure that the AGM went ahead.

31 South

Ccawusa stumbles towards unity

From MONO BADELA
JOHANNESBURG.—

The troubled Commercial Catering and Workers Union of South Africa (Ccawusa) started over the second last hurdle towards unity on Sunday — bruising their shins badly.

This was after the Johannesburg branch's Annual General Meeting (AGM) held at the Standard Bank Arena and attended by 7 000 members.

It is now by no means clear that the union will be able to re-unite after its eight-month long split. The national unity conference is scheduled to take place on or before May 15.

With six of the eight branches already in favour, the Kganare group is assured of at least 40 votes at the forthcoming national unity conference.

The previously dominant groupings in Ccawusa that centered on secretary Vivian Mtwla has so far won one — the powerful Johannesburg branch at its AGM last Sunday.

Because the May national conference will follow the 1981 Ccawusa constitution, each of the eight branches will have eight delegates to the national conference.

Charter

Sources close to both groups indicated this week that the Vivian Mtwla grouping may be further boosted by a win in Klerksdorp. The results in the Western Cape is expected to be very close.

The division within Ccawusa re-surfaced at Sunday's meeting — only weeks after the two factions resolved their dispute through an out-of-court settlement.

The rift came to a head when one faction, supporting the Kganare group, dissociated itself from the proceedings and sought observer status.

The Johannesburg branch resolved, among other things, that the Freedom Charter was a divisive document and that "the minority of Ccawusa members supported it. That under no circumstances would officials who operated under Papi Kganare during the split be reabsorbed into the union or re-employed in any code of our offices".

The gulf grows

Union eyes will be focused on the outcome of the AGM of the western Cape branch of the Commercial, Catering and Allied Workers' Union of SA (Ccawusa) this Sunday.

It will be the last in a series of eight — essentially called to decide whether or not members support the pro-Freedom Charter position endorsed by the union federation, Cosatu. This has led to a serious split in a union which has always been riven by factions. It seems that only the respected former general secretary, Emma Mashanini, was able to hold them together.

Reflecting the cleavage, led by Vivian Mtwa's Johannesburg branch (by far the biggest) of Ccawusa, the western cape is also divided. There are two separate Ccawusa offices there, each claiming about 4 000 members.

In terms of the Rand Supreme Court order of January, which reinstated the union's former constitution and recognised Mtwa as general secretary, each branch was required to hold these meetings. They will culminate in a national conference of the union by May 15, to finally decide the leadership.

Mtwa is against adopting any particular political credo, including the Freedom Charter (*Current affairs* February 5). Results so far indicate that the faction led by the pro-Charterist Papi Kganare has the support of five of the eight branches: Pretor-

ia, northern Transvaal, eastern Cape and the Vaal. The count at the small Klerksdorp branch is still being made.

However, Johannesburg branch's Kaiser Thibedi disputes the Pretoria vote, as well as the procedures at the northern Transvaal meeting. The meetings were held under the aegis of Independent Mediation Services of SA (Imsa). Perhaps not surprisingly, Imsa's conduct of the Johannesburg branch meeting last Sunday, which backed Mtwa, has also been criticised by the opposing group for having been biased. The pro-Kganare group in fact dissociated itself from the stormy Johannesburg meeting after calling it undemocratic.

By agreeing to abide by the January court order, Mtwa seems to have put himself at a disadvantage. He had earlier proposed a change in the Ccawusa constitution to accommodate proportional representation, which would obviously favour his group. And some observers believe the Mtwa faction did not do enough canvassing to ensure support. It was surprising, for example, that Pietersburg came out in favour of the Charterist position, as well as Natal, where Mtwa used to be the branch secretary.

Despite having majority support in numbers because of the size of the Johannesburg branch (which claims 40 000 members out of the national total of 70 000), Mtwa is likely to lose at the Ccawusa indaba in May.

The big question then will be whether he decides to back off his principled stand, or, as rumour suggests he could, join Cosatu's rival, the National Council of Trade Unions.

MM 18/3/88 (31)

Triangle workers go on strike

By Mike Siluma, Labour Reporter

213/88

About 450 workers are on strike at 12 stores and other concerns owned by Triangle Furnishers after a breakdown of wage negotiations between the Commercial, Catering and Allied Workers' Union (Ccawusa) and management, the union said.

In a weekend statement, a Ccawusa spokesman said talks had broken down after management had rejected a revised package of demands and ruled out a union suggestion of mediation.

The workers downed tools on March 8 at Johannesburg stores in Doornfontein, Harrison Street, Park Station and Wynberg.

Also affected were stores in Pietersburg, Pretoria, Ulitenhage, Lichtenburg, Rustenburg and White River. The furniture chain's Johannesburg warehouse workers were also on strike, said the spokesman.

Triangle spokesman Mr Tom Roux could not be reached for comment at the time of going to press.

The union spokesman said workers had voted in favour of strike action after the failure of three conciliation board meetings following a declaration of a dispute by the company. The parties first met in July 1987.

The union's revised demands include:

- A R90 across-the-board monthly increase from January 1987 to June 1987, with a further R80 increase from July 1987 to December 1987.
- A guaranteed minimum wage of R600 a month.
- A 13th cheque and 12.5 percent commission for sales staff.

Ccawusa says Triangle's present and final offer includes an across-the-board monthly increase of R50 from January 1987 to June 1987, followed by another rise of R50 for the period between July 1987 and June 1988.

The company has also offered a 10 percent bonus for each year of service to a maximum of 50 percent.

ultural



OK rejects union demands for rises

OK Bazaars has rejected demands by the Commercial, Catering and Allied Workers' Union (Ccawusa) for increases in monthly wages for non-managerial staff by R300 a month and an end to pay-as-you-earn deductions.

In a statement after two days of talks, OK-personnel director Mr Keith Hartshorne said the company had rejected the union's R300 demand with an offer of R80 a month, payable in two stages over the next seven months.

"The company pointed out that the union demands, if accepted, would represent an additional cost of over R100 million — more than six times the company's total profits for 1987." — Labour Reporter.

Easter Egg Hunt" at Gold Reef City this weekend (10) will line up to welcome everyone seeking the R15 000 in prizes — all for a good cause, Disabilities Week.

Dunhill King Size

known to be the finest cigarette

(about R444 million)

Wage agreement

ONE TRIPS (31)

JOHANNESBURG. — Pick 'n Pay and the Commercial Catering and Allied Workers' Union of SA (Ccawusa) agreed last night to an across-the-board wage increase of R140 a month effective from April 1. The agreement concluded annual wage negotiations, union spokesman Mr Johnson Mhlayivana said.

Reports by Staff Reporter, Own Correspondent, Sapa-Reuter-AP and UPI.

BRONWYN ADAMS

PICK 'N PAY and the Commercial Catering and Allied Workers' Union of SA (Ccaawusa) agreed last night to an across-the-board wage increase of R140 a month effective from April 1.

The agreement concluded annual wage negotiations, union spokesman Johnson Mhlayivana said.

Labour observers predicted the settlement would raise union expectations and result in a year of tougher bargaining in the retail sector.

Other issues settled include management's acceptance that workers completing their fourth year of continuous service are entitled to four weeks' annu-

Pick 'n Pay ups workers' wages

al leave.

According to Andrew Levy consultant Pat Stone, negotiations started with a substantial offer of R100 by Pick 'n Pay. This was in line with the company's high public relations profile.

"Pick 'n Pay's settlement is a function of its business environment. The company has been boasting record turnover and high profits which have complemented its social image of community support and benevolence towards its workers."

3/3/88
Pick 'n Pay

CMS
Temp's
13/4/88
31
15/2

Worker rehired after strike

A "SNAP" strike last week by 50 African workers at a city coal depot led to the reinstatement of a dismissed coloured truck driver.

A spokesman for the Commercial, Catering and Allied Workers' Union of SA, which represents workers at the Cape Coal depot in Maitland, said yesterday that the workers downed tools for three hours last Friday in protest at the dismissal of a coloured truck driver following an accident.

The dismissed worker was reinstated after negotiations between management and union officials.

Deadlock looms in wage talks

A NATIONAL wage settlement has been reached between Pick 'n Pay and the Commercial, Catering and Allied Workers Union of South Africa (Ccaawusa), increasing monthly wages by R140 across the board and raising the minimum wage to R632.

The union is still locked in negotiations with two other major supermarket chains, Checkers and OK Bazaars.

Negotiations with OK Bazaars appear to be heading towards a dispute following the company's offer of a R50 increase and a minimum wage of R400.

The offer has been described as an "insult" by union members, who said they would almost certainly

14-20/4/88
declare a dispute.

The union is demanding an across the board increase of R330 and a minimum wage of R700.

Negotiations with Checkers have been clouded by the company's plan to retrench about 1 600 workers.

Mr Humphry Oliphant, human resources manager at the Checkers head office in Johannesburg, confirmed the planned retrenchment.

"The union has notified us that they will be making their wage demands. If they want to talk about the retrenchments as well, they have the right to do so," he said.
— Concorde

~~WUSA~~ 31

~~WUSA~~

South

15/4/88
31

OK reacts to union demands

OK Bazaars said yesterday that to agree to the 1988 wage demand by the Commercial, Catering and Allied Workers' Union (Ccawusa) would cost the company more than R58 million.

In a statement following the third round of talks with the union, OK Bazaars personnel director, Mr K Hartshorne, said the company had responded in detail to the union's demands.

Mr Hartshorne confirmed that OK had offered a monthly increase of R102, payable in two phases over the next seven months, alternatively R72 a month, payable from April.

Ccawusa said yesterday that OK's R72 a month increase offer was "totally unrealistic".

UN updates its athlete blacklist

15/4/88

The Star Bureau

NEW YORK — The United Nations (UN) has issued an updated list of athletes considered to have contravened its provisions by competing in South Africa.

The list contains no real surprises, except for an unusually caustic reference to Zola Budd in the section headed "Athletics".

The UN Centre against Apartheid, authors of the report, said: "The South African athlete Zola Budd, who now uses a British passport of convenience, continues to train in her native South Africa."

"In fact, she only returns to the United Kingdom during the athletics competitive season. This has provoked protests by anti-apartheid organisations worldwide," it said.

The register named as "among the best known" athletes to have competed in South Africa — Americans Vitas Gerulaitis, Brad Gilbert and Billie-Jean King, Pat Cash of Australia and Henri Leconte of France and golfers Ian Woosnam of Britain and Severiano Ballesteros of Spain.

American golfer Jack Nicklaus and tennis champion Ivan Lendl were de-listed, having undertaken not to play in South Africa again.

The 92-page UN document said that, in spite of a \$100 million (about R220 million) campaign by South Africa, "with the exception of some top golfers and tennis players and a few others, the calibre of players participating in South Africa has been mediocre".

Police act on Group Areas in Pretoria

By Craig Kotze and Own Correspondent

A major Group Areas Act clampdown in the northern Transvaal was announced in Pretoria yesterday, but police denied the move heralded tighter countrywide enforcement.

Northern Transvaal Divisional Inspector Brigadier Chris van Niekerk said the move was in response to "countless complaints", mainly by residents of Pretoria's eastern suburbs.

But a spokesman in the office of the Minister of Law and Order, Mr Adriaan Vlok, denied yesterday that the action was part of a national clampdown in terms of the Group Areas Act.

However, Mr Vlok's press secretary, Brigadier Leon Mellett, told The Star that the Group Areas Act "was law".

Brigadier van Niekerk said he would, in response to complaints, move to stamp out cases where people of other race groups were illegally allowed to stay on a property in areas zoned for a different population group.

"There is general dissatisfaction among residents. Where we used to warn people, we are now going to take criminal steps," he said.

Citing Sections 26 and 46 of the Group Areas Act (Act 36 of 1966) and proclamation 112 of June 22 1986, Brigadier van Niekerk said those contravening them could expect a fine of R400 or two years' imprisonment.

THE WEATHER

TRANSVAAL — Partly cloudy and warm with isolated thundershowers except over the lowveld.

JOHANNESBURG CENTRAL — Today: 8 am 16 deg C; yesterday: max 22, deg C; min 14 deg C; rainfall — mm; so far this month 3,8 mm; so far this year 369,1 mm; average rainfall for April over 92 years 54 mm; average annual rainfall 769 mm.

Black builders urged to create own identity in better housing market

BLACK builders have been urged not to join building associations of other races which shunned them before the building market shifted to the townships.

Jouberton (Krugersdorp) mayor N G Naphakade said before 1986, when the black man's SA citizenship was restored, building associations of other races would not accept blacks as artisans.

THEORAWANA

"Now that the building market has shifted to the black townships, the black builder is being overwhelmed by offers to join these associations," he said at a Transvaal African Builders Association conference at the weekend.

"We are not going to join them. We

have to create our own identity and not allow ourselves to be misused."

Government had given an assurance that land in the township was available to developers of all races but black local councils were not co-operating when blacks were denied sites to develop. Naphakade said. "As individuals we won't

be able to address this issue, but as an association we will be able to ask government to intervene."

The 16-region association has appointed consultants to conduct research into problems facing the black builder. Among tasks to be tackled is the privatisation of land, removing the power of allocation from black local councils.

88/1/1/88
31

house. No crime is suspected.

Retrenchment of 1 600

Call 7045 231408 (3) 1/83
JOHANNESBURG. — The Checkers group has told the Commercial Catering and Allied workers' Union that it is considering retrenching 1 600 workers, a union spokesman said at the weekend. Checkers management has said it was necessary because the company profit margins were unsatisfactory.

'Exploitation' led to Bill

CAPE TOWN.— Considerable evidence of unacceptable exploitation by business of the consumer, and particularly the less privileged black consumer, had underscored the need to introduce protective legislation in the form of the much-criticised Harmful Business Practices Bill now being circulated for comment, Trade and Industry director-general Stef Naude said yesterday.

Describing the private sector response to the Bill to date as being somewhat shrill, Naude said the draft legislation should not be seen as an ominous sign of government's intentions to bash

CHRIS CAIRNCROSS

business.

He told the Federated Chamber of Industries (FCI) executive council meeting the Bill contained sufficient safeguards to ensure that the powers it would vest in government to close down miscreant businesses could not be abused.

He also stressed the Bill was a first draft, aimed at soliciting comment, and

● To Page 2

'Unacceptable' consumer exploitation led to Bill

had already been substantially revised since it was initially circulated on a selective basis.

Naude said legislation of this kind was necessary because all existing legal protection provided by common and statutory law to the consumer had proved to be inadequate and ineffective.

Referring to recent private-sector reaction to the draft legislation, Naude observed that some businessmen seemed to be less concerned by the need for consumer law and believed incorrectly in many instances that market forces were sufficient to protect consumers by the elimination of the firm

that abuses its position.

He said experience thus far was less reassuring and there was evidence of unacceptable exploitation of particularly those whose bargaining powers were almost non-existent.

□ Disinvestment had reduced the level of competition in SA to the disadvantage of consumers, the Minister of the Budget and Works in the House of Assembly, Kent Durr, said yesterday.

He told the FCI unfettered competition reduced the need for consumer protection.

● From Page 1

31
B/day
4/5/88

VENTURES

Pick 'n Pay to boost staff shares scheme

By MARTIN WELLS, Business Staff

PICK 'N PAY is to increase its staff shareholders scheme three-fold this year.

Company chairman Mr Raymond Ackerman said today shares were to be offered to floor and assistant managers. The 10-year employment qualification for shares may be reduced to five years.

This would increase the number of shareholders from 2 500 to 12 000. Pick 'n Pay employs about 23 000 people.

● In an address to a Textile Institute meeting in Cape Town last night, Mr Ackerman called on businessmen to learn further to negotiate with unions.

Over 90 percent of work stoppages were because of relatively minor incidents and could be avoided if they were dealt with sensitively in the first instance, he said.

"Pick 'n Pay has had strikes, but we are in a better position now. We have been learning to negotiate staff grievances properly," he said.

Mr Ackerman, whose address was entitled "Industries' Responsibility to the Necessary Changes in our Society", said it was crucial for businessmen to be confident now as the economy was going to get rid of discrimination.

If the Government meant what it said — by deregulating, by decreasing taxes, by bringing the Angolan crisis to an end — then businessmen could go ahead and "take up the cudgel of progress".

BUSINESS DAY, Thursday, May 19 1988

A NEW, non-profit organisation which would foster contact between emergent black business entrepreneurs and large corporations has been formed.

Opening the third Matchmaker '88 Exhibition at Nasrec yesterday, US Ambassador Edward Perkins announced that IBM Projects Fund had already pledged a substantial sum towards the start-up capital for the new company — Matchmaker Services.

Perkins said that besides organising the

**SHARPEVILLE SIX
DEATH PENALTY
TRIAL TO REOPEN**

(3) (b)(1)

Black-entrepreneur, corporations link

the American Chamber of Commerce, has more than 100 exhibitors displaying 30 different categories of goods and services.

A senior US official, deputy assistant Secretary of State William Robertson, attended the start of the exhibition. He is in SA to persuade US firms here to buy from black suppliers, Sapa-Reuter reports.

THEO RAWANA

annual exhibition, Matchmaker Services would provide all-year support for participants in Matchmaker exhibitions.

Matchmaker, sponsored by the Witwatersrand Chamber of Commerce, the Greater Soweto Chamber of Commerce and

Development at Germiston station

Sata bronerity deal

A p b to w T S

27/5-2/6/88

~~HEA~~

W/Mail

(31)

Feuding Ccawusa factions back in court

BITTER battles within the Commercial Catering and Allied Workers' Union (Ccawusa), once the country's third largest trade union, have landed it back in the Supreme Court.

One wing of the union, known as the "Kganare faction", this week launched Supreme Court proceedings arguing that Vivian Mtwa, who leads the rival group, failed to call a national conference to unite the organisation. They are asking the court to fix a new date for the conference.

In an out-of-court settlement earlier this year, both parties agreed to elect new office bearers in the union's eight branches around the country before holding a national conference.

As general secretary, Mtwa was responsible for convening the unity conference by May 15. But this deadline passed after at least two Ccawusa branch annual general meetings were abandoned following infighting that verged on physical violence.

By **EDDIE KOCH** and
MZIMKULU MALUNGA

The Kganare group's court application argues that valid AGMs are still to be held at the Klerksdorp and Western Cape branches before the national conference can take place.

In a replying affidavit, the Mtwa group says valid elections in its favour have been held at these branches and argues that elections at the Pretoria branch, where Kganare claims a victory, are invalid because the meeting was packed with non-members.

The court has not yet ruled on the issue and lawyers for the Kganare group are trying to negotiate an out-of-court agreement to rehold the disputed branch elections so the national conference can take place.

Ccawusa split last year after attempts to merge with other retail sector unions turned into a bitter fight about the Freedom Charter.

The Mtwa grouping was opposed to adopting the document while the Kganare faction was in favour and subsequently adopted it as policy.

The Mtwa group has meanwhile issued a statement accusing the Congress of South African Trade Unions (Cosatu) leadership of recognising only the Kganare group and "attempting to crush the rest".

"The Ccawusa dispute has unnecessarily heightened tension between affiliates, inhibited democratic participation in the federation and caused great confusion and disappointment among workers."

Cosatu press officer Frank Meintjies said the organisation had made every effort to unite the two groups.

"Our view is that Ccawusa should hold a national conference as per the agreement and that Cosatu will recognise the leadership that emerges at the conference."

Makro workers sit-in over fraud dismissal

Cape Times 11/6/88 By CHRIS BATEMAN 31

ABOUT 150 workers at Makro wholesalers in Ottery yesterday staged a three-hour sit-in at their company canteen in protest against the manner of dismissal of a colleague by company officials before his arrest for alleged fraud.

The employees returned to work after hearing that the man would be granted bail at his court appearance.

Shop stewards for the Commercial Catering and Allied Workers of South Africa (Ccaawusa) later met management to demand the withdrawal of charges. They said the worker under suspicion was "interrogated" on Tuesday and only late on Wednesday allowed representation at a company hearing.

The group personnel manager for Makro, Mr John Hudson, said the company "would not give in" to the charge withdrawal demand and denied that the man was disallowed representation by a shop steward.

He also rejected claims that workers were threatened with police unless they returned to work, saying company policy was that police were called in only if there was a threat to life or property.

Bottle store staff upset by workforce dismissal

CP Press
19/6/88
(31)

By KERRY CULLINAN

CONTROVERSY surrounds the firing of the entire workforce of Mzamo Moleka Bottle Stores in Soweto, with workers claiming they were fired for taking part in last week's three-day protest and management hotly denying this.

"The workers are just trying to put us in a bad light with Cosatu, Nactu and the community at large," said Mzamo personnel and administration officer JYL Rasekoala.

"We decided, in view of the union and Nafcoc call,

to close our business over the three days, but workers decided to stay away for the whole week, starting on Saturday, June 4," he said.

However, worker representative George Siwela denies this.

"Management were trying to get us to work half days on the protest days, but we decided that it would be unsafe to come to work on those days, so we didn't," said Siwela.

"When we returned to work on Thursday last week, we were told that management was considering our case. We were then told on Friday that we had all been fired."

"As far as we are concerned, workers were involved in an illegal strike in contravention of the recognition agreement between Mzamo and their union," said Rasekoala.

Comp. Times 12/6/88
**Checkers in
wage deadlock**

JOHANNESBURG. — Checkers management and the Commercial, Catering and Allied Workers' Union (Ccaawusa) are still in deadlock after management yesterday declared a dispute concerning the two parties' positions on wage increases.

A management spokesman said yesterday that Checkers was prepared to continue negotiations, but added that a mediator was now a prerequisite for understanding. He added that Ccaawusa had not yet indicated whether the mediation proposal was acceptable to them. — Sapa

site.

Cape Times 23/6/88 (31)

Workers win pay battle

PRETORIA. — The Supreme Court has ordered a local supermarket to pay R5 800 to six workers evicted from the premises last month. A spokesman for the National Union of Farm and Agricultural Workers of SA said the reason for their dismissal was an altercation over leave and leave pay. Some of the workers had not had leave or received leave pay for up to 20 years.

THE Commercial Catering and Allied Workers Union (Cawusa) is nearing the end of its major negotiations, having reached settlements with both OK Bazaars and Pick 'n Pay.

Negotiations with the third big retailer, Checkers, have again been given the green light.

The OK settlement was reached after 30 hours of mediation following weeks of negotiation.

Details of the settlement will be released tomorrow, but sources believe workers can expect an across-the-board increase of about R100 a month.

This is below the R140 settlement reached with Pick 'n Pay earlier this year.

The troubled Checkers talks are due to resume on Wednesday after management's withdrawal of its notification of dispute with the union.

At the time of deadlock, management had not moved from its original offer of a R90 increase or a split in-

Checkers next on the list

crease based on that figure.

The union is demanding an increase of R140 monthly, down from its opening demand of R191.

Cawusa has alleged that Checkers huge expansion programme — numerous stores and warehouse openings and the introduction of a R22-million computer system — has been carried out at the expense of the needs of workers.

Commenting on the allegations, Checkers human resources manager Andy McLauren says the expansion programme was part of a continuing plan to maintain market share and growth.

"The union must understand that there has to be a link between wealth generated and wealth shared," he says.

26/6/88 ST/mb

LEAD

'Gunman haunts dismissed six'

Sowetan 25/6/88

By JOSHUA RABOROKO

SIX employees who were dismissed after a strike at a Soweto supermarket yesterday claimed that they narrowly escaped death when a gunman opened fire at them while they were travelling in a car in Orlando East.

The workers said that they were now living in fear of their lives after many attempts were made by the gunman to kill them. The latest attack happened on Saturday night.

They believed that the gunman wanted to kill them for being shop-stewards of the Federal Council of Retail and Allied Workers' Union.

Major Noel Hartwell of the Soweto Police yesterday confirmed the incidents and said the police were investigating

a case of attempted murder.

The workers are part of the 80 employees of a giant supermarket who went on strike over the cancellation of a medical aid scheme at the company.

The workers were later dismissed and the union is presently holding talks with management in an attempt to have them reinstated.

A shopsteward Mr Norman Pule told the *Sowetan* that on Friday night they were returning from a union meeting when they were stopped by a strange man in a car.

"The man called me to get out of the car. I refused and drove off. Several shots were fired

at us, but we were not hit. Two bullets dented the car," Mr Pule said.

He added: "The gunman followed us in a car and fired shots at us. We managed to escape and reported the incident to the Orlando police."

Another worker Miss Barbara Mpawu, said she cowered under the car's dashboard when the shots were fired.

Mr Pule said on Saturday night they were again attacked by a gunman, but managed to escape.

"We are now living in fear that we will be attacked and are presently living with relatives," he said.

Union gets new rights for fathers at Pick 'n Pay

Cape Times 29/6/88
Own Correspondent

JOHANNESBURG. — Pick 'n Pay and the Commercial, Catering and Allied Workers' Union (Ccawusa) have concluded a "parental rights" agreement described by the union as the first of its kind in South Africa.

The agreement — signed on Monday and which covers the company's 18 000 full-time employees — is unusual in that, in addition to providing normal maternity benefits, it also extends new rights to fathers. The purpose, said Ccawusa's Mr Jeremy Daphne, was to eliminate sexual discrimination.

The agreement provides for 11 months' parental leave, of which nine months are paid — three at 75% of earnings and six (during which the state maternity benefit is available to qualified employees) at 30%.

Pick 'n Pay gives dads paternity leave

1-7-7/88 W Mail 22 (2) (31) ~~31~~
WORKING fathers and mothers will be able to take paid leave to care for their children in terms of a precedent-setting parental rights agreement concluded this week between retail giant Pick 'n Pay and the Commercial, Catering and Allied Workers' Union.

Unions in the Cosatu and Nactu folds have won maternity rights in a substantial number of organised factories, securing the jobs of women workers who take time off to bear children. In several cases they have won paid maternity leave and in a few workplaces, have won paid leave for fathers when their children are born.

The Pick 'n Pay agreement goes further by granting extensive rights to fathers as well as mothers, and to parents of adopted, as well as biological children.

Pick 'n Pay's general manager for personnel and labour relations, Franz van der Walt, said he welcomed the conclusion of the agreement. "We believe our people are our assets, and we have to see where we can make it easier for them to deal with the problems of pregnancy and parenthood," he said.

Ccawusa's Jeremy Daphne says one objective of the agreement is to encourage a more enlightened attitude towards the sharing of family responsibility by both parents. It aims to ease the burden of the "double shift" which women work by enabling fathers to share child-rearing duties.

In the agreement, the parties:

- Commit themselves to the elimination of sex discrimination.
- Acknowledge the right of men and women to hold a job while leading a normal family life, to work under healthy and safe conditions and to give their children the necessary care and attention.

The agreement, which will cover

18 000 shop-floor and managerial staff in Pick 'n Pay, allows for 11 months' parental leave, which can be shared by the mother and father if both are company employees.
Of this, nine months are paid leave. The leave can be broken up and taken any time until the child's fourth birthday.
The company will pay parents 75 percent of their wages/salaries for three months, and 30 percent for six months.
This means most women will get nine months' leave at 75 percent pay, since the Unemployment Insurance Fund provides for six months' maternity pay of 45 percent, providing a woman is receiving no more than one third of her pay during that time.
Pick 'n Pay will pay the medical aid and pension contributions of workers who take parental leave, and they will not lose status or seniority.
Every father employed by the company is entitled to eight days' paid leave at the time of confinement or adoption, one paid day off per month for the first six months of the child's life to take it for check-ups at a health clinic, and 18 days' unpaid leave, which can be taken at any time until the child is 12 years old.
"Ccawusa is calling on all fathers at Pick 'n Pay to make full and responsible use of the rights achieved for them in this agreement," Daphne said.
The agreement, which takes effect on August 1, does not require parents

to be legally married.

An unusual aspect of the agreement is that it applies to parents of formally and informally adopted children.

The union believes this is very important, Daphne says, because many children in the townships without parents are cared for by relatives or strangers.

The agreement entitles adoptive parents to 10 months' leave, eight of which are paid, to care for babies up to the age of one year, and to one month's paid and two months' unpaid leave for adopted children between one and 12 years old.

Other aspects of the agreement are:

- The company will not refuse to hire women because they are pregnant.

- Women who have still-births or miscarriages are entitled to paid leave in accordance with a doctor's recommendation.

- Pregnant and nursing women will have paid time off for ante- and post-natal care.

- Pregnant and nursing women will not be required to work overtime or at night, or in areas which are dangerous for them.

- Employees will not be retrenched while on parental leave.

The parental rights granted in the agreement apply only to those who have worked for Pick 'n Pay for at least eight months.

- A recent change in the Unemployment Insurance Fund (UIF) will make life easier for pregnant working women.

The fund provides for six months' maternity pay, but had previously specified that four months of this had to be paid out before the birth.

In terms of the recent amendment, the six months can be taken at any time before, during or after the birth.

Dads given time to help bring up babies

MAGS 5/7/88

31

The Argus Correspondent

DURBAN. — Dad, that almost forgotten member of the family often judged by the number of big green ones in his wallet, is set to take on more responsibility after a revolutionary labour agreement.

It seems that about 7 000 fathers at one of the country's biggest supermarket chains, Pick 'n Pay, actually want to play a bigger role in bringing up their children.

This week the Commercial Catering and Allied Workers' Union (Cawusa) signed a precedent-setting agreement with management which will allow mothers to relax a bit and take the occasional day off.

Although the agreement applies only to employees of the supermarket chain, experts feel it could be the start of good things to come for all parents.

Parental leave

It provides for up to 11 months parental leave, of which nine months will be paid, for couples employed by the chain.

In addition, fathers will be entitled to eight days paid leave at the time of confinement, plus one day a month for the first six months in order to take the baby for medical check-ups.

Adoptive parents will get the same benefits, less one month.

In cases where both parents work at Pick 'n Pay, the leave can be shared and the parents themselves can decide how it should be broken up, a move described by Cawusa's Jeremy Daphne as "a huge development".

He said the agreement seriously addressed the whole question of child care. Extensive research had shown that separation from parents was a chief cause of emotional and other problems in children, Mr Daphne added.

Gastro-enteritis was one of the big causes of South Africa's high infant mortality rate, and the disease itself was caused mostly by the fact that many mothers were unable to breast feed their babies, Mr Daphne said.

All companies

His union intended sending the details of the new agreement to all companies where it was represented in the hope that they, too, would consider giving parents a better deal.

Other aspects of the agreement include a provision for pregnant women to arrive 10 minutes late at work each day and leave 10 minutes earlier in order to "avoid the crush at the doors".

Pregnant women will also have special uniforms in future, replacing the "dowdy" clothes they have had to

wear up until now, according to Pick 'n Pay general manager, personnel and labour relations, Frans van der Walt.

The new deal was described as "a lovely idea" by Mrs Magda Dobie, assistant director of Child Welfare in Johannesburg.

She believed the step could even help save some marriages, with the pressure being taken off mothers and divided between both parents.

Major Ccawusa gains at OK chain

DETERMINATION and perseverance on the part of the Commercial Catering and Allied Workers Union of South Africa (Ccawusa) has reaped benefits for thousands of OK workers.

South Africa's biggest retailer, with R3,12 billion sales and a profit for the last financial year of 31,8 per cent, had been offering a minimum wage of R400 a month to its workers with one year's service.

In March management met with a national Ccawusa delegation who had a mandate to negotiate wage increases for all workers nationally at OK Bazaars irrespective of their union affiliation.

Ccawusa demanded a R300 across the board increase with no split and a minimum wage of R700 for all workers except commission earning staff. The union also demanded race discrimination to be abolished.

In a series of meetings between Ccawusa and management in April, OK first offered an across the board increase of R56, later upped that offer to R60, then to R72, then R76, and finally R77.

Drop demand

Initially OK did not respond on the minimum wage but later came with an offer of R450 for workers with one years service in November or R410 from April.

Ccawusa rejected this offer and once again called for a living wage.

At this stage, with the offer standing at R88, OK expressed its "confidence" that it would reach a settlement with the National Union of Distributive and Allied Workers (Nudaw). However, OK could not settle with Nudaw before it settled with Ccawusa. The company had not declared a dispute against Nudaw so they were not party to mediation.

The dispute was finally settled through mediation and a settlement agreement was signed on June 15. This agreement was also extended to Nudaw.

Under the terms of the agreement reached:

- Permanent staff as at May 7, 1988 would receive an across-the-board increase of R105 from May 7.
- Part-time permanent staff would

receive two thirds of R105 across the board.

- All permanent workers (excluding commission earners) would as from May 7 receive a basic minimum wage of R500 provided they had completed 12 months' service as at May 7.
- Part time permanent staff would receive two thirds of R500.
- Employees with 21 years' service

could elect to receive R700 (taxable) in cash instead of the long service award.

- June 16 as a paid holiday. Workers are not required to take annual leave for this day.

The parties agreed to negotiate further on a housing scheme, pension fund, and parental rights.

A report in last week's SOUTH incorrectly stated that Nudaw had reached a settlement with OK.

The union itself dropped its across-the-board increase demand to R240. On April 27, OK declared a dispute against Ccawusa on the grounds that the union did not want to accept its offer of R77 across the board or R110 split, and minimum wages of R460 per month for workers with one year's service.

Ccawusa argued that the company was now the biggest retailer in South African's history and could well afford to offer more. They also pointed out that between 1986 and 1987 the company had increased its directors' fees by 50 percent.

In May OK offered R88 across the board increase or R460 minimum wages for workers with one year ser-

vice.

Checkers' wage talks snag

TALKS between the Commercial, Catering and Allied Workers' Union (Ccawusa) and Checkers reached deadlock on Friday after they had resumed in the wake of their suspension the previous day, when union members arrived at work wearing union T-shirts.

Ccawusa declared an official dispute against the company after only marginal movement by both sides. Friday's talks began with the union demanding a R122 across-the-board monthly increase and Checkers offering R72,50.

Earlier, Checkers human resource director Andy MacLauren said the talks had resumed after the union had under-

BRONWYN ADAMS
and ALAN FINE

taken to ensure all workers would be dressed in regular uniforms. The company had threatened a court interdict on the issue.

A Ccawusa spokesman said negotiators had made the undertaking in the interests of collective bargaining, after Checkers had made this a prerequisite for more negotiations.

The spokesman said workers had worn the T-shirts and embarked on a go-slow in order to pressurise management to increase its wage offer.

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Stimela supports strikers

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JOHANNESBURG. - Supergroup Stimela have stopped recording in sympathy with about 400 striking workers at the Gallo record company.

A spokesman for the Commercial Catering and Allied Workers Union (Ccawusa) said music groups Plush and Volcano were refusing to perform in solidarity with the workers.

Canteen workers at Gallo went on strike on July 8 over a wage dispute at various Gallo plants on the Reef.

Ccawusa national organiser Abie Ramalope said workers wanted an across-the-board increase of R262 a month. Management had offered R103.

Other demands include a reduction of the working week from 45 to 40 hours without loss of pay, a 13th cheque in December, interest free personal loans, an extra week's leave and recognition of tribal doctors in the medical aid scheme.

Volcano

He said the workers were evicted from the premises on Monday by a security company hired by Gallo.

They then gathered outside the union offices at 142 Kerk Street in central Johannesburg.

Spokesmen for Splash and Volcano said the groups supported the strikers because they believed that they had a common demand for better pay.

Stimela leader Ray Phiri said his band was not on strike, but had stopped recording in solidarity with the strikers.

A company spokesman confirmed that Ccawusa members were on a legal strike and said the company had offered a "20 percent increase package".

He could not comment on the groups' allegations because there had been "no contact or communication" from them.

Spar workers plan legal strike

WORKERS at the Spar Natal warehouse in Phoenix, near Durban, are planning a legal strike at the beginning of August following the failure of mediation at resolving a wage dispute between the company and the Commercial, Catering and Allied Workers Union (Ccawusa).

A Ccawusa official, Miss Fiona Dove, said workers were demanding an across the board increase of R105 a month and for June 16 to be declared a workers' holiday.

If the strike went ahead it could affect 500 Spar outlets nationally and it could also affect plants of the giant parent company, Tiger Oats. — PTSA

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21-27/7/88

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OK workers win R105 a month more

JOHANNESBURG. — The 65 000-strong Commercial Catering and Allied Workers Union of South Africa (Ccawusa) and OK Bazaars have

21-27/7/88
agreed to an across the board increase of R105 a month and a minimum wage of R500.

South
The two parties reached

a settlement last month but agreed not to publicise details of their agreement until union representatives had reported the deal to their members.

Other terms of the wage agreement include: No pay will be deducted from any employee who is absent on June 16; improved long service benefits; and part-time employees will receive two-thirds of the R105 across the board increase and two-thirds of the new minimum wage.

OK Bazaars has undertaken to continue its research into Ccawusa's demand for the recognition of traditional healers.

At the beginning of negotiations Ccawusa demanded — among other things — an across the board rise of R300; R700 minimum pay; a 25 percent staff discount.

There are about 22 000 workers employed by OK Bazaars. Of these some 11 000 are Ccawusa members.

Settlement

Ccawusa's national general secretary Vivian Mtwa told SOUTH the union could have achieved more than the settlement.

"We are not very excited about the agreement," he said.

"Our members deserve more than is being offered. But we are happy that an agreement had been reached."

The wage negotiations started in April and the agreement reached has somehow averted what could have developed into a major labour confrontation.

In 1986 Ccawusa was involved in a three-month strike that crippled OK Bazaars nationally. A total of 11 000 OK Bazaars' employees downed tools at the time.

Dispute in wage talks

Labour Reporter

A DISPUTE has been declared in annual wage negotiations at Metro Cash & Carry.

According to a spokesman for the Commercial, Catering and Allied Workers' Union (Ccawusa) the union has rejected a company offer of split increases totalling R110 a month and is demanding R140 a month across-the-board.

The Ccawusa spokesman said Metro had offered an increase of R70 a month from July to December this year and a further R40 a month from January to July 1989.

Both parties have agreed to refer the dispute to mediation.

It is one of three disputes in which Ccawusa is involved with companies in the Trade-gro group involving about 30 000 workers.

Other companies are Checkers and Frasers.

The union spokesman accused Metro of trying to promote another union, the National Union of Distributive and Allied Workers (Nudaw) in the Western Cape.

Metro spokesmen were not available for comment.

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Metro spokesmen were not available for comment.

Unions in joint action over salaries

THE National Union of Distributive Workers, the Federal Council of Retail and Allied Workers and the Commercial, Catering and Allied Workers Union of South Africa have submitted joint proposals for a new wage agreement with Clicks.

Clicks is one of the Score group of companies.

At a recent meeting in Johannesburg, representatives of the three

unions reached consensus on the proposals and negotiations that would begin this week, a union statement said.

This is the first time the three unions would act jointly, although NUDAW once previously negotiated with CCA-WUSA for an agreement at OK Bazaars and with

FEDCAW at Clicks.

Union proposals include minimum wages, increased annual leave and such matters as uniforms. Probably the most important, next to wages, is the 40-hour week.

The union also proposes recognition of "traditional doctors" for

purposes of sick leave and medical aid and paid study leave for school and tertiary level exams. — Sapa.

3/8/88
Smeets

Wage deadlock remains

NO PROGRESS was made in resolving the four-week-old deadlock in wage negotiations between Checkers and officials of the Commercial Catering and Allied Workers' Union of SA (Ccawusa), a Ccawusa spokesman said at the weekend.

But Checkers' Group MD Serge Martinengo said progress had been made during mediation

and the parties would meet again on Wednesday.

Ccawusa said although management had explored settlement options during mediation, no official offers had been made.

Ccawusa's demands include a R122 across-the-board increase. Checkers is offering R74,70.

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Accord is reached

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GALLO (Africa) Ltd and the Commercial, Catering and Allied Workers' Union reached a settlement in their wage increase dispute yesterday ending a three-week strike by 180 of their employees.

A spokesman for Gallo said a statement to Sapa that striking workers would return tomorrow.

He said under the joint agreement, employees would receive a R120-a-month increase across the board, backdated to April 1 1988. The company had also agreed to pay a Christmas bonus equivalent to three weeks' wage for 1988.

Gallo would also pay a retirement gratuity on a scaled basis to permanent employees who would not qualify for an extra week's leave after five years' continuous service.

The statement said the company had agreed to recognise traditional doctors for a trial period of one year on the basis that employees would be entitled to five days' sick leave per year within the recognised sick leave cycle on presentation of a traditional doctor's certificate. It was also agreed that employees may apply for a day's annual leave within the annual leave entitlement for March 21, 1989.

In a joint statement, Mr Byron Xypteras, Gallo's industrial relations manager, commented: "The company is gratified at the joint settlement reached and looks forward to a continuation of the good relations existing with Ccawusa as a basis for future negotiations." — Sapa.

Strife in Ccawusa holds up pay talks

BRONWYN ADAMS

ANNUAL wage negotiations between the Commercial Catering and Allied Workers' Union of SA (Ccawusa) and Woolworths, due to begin this week, have been further delayed by a union split.

Ccawusa general secretary Vivian Mtwa said negotiations were held up when some shop stewards loyal to the "breakaway" Papi Kganare group made independent and "unconstitutional" arrangements with management on representation during wage negotiations.

Mtwa said only delegates chosen according to official procedures should constitute the negotiating team and rival self-appointed stewards excluded.

Mtwa said, however, he had agreed to an invitation by management for a joint meeting today between eight representatives of each group to discuss their differences.

The internal union dispute led to a strike at more than 20 Woolworths branches last month. Mtwa was uncertain as to whether further strike action would occur if Kganare representatives were excluded from the bargaining team.

Management refused to comment because of the sensitivity of the issue.

The Papi Kganare faction was unavailable for comment.

11/8/88

Job security for pregnant women guaranteed

New agreement will give workers the right to parental benefits

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The parental rights agreement between the Commercial, Catering and Allied Workers' Union (Ccawusa) and Pick 'n Pay — which comes into effect this month — has placed the issue on the social agenda at a time when most South African working women have yet to win the right to have children without jeopardising their jobs.

The agreement is based on a set of principles, which include the notion that women and men should have equal opportunity to combine employment with family life under safe conditions.

The agreement includes the following innovations:

● The right for women employees to take 11 months' parental leave, for nine of which they will be paid 75 per cent of their wages. Fathers are entitled to share the remaining two months' unpaid leave provided they work for Pick 'n Pay.

● Eight days' paid leave for fathers during their partners' confinement or when adopting a child. Fathers are also entitled to a total of 18 days unpaid leave until their children are 12 years old, plus an additional paid day off each month during a baby's first six months.

No discrimination

The agreement also guarantees job security for pregnant women and outlaws discrimination on the basis of pregnancy. In addition, women will be entitled to paid leave in accordance with a doctor's recommendation in the event of a stillbirth or miscarriage.

The Ccawusa-Pick 'n Pay agreement, followed closely by a less generous one between the Amalgamated Clothing and Textile Workers' Union and James North Africa in Natal, is the result of growing pressure among the black union movement for improved parental rights for South African workers, itself the culmination of years of campaigning for maternity rights.

The first comprehensive maternity agreement was signed in 1983 between Ccawusa and OK Bazaars. It included a year's unpaid leave and job security. This was followed by agreements with other employers in the retail and distributive trade and other sectors.

According to Ccawusa spokesman Mr Jeremy Daphne, many women earning low wages were forced to return to work too soon after childbirth because of financial difficulties. The Unemployment Insurance Fund (UIF) only provided for six months' pay at 45 percent of a woman's wages.

He praised Pick 'n Pay for being "reasonably open-minded" in their approach to the whole issue of parental rights.

"We believe that Pick 'n Pay were in the best position to negotiate an enlightened agreement because they were accustomed to the union ... and were, more importantly, financially in a position to agree to our proposals," said Mr Daphne.

Pick 'n Pay's industrial relations general manager, Mr Frans van der Walt, acknowledged that the company's comparatively strong financial position might have been crucial to management's approach.

According to Mr van der Walt, Pick 'n Pay believes it has a role play in helping employees with parenting.

It was impossible, said Mr van der Walt, to predict the exact cost of implementing the agreement because the

The struggle for parental rights in South Africa has received a boost through a precedent-setting agreement between the Commercial, Catering and Allied Workers' Union (Ccawusa) and leading retailer Pick 'n Pay which employs 18 000 people. However, the majority of South African workers still have a long way to go before they can enjoy parental and child care benefits as a right, writes Labour Reporter MIKE SILUMA.

number of people who would make use of the facility was unknown. But he did give a "guesstimate" of between R1,2 million to R2 million a year.

"We will now have a clear-cut policy (on the parental rights issue) and this could have a positive effect on industrial relations in the company," said Mr van der Walt.

Ccawusa regards the Pick 'n Pay agreement as an important first step and hopes it will be a precedent in providing for the parental and child-rearing needs of all South African workers, according to Mr Daphne. The union plans to table proposals similar to the Pick 'n Pay agreement to all companies where it is recognised.

The same proposals have been submitted to the industry's wage board, which sets minimum standards for wages and working conditions for retail workers.

But while Ccawusa has its sights set on a comprehensive parental rights programme, the vast majority of employees in both the public and private sectors have yet to attain maternity rights, let alone child care facilities or paternal rights.

Thousands of farm and domestic workers are not covered by the Labour Relations Act, and do not, therefore, qualify for UIF benefits.

Maternity rights

According to the Institute for Industrial Relations, central Government and provincial departments have no provisions for either maternal or paternal benefits. Pregnant women are allowed to take unpaid leave for up to six months, which may be increased depending on circumstances. However, where a replacement is necessary, a woman going on maternity leave would have to resign.

Employees of some municipalities are covered by industrial council agreements which provide guidelines for maternity rights.

A recent snap survey by management consultants P E Corporate Services showed that only 20 percent of Johannesburg companies approached were prepared to grant three months' unpaid maternity leave; 50 percent gave three months' paid leave and 20 percent gave up to six months' unpaid leave. Only 10 percent would give a year's unpaid leave.

All companies arranged that there be no loss of pension benefits during maternity leave. All the companies also gave women returning from such leave the same position as before if they returned within an agreed time. Only 10 percent offered child care facilities and 100 percent considered women for professional appointments on the basis of ability and qualifications for all positions.

Regarding paternity leave, com-

panies were willing to give a day's compassionate leave at the time of childbirth. If the father wanted longer time he would have to take it from his annual leave. The survey concentrated on professional and skilled employees.

P E Corporate Services' remuneration division manager, Ms Naomi Brehn, said the figures showed that paternity leave and the provision of child care facilities were not common.

"While these are big issues in the United Kingdom, Europe and United States, (they are) things we still have to pay attention to if we are to draw women into the workforce. The only way we can do that is to provide means of child care."

She said State and private child care facilities were not easily accessible and could only be afforded by high income earners.

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Union: Woolworths seeks legal advice

17/8/88 B/Day (31)

FEARS that Woolworths would reconsider union recognition if a dispute over representation in the union negotiating team was not resolved soon were expressed yesterday by a spokesman for one of the Commercial, Catering and Allied Workers' Union (Ccawusa) factions.

The factions, led by Papi Kganare and Vivian Mtwana respectively, have been in dispute for several weeks on the numbers of shop stewards from each side that should comprise the team.

Kganare group spokesman James Khumalo said yesterday the two sides were no closer to agreement on the issue which had sparked a number of wildcat strikes in the group.

After a strike at the Randburg

BRONWYN ADAMS

branch last week, Woolworths obtained an Industrial Court order, with costs, interdicting unlawful action by the union and certain individuals.

Woolworth's human resources executive Andrew Wilson said the company was seeking legal advice on its relationship with the union, although withdrawal of recognition was not an option under consideration.

He said management was looking for a means whereby a bargaining forum could be constituted within the bounds of the recognition agreement. However, if no agreement was reached between the two factions, a bargaining unit outside the recognition agreement would have to be created.

Local tourism in spotlight

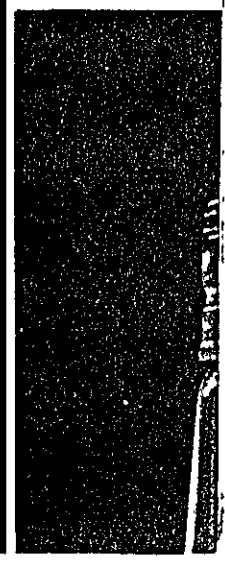
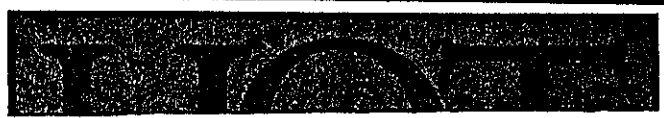
THEO RAWANA

DOMESTIC tourism was in the spotlight yesterday as Satour and SAA opened the five-day Focus '88 at a Johannesburg hotel.

The annual event, whose main objective is to bring new tourist developments and rates to the notice of travel agents, has shown marked growth in that the number of stalls has grown from the initial 65 in 1986 to 123 this year.

For the first time, Satour's regional offices are directly responsible for their products, resulting in retailers — grouped regionally — exhibiting at the show.

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R130 a month pay rise

18-24/88
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DURBAN. — Workers at Spar outlets in Natal have settled their nearly month-long dispute over wages and other working conditions.

The Commercial, Catering and Allied Workers Union (Ccawusa), and Spar had reached a settlement last week, according to union spokesperson Ms Fiona Dove.

In terms of the agreement, Spar will pay an across-the-board increase of R130 a month, bringing the minimum wage up to R655 a month.

"This is the highest minimum wage in the trade in South Africa", said the Ccawusa spokesperson.

The union had also won June 16 as a paid public holiday in lieu of an official public holiday which had not yet been decided.

This was a major victory as the company had previously stated that it would not grant June 16 as a holiday for political and not financial reasons.

Other points of agreement were:

- Half-day off on Christmas Eve;
- Commitment to negotiate a housing policy with an interim emergency housing and welfare fund to the value of R100 000;
- Subsidised transport between Phoenix and Durban;
- Increases in long service awards and the inclusion of other anniversaries making it an award every five years from the 10th anniversary onwards. — PTSA

Ccawusa split threat to status

Cape Times 19/11/88 Staff Reporter *31* *(1988)*

DIVISIONS within the Commercial, Catering and Allied Workers' Union (Ccawusa) were threatening the union's recognition by Woolworths, a union spokesman said yesterday.

The two factions are disputing the number of shop stewards on the union negotiating team.

CAP 7/15 19/88
Checkers end
wage dispute

JOHANNESBURG. — Checkers and the Commercial Catering and Allied Workers' Union of SA (Ccawusa) have resolved their wage dispute after three months of negotiations, a Ccawusa spokesman said yesterday.

They agreed to an across-the-board increase of R95 from July 1 and another R5 from January 1. The agreement also provides for a Christmas bonus of 10% of monthly salary multiplied by the number of years service up to the equivalent of a 13th cheque.

• There is not yet any agreement between the two factions of Ccawusa at Woolworths over the composition of a negotiating team.

Woolworths workers offered wage increase

31 (2/2/88) 31
Cape Times 22/8/88
Own Correspondent

JOHANNESBURG. — Woolworths has taken the dramatic step of making a unilateral wage offer to individual employees as an "interim" measure designed to resolve the delay in annual wage talks.

The delay has been caused by the split in the Commercial, Catering and Allied Workers' Union.

A notice handed out to all staff, on Friday, invites full-time store employees to accept a monthly increase of R120, backdated to July 1, with a 13,4% rise for those now earning more than R900 a month.

Pro rata increases for part-time workers and casuals are provided for.

Woolworths human resources executive Mr Andrew Wilson said this route was taken, as something had to be done about the situation. Factions in the union have been unable to resolve a dispute about the composition of the union negotiating team.

He said the offer was pitched at a fair level and compared favourably with retail sector trends.

Woolworths

offer rejected

Own Correspondent

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JOHANNESBURG. —
The Commercial Catering and Allied Workers' Union of SA (Cawusa) has rejected Woolworths' unilateral wage offer made to workers at the weekend, Cawusa general secretary Mr Vivian Mtwa said yesterday.

He said it was an attempt by management to take advantage of the divide between members.

Ccawusa turns down wage offer

BRONWYN ADAMS

THE Commercial, Catering and Allied Workers' Union of SA (Ccawusa) has rejected Woolworths' unilateral wage offer made at the weekend, Ccawusa general secretary Vivian Mtwá said yesterday.

He said it was an attempt by management to take advantage of the divide between members.

The Ccawusa Papi Kganare group national organiser James Khumalo said he believed joint negotiations would have to be held. He noted management's position was open-ended and predicted Woolworths would be able to accommodate Ccawusa if the two factions were able to resolve their differences.

Khumalo ruled out strike action by the Papi Kganare group but said Mtwá had attempted to contact Papi Kganare over the issue of a strike.

Mtwá accused management of undermining the recognition agreement and of challenging the union's legal and constitutional structures.

He said workers were confused by management's offer and called on those who had accepted it to reconsider their positions and insist on a bargaining forum within the recognition agreement.

Management was unavailable for comment.

23/8/88
B/Adams

Checkers, *Star*
union sign *24/8/82*
wage package

The Commercial Catering and Allied Workers' Union and Checkers have reached a wage agreement guaranteeing a R95 across-the-board increase back-dated to July 1.

A union statement said the agreement was reached on Monday.

An additional R5 was to be paid in January next year and a bonus of 10 percent of workers' salaries for each completed year of service was also agreed on.

(31)
(24/8/82)

25/8/88 Sowetan

Ccawusa rejects wage offer

THE Commercial Catering and Allied Workers' Union of South Africa (Ccawusa) yesterday rejected the "unilateral" wage offer made to its members by Woolworths retail chain.

Ccawusa general secretary, Mr Vivian Mtwla, said the company had taken this step without informing the union. The official was reacting to Woolworths' decision to make a unilateral wage offer to individual employees following the delay in annual wage talks.

The delay has been caused by the split in Ccawusa which has two factions, one led by Mr Mtwla and the other by Mr Papi Kganare.

Mr Mtwla said: "It is unfortunate that those members employed at Woolworths who reject the legally and constitutionally established structures of the union have now created a situation which management is taking advantage of."

Woolworths has handed out notices to staff inviting staff to accept a monthly increase of R120 backdated to July 1 and offered 13,4 percent for those earning more than R900 a month.

The company's action, Mr Mtwla said, was a further attempt "to disorganise and divide our membership." He said some workers had accepted the offer unaware that "it was made without the union's knowledge."

● Ccawusa recently concluded a wage agreement with Checkers which has agreed to — among other things — an across-the-board increase of R95 a month.

Ccawusa official, Mr Jeremy Daphne, said the two parties had also agreed to a bonus of 10 percent of salary for each year of service payable in November this year. A parental rights agreement would be signed later this month, he said.

Union factions split on Woolworths offer

BRONWYN ADAMS

THE split between the two factions within the Commercial Catering and Allied Workers' Union of SA (Ccawusa) is threatening to tear the union apart, with each group reacting differently to the unilateral wage offer made by Woolworths management last week.

While Ccawusa general secretary Vivien Mtwla has recommended all workers reject management's offer, Ccawusa Papi Kganare faction national co-ordinator James Khumalo said they had no problem with management's offer of a R120 a month wage increase.

Union factions failed to reach consensus during negotiations yesterday. The Papi Kganare faction proposed another meeting with Mtwla, which ignored the invitation.

Khumalo said workers had given union officials the mandate to attempt a reconciliation with Mtwla.

Neither Mtwla nor management was available for comment yesterday.

Handwritten notes and signatures:
v. Mtwla (31) [Signature]
[Signature] 88

Union factions closer to accord

BRONWYN ADAMS

THE two rival factions within the Commercial Catering and Allied Workers' Union of SA (Ccawusa) had come closer to agreement over the composition of the union delegation for annual wage negotiations, Ccawusa general secretary Vivien Mtwa said yesterday.

James Khumalo, a spokesman for Ccawusa's rival faction led by Papi Kganare, agreed in principle on a system of equal representation for the Johannesburg region, but he said Kganare was still not happy with Mtwa's delegation.

Khumalo said his faction was also waiting for Mtwa to present Kganare with details on his national representation. A joint telex would be sent to Woolworths management after Mtwa had clarified that.

Mtwa said negotiations between Woolworths management and Ccawusa would cover all union members including the two branches that had accepted management's offer.

A management spokesman said they had received no communications from union members and were unable to comment.



No joy for attendants

1-7/988
(31)
South

THEY may seem jovial when they rush up to wipe your windscreen, but garage attendants have little to smile about.

Long hours for little pay has means most garage attendants live a tough and unrewarding life.

And this week's petrol price hike won't change the situation. SOUTH spoke to some garage attendants.

JOHN'S day starts at 5.30pm when he has to report for duty at a busy service station in the centre of town.

He is on duty all night until 7am the following morning. He works every night

of the week with no days off — a total of 91 hours a week. For this he is paid R103 a week, slightly more than a rand an hour.

John has three children and is the sole breadwinner in the family.

"I can't make ends meet. But what can I do?" he said.

"If I complain, I will lose my job. So many people are looking for work that the boss will have no problem replacing me. Some money is better than nothing at all."

Mary also works as a pump attendant at night.

"It is cold in the early hours of the morning. We have to supply our own tea and coffee.

"Working at night can also be dangerous," she said.

"Skollies robbed us twice. If you don't give them the money, they will stab you. If we do give the money then the amount stolen is deducted from our wages."

Added Mathew, another attendant at the same garage: "Last month R165 was stolen from me. I had to pay in the money or face the sack."

When Mike, an attendant at a garrage in Athlone, was stabbed while on duty he spent a month in hospital. He did not receive any pay for that month.

These cases are not unique. A random survey of garages in Cape Town showed that attendants' wages ranged between R75 and R130 a week. Days off were the exception not the rule with the majority of attendants working a twelve hour day, seven days a week. Many have never had a pay rise.

They all complained that they had to make up any shortage in money, even if the money had been stolen.

A spokesperson for the Motor Industry Federation said attendants' wages were arranged in consultation with the National Union of Metal Workers of South Africa (Numsa).

It was necessary to bear in mind that petrol was a controlled commodity. This meant the profit margin was narrow so owners were limited in how much they could pay attendants, he said.



Attendants have little to smile about

11/9/88
Star

New deal for workers

By Adele Baleta (3)

The Foschini Group and the Commercial, Catering and Allied Workers Union (Ccawusa) yesterday reached a wage agreement guaranteeing a new minimum rate of R510 a month, plus an across-the-board increase of R110.

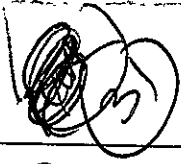
More than 600 workers will benefit from the agreement.

A management spokesman said the increases, effective from September 1, would be backdated for workers who normally got increases in May.

The spokesman said the union had initially demanded a minimum across-the-board increase of R800 a month.

The parties also agreed on an extra day's paid leave to commemorate an important event.

2 SOUTH, September 8 to 14 1988



SOU

47 at Santam join Ccawusa

FORTY-SEVEN Santam workers have joined the Commercial Catering and Allied Workers Union (Ccawusa) in a bid to improve salaries and working conditions.

About 18 months ago they joined the South African Allied Workers Union (Saawu), but Santam refused to recognise Saawu. Discussions are being held between Ccawusa and Santam about recognition.

Star 14/9/88

Looming industrial action

By Adele Baleta

Employees of the El-lerine's furniture retail chain have resolved to resort to industrial action if management fails to resume wage negotiations, according to the Commercial, Catering and Allied Workers' Union.

In a statement, Ccawusa general secretary Mr. Vivienne Mtwana said the six-week-old wage dispute continued yesterday with no indication from management of resuming talks which deadlocked during mediation on August 3.

"A meeting of El-lerine's workers from the Transvaal and Natal resolved on Sunday to embark on industrial action on Friday if management continues refusing to negotiate," he said.

A company spokesman denied that management had refused to negotiate.

Workers still on strike at 14 Checkers stores in PWV area

26/9/88 (31)

By Jovial Rantao *Star*

Workers at 15 Checkers stores in the PWV continued a strike today which began on Friday in support of three dismissed colleagues.

A spokesman for the company said efforts by Checkers management to resolve the situation amicably were rejected by the Catering, Commercial and Allied Workers' Union of South Africa (Ccawusa), which insisted that workers be reinstated before negotiations could continue.

The spokesman said the union

submitted papers recommending the appointment of a conciliation board, but Checkers management proposed that the matter be directed to the Industrial Court.

Ccawusa did not react to the proposal, but conducted strike ballots at various branches.

The union later proposed that workers be reinstated while the case was handled by the Industrial Court. The proposal was rejected by Checkers.

No Ccawusa official was available for comment.

A-G asked to prosecute over black family in Claremont

31 ~~26/9/88~~ ARGUS 26/9/88

By MICHAEL MORRIS
Staff Reporter

THE Attorney-General has been asked to consider prosecuting Woolworths under the Group Areas Act because it bought a house in white Claremont for a senior staff member who is black.

Several neighbours welcomed Mr Tiisetso Tsukudu and his family when they moved into the house in Laurier Road in July, but police opened a docket when others complained.

The matter was referred to Wynberg Magistrate's Court and then to the Attorney-General.

The case has arisen in one of three City Council wards being contested by Conservative Party candidates who hope to win votes in the municipal election by promising strict enforcement of the Group Areas Act.

A spokesman for the Wynberg court said: "A docket was

opened and it has been submitted to the Attorney-General. He will consider the merits of the matter and if there are any representations from the complainants or the accused, these will be taken into account."

The spokesman said several letters of complaint were submitted.

CALLED POLICE

The day Mr Tsukudu, manager of the Stellenbosch branch of Woolworths, his wife and two children moved to Claremont from Guguletu a neighbour, Mr A W H Wiles, called the police.

Mr Wiles, an English immigrant, admitted he was behind moves to put pressure on the Tsukudu family.

"I called the police five minutes after the Tsukudus moved in.

"They said there was nothing they could do. They said I had to submit a written complaint.

I did this and I collected written complaints from some other neighbours.

"Since then I have phoned the public prosecutor, the Attorney-General, the district police commissioner and officials at the Provincial Administration.

"I was told it could take a year to get anything done. That would be 11½ months too long, if you ask me."

Mr Wiles said Mr and Mrs Tsukudu were a quiet couple and caused no disturbance. He said he hardly saw them.

He objected to racial mixing.

"I have seen what has happened in Britain and America and I do not want it happening in Claremont."

Mr Tsukudu, a Sotho, said he was sorry Mr Wiles objected to his family living next door. He had not met Mr Wiles but was willing to do so to see if they

(Turn to page 2, col 2)

Rumpus over black family

AP 6/26/88
26/19/88 (Continued from page 1) 31

could come to "an understanding".

Mr Tsukudu said: "As far as I'm concerned, I have no problem. If someone else is unhappy, it happens to be their problem. I would not want to make it my problem. I'm happy and comfortable."

"That is the way this country is going — we must learn to live together."

"I get on very well with my customers, who are from all persuasions. They accept me as a competent manager who gives them the service they are after. I think it is illogical that in one's social life things should be any different."

● Mr Andrew Wilson, human resources manager of Woolworths, said the company had no comment.

Checkers ultimatum to striking workers

Own Correspondent

JOHANNESBURG. — Checkers management has locked out striking workers at 40 Witwatersrand branches of the group and has given them until 4pm tomorrow to sign their acceptance of the dismissal of two colleagues, failing which they will not be rehired by the company.

The strike by a small number of employees began on Friday, but spread at the weekend and yesterday. The Commercial, Catering and Allied Workers' Union (Ccawusa) puts the number involved at 3 000, while Checkers group human resources director Mr Andy MacLaurin said as many as 2 000 could be participating.

The two Eastgate branch workers, one a senior shop steward, were dismissed in February for allegedly assaulting a co-worker.

A Ccawusa spokesman in Cape Town said last night: "A lot will depend on (national) management's response to demands."

WOOLWORTHS says that as a direct result of the Group Areas Act, the company has problems promoting competent staff to jobs which require them to move house.

The company is facing prosecution under the Act because it bought a house in white-zoned Claremont for a black branch manager.

Chief executive Tony Williamson said in the Wooltru group's annual report yesterday that improvement in the living standards of the staff continued to receive priority attention.

Nearly 300 employees were given housing assistance in the past year, with 125 acquiring new homes.

"Our efforts, however, are seriously handicapped by the lack of available land, particularly in the black areas and this is further exacerbated by the artificially high land prices due to the Group Areas Act."

Skilful team

The company's focus remained on building a skilful, effective management team and helping people to achieve maximum potential.

Maintaining a healthy morale received constant attention, as did the enhancing of sound working relationships between management and staff at all levels.

"We continue our efforts to ensure parity of opportunity for all people in our group. This is possible only with equal opportunity programmes," he said.

An education scheme in the past year helped about 3 000 group employees and their children.

Woolworths says Areas Act hits staff promotions

By TOM HOOD
Business Editor

MR 645 28/9/88 (31)

CITY



NATIONAL

Times, Thursday, September 29, 1988 3

News in Brief

CAF Times 29/9/88
Checkers lockout still on *(3)*

JOHANNESBURG. — Representatives of Checkers and the Commercial, Catering and Allied Workers' Union (Ccaawusa) were still locked in negotiations yesterday evening as the deadline passed for some 2 000 locked-out workers to accept management's terms for the resolution of a dismissal dispute. Neither could be reached for comment on the progress of the talks.

said,

CALC Trips 30/9/88 (31) ~~11/11/88~~

Checkers strike resolved

JOHANNESBURG. — Checkers and the Commercial, Catering and Allied Workers' Union resolved a five-day-old strike and lock-out at 7am yesterday after a 21-hour negotiating session. The strike, which involved about 3 000 workers at at least 42 Transvaal branches of the group, was triggered by a disagreement over the means of resolving the disputed dismissals of two union members.

Reports by Own Correspondent, Sapa-Reuters-AP and UPI.

'Most' workers

accept pay rise

CAPE TIMES 6/9/88

OWN CORRESPONDENT

31 JOHANNESBURG

Almost 90% of Woolworths workers accepted management's wage offer of a R120 monthly increase of 13,4%, Woolworths human relations executive Mr Andrew Wilson said yesterday.

Mr Wilson said the offer was accepted in the spirit in which it was presented, as workers realized they would be prejudiced if they waited any longer for the two competing factions within the Commercial Catering and Allied Workers' Union (Ccaawusa) to reach agreement on the constitution of a bargaining unit.

Those who had accepted the offer would receive their increases this month, he said.

Service attitudes change

THEO RAWANA

PREFERENCE for service by black shop assistants has dropped markedly among urban blacks in the past 10 years, a survey by Unisa's Bureau for Market Research has found.

The survey — Urban Black Attitudes to Shops and Shopping — was conducted last year among blacks in Johannesburg and Durban.

In Durban there was a 27% drop with only 12% preferring black service last year as against 39% in 1978, while in Soweto 18% of those interviewed preferred a black shop assistant against 30% in 1978.

Toiletries was the only category where Sowetans preferred a white assistant to a black one.

The survey also found that quick service, good quality, clearly-marked and competitive prices emerged as the most important store characteristics.

32

31

b/d

12/12/88

RIFT CLOSES STORE CHAIN

Sowetan 24/11/88

(DAB)
(31)

MORE than 100 black employees at a large supermarket in Soweto are facing prospects of shattered careers following the closure of chainstores after a dispute between managers of Jazz Stores and the Blackchain board.

Blackchain senior supervisor Mr Jacobson Madikizela said the supermarket was closed temporarily and that staff will be paid their full salaries for this month.

He said the store would be re-opened as soon as they have resolved their problems, but he would not say when it would be over.

He explained that there was a dispute between the Blackchain board and the Jazz Store management following terms of a contract entered between the parties two years ago.

Performance

Jazz Stores chief executive Mr Clive Sacher said they had been more than satisfied with the performance of Blackchain over the past two years.

They enjoyed a mutual beneficial working relationship with the board of directors. It was therefore a great shock to them when the chairman

of the Blackchain board unilaterally terminated the contract and instructed them to vacate the premises.

The discord has come in the wake of management disagreement over future development plans.

He added: "Considerable planning has been undertaken regarding the prospective opening of a store in Katlehong, while the onerous lease commitment on the Pimville store which closed in 1988 will shortly expire thus providing further growth potential. In fact Blackchain's prospects are looking better than ever before".

COMMERCE — LABOUR

1989

NEWTOWN

Back on the starting blocks

Newtown's long wait for redevelopment may soon be over. A full presentation of the proposals for the 10 ha site centred around Johannesburg's old power station is to be made to the City Council's planning committee meeting next week.

And, according to committee chairman Eddie Magid, if all goes well the council could begin selling rezoned land to developers within six to eight months.

The move will no doubt be welcomed by the city's developers. They have watched, powerless, as investment in new buildings was syphoned off to decentralised areas because of developers' frustration over the procrastination of City Hall bureaucrats.

It will also be welcomed by architects and urban designers Gallagher Aspoas Poplak Senior (Gaps) who must have begun wondering whether their award winning proposals would ever see the light of day. Progress on implementation has been all but stalled since their original submission was made in early 1987.

After winning the competition Gaps was commissioned to put its design into an implementation strategy. That completed strategy has gathered dust for more than a year.

Perhaps even more relevant is that the re-emergence of the proposals at this stage could signify that a new broom (since the October municipal elections) in the form of Magid, is sweeping clean the stumbling blocks which have bedevilled the city's planning process. How effective he will be remains to be seen.

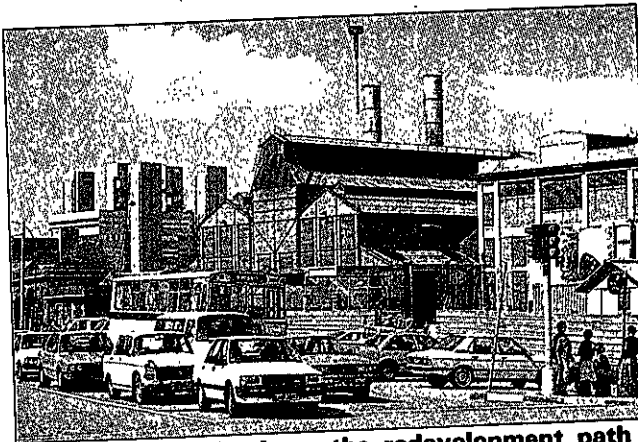
Magid's objective is to bring the council and private sector closer together.

On Newtown Magid says: "I'm trying to eliminate all negative vibes and the feeling that it's an endless process applying for things like rezoning."

"The council must show leadership and confidence in the CBD by putting its money where its mouth is. We are pulling out the proposals for Newtown, which have been in the melting pot for a long time, and looking at them afresh. "We've set the ball rolling by calling for a presentation of these plans before the Town Planning committee and the section 59 CBD planning committee. From there we will start giving it exposure. The council will start rezoning the ground and developing it in terms of the blueprint."

He adds that because the plans no longer need provincial approval the rezoning could be completed in just four months. By his timetable that would leave just two months to have the scheme adopted.

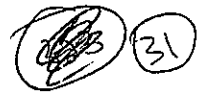
"I believe that if I can move the way I wish and I have the backing of the private sector, I will probably be in a position to start disposing of zoned Newtown land in between six and eight months."



Newtown ... back on the redevelopment path

"However, if there are objections, though I don't anticipate any, then the whole process will be spun out over a much longer period."

Quick reversal of fortunes



■ The management buyout trauma past, Group Five is riding the crest of the wave

After heavy losses in 1985-1986, Group Five, the subject of a dramatic management buyout in August 1987, is now profitable in all divisions — and swollen with cash. Present indications of its prospects suggest that its share, under-rated against similar companies, may outperform them.

The buyout was a baptism of fire. The group's managers were basking in the belief that they would be given a timeous option to purchase the 76% holding of Darling & Hodgson (D&H) when they learnt that a

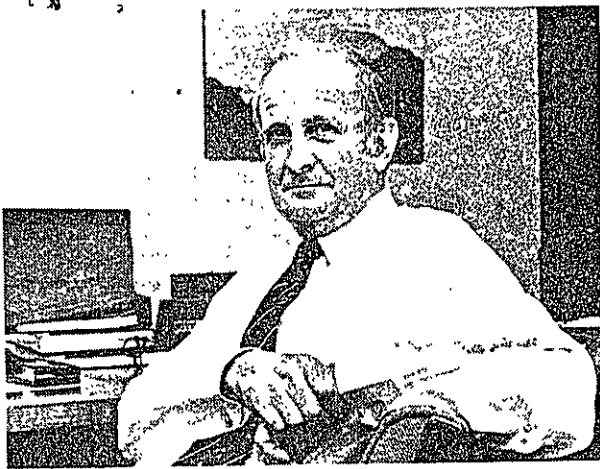
deal with Murray & Roberts (M&R) was about to be signed. They had a weekend to raise the R39,5m required. The deadline was met and M&R was thwarted, with the help of Corbank and construction group S M Goldstein.

Today 145 managers and 400 employees (of 12 500 in total) have shares in Group Five Holdings, and all directors of subsidiaries are required to buy shares.

In the restructuring which followed the buyout, a voting pool was formed, with man-

agement and S M Goldstein holding 25,5% each (51% total) in Group Five Holdings. Group Five Holdings, which holds 53% of Group Five, was listed in April 1988. The agreement on the voting pool provides for appointment of three directors each by managers and S M Goldstein respectively. The CE is nominated by management and the chairman (currently Stan Goldstein) by S M Goldstein. The chairman is non-executive and has no casting vote.

A separate agreement between the man-



CE Clogg ... strong, sustained performance

(60) (31)

ager-shareholders provides that their three directors are elected, but no manager holds more than 25% in that voting pool. These agreements mean domination of the company by any single shareholder would be difficult, as would a takeover of Group Five by S M Goldstein, sometimes feared by analysts.

As in many other management buyouts, Group Five was sold below net worth. Many of its assets were loss-making; in the past five years the group's operating losses have totalled about R23m (though in the past two years, operating income has totalled R20m).

Some hard, unemotional decisions had to be taken. The industrial companies and some of the property and construction-related companies were sold. The R25m cash realised has particularly helped the group to recover quickly. But the fact that the cash pile has grown since then, to R50m at end-December (though it fluctuates considerably in the year), confirms that Group Five has become a "cash cow." Reasons for this include the quick recovery in the companies which were not sold, the current profitability of all divisions, the fact that no tax was paid last year, and interest earned on the cash reserves. No other listed construction company is in a significant net cash position.

The cash pile, while welcome, is becoming an embarrassment and investments are being sought. Options include, firstly, distribution of some to shareholders — though the difectors do not favour that yet. Secondly, the group is entering quarrying of black and red granite, all for export. An announcement should be made within a few months; but the spending involved will be relatively small and results will not be affected this year. Thirdly, future investment in Tolcon might absorb R15m, but not in this financial year. Other investments could be in black housing and property development.

A consortium consisting 40:40:20 of Group Five, M&R and Grinaker holds 90% of Tolcon (Sanlam and consulting engineers Keeve Steyn Inc hold the rest). In an interim agreement with government, Tolcon has the rights to toll between Johannesburg and Kroonstad (with an option to Bloemfontein), and between Johannesburg and Hilton (Natal). The initial amounts invested by consortium members in Tolcon were small, but Tolcon's borrowings of R300m to date

mean no income for the members until after a final agreement.

According to the interim agreement, if the consortium is not satisfied with the financial arrangements of a final agreement, it may withdraw, leaving the operation to the government. Consortium members are thus in a no-risk, no-return situation which will reverse if they decide to enter the final agreement. While motorists might believe toll operators have a licence to print money, CE Peter

Clogg says the consortium would only profit if its projections on traffic density and the costs of road maintenance over 25 years proved correct.

Most of the contracts from Tolcon are now complete — Group Five won about 20% of them by value. Clogg says while roadmaking made up about a quarter of civil engineering work in SA 10 years ago, a boom in roadmaking recently, and lower spending on other infrastructure, have raised that to about two-thirds. In the year to end-June, Group Five's road division contributed 60% of the group's total pre-interest profit of R12,7m (R14,9m post-interest). Road division turnover this year is running higher, but the percentage contribution is likely to drop because of improvements from other divisions.

Clogg believes that with a good roads system already in place in SA, roadmaking generally will decline in the years ahead.

Civil engineering's share of pre-interest profit (32,5% last year) may decline this year on slightly lower turnover. However, large projects in Lesotho and Botswana should lift turnover in the medium term.

The building division, which accounted for 7,9%, should increase its share this year, as should the projects division, which accounted for 12,7%. The housing and developments division should turn from losses to maiden profits.

The group's contracts outside SA, particularly in Mauritius and Botswana, should account for about 10% of profits this year.

As with its competitors, Group Five's overall margins are often paper-thin — 2,5% pre-interest last year. Financial director Theunis Kotzee says they should vary from 3% in building (which uses relatively little

capital goods) to 15% in roadmaking (which uses a lot). Kotzee believes the overall margin will rise closer to 3% this year, above comparable companies.

Ignoring the effect of the cash pile, Clogg believes Group Five will outperform competitors because of the motivation of the buyout management team, which has now been in place and stable for over two years. He says shareholding managers down the line consistently "weed out" non-performers. The distinction is between managers who, because they have a stake, seek to advance the company's interest, and managers who, because they do not, seek to advance their own interests.

Clogg says though the industry is cyclical, cycles of the various divisions differ. In a general upturn, every construction group should be profitable; in a downturn, only the competent remain profitable.

Group Five Holdings has 9,2m issued shares; Group Five has 16,7m. The holding company declares slightly lower dividends; the operating company is more tradeable.

Despite the group's recent performance, the share of Group Five (operating company) is underrated against comparable companies. Its p/e (on annualised earnings) of 4,1 compares with 5,4 for Concor and 10 for LTA. Likewise the earnings yield is higher at 24,3% (Concor 18,6% and LTA 9,9%). The dividend yield of 8,1% compares with 2,6% for Concor and LTA's zero. However, at 370c, Group Five trades at a 53% premium to its June year-end net worth of 242c. This compares with the discounts of 22% on Concor at 140c (net worth, end-June 98c) and 36% on LTA at 240c (end-March 374,8c).

Investors have apparently avoided Group Five because of its losses before the buy-out. Also, its assessed losses are now running out — against 3% tax last year, the group will pay about 14% this year, and expects to be on full tax next year.

Nonetheless, Clogg says taxed profit growth in the first half has been slightly ahead of inflation.

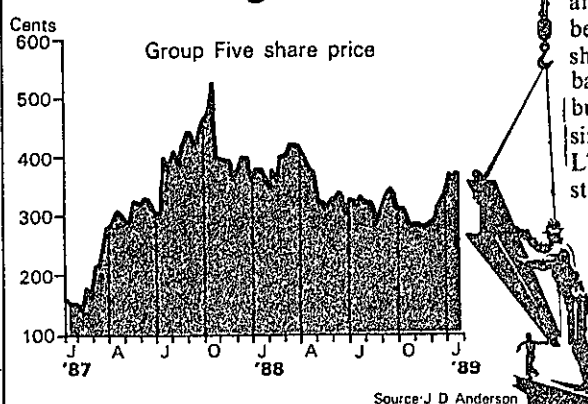
Analyst Robin Pegler of Kaplan and Stewart Inc believes Group Five is particularly well-placed to benefit from an upswing from a low base in construction. He views the shares as "extremely good value" for both earnings and capital appreciation despite the risks of the sector.

Traditionally, construction shares are regarded as late beneficiaries of an economic upswing. That seems to be reflected in various construction shares, all of which show a declining band since the October 1987 crash, but have kicked strongly upward since late last year. Group Five and LTA exhibit this pattern most strongly.

With the group apparently rejuvenated, and sentiment on construction shares improving, its re-rating is likely to continue.

Teigue Payne

Constructing a comeback



Ah, private roads: R30 to Durbs and more for petrol too

(31) WMM 3/2-9/2/89.
SOUTH Africa's first major privatisation experiment — the privatisation and tolling of roads — has so far not brought the benefits which many had hoped would accompany the handing over of state assets to the private sector.

Privatisation is generally supposed to ensure that services to the public are cheaper, better and more efficient than they would be if they were provided by the state.

However, the South African motorist's experience of road privatisation is that, because of the new tolls, it now costs R15 more to travel between Johannesburg and Durban than it did before, while the fuel levy, which motorists pay every time they buy petrol or diesel, has risen.

And by the time all the tolls are erected on the main Johannesburg-Durban highway, motorists will be paying about R30 for a one-way trip.

Furthermore, a massive network of toll roads is currently being planned for the rest of the country, so eventually road users between all the major centres will be affected by the increased motoring costs.

Is this experience of price hikes a phenomenon which is confined to the implementation of privatisation of South Africa's roads?

On the contrary, the British experience suggests that this is an inevitable consequence of a particular form of privatisation.

In Britain, the privatisation of British Gas and the telephone service caused a major outcry, as services deteriorated while prices rose. For instance, British telephone users suddenly found that if their telephone broke down, they had to pay the private company, British Telecom, to come and fix it.

But, the company argued, this situation was no different from that which applied to any other household commodity.

The problem is that British Telecom has a government-protected monopoly over the provision of telephone equipment and services. If consumers don't like the equipment or the service provided by the company, their only alternative is not to have a telephone.

This particular version of freedom of choice resulted in British Telecom recording good profits while its services deteriorated.

The privatisation of our road net-

By DUNCAN INNES

work is currently following a similar pattern to that of Britain's telephone service.

Users of the N3 to Durban describe sections of the alternative route as "a winding farm road", often used by farmers to herd cattle, with no place for vehicles to pull over. The alternative road is so bad that Natal's traffic chief last year urged motorists to use the toll road, rather than the alternative route, in the interests of safety.

The PFP spokesman on transport matters, John Malcomess, has pointed out that "parliament accepted the principle of toll roads with the clear understanding that the old routes would be left as alternatives. To put a toll on an existing road is another thing altogether and terribly unfair".

Part of the problem thus lies in the government's decision to allow the tolling of existing roads.

In order for privatisation to provide the motorist with a real choice, Tolcon, the private consortium which controls the existing road, should have built its own routes providing shorter alternatives to sections of the existing route.

Motorists would then have been given a real choice. They could either use the existing public highway, which provides reasonable motoring conditions, or pay for the benefit of quicker travel on the privately-owned sections of the road.

But to claim that a "farm road" is a suitable alternative to the tolled route, even though it increases the risk of accidents, simply ensures that Tolcon has an effective monopoly over the use of the toll road. An alternative which increases the danger of death or injury is no alternative at all.

As with British Telecom, South Africa's road privatisation policy suggests that the absence of competition, or at least the absence of any satisfactory alternative, means the consumer suffers.

Another serious problem with the manner in which privatisation is being implemented on South Africa's roads is that the present (and forthcoming) tolls are inflationary. The government fuel levy has not been reduced; in fact, it has risen — so the toll is an extra financial burden which the private motorist must bear.

But the inflationary factor extends

far beyond the private motorist. When all the tolls are installed on the N3, a truck company will have to pay R170 in tolls for a one-way trip between Johannesburg and the coast. Clearly, truck companies will not carry this burden themselves but will pass it on to the consumer, thereby making a substantial contribution to the general inflation rate.

Furthermore, the decision to build a toll plaza on Commando Road, west of Johannesburg, which will hit mainly Soweto commuters, has major inflationary implications for Soweto residents.

The two alternatives to the Commando Road toll route are both considerably longer than the existing route which is to be tolled. Said Pat Mbatha, chairman of the the Soweto Taxi Association: "Research con-

ducted last year by a Johannesburg-based research company showed that on average each taxi made 13 trips between Soweto and Johannesburg daily. This means that every taxi will be tolled at least that many times every day.

"The most unfortunate thing is that these costs will inevitably have to be passed on to the commuter, who invariably falls into the lower-wage bracket and lives far from his workplace, not by his own choice."

This is perhaps the worst aspect of implementing the current road privatisation policy within an apartheid environment. Ultimately, it is black people who will feel the effects most harshly.

Will the privatisation of other major state assets in the future be any different?

TOLL ROADS PRIVATISATION

End of the road?

~~31~~ 31
FMM
3/2/89.

Government is losing patience with opposition to its plans for privatised toll roads and may scrap the idea.

Amended legislation is being prepared to go before parliament soon. If the reworked version of the National Roads Amendment Bill fails to get the approval of all three chambers of parliament this year, the National Transport Commission (NTC) will abandon efforts to legalise toll road privatisation.

"This isn't the kind of legislation the State President would like to submit to the President's Council for approval," Transport Deputy DG Louis Kluever notes.

"We won't carry on resubmitting the Bill. If it isn't approved by parliament, we'll settle with Tolcon and Tollway and operate their roads as State toll roads. However, that's a decision the Minister of Transport Affairs (Eli Louw) must take."

The Bill is intended to amend the National Roads Act to allow the NTC to grant private companies rights to toll sections of national road. The original Bill was passed by the House of Assembly last year, but rejected by the House of Delegates and House of Representatives.

Contracts drawn up between the NTC and the two private sector companies are still interim contracts and do not become binding until enabling legislation is passed by all three chambers of parliament, says Kluever.

Until then Tolcon, which has the right to toll stretches of the N3 and N1, and Tollway, which will toll the Springs-Krugerdsorp road, are acting as NTC agents.

Kluever says this is a bridging arrangement. Tolcon, which is already collecting tolls, pays all money into the National Road Fund. The NTC pays it straight back to Tolcon. This arrangement will continue until Tolcon has recovered the amount it has spent on improving the roads for which it is responsible.

The amended Bill includes two important additions — it insists on consultation with the public before decisions are taken, and lays down regulations on the standard of alternative routes.

A major complaint of the original legislation was that motorists were forced to pay tolls because alternative routes were dangerous and unsuitable. Kluever says the amended Bill orders that the NTC approve the standard of alternative roads.

"We also studied the judgment of the N13

(in which Tollway was ordered to demolish a toll plaza and not re-erect it) and decided the Bill had to include a provision for the other side to state its point of view in every case," says Kluever.

"It was difficult to know who and which bodies represent the other side, but we have built in a procedure which determines all who must be consulted." These include Assocom, the Automobile Association (AA), transport representative groups and local residents.

Tolcon CE Ron McLennan says if the legislation isn't passed, "it will be the end of privatised toll roads. That won't be in the interests of the motoring public. It now has a choice. Either it spends its money on a privatised toll system or a State toll system."

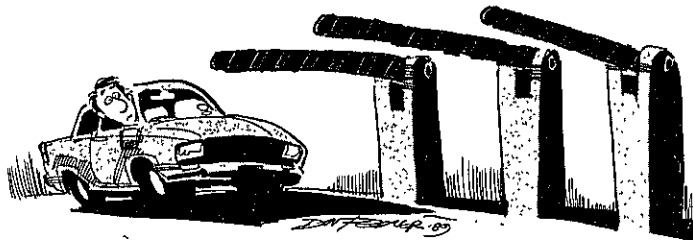
Tollway GM Ian Madden believes it's "a remote possibility" the NTC will have to back off, adding there's growing acceptance of toll roads. "The government doesn't have the money to build them. Privatising them is a way of mobilising the necessary funds."

Public Carriers' Association (PCA) chairman Phil Erasmus hopes the two chambers throw out the Bill again, "because the industry feels far more comfortable with the more realistic fees charged on State toll roads than with those charged on private toll roads."

"It must be accepted that the State will have a short-term cash flow problem, but once it has built a toll road, that road will be self-financing."

surrounding the opening of the Mooi River toll road — while the house was in recess and couldn't comment."

Officials of the House of Representatives were not available for comment. ■



The AA's Hugo Hagen says it is vital for motorists to be offered a choice between toll roads and "really suitable alternate roads. There's no point including clauses about alternate roads having to pass muster with the NTC unless they can and will be enforced."

Government is obviously keen for the roads to be built and tolled by private sector companies. A spokesman for Transport Affairs Minister Eli Louw says: "We must hope parliament approves the Bill this time. The whole issue of privatisation will be dealt a severe blow if it doesn't."

J N Reddy, leader of the opposition in the House of Delegates, says: "We'll examine the Bill thoroughly, taking into account peoples' feelings and the economic consequences of toll roads. We recall the hue and cry

By Derek Tommey
Investors have been questioning the strong rise in industrial share prices on the JSE in recent weeks.

But there is evidence that the recovery is deepening and growing more strongly than was ever expected.

This can be seen in the latest employment figures, which show that the rise in industrial activity is at last generating a large number of additional jobs.

QUARTER

Figures issued by Central Statistical Services (CSS) show there was a major increase in employment in the third quarter of last year — probably the biggest in

More hope for jobless

any quarter since the late 1970s.

CSS figures show that the number of people in work grew by 12 500 in the first quarter of last year, by 6 300 in the second quarter and then jumped by 42 190 in the third quarter.

This is an important development considering that private-sector employment in 1987 grew by only 17 000, while, at the same time, state utilities laid off about 23 000 workers.

It was only a 50 000 increase in the number of

government workers that led to 1987's employment total growing at all.

The employment record has, in fact, been abysmal for the whole of the decade.

Between 1980 and 1987 the number of people at work in the private sector fell by 3 600.

In state utilities, the decline was even greater — 53 000.

Again it was only a 272 000 increase in Government employment that resulted in jobs in seven years growing by 215 000 — about 30 000 a year.

This is obviously a completely unsatisfactory figure for a country whose population is growing by 800 000 a year.

Sectors accounting for most of 42 190 increase in employment in the September quarter were: mining — 8 600 (1.3 per cent increase); manufacturing — 9 800 (0.7 per cent); construction — 3 000 (1.0 per cent); wholesale, retail, catering and accommodation — 8 200 (1.1 per cent); community, social and personal services, including laundry

and dry-cleaning — 10 700 (0.9 per cent).

The number of people employed at the end of September last year is estimated at 4 984 300 earning a collective R5.9 billion a month.

More bullish news is contained in the latest retail sales figures issued by the CSS.

These show that retail sales last year rose by R8.8 billion (21.6 per cent) to R49.8 billion.

In December, R6.3 billion passed through retailers' tills — almost R1 billion, or 18.4

percent more than in December 1987. Retailers were forecasting a 20 percent rise in retail sales in January.

This was possibly achieved since Woolworths reported this week a 21 percent rise in the first six weeks of the year.

CONCERN

Some concern has been expressed over the three percent drop in new car sales in January, compared with a year ago.

But economists say the cost of money has risen 38 percent in the past 12 months and that a three percent fall in sales in these circumstances can be regarded as encouraging.

Small firms net R100bn turnover

29/3/87
SOUTH AFRICA'S small businesses totalled turnover of about R100bn and employed almost 4-million people last year, research service Businessline estimates.

According to a statement yesterday, Businessline's research shows about 51% of small businesses are concentrated in the PWV area and have

 PETER DELMAR 

been in existence for at least 13 years. Most rent rather than own their premises, and employ less than five staff members.



MDs tend to have post-matric qualifications, are English-speaking and run their businesses as sole proprietors.

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Cosatu launches campaign to save Indian businesses

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THE Carletonville Cosatu local action committee and youths from black townships near the CP-ruled town will begin a campaign today to save Indian-owned businesses from being ruined by the crippling consumer boycott, Cosatu president Elijah Barayi said yesterday.

He said the campaign was also aimed at saving the jobs of hundreds of blacks employed by 76 Indian traders in the town.

Indian traders say some of their turnovers have crashed by about 90% during the five weeks of the boycott, aimed at white businesses.

"The fact of the matter is that most people are boycotting all businesses in the town, including those owned by Indians. This is wrong. The boycott is aimed at white-owned businesses," said Barayi.

A spokesman for the Carletonville Indian traders' interim committee, Essop Lorgat, said yesterday most Indian businessmen had been so hard-hit by the boycott that they were planning to "send home" most of their employees in a week or two.

Lorgat said at least 20 businessmen were already unable to pay rent for leased properties because of financial losses incurred as a result of the boycott, and owed at least R35 000 in rent arrears.

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Condry aids concert

A CONCERT to motivate small business people to create jobs is to be held at the Enterprise Centre in Kew, Johannesburg tomorrow starting at 11am.

The centre, a large warehouse housing

several small businesses was established three years ago by Job Creation SA as part of an employment creation project.

The concert has been initiated by Condry Ziqubu and is aimed at advertising the centre.

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GABORONE — The striking employees of Barclays Bank of Botswana yesterday carried out their vow to defy the government order declaring the six-day general strike unlawful, the Botswana Press agency reports.

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On Wednesday, Labour and Home Affairs Minister Englishman Kgabo ordered the close to 2 000 employees, who have paralysed the operations of Botswana's largest commercial bank, to resume work yesterday.

But, after opening time yesterday morning, branches of the bank around the country were still closed.

Instead, the strikers were converg-

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B1 Day 14/4/89
Strikers defy gov't order

ing on the headquarters of the Botswana Federation of Trade Unions, to which the Botswana Bank Employees Union is affiliated, to decide on the next course of action.

The bank union said on Wednesday it was instructing its attorney to challenge government's emergency statutory instrument outlawing the strike.

An attorney for a Gaborone law firm, Minchin and Kelly, said the firm

had already provided initial advice to the union, but did not elaborate.

The minister, his permanent secretary and the acting commissioner of labour and social security, were not available for comment as they were said to be at a meeting.

When he outlawed the strike, the minister did not say what action would be taken in the event of defiance, but Acting Labour Commissioner Tembo Lebang said if a strike was declared

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Union in dispute with OK Bazaars

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17/6/89
8/4/89

The Argus Correspondent

JOHANNESBURG. — The Commercial, Catering and Allied Workers' Union (Cawusa) has declared a wage dispute with OK Bazaars after seven weeks of talks.

A Cawusa spokesman said the dispute, affecting about 9 000 workers, centred on a number of issues, including wages.

The union was demanding an across-the-board increase of R205 a month, against a company offer of R79.

"The union is aiming at significantly improving the present minimum wage of R500 a month."

The dispute would be referred to mediation.

OK management was not available for comment.

600 DOWN TOOLS

● About 600 Cawusa members yesterday downed tools at Edworks' stores in the PWV area over wages, the recognition of May 1 as a holiday and improvements to bonuses.

Workers were also protesting against the company's alleged refusal to recognise the union at its Bophuthatswana stores.

Edworks group managing director Mr Stewart Dodo said the union had rejected a company offer of individual increases of R100, which would have raised the minimum rate to R520.

He could not comment on behalf of the Bophuthatswana stores as they were jointly owned with a Bophuthatswana-based company, Yabeng.

We're in dispute, says OK Bazaars

OK Bazaars has confirmed that it is in dispute with the Commercial, Catering and Allied Workers' Union (Ccaawusa) over wages. ~~(S)~~ 21 ~~(S)~~

A company statement said the parties had agreed on a mediator and would meet later this month in an attempt to reach settlement. ~~(S)~~ 21/11/87

The company was willing to improve its offer of increases of between 11,6 and 15,8 percent, in return for a moderation of the union's demands. Ccaawusa is demanding an across-the-board increase of R205 a month, plus improvements to staff benefits. About 9 000 workers are affected.

More Carletonville workers lose jobs

Another 127 workers have been laid off in Carletonville as a result of the intensive consumer action triggered by the Conservative Party town council's reimposition of petty apartheid. This brings to 379 the number of people who have lost their jobs over nine weeks. *SW 19/4/89*

A Chamber of Commerce survey showed four out of every 10 businessmen were experiencing turnover losses ranging from 70 to 100 percent.
— Staff Reporter.

26/04/47
Pick 'n Pay
31/04/47
agrees on

new wages

JOHANNESBURG. —

After three months of negotiations, a wage agreement has finally been concluded between Cawusa and Pick 'n Pay, a Cawusa spokesman confirmed yesterday.

The agreement involved:

● An across-the-board wage increase of R146,87 a month, effective from March 1 this year for 12 months,

● A company minimum wage of R750 a month,

● An improved bonus scheme,

● Improved funeral benefits,

● The company to communicate with the government on the alignment of Workers' Day and May 1,

● The company to negotiate contracting out of certain sections of the Labour Relations Amendment Act.

A total of R43,7 million was involved, the spokesman said. — Sapa

PHONE 753677
26/4/89 (3) (S)

P 'n P agrees on R43m wage package

JOHANNESBURG. — Unionists were told that in view of this week's significant wage agreement the company expected co-operation on productivity, work flexibility and courtesy to customers, Pick 'n Pay's Frans van der Walt said yesterday.

Pick 'n Pay and the Commercial, Catering and Allied Workers' Union (Cawusa) had reached agreement on a R43m wage package for the year from March 1, the union announced yesterday.

The agreement is likely to put pressure on other retailers to match the increases. The OK Bazaars is about to enter mediation with Cawusa with its latest offer of a R79 across-the-board increase, against the union's R205 demand.

The R146,87 a month across-the-board settlement, which followed six days of mediation and conciliation proceedings, represents an average 19,9% increase for the more than 14 600 permanent and 8 000 casual staff members.

A Cawusa spokesman said union efforts since 1985 had improved real wages at Pick 'n Pay by 123%. However, this was from an extremely low base.

"While the increases are a significant improvement, the road to a living wage for all P 'n P workers is still a long one," he said.

The agreement also provided for a R750 minimum wage, an improved bonus scheme and funeral benefit, and company commitment to negotiate contracting out of the Labour Relations Amendment Act and to communicate with government on the alignment of Workers' Day and May.

Adcock earnings up 37%

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**HOLIDAYS LAST
WEEK COST SA
R50m A DAY**

TIM COHEN

ORGANISED commerce is concerned about the concentration of public holidays in May which "disrupt industry and play havoc with productivity".

With Workers' Day and Ascension Day falling in the same week, many employers negotiated with unions to give Friday or the whole week off in lieu of other public holidays or Saturdays.

Assocom manpower secretary Vincent Brett said yesterday the association estimated that last week's public holidays cost the country at least R50m a day.

He said the situation was worsened as the tendency was to take extra days off to make a long weekend when a public holiday fell in mid-week.

Assocom had made submissions to the President's Council on the uneven spread of public holidays, suggesting that if public holidays were better placed, they would be less disruptive, and that sectarian holidays not be celebrated by the whole country. No official response had been received.

Sapa reports that the situation was described as a "massive headache" by Cape Chamber of Industries senior secretary Colin Boyes, who described the concentration of holidays in May as "extremely disruptive".

The least disruptive day for a holiday would be Monday. Friday created problems as many factories worked on Saturday, he said.

"Tagging on" additional holidays would not help SA to improve productivity performance, as it desperately needed to do.

Protesters disrupt Shell annual meeting

By Sue Leeman, The Star Bureau

LONDON — Shell's annual general meeting ended in uproar yesterday when about 30 anti-apartheid protesters chanted, sang and whistled in support of a Shell pull-out of South Africa.

The majority of the 500 shareholders present looked on in surprise as noise disrupted the meeting.

Question-time was dominated by angry questions on Shell's South African interests with chairman Sir Peter Holmes fielding queries about the company's profits, its stand on apartheid and the working conditions of its employees.

Protesters hissed and booed when he said Shell had a strong sense of social responsibility and that those who were attacking it had "picked the wrong target".

And there was derisive laughter when he read a special statement saying recent polls had shown the majority of black South Africans were opposed to sanctions.

6 Clicks directors get pay-out

CAPE TOWN — The six executive directors of Clicks Stores have been given restraint-of-trade payouts averaging R433 000 to stay with the company. The total cost is more than R2,5 million. (31)

A spokesman said one-off payments were made to ensure continuation of the present management, after the takeover by Score.

In his review, chairman Mr Jack Goldin said four executive directors had joined in the past year — Mr Peter Green as financial director; Mr Ben le Roux as operations director; Mr Robin Spengler as human resources director; and Mr David Danziger as managing director of Diskom. They joined managing director Mr Trevor Honneysett and Mr Raymond Godfrey, merchandise director.

"The performance of the executive team, who have been with Clicks for many years, is reflected in the impressive results achieved ..." said Mr Goldin.

Confrontation between business and Govt 'hinders reform'

By Mike Siluma,
Labour Reporter

Public confrontation between business and Government on political change may have hindered, rather than helped, the process of reform in South Africa, according to Institute of Personnel Management president Mr Mike Burgess.

Writing in the latest

edition of the institute's mouthpiece, *IPM Journal*, Mr Burgess urged business to adopt practices which would be "shining examples to all in their adherence to and championing of non-discrimination".

Mr Burgess called on companies to introduce programmes to educate their employees about changes taking place in

South Africa and the need for such changes.

He also suggested the formation within companies of "intercultural groups" where fears and concerns can be explored and dealt with.

According to Mr Burgess, most of South Africa's workers are dissatisfied with the economic system and blamed business for what they saw as

an increasing gap between rich and poor.

With many companies still rejecting affirmative action, blacks tended to occupy lower positions in the workplace "without much hope of upward mobility in the foreseeable future".

Dealing with the "very sensitive issue" of business's role in politics, Mr Burgess said there had

been "adverse repercussions and casualties when chief executives have assumed the role of outspoken politicians".

"In fact, it is probably true to say that this approach has impeded, rather than speeded up the process of reform," noted Mr Burgess.

Despite this, he urged business to continue to influence opinion-makers.

8/10/77 31

COMMERCE CALLS FOR ARMY CAMP CHANGES

CAPE TOWN — The recent announcement by Defence Minister Magnus Malan that part-time military service is to be effectively cut by 50% from July has been welcomed by organised commerce as a positive development likely to boost productivity levels throughout the economy.

But, following a manpower committee survey to identify issues which still cause concern, Malan has been requested to give further thought to his decision that Citizen Force and Commando Force members will in future be called up for a full 30 days a year spread over 10 years.

Cape Town's Chamber of Commerce says the survey once again reinforces previous concern that periodic camps spread over many years created mate-

CHRIS CAIRNCROSS

rial disruptions for SA business. The chamber adds that it was not the length of the annual camps but rather the disruption it caused to businesses in the absence of staff members on camps each year.

Requirements

Most chamber members polled advocated a shorter period of commitment. Rather than the commitment to 10 30-day camps over 10 years, there was preference for six 60-day camps spread over six years — subject to the provision that the call-up was not longer than needed in any one year.

In developing the issue further

the chamber notes that the military has already taken into account the special requirements of specific trainee categories. It proposes that this principle should now be extended to accommodate seasonal fluctuations in business.

There is still criticism that certain vocational categories in the public sector enjoy blanket exemption from military service, a facility not extended to the private sector.

Organised commerce has raised this issue before and assurances have been given that this system would be phased out, but there is no sign of this. New representations are to be made to a committee of inquiry chaired by Lt-Gen Jan van Loggenberg, appointed to review the military's manpower needs.

SOUTH AFRICA'S white middle managers occupy strategic positions. They implement black advancement and training programmes and thus help determine the entry of blacks to managerial positions. They interact daily with organised black labour.

The SA Foundation recently commissioned a survey of white middle managers from 36 companies in the PWV area to test their views on black advancement, business and social change.

It not only reveals that their views on broader socio-economic and political issues do not differ substantially from those of mainstream white opinion, but also that to a surprising extent there is considerable accord between their attitudes and those of senior business leaders on reformist issues.

There is, however, one key difference of opinion — white middle management shows signs of sharp hostility towards organised black labour.

White middle managers still dominate the organisational frameworks into which both black managers and workers must fit. Their attitudes thus impinge directly on both the tenor of industrial relations within companies and on the upward mobility of blacks in the business world. Our survey reveals a somewhat mixed picture.

All those interviewed expressed support in principle for black advancement. All endorsed the concept of equal opportunity. Afrikaans- and English-speakers alike accepted the importance of increasing black management and eliminating racial discrimination in the workplace.

On the other hand, when it comes to black advancement programmes in practice, white middle managers expressed considerable reservations. Only half regarded such programmes in their company as being a success. Some 41% felt many black managerial appointments were purely tokenistic.

Some white middle managers reveal doubts about the innate ability of blacks as managers, citing deficiencies in black education and training, or cultural traits such as punctuality and difficulty in adapting to white corporate culture.

White management supports and resents black advancement

Blpwn 30/5/89

GAVIN LEWIS

Some managers, albeit a minority, clearly base their cultural rationalisations on essentially racist criteria. More than half of those interviewed identified white racism as a key obstacle to black advancement.

Status and occupational anxieties prompted by the threat of black competition would seem to play a key underlying role for those who reject black advancement on racial grounds, particularly those at the lower end of the middle management scale for whom black mobility seems a threat to their own prospects.

Two other major factors impinge on the attitudes of white middle managers to black advancement.

The first is a widespread rejection, particularly among Afrikaans-speakers, of reverse discrimination or affirmative action, as opposed to equal opportunity. A full 90% of respondents rejected affirmative action in principle, arguing strongly for promotion on merit alone.

The second factor is their experience of black trade unionism, a relatively recent phenomenon in SA to which management has had to adapt rapidly.

A major difference between middle managers' attitudes and those of top executives lies in their approach to organised black labour. Afrikaans managers in particular find it difficult to cope with trade unions' rejection of organisational hierarchies and of established lines of authority.

Little sympathy is expressed for the position of black unions.

Unlike top executives, middle managers interface with organised black labour on a daily basis. This accounts to some degree for their varying attitudes towards it, with managers' expressing considerable hostility towards the conduct of black trade unions.

The experience spills over into their attitudes to black advancement in general and to other areas, such as employee share opportunity programmes (esops). Most managers support esops in principle, but not if they are used as a mechanism for affirmative action.

Most white middle managers (in the PWV area at least) are largely unaware of the wider implications of militant black labour, and of the reasons for the politicisation of black unions.

Some 59% of managers interviewed insisted that black trade unions should not involve themselves in politics. Almost the same proportion rejected stayaways as a legitimate form of protest.

In this respect, white middle managers' views fit in with those of mainstream white opinion, no doubt for much the same reasons.

The survey also reveals that such attitudes among white middle man-

agers exist alongside considerable progressive views on reform and the role of business in society.

Most see themselves as part of a politically progressive SA business community. All supported the opening of CBDs on a non-racial basis. The majority enthusiastically endorsed privatisation and deregulation.

Most reflected impatience with the rate of reform and all saw sanctions and disinvestment as encouraging a hardening rather than a relaxation of State policy.

A full 85% supported a role for business in trying to change government policy, particularly by direct lobbying and by bringing about greater co-ordination and unity within the business community.

In some respects white middle managers appear more forthright on these issues than their more politically experienced and cautious top executives.

White middle managers one is not dealing with a collection of reactionary bigots, but with people struggling to adapt to a rapidly changing society. Although the survey reveals ambivalence on the issues of black advancement and organised black labour, this co-exists with widespread support for change and a rejection of racial discrimination in the workplace.

White middle management antipathy is a factor inhibiting job mobility. Our respondents themselves

identified the intervention of top management, both to initiate and sustain black advancement programmes, as a key factor accounting for their success — indicating an otherwise hostile environment for such programmes.

There is a proliferation of programmes to produce and extend the ranks of black management. Important as such programmes are, there may be a need to educate white middle managers to cope with the changing demands of a post-apartheid society.

Much of the conservatism of white middle managers regarding black advancement can be ascribed to their stressful experience on a daily basis of newly unleashed organised black labour.

Top executives, it would seem, sometimes forget the pressures confronting managers in this area, indicating a need for better communication between, and consultation at various management levels on all relevant socio-political and economic issues.

On the whole the picture is encouraging. As the "men in the middle", white managers have to reconcile company policy with the realities of day-to-day encounters with assertive and powerful black unions.

White middle managers have the power to intervene in reshaping industrial and race relations within companies. They can help ensure the success of black advancement programmes, so badly needed for developing management material into the 21st century.

Alongside more conservative traits, white middle managers appear to endorse the process of change away from apartheid and racial discrimination. They deserve greater support in their attempts to adapt to the realities of a changing society.

In the process, white middle managers have the potential to become an important factor in building and sustaining a broader constituency in society as a whole for peaceful change in SA.

Dr Lewis is director of the SA Foundation's Johannesburg office. This is an excerpt from his article in the current edition of the SA Foundation Review.

Kreef: Man in court

A BELLVILLE man, Mr Johan Fourie, 32, appeared in Cape Town Magistrate's Court yesterday in connection with allegedly illegally receiving 230 crayfish and possessing 212 undersized crayfish tails. The hearing was adjourned to June 15.

Ccawusa wins Pep talks

JOHANNESBURG. — After four months of negotiations with Pep Stores Ltd, Ccawusa has won an across-the-board increase of R133,50 a month for its members at Pep, Ackermans and associated warehouses, branch secretary of Ccawusa Mr K.M. Thibedi said yesterday.

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Sacked store workers in court bid to get jobs back

Labour Reporter

SIXTY-ONE former employees of Seven-Eleven Superettes, dismissed after a strike in March, have applied to the Industrial Court for reinstatement.

They have alleged that the Hotel, Liquor, Catering and Allied Employees Union tried to negotiate recognition with the company but the managing director, Mr George Hadjidakis, obstructed this, leading to dissatisfaction and the strike.

In papers before the court the company denies it was unwilling to recognise the union and instead blames the union for delays in negotiation over recognition.

It says the union failed to respond to a request for further details about new members and for other particulars which would have established the union's status and representation.

The dismissed employees claim their dismissal was an unfair labour practice because no disciplinary enquiries were conducted.

They say an attorney acting on Seven-Eleven's behalf gave an undertaking that a deadline for their dismissal would be extended pending discussions.

Seven-Eleven denies this and claims disciplinary enquiries were unnecessary in the circumstances, particularly in view of repeated requests that the employees return to work.

Mr P Roux presided. Mr A Freund, instructed by K G Druker, appeared for the applicants. Miss M de Swardt, instructed by Leonard Hotz and Associates, appeared for Seven-Eleven.

...in the jaws of the mighty dollar at the worst time.

provide financial assistance to prolong the life of ERPM and Durban Roodepoort Deep, said Knobbs.

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Commerce backs call-up cut

A CALL to cut initial military service from two years to one is supported by the AHI and Assocom.

The organisations were reacting to a speech in Pretoria last week by HSRC research chief D D J Botha, in which he said the battered economy could no longer afford two-year military training.

Botha also called on the SADF to rethink drastically its system of annual camps and to compel school-leavers to do military service before tertiary studies to prevent young men from emigrating.

AHI chairman Gerrie Steenkamp said the "immense disruption" of annual camps on the economy could not be argued away.

"The feelings people have is a great deal of time is wasted in the military and servicemen could be utilised more productively," he said.

Steenkamp added that forcing school-leavers straight into military service would solve nothing.

31 RIAAN SMIT

He said: "The fact is SA must be defended as a result of political problems. An acceptable and attainable solution for these problems will cut defence needs, but such a solution will not be found unless the underlying economic *malaise* is treated."

Assocom manpower secretary Vincent Brett said his organisation was not so much concerned about the two-year call-up as with annual camps.

He agreed with Botha fewer professional and technical workers would emigrate if military service and camps were cut.

He also agreed that forcing school-leavers into military service would only be treating the symptoms.

Brett said military service was not the only reason young men emigrated. There was also the political situation in general.

() To Page 2

Call-up

8/0am 12/6/89

31

From Page 1

Committee of University Principals chairman Peter Booyesen, speaking personally, said it would "make a great deal of sense" to cut service to one year. The current system was costly and a serious interruption in the lives of young men.

GERALD REILLY reports from Pretoria that military manpower needs are under intensive review.

A spokesman for Defence Minister Magnus Malan said yesterday a committee, led by Lt-Gen Jan van Loggerenberg, would scrutinise the call-up.

He added the SADF was not insensitive

to public views on national service and other military matters.

The committee will also look at the proposal by Lt-Gen Leonard Meyer, Chief of Staff, Personnel, that a greater percentage of SADF needs would have to come from blacks.

Target date for the committee's report and recommendations is April, but the spokesman said interim reports might be submitted to Malan.

On the committee are representatives of commerce and industry, including Sanlam's Marinus Daling and Barlows's Derek Cooper.



W mail
15-22/6/89

A STRIKE ballot among at least 8 000 workers at more than 100 branches of the OK Bazaars could herald the start of industrial action similar to the marathon OK strike in 1987 — the longest in the retail trade.

Wage negotiations between the Commercial Catering and Allied Workers Union (Cawusa) and the OK Bazaars management, which began at the beginning of March, deadlocked last Friday with Cawusa demanding an increase of R135 across-the-board. The company's final offer was R100.

In a letter to the union, OK personnel director Keith Hartshorne said the company would not increase its offer despite the proposed ballot.

The minimum wage at the OK is R500 a month for workers with more than 12 months' service. At the end of March 1989 the OK's profits were R24,9-million, according to the company's industrial relations consultant, Gavin Brown. This marks a R3,4-million increase from last year. He

Strike marathon looms as 8 000 OK workers ballot

said the union's demand would cost the company R25,2-million.

A union representative said the present minimums were hundreds of rands below most living level estimates. He added that for the 1988 financial year the turnover at the OK increased by 21 percent to R3 121-million, profit before tax increased 40 percent to R38-million while retailed profit increased to a staggering R218,7-million. Directors earned more than R10 000 a month each.

In 1987 11 000 Cawusa members from 137 OK outlets went on a 10-

week strike — at that stage the largest ever outside of the mining industry and the longest in the retail trade.

Meanwhile, significant gains were made by unions during negotiations in the metal industry on Tuesday, when the employers' federation improved its offers on wages and employment conditions.

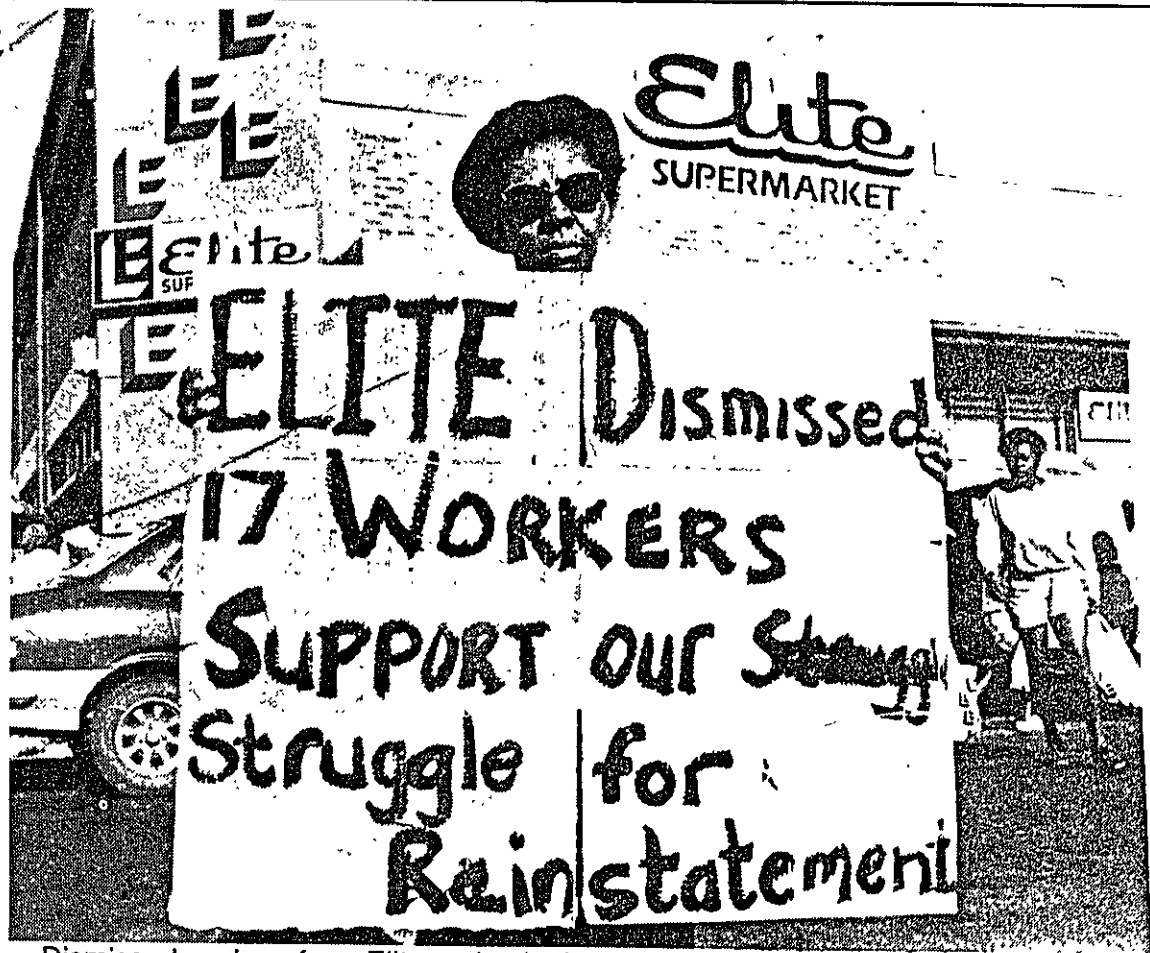
This was the sixth session of annual negotiations between the National Union of Metal workers of South Africa (Numsa), three National Council of Trade Unions (Nactu) affiliates and unions of the Confederation of

Metal and Building Unions (CMBU) and the Steel and Engineering Industries Federation of South Africa (Seifsa), the employer body.

Seifsa increased its offer on minimum wages to R3,36 an hour with a minimum across-the-board increase of 54 cents an hour. The employer federation also complied with union demands for an adequate notice period for retrenchments and consultation on factory closures.

Severance pay and retrenchment procedures — as well as the conditions of employment of temporary labour — will be discussed in separate negotiations.

The offer for Workers' Day (instead of May Day) and June 16 to be paid holidays is seen as a major breakthrough by Numsa. However, in a press release, Numsa said Seifsa had refused to abandon the six months probation period for new employees agreeing only to reduce it to three months.



Dismissed workers from Elite and unionists protested outside the store this week

Shop workers in bid to regain jobs

31
South
22-23/6/89

By CHIARA CARTER

SIX months after being sacked from a leading Cape Flats supermarket, 17 workers are waging a bitter battle to regain their jobs.

Last weekend, the workers together with trade unionists staged a placard protest outside the main branch of Elite in Gatesville, Rylands.

"Our children are hungry. We want our jobs back", read one of the placards.

The workers were dismissed at the end of last year for not coming to work on December 16, a statutory public holiday.

Since then they have had to rely on assistance from friends and family.

"We live a day to day existence," said Livingstone Mfonto, one of the dismissed workers.

"I live on money from my brother. I never took charity from anyone but what can I do when my children are hungry?" asked the Khayelitsha father of four.

The workers claimed the supermarket manager Mr

of South African Trade Unions have met with Elite management.

Banderker is a member of the Western Cape Traders Association (WCTA), a United Democratic affiliate. Community leaders have also tried to mediate in the dispute but no agreement has yet been reached.

A spokesperson for the WCTA refused to comment because the association was involved in a mediation process between the two parties.

Matters were further complicated after a pamphlet was issued containing several allegations which Banderker strongly denied.

Mr Frikkie Erasmus, Mr Banderker's legal adviser, said the workers' version of events were untrue.

"We flatly deny these claims," he said.

Erasmus said the workers had been told they would receive October 10 off in lieu of overtime worked that month. They would receive another day off in lieu of December 16.

The workers said October 10 was a public holiday and could not be their day off. The other day was therefore their day off for working overtime the previous month.

Erasmus said union members subsequently refused to work overtime which meant they did not get a day off in November or December.

Reinstatement

Dismissed workers from Elite and unionists protested outside the store this week

Shop workers in bid to regain jobs

(31) *[Signature]*
South
22-28/6/89

By CHIARA CARTER

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"I live on money from my brother. I never took charity from anyone but what can I do when my children are hungry?" asked the Khayelitsha father of four.

The workers claimed the supermarket manager, Mr Aziz Banderker, did not want them to join a union.

'Many problems'

Cecilia Ngqye, one of the dismissed workers, said the conflict with management at the store began last August when about 25 workers joined the Commercial, Catering and Allied Workers Union of South Africa (Cawusa).

"We decided to join the union because we had many problems at work. We were unhappy about having to work overtime. If a female worker became pregnant she lost her job. We did not have a canteen and had to spend our lunchbreak on the pavement," Ngqye said.

"After we joined Cawusa, Banderker tried to make us leave the union. All staff got a R10 increase. Those who were not union members were favoured. They were treated better than us.

"Things became tense when we banned overtime in October. Banderker told us we no longer needed to get time off because we did not get tired from working overtime".

On December 15 the workers saw a notice saying that all staff must work on the following day.

The 17 workers refused to work because it was a public holiday.

The workers claimed Banderker then deducted money for the day from their weekly wages. He called them in groups of five into the office to explain why they had refused to work. Two weeks later, the workers received a letter saying they were dismissed.

Since then officials from Cawusa and the Congress

of South African Trade Unions have met with Elite management.

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Erasmus said union members subsequently refused to work overtime which meant they did not get a day off in November or December.

He said all the workers' allegations about problems at work were unfounded and that they were given ample warning of their dismissal.

Following a disciplinary hearing, workers were given several extensions of time to appeal against their dismissal.

'Good service'

When they did not avail themselves of this opportunity they were dismissed and other workers employed in their place.

"Our view is that it would be unfair to replace those workers with the ones who were dismissed. They have given good service to the company," he said.

The matter is due to come before the industrial court later this year.

The dispute raises the thorny issue of the relationship between unions and black shopowners, many of whom, like Banderker, have been strongly supportive of community organisations.

Workers at Bond's supermarket in Durban last year went on strike after the dismissal of 55 workers who had taken part in an illegal strike.

There have been several confrontations between unions and black-owned businesses in the Transvaal.

Cawusa last year met with WCTA to discuss the relationship between the two organisations.

The union has a recognition agreement with the black-owned Matco supermarket in Paarl.

White managers slammed

THE president of the Black Management Forum, Mr Don Mkhwanazi, yesterday said white managers have been fed a superiority complex and "baasskap mentality" from cradle to grave.

Speaking at the opening of the annual

By JOSHUA RABOROKO

BMF/Kellogs Excellence in Achievement Awards in Johannesburg, Mkhwanazi said while white fears were understandable, they were a luxury blacks could no longer afford. *Govt*

Fears

He said: "If we continue entertaining these white fears this country is going to find itself in a worse situation, an economic wasteland and a banana republic."

He said top management must send their

lower and middle management employees to BMF sponsored and/or run courses.

BMF in conjunction with some reputable black consultancies were running courses to upgrade black managers.

Mkhwanazi appealed to the South African Government to train more blacks into management positions instead of spending millions of rands on defence and other unproductive areas.

"The country needs more than 970 black managers a month by the year 2000," he said.

Industrial action vote

JOHANNESBURG. — The majority of members of the Catering and Allied Workers' Union of SA have voted in favour of industrial action against the OK Bazaars, a union spokesman claimed yesterday. But a statement from the OK Bazaars said the results of the strike ballot indicated the union had failed to secure a majority of its members in favour of strike action.

OFF. TIMES 27/6/89

31 132 140

stolen yesterday morning from an office at the
ERPM Gold Mine, police said

COPY 7.46 29/6/89 (1800) 152
Interdict against strike 31

JOHANNESBURG. — The Rand Supreme Court has issued an interdict preventing the Commercial, Catering and Allied Workers' Union from calling a strike at OK Bazaars until it can prove that the decision to strike was reached by majority vote.

Strikers locked in safe, union claims

Copy Times 30/6/89 (32) (31) (30)

JOHANNESBURG. — Twelve striking workers at the Bradlows store in Randfontein were locked in a strongroom — a massive safe — for most of the day on Wednesday, a spokesman for the Commercial, Catering and Allied Workers Union said yesterday.

A union official, Mr Salim Vally, said the union had phoned the store's manager about the issue. He had said he only took "instructions from the human relations manager at Joshua Doore's head office".

Yesterday was the ninth day of the strike action at Joshua Doore group stores, which include Bradlows, Score and Price 'n Pride.

The group's managing director, Mr David Sussman, said personnel at the Bradlows store had said they didn't know anything about strikers who were locked in a strong room.

In another incident, a manager at a Score store in Germiston allegedly fired two shots over the heads of 16 striking workers, Mr Vally said. — Sapa

... is now totally dependent on a dialysis machine.

CAT 6 7/89

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182

Second OK strike ballot

JOHANNESBURG. — A second strike ballot is to be held among employees at OK Bazaar branches country-wide in terms of an agreement reached between management and the Commercial Catering and Allied Workers Union in the Rand Supreme Court on Friday.

Attributes of those at top of the ladder

S/Times 2/7/89

31

THE critical behaviour of effective sales managers was uncovered through research done by Learning International.

The objective was to define the challenges of sales management. The research involved a sample of 187 sales managers from 200 American and Canadian companies which are members of a sales research consortium established by Learning International.

The companies represent a cross-section of manufacturing and service industries.

The database was formed from the compilation of 1 418 survey questionnaires completed by sales managers, their subordinates, colleagues and managers.

Measure

An overall measure of sales manager effectiveness was established by using information provided by the companies on quota performance and the results of a survey question which had been designed to measure overall effectiveness.

Those salespeople who were deemed effective met two criteria:

- They met or exceeded quota.
- They were given a high rating for overall effectiveness by each of their work-group sources — for example, their subordinates, colleagues and managers.

Sales managers who met both criteria were labelled highly effective; those who met only one were called moderately effective; and those who met neither were said to be not effective.

When compared to the criteria of effectiveness, the sales managers were judged in this way:

Highly effective 32%
Moderately effective.. 46%
Not effective..... 22%

The research results, which represent the spectrum of sales managers from many industries, show that:

● Effective sales managers can be distinguished from ineffective ones on the basis of what they do and how well they do it.

● The actions carried out by effective sales managers can be grouped into three roles which are related by statistical analysis as well as by logic — strategist, communicator and mentor.

● Effective sales managers perform actions in all three roles with high success.

Anticipation

- The role of strategist is played by effective sales managers who are not content merely to react to events or circumstances. Instead, they anticipate what needs to be done and what is required to do it.

They follow through and ensure plans are fulfilled, and monitor performance to make necessary corrections.

They are thinkers, organ-

isers and analysts who skilfully perform the three functions of the strategist — planning, implementing and evaluating.

● Planners analyse the situation carefully, consider needs and resources thoroughly and define objectives and actions clearly.

● Implementors organise their resources efficiently, delegate activities wisely and supervise others with regular follow-up.

● Evaluators examine plans, track progress and assess the outcomes objectively.

To be a sales manager is to be a communicator. Information that is vital to the success of the business flows into, from and around the communicator's office. He receives, processes and sends information.

● To receive information, the effective sales manager elicits information from all possible sources, he listens carefully to others and pursues new ideas and information.

● To process that information, the sales manager must know how to assess the value of the information, to use it through distilling the fractions of interest to him, yet to organise, document, store and retrieve all the input.

● To send information he must be able to convey to others what must be done, and to oversee its dissemination promptly. He must also be adept at presenting the benefits and policies in a persuasive manner.

The third, and perhaps most difficult criterion the really successful sales manager has to meet is that of mentor to others.

Think of all the people you have worked for in your career, and all the personalities, abilities and qualities those managers had.

The managers you are most likely to have appreciated and learned from probably have one thing in common — their strength as people managers.

Satisfying

They were mentors who understood what you needed to do the job, and what it took to sustain and improve your performance.

They understood what motivated others and were able to respond to those needs and aspirations with effective leadership and guidance. There probably will not be many in your list of superiors.

Performing the role of mentor means directing, sup-

porting and developing, and is a great challenge. It may also be the most personally and professionally satisfying part of a manager's job.

It is as mentor that one exerts the greatest influence on salespeople's performance and secures the greatest payoff from managerial effort.

● Directing — effective sales managers set clear and realistic performance expectations, maintain consistent procedures for monitoring performance and provide strong and capable leadership.

● Supporting — a supportive sales manager knows how to offer guidance, furnish necessary resources and how to reward people with the appropriate credit and recognition.

● Developing — to meet the developmental needs of their salespeople, effective managers provide the appropriate training, deliver timely on-the-job coaching and identify opportunities for career growth.

Investment in staff training pays off

5/17/94
IT is gratifying to learn that in South Africa, a company which trains its staff regards the amount spent as an investment not an expense.

In a country which is crying out for skilled people, the higher the quality and support of a training programme, the higher the returns on the investment in it.

It should form part of every company's business strategy by developing its key personnel to meet the challenges of the day and the future.

PLS focuses on the education of sales, service, management and administrative staff, and is launching Target 2000 — a sales training system which has been revised, updated and expanded to meet the needs of the 1990s.

Separate

The research and development of Target 2000 has cost \$11-million so far. The work was undertaken by three groups in the US and Canada, and the outcome was consistent with European studies.

The three groups concentrated on separate issues:

The US group determined how businesses would market and sell in the future.

The Princeton Research and Consulting Centre conducted a study of the market to find out what kind of training businesses needed to train their people.

Interviews were held with members of Learning International's salesforce to gather data on market preferences.

Roles Research — the third group — included two studies to ascertain what makes salespeople and sales managers effective.

SA is facing similar sales and market trends to those of America and Europe, and the common implications were drawn together in the development of Target 2000.

The curriculum was developed in 20 modules under three category headings — effective selling, specialist selling and sales management.

Neglected

The seven critical content modules in the first category are:

- Initiating business relationships — first impressions count.
- Interactive listening for salespeople — the neglected skill.
- Need-satisfaction selling — do not sell your client something you know is not what he wants.
- Professional selling skills, which come in four videotape versions which address tangible and intangible products with long and short sales cycles.
- Professional telephone-selling skills — a telephonic version of the above.
- Telephone prospecting — how to gain that qualified appointment.
- Time management for salespeople — work smarter, not harder.

Advanced

The second category heading — specialist selling — includes advanced content modules:

● Account development strategies — handling complex accounts.

● Added-value selling — side-by-side selling

● Interpersonal selling strategies — building positive business relationships.

● Probing strategies — asking the right questions.

● Sales Challenge — a video-disc series providing simulations for success.

● Self-leadership for salespeople — going that extra mile.

● Selling against the competition — the competitive edge.

● Successful sales negotiations — understanding, planning and conducting sales negotiations.

Winning

The third level of the curriculum is aimed at sales management:

- Challenges of sales management — importance of their roles.
- Developing your sales team — the winning ingredient.
- Professional selling-skills coaching — protecting your investment.
- Time management for sales managers — the complete tool kit.

The critical content of the effective selling modules assumes no prerequisite mastery of product knowledge, market knowledge and selling experience — it is aimed at the less experienced salesperson.

The advanced modules assumes mastery of the critical elements.

PLS can prepare you for the year 2000, this year.

Visit to the loo heavy burden

Sowetan 4/7/89

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EMPLOYEES and customers at Soutpansberg Panelbeaters in Louis Trichardt have to carry a car wheel rim each time they visit the toilet, it was confirmed yesterday.

This is because the toilet key has since last week been attached to the rim to discourage workers from frequenting the loo, according to workers.

The workers say the manager complained

By MATHATHA
TSEDU

about time wasted by workers who visited the toilet before the introduction of the rim. "Now we have to carry the rim each time we go to the toilet. It is very embarrassing and it is only for the toilet used by blacks," one worker said.

The manager of the company was not in when *Sowetan* phoned. The assistant manager,

Mr Brown Naude, confirmed that the toilet key for the workers was attached to the rim. He however said this was done "in the interest of the workers to stop them from stealing from each other."

Naude said the workers' changeroom was attached to the toilet and people who went to the toilet were able to steal other people's property.

"Now any one going to

the toilet has to carry the rim. That way every one can see who went to the toilet. Even customers have to carry the rim," he said, denying that it had anything to do with cutting down visits to the loo.

Workers, contacted after speaking to Naude, denied that there had been a theft problem. They said only black customers carried the rim as they had to use the toilet for the black workers.

Pamphlet probed



THE security police are investigating whether a pamphlet, issued by the Commercial Catering and Allied Workers' Union of South Africa and widely distributed in Athlone last week, contravenes the emergency regulations.

Police last week informed the Congress of South African Trade Unions that they were investigating possible charges in connection with the pamphlet, a Cosatu spokesperson said.

The pamphlet calls on the community to support the struggle of 17 workers for reinstatement at an Athlone supermarket.

The workers were dismissed from Elite supermarket in Klipfontein Road after they did not come to work on December 16 last year.

South 6-12/7/89

'Lift standard of black managers'

Sowetan 7/7/89



MAJOR business groups have been urged to formulate strategies to uplift the standard of black managers and to stop "passing the buck" to other sectors of the South African community.

The president of the Black Management Forum, Mr Don Mkhwanazi, said the time for "passing the buck" had run out.

He was speaking at the

By JOSHUA RABOROKO

launch of the BMF Excellence in Achievement Award sponsored by Kellogs company in East London.

Mkhwanazi said: "South African managers must influence and shape the environment to the benefit of all and not

just a section of our population.

"Black managers have a major role to play in transforming South African society."

He said as long as blacks were excluded from the political decision making machinery in the country, there would not be peace, prosperity and stability.

"There will be no peace as long as millions of blacks continue to live in abject poverty, are unemployed, unemployable and unskilled," he said.

"In BMF we acknowledge the fact that, if it were not for pain, suffering and the struggle of the masses, we would not be talking of black managers."

It was BMF's vision to fight for a democratic



DON MKHWANAZI

South Africa where black and white would share equally the economy and political power.

He said the award recognised men and women who have succeeded and achieved something despite the odds created by South Africa's socio-economic and political environment.

5/Tues 9/7/89

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Joshua deadlock

By Robyn Chalmers

and misconduct on the part of the strikers has led to police intervention. Ccawusa official Salim Vally says close to 40 workers have been arrested since the strike started, although most have been released.

THE strike by hundreds of employees at Joshua Doore enters its third week as the company's profitability dives.

The strike began on June 20 in protest against re-trenchments. A total of 469 employees were laid off in a rationalisation move.

Group managing director David Sussman says workers are striking about an issue on which the company has no room to manoeuvre.

"It is not possible for us to reinstate the 469 workers. We should initially have re-trenched about 750 workers, but we worked out that we could afford to carry about 300.

"We cannot carry on indefinitely. We have employed about 100 part-time workers. We have to have a cut-off point, but we hope that workers will come back. We will gladly accept them."

Illegal

Mr Sussman claims the strike is illegal. Although the Commercial and Catering Allied Workers Union (Ccawusa) did hold a strike ballot, he says the union did not go through the procedures outlined by the Labour Relations Act.

He denies the union claim that more than 2 000 of the workforce of 4 200 are on strike, saying about 700 in 34 PWV stores have stopped work. The strike affects Bradlows, Score Furnishers, Price & Pride as well as Joshua Doore itself.

Reports of intimidation

WOMEN have become a force in business, but many still face barriers which exclude them from top management.

The traditional perspective of women being only homemakers and men being breadwinners is prejudicial to females. But research shows that many women lack insight into the nature of power politics in organisations.

National Institute for Personnel Research (NIPR) chief specialist researcher Jopie van Rooyen said at a conference this week on working women that it was

It's still uphill for women

5 Times of 7189
Generally accepted that the SA economy could no longer function effectively without women's contribution.

"It is important to identify the reasons why so few women are found in senior level management and executive positions. A lot of it has to do with power politics.

"Apart from women experiencing tokenism in the organisational context, they also experience barriers based on residuals of traditional gender socialisation.

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Regardless of the power strategy used, men are more likely to be assumed powerful than women by both males and females. Competent women are often accepted by those in power as valued assistants, but not as powerful in their own right."

Dr Van Rooyen said that if women were to move into positions of power, they must ensure that their presence was felt in an organisation.

Political consultant and Idasa director Frederik van

It's still uphill for women

Zyl Slabbert spoke on the challenges facing the career women in the 1990s. He said the central issue of conflict in SA was white racial minority domination, and the biggest challenge facing all South Africans was how to become one nation.

He said subsidiary challenges evolving from this which every career man and woman would be faced with include accelerated urbanisation, local government structures, education and job

"Over the next 10 years, SA will see urbanisation as never before. At present, about 50% of blacks are urbanised, by the turn of the century 67% are expected to be and by the year 2005 about 70%.

"The demands for housing, transport, job creation and education will be fantastic. Lifestyles will change, and business people should see this as an opportunity and not a threat."

PEOPLE AT THE TOP
ARE ON THE MOVE —
SEE PAGE 13

APPROXIMATEMENTS

MANPOWER
MIRROR by
ROBYN
CHALMERS



PAGES AND PAGES OF THE BEST JOBS IN SOUTH AFRICA

OK and union wary of another strike

COUNTRYWIDE strike action by 9 000 Commercial, Catering and Allied Workers Union (Ccaawusa) members employed at OK Bazaars stores is likely this month.

A Rand Supreme Court ruling last Friday set the scene for a possible repeat of the bloody 1986-1987 strike. But with the memory of this still fresh in their minds, both sides are treading warily.

The court confirmed an agreement between the two parties that Ccaawusa would not initiate strike action before July 14, and that it would repeat the ballot, which was at the core of an urgent application brought by OK.

OK launched the application against



Gordon Hood... hoping another strike will not hit OK Bazaars

Ccaawusa on June 27 to try to stop the union from organising a strike, which would coincide with its winter sale.

The application was initiated after a

dispute between the two parties about the results of a national strike ballot. In terms of the Labour Relations Act, the union has to obtain a 50% yes vote from its members before it can go ahead with a legal strike.

Ccaawusa maintained that 55,97% of its members voted in favour of the strike, but OK insisted that the figure was below 50%.

The ballot was conducted after negotiations went to dispute in April. The parties deadlocked over OK's final wage offer of R100 across the board.

Ccaawusa national organiser Jeremy Daphne criticises OK for taking the matter to court. He says it was an attempt to thwart the union's right to strike.

"OK's refusal to make an unapproved

offer on R100 is not based on economic considerations and is an example of its union-busting approach. Ccaawusa will not be deterred by OK.

"A full-scale strike will depend on the response of members when the next ballot is completed by Friday."

OK personnel director Keith Hartshorne welcomes the fact that the court case resulted in the ballot being repeated.

Managing director Gordon Hood hopes that wage negotiations will be resolved without the union's resorting to strike action.

Many members will remember the previous strike and will think hard be-

fore casting their votes. The 10-week strike was at that stage the largest ever outside the mining industry and the longest ever in the retail trade. It involved between 7 000 and 10 000 union members (depending on whether you listen to OK or Ccaawusa) at 137 OK shops.

The strike cost the company about 432 000 manhours in company time, a total of 1,2-million for all 1986. Sales plummeted in January 1987 and the settlement cost OK an additional R16-million in wages.

Hundreds of the union's members were detained or arrested. It sent representatives to Europe to raise money for the thousands of people on strike over Christmas.

The strikers lost an estimated R1 000

each in wages.

Ccaawusa gained R15 on the initial OK offer. R65 across the board and various other concessions including a minimum wage of R400 a month, improved maternity leave benefits and a rise in staff discounts from 10% to 12%.

The losses and the gains of strike action will have to be weighed by union members. The union and OK are much closer to an agreement than they were before the previous strike, and settlement may be reached before drastic action is taken.

When Ccaawusa members launched a mass dayaway in the last months of 1986, the union was demanding R160 a

month across the board against OK's offer of an R35 increase an individual.

Mediation proceedings this year broke down when Ccaawusa reduced its demand from R135 a month to R125, but OK did not raise its offer on individual increases.

It increased its minimum wage offer from R525 to R550, and the union reduced its demand from R635 to R625. Other areas of dispute include the union demand of a guaranteed annual bonus of 10%, multiplied by the number of years worked, and that May Day be a paid holiday.

Management has rejected the May Day demand and contends that the year-end bonus be granted at the discretion of the board.

476 TMB 10/7/89

Union gets majority poll in call for strike

31 (22) Own Correspondent

JOHANNESBURG. — The Commercial and Catering Workers' Union of SA (Ccausa) achieved an undisputed 58% majority vote in favour of strike action among its 9 285 members at the OK Bazaars in the second ballot held on Friday.

A company spokesman said it was now for the union — which is restrained in terms of a court order from striking until July 14 — to make the next move. A union spokesman said the possibility of avoiding a strike hinged on management's willingness to pay wages more in line with competitors.

In response to allegations that the majority was very low, the union spokesman said: "The ballot result must be seen in the context of the massive logistical problems of reaching all corners of South Africa, and the amount of time that has passed since dispute was first declared."

STRIKE WAVE builds up as OK workers wait

RETAILERS have been hit by a wave of strikes, costing workers and companies hundreds of thousands of rands.

A national strike could start at OK Bazaars tomorrow. A six-week strike at Beares ended last week. Joshua Doore is entering its fourth week of disruption and a stayaway at Multiserve continues.

Creditors of Edworks claim that the two-month strike at the company this year played a part in causing it to be placed in provisional liquidation.

The strike involved about 800 workers protesting against a wage offer of R105 compared with a union demand of R125. The strike was settled in June, but the company suffered severe damage.

Largest

The Commercial, Catering and Allied Workers Union (Ccawusa) is involved in all the strikes. Workers are striking not only because of wage disputes, but over recognition agreements and retrenchments.

By Robyn Chalmers

The estimated loss of 12 000 mandays at Beares is believed to have been the largest in the retail trade this year, but it could be overtaken by OK Bazaars if workers walk out.

Ccawusa held a strike ballot last Friday after a Rand Supreme Court ruling which ordered it union to call another poll of members. The original ballot was challenged on the grounds of its alleged irregularity.

Tutu

The court confirmed an agreement between OK and Ccawusa that the union would not initiate a strike before July 14. Between 56% and 58% of workers voted in favour of taking industrial action against the OK in the new ballot.

OK is offering a R100 pay increase across the board. The union, after having an initial offer of R105 rejected, now wants R125 a month more.

If workers do decide to go on strike tomorrow, the OK could experience a repeat of

the bloody 1986-87 action which cost it about 432 000 manhours and each striker an estimated R1 000 in wages.

Joshua Doore employees are striking in protest against the retrenchment of almost 500 workers. Ccawusa organiser Mike Tsofetsi says 2 000 workers are on strike, but Joshua Doore managing director David Sussman puts the figure closer to 700.

Earlier this week the union came out strongly against the company for using Trevor Tutu and Yusuf Surtee as intermediaries in the strike.

Joshua Doore has denied that it gave a mandate to the two to mediate, and Mr Tsofetsi says the union has refused to talk to them.

OK and Ccawusa have not met for six days. No meeting is scheduled.

31
Dispute settled

OWN CORRESPONDENT
1978/79

JOHANNESBURG. —
OK Bazaars and
Ccawusa yesterday set-
tled their five-month-old
wage dispute.

In terms of the agree-
ment, union members
are to receive R100
monthly increases effec-
tive from April 1989, and
another R8 for February
and March next year.
This represented a 16%
increase overall, the OK
said.

The right person for the job

WHEN an American company spends \$11-million in three years researching the challenges and solutions to selling in the next decade it has got to be good for South Africa's Professional Learning Systems.

The American company is Learning International, formerly known as Xerox Learning Systems. PLS is the exclusive distributor of Learning International products in SA.

The focus of the research was to obtain an understanding of the market and to satisfy its needs. The research covered qualitative and quantitative angles.

Qualitative analysis centred on topics and training methods preferred by individuals buying training. The researchers identified the subjects and programme characteristics which appealed to most buyers of sales training and with the best potential for market success.

Four specific factors were considered — relevance, flexibility, depth of solutions and reliability.

Selling is becoming more complex, and the role of the salesperson more difficult. It is desirable to develop a more sophisticated hiring profile — the right person for the job.

Another finding — one with which all consumers will agree — is that sales and service are inseparable. To be competitive, company management must make sure that anyone in contact with a client can sell, and that the salesperson delivers service.

mail
2/7/89



e of release

Mandela on his birthday. It repeated its call of last year at this time, saying: "Mandela should be freed and negotiations should be started."

On that score, however, a great deal still remains to be done. Significantly, the ANC reportedly has a "discussion paper" now circulating in SA, which warns against being forced on the defensive by government re-



leasing Mandela. It calls on the mass democratic movement to prepare itself in order to set the agenda on the issue of negotiations, which various forces, internally and internationally, could be preparing to engage in — essentially, says the ANC, to protect the interests of the minority.

After her visit, Mrs Mandela said her husband was "in full contact with the leaders of the ANC and other leaders behind bars." This would seem to confirm the suggestion that Mandela had informed the ANC about meeting Botha.

Mandela's advocate and family friend Dullah Omar said after the birthday meeting that "the bottom line was 'Free Nelson Mandela — unconditionally.'"

LABOUR RELATIONS

Tidy settlements

Three significant industrial relations deals were clinched this week. They include wage agreements in the metal industry and at OK Bazaars, plus a most liberal labour dispensation for employees at strike-dogged Mercedes-Benz.

Altogether about 385 500 workers are affected. The agreements were preceded by lengthy, complex and sometimes bitter disputes.

OK MD Gordon Hood settled his stormy five-month dispute with commercial workers, represented by Ccawusa, with an offer of R100 a month across-the-board for 23 000 employees (backdated to April 1), with a further R8 a month payable from February 1 next year. That would bring OK's minimum wage up to R620 for those with more than a year's service. The company's opening offer amounted to R550.

This will effectively narrow the gap between the minimum wage paid by Pick 'n Pay (R750/month after April's R146,87 increase), and Checkers (R630 after this year's R120 rise). The deal gives OK six months to get over the slowdown in sales it says it has experienced since the negotiations opened.

In the metal industry, 3 500 engineering companies represented by 50 employer associations grouped under Seifsa reached an amicable settlement with 15 unions (representing 361 035 employees) at their tenth industrial council meeting in four months. This was subject to final ratification this week.

They agreed to wage increases of 15,2% for artisans and 18,5% for labourers making up over 350 000 employees, effectively ensuring an across-the-board wage rise of 56c an hour for labourers (up 8c from the "final" offer) and R1,11 an hour for artisans (a 16c improvement on the last offer). This raises the minimum wage rates in the industry to R3,56 and R8,31 an hour for labourers and artisans, respectively. It is backdated to July 1. The increases, says Seifsa, cut out the one-third of the difference between current wages and a projected "ideal" wage.

The sticking point over public holidays was resolved by a decision to enter into a legally binding common law agreement to treat May 1 and June 16 as paid public holidays. This is subject to the Public Holidays Act being amended, and the industrial council is to approach government to introduce these days as paid public holidays.

The Metals Industries Group Pension Fund will be converted to a flexible benefit fund by November 30, while the Sick Pay Fund is to be "restructured fundamentally." Sick leave has been increased to 10 days a year, and payments of fund benefits are to be speeded up.

However, on the question of detention without trial, Seifsa, while indicating its opposition, would only suggest to its members that they pay the wages of employees de-

SYD MULLER

31) *Printed*
28/7/89.

Winning with Woolworths

Syd Muller (40), Woolworths' new MD, is a no-nonsense chief executive.

From behind the desk of his unexpectedly spartan office in Cape Town's city centre, his attitude is brisk and businesslike.

As head of one of the country's largest retail organisations, which is seeking to heighten its public profile in a highly competitive market, it would need to be.

In a little over 10 years, Muller has come from nowhere to be one of SA's most respected retailers. Young for the position he occupies, he's been appointed on ability alone — not patronage.

The string of academic qualifications he holds from the University of Cape Town (UCT) — a BCom (Hons), CA(SA) and MBA — helped too.

Born in Bloemfontein and schooled at Christian Brothers' College, he went to UCT where, one after the other, he completed his degrees while articled to the auditing firm Arthur Andersen.

He worked for a spell at a firm of manufacturing jewellers. But in 1977 a friend, who was company secretary of Woolworths, was emigrating. Muller applied for his job. "Three days later I got it. And that is how I got into Woolworths."

Muller is reluctant to talk about himself. He's more comfortable talking about the company. As the CE of Woolworths and now a main board director of Wooltru, what does he see as his major challenge?

"I am excited about the main board appointment because I think it's important for the holding company to have strong influence from the trading operations. The major areas of challenge for me are the major areas of challenge for the business — they are inseparable."

Muller feels the role of a CE is to focus the business on those things he deems important. A key point is being able to style a unique strategy, particularly when it comes to implementing changes in a business which has done things the same way for so long.

"The unique ability I bring to the company is the recognition of what these challenges are. I feel that my prime skill is recognising what it is that the organisation is striving to be, and working out a plan of action to give effect to this objective."

He feels that challenges can be crystallised into "internal" and "external" classifications.

The internal challenge is to ensure that the organisation is flexible and able to respond quickly to the demands of consumers. To achieve this, he believes the company should be "flatter" in order to get as many layers of the organisation as close to the customer as

possible.

Externally, Muller sees the company's greatest strength as the way customers perceive the chain, namely, as sellers of quality merchandise at prices which represent better-than-normal value. Building on these strengths, he wants Woolworths to be perceived as "the best retailer in the business. The 'best' not only in terms of the bottom line, but in qualitative terms with the focus on product excellence and value."

In 1981, the same year as the merger with Truworths, Muller was appointed to the board as financial director. Two years later he was corporate director, finance and planning, for the Wooltru group. But it was in 1985 that his talents took him to the sharp end of retailing.

After having worked closely with Tony Williamson, then CE, and having set up the finance and planning systems for the group, Muller moved back to Woolworths as deputy MD.

"I ran all the service areas as well as the food area. To achieve improved market penetration and profitability, we repositioned our food retailing division. This is when I developed a consuming interest in this aspect of the business. Most of my time was spent in this division, and I just loved it. The way in which we sell food is more than fascinating — it's captivating."

Now that he is MD, the clothing and

general merchandise areas also report directly to him. These divisions are also in the process of being redirected for greater customer focus.

Muller is also enthusiastic about aspects of his life other than work.

He is an avid marathon runner, having participated in many events. This year he capped his sixth Two Oceans marathon by completing the Comrades — although he just missed the final gun.

His one regret is that his business activities do not permit him to spend more time with his family. "I travel a great deal, I spend a lot of time in our stores, and my job is really a six-day-week one. Sundays are family day, and a special day in my life." ■



Muller ... the stamp of quality

(31) (S) 25/8/81

Strike at Mama's Pies is resumed after shootings

By Abel Mushi
Workers at Mama's Pies resumed picketing outside the company's premises yesterday almost a week after a shooting incident in which police opened fire on strikers at Mama's Pies headquarters and factory shop in Malvern East, Johannesburg.

The event was centred on a pay dispute which started on July 18. Workers demanded an across-the-board wage increase from R151 to R265 a week.

Workers say the management offered them an "unacceptable" increase of R14,50 which set their minimum wage at R165,50.

Four people were shot and about 25 injured after the incident last Thursday, sources say.

None of the victims died and no official information could be obtained from the hospital.

According to some of the strikers the police were called by the management at about 8 am after workers started chanting and waving banners outside the company's premises.

They said a senior policeman warned that if they did not disperse, they would start shooting. They continued singing and chanting and the police started to shoot, while others attacked them with batons.

According to the police, they shot only after strikers threw stones at them when they tried to disperse them.

Immediately after the incident, some of the workers went to the Food and Allied Workers Union (Fawu) regional offices in central Johannesburg for instructions.

Fawu's spokesman said yesterday they had accompanied the workers back to the company that afternoon to ask management to keep police out of the matter as they were not indulging in violent protests.

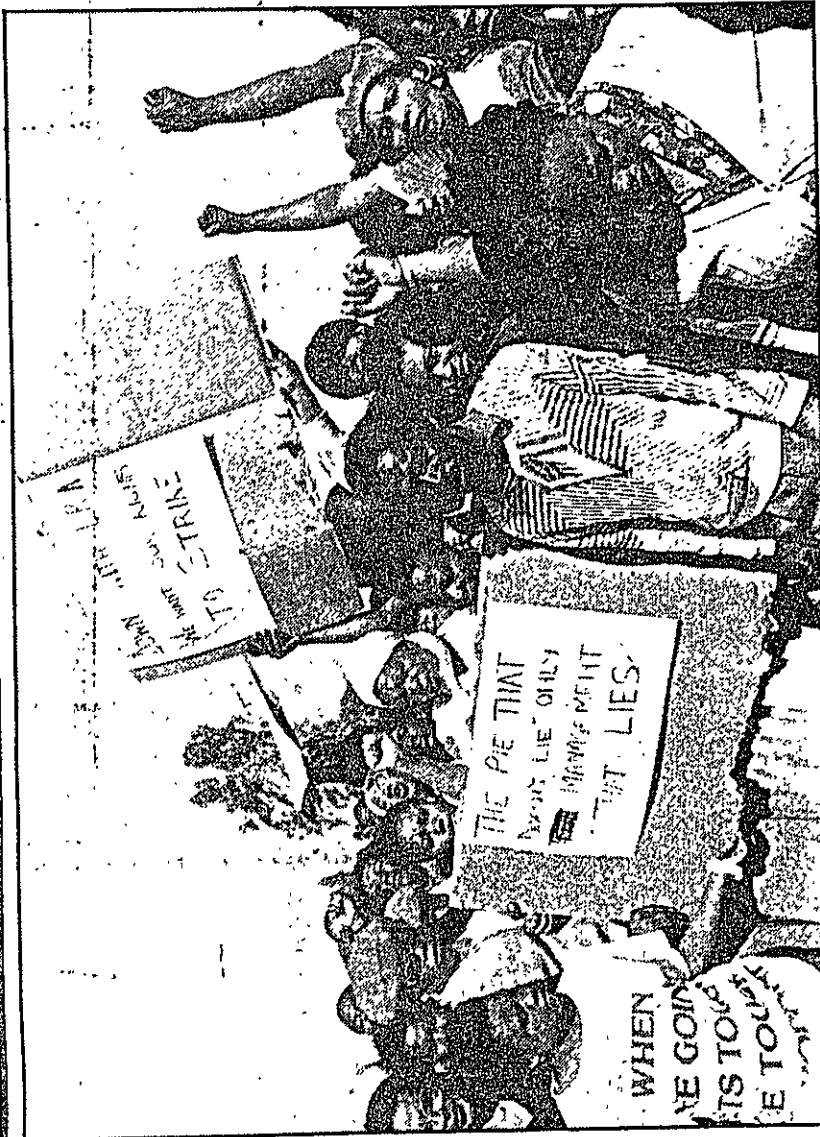
"Mama's Pies has main branches in Durban and Cape Town which are also affected and we are co-ordinating our strategies to help solve the problem effectively on a national level," said a Fawu official.

"On the day of the shooting, four of our members were arrested in Cape Town for taking part in a strike there," he said.

While picketing continues outside the premises, management has kept the gates closed and has since hired new staff, workers claim.

The company's managing director, Mr Louis Silber, said they had hired temporary staff "to keep the company going".

"We have promised the strikers R175 a week with effect from January next year and hope that they will realise the futility of the situation and return to work for what management is offering," he said.



Workers resume picketing Mama's Pies in Malvern East, Johannesburg, after an incident last week in which police shot four strikers. The strikers claim the attack was unprovoked, but police say the picketers were throwing stones at them.

mine to be ar Trichardt

Two and Three oil-from-coal plants.
Coal from the new mine, which will be opened within the next two to three years, will be transported to Sasol Two and Three by conveyor belt.
Sasol's four collieries have for years been unable to meet Sasol Two and Three's coal needs. Sasol has had to bring in coal by truck from mines as far afield

Dancers ousted from Pact flat

Pretoria Correspondent
Pact has moved two of its coloured dancers out of a Sunny-side flat after a man threatened to have them prosecuted for living in a white area.

Mr Gerrit Geertsema, Pact's chief director, confirmed yesterday that an anonymous caller, apparently a CP supporter, had threatened to lay a charge with the police if the couple did not leave the Nylehof block of flats. The dancers — a man and a woman — had been moved from the Pact-owned flat to "spare them embarrassment", he said.

"It's a lot of nonsense, but you have to think of the people first," said Mr Geertsema.
The couple had lived in the flat for a "reasonably short time" and have now moved to a flat at the State Theatre.
Both dancers resigned at the beginning of August, "presumably because they found better posts elsewhere".

R20 000 payroll, police said.

Call Times 2/8/89
Delmas trial postponed

DELMAS. — The trial of 12 alleged members of the ANC, whose charges include last year's bomb attack on the Sterland cinema complex in Pretoria, has been postponed till August 9 by a special sitting of the Supreme Court, Pretoria, at Delmas.

Call Times 2/8/89 (31)
Joshua Doore strike ends

JOHANNESBURG. — The five-week-long strike by hundreds of Joshua Doore workers at stores owned by the group has ended.

31 B/day 31/8/89

Assocom members warned to prepare for a stayaway

ASSOCOM yesterday issued a warning to its constituent members to be prepared for a two-day work stayaway on Tuesday and Wednesday next week.

Manpower secretary Vincent Brett said Assocom's assessment was based on a "feel" of the situation and on vague indications companies had received from staff, rather than on firm information.

Unionists said plans for next week were likely to be clearer by today, with a meeting scheduled for last night to discuss the matter.

"We are stymied by security legislation, which has prevented a definite announcement of plans by unions," Brett said.

The Assocom notice said that because of this, circumstances were likely "to vary from region to region and from sector to sector. Factors such as the union involved and even the local shop stewards' attitudes will play a part".

It added it was very difficult to say

ALAN FINE

what should be expected. "But action is likely to vary from a stayaway for the whole of next week to 'go-slow' action for a lesser number of days. The most probable action in most instances is likely to be a two-day stayaway."

Assocom recommended an employer policy of "no work, no pay". The organisation believed in most cases it was unlikely disciplinary action would be taken against participants.

Raided

It advised employers who might wish to take action to take great care to ensure that normal and fair disciplinary procedures were followed.

Sapa reports that a large contingent of heavily-armed police yesterday raided a Nactu union's office in Boksburg and confiscated several documents.

Nactu general secretary Piroshaw Camay said about 50 police entered the Food and Beverage Workers' Union of-

fices at the Unilever plant in the town.

"The police displayed a search warrant that gave them the right to go through the offices for banned literature and anti-election pamphlets they claimed we were in the process of printing."

Camay said leading Nactu officials, including its president James Mndaweni, rushed to the offices with a legal adviser.

After a verbal confrontation, the authorities left with the confiscated items, and warned that further action could be taken against the federation and its affiliates.

Police spokesman Lt J A van Zwiell confirmed that a "police offensive at the Food and Beverage Workers Union" had been staged.

"Investigations are continuing," she said.

A spokesman for Van den Bergh and Jurgens - which runs the plant under the auspices of Unilever - said the company deplored "this intrusion on to its site".

Plans adopted to cope with protest

skw 5/9/89

31

By Helen Grange

Several major employers have made preparations to try to minimise the effect of any protest action against the elections today and tomorrow.

Some dairies worked overtime yesterday, delivering milk in double quantities, and bakeries were producing extra in case of shortages.

Supermarkets will be employing students and casual workers over the period.

Mr G A V Brett, manpower secretary for the Association of Chambers of Commerce and Industry (Assocom), said each Assocom member would be making its own plans.

Should some members decide to take disciplinary action against protesters, care would be taken to ensure normal and fair disciplinary proceedings were followed, he said.

Some South African Transport Services (Sats) depots have arranged for casuals to work if necessary, said Mr Vic van Vuuren, senior manager of labour relations at Sats.

Spokesmen for hospitals and clinics on the Reef said they did not expect any major disruptions of their services.

A Department of Post and Telecommunications spokesman said casual workers would be used if needed.

Pretoria Chamber of Commerce and the Afrikaanse Handelsinstituut (AHI) said some members had prepared contingency plans. Dr Martin van den Berg, AHI executive director, said members regarded the two days as a normal working period.

Cosatu general secretary Mr Jay Naidoo emphasised that, contrary to weekend reports, the MDM, including Cosatu, had called for only two days of protest action, today and tomorrow.

Few heed MDM stayaway call

Business as usual as firms report 'normal turnouts'

Staff Reporters

Workers commuting from black areas to central business districts and industrial townships today largely ignored a Mass Democratic Movement call for the start of a two-day protest action against the general election.

Initial assessments by South African Transport Services (Sats) indicated commuter rail traffic was not as seriously affected as first feared.

A Sats spokesman said computer figures were awaited.

Barricades of burnt tyres blocked some Soweto streets and some shops were shut, but significant numbers of commuters travelled in to work and pupils went to school as there appeared to be uncertainty whether the protest, called jointly by the Congress

of South African Trade Unions and the National Council of Trade Unions, was scheduled for tomorrow only.

At two primary schools in Zola, Soweto, pupils arrived in large numbers, and nurses alighted, as usual, from buses and taxis at the Baragwanath bus and taxi terminals.

Rail traffic appeared normal at Naledi and Ikwezi stations.

In Johannesburg, companies with huge work forces said they preferred to wait until later in the day for accurate attendance figures, but Gold Fields of South Africa (GFSA) reported normal turnouts at its mines.

The Star's Pretoria Bureau reported normal attendance at the workplace and schools in black areas.

NORMAL ACTIVITY

The only significant stayaway was staged by Numsa members at the Samcor factory near Silverton. Numsa took a decision earlier to support the MDM's call.

Activity appeared normal in Atteridgeville, Mamelodi, and Soshanguve, where taxis, buses and trains were running normally with about the usual number of passengers.

It is understood some workers were told by employers yesterday that failure to report for work today would result in the deduction of a day's pay. Others were told they would have to work overtime.

About 80 percent of the Tembisa workforce went to work today. Although bus stops and taxi ranks were less congested than usual, children in school uniforms were seen in their usual numbers.

At the Kempton Park industrial area of Spartan, large numbers of workers alighted from buses for work.

B/Dam 13/9/89

B/Dam 13/9/89

SA needs to train more black managers prof

SA HAD to train more black managers, new dean and professor of Business Administration at Wits Business School Keith Yeomans said in an interview yesterday.

Yeomans succeeded Prof Andy Andrews on September 1.

He said SA had a much higher level of managerial requirement to supervise others than was usual in Europe and North America.

"This represents the point of stress so many South African managers are experiencing at the moment because their span of control is so much wider."

The result was managers tended to be promoted at an earlier age and with less experience than in most countries, which in turn could affect the efficiency of business operations, he said.

"If one simply looks at the white component in our society as providing managerial expertise, the

RIAAAN SMIT

problem of span of control is going to get worse, because the growth of the white population is relatively small.

Yeomans said there was an untapped potential of people that were not being brought into management positions. As a national need, SA had to have more black managers in its businesses.

He also stressed the "enormous challenges" posed by the need for trained managers for the public sector in a post-apartheid SA.

Yeomans pointed out that about 20% of students at Wits Business School (WBS) were black. He



● YEOMANS

would like to see at least a 50% participation rate in the next five to 10 years, without lowering the standards of the school.

This would necessitate the development of support programmes for students because the task of WBS did not end with recognising potential through selection procedures, he said.

WBS, which started in 1988, had the unfortunate image of being white and elitist, mainly because it had never really promoted itself among other communities.

Yeomans said he would like to see an active recruitment drive to market the school among target groups.

Yeomans obtained an MSc in economics at Keele University in 1971 and a PhD in management from Aston University in 1978.

He has lectured and published extensively and was awarded a gold medal by the SA Association of Business Management in 1986.

'Agricultural changes vital'

GERALD REILLY

PRETORIA — The restructuring of the agricultural sector is vital to the efficient functioning of the whole economy, says a Directorate of Agricultural Economic Trends report.

The directorate said factors affecting agricultural development had been identified at a national level where state involvement seemed necessary.

In the process, the changing nature of the national economy, in which market forces were to play a bigger role in price determination, should be taken into account.

The report stressed agricultural assistance should not be aimed at supporting commodity prices but should be given only to deserving cases.

Assistance should be based on borrowers' abilities to pay.

Government was committed to the principles of the free market mechanism and farmers would have to adapt to the changing policy and re-evaluate traditional approaches. (General)

Mayors to blame for violence, says DP

By VUYO BAYUMA
Staff Reporter

A DEMOCRATIC Party spokesman has called for the immediate suspension of the mayors of Khayelitsha and Crossroads and for the appointment of a commission to investigate the affairs of these areas.

Mr Jan van Eck, MP for Claremont and DP spokesman on black affairs in the Western Cape, said the way Mr Johnson Ngxobongwana of Crossroads and Mr Mali Hoza of Lingeletu West (Khayelitsha) ruled the townships caused tension.

FIREARMS

He also demanded the repossession of firearms issued to the mayors and councillors of these areas. More uniformed police should be provided instead, he said.

"Opposition (to these people) has become so widespread that their supporters have resorted to wide-scale intimidation and violence.

"If this is not stopped retaliation can be expected which will result in a repeat of the 1986 conflict in the larger Crossroads.

"That members of State agencies are actively involved in supporting Mr Hoza and Mr Ngxobongwana is a conclusive proof that the conflicts are caused by the apartheid system. They are not caused by the so-called faction fights or 'black-on-black' violence."

"RESIGN"

Mr Hoza and Mr Ngxobongwana should resign, he said.

Other allegations included:

- Widespread intimidation, shooting, killings and burning of homes of opponents of Mr Hoza and Ngxobongwana;

- The beating of pupils of Sebenza Senior Secondary School, Crossroads, by Mr Ngxobongwana's councillors and supporters. Supporters of Mr Hoza allegedly beat up pupils at Malizo Senior Secondary School.

In an affidavit Mr Jeffrey Nongwe, headman of Old Crossroads, said attempts to block Mr Ngxobongwana had been ineffective because of the actions of Town Clerk Mr Ricky Schelhouse, the mayor's close friend.

He said life in Old Crossroads had rapidly deteriorated because of Mr Ngxobongwana's history of "furthering his own aims and building his personal empire".

31

News in Brief

Cap 7 in 6 7-11-48 31
Seven arrested in Joburg

JOHANNESBURG. — Seven people, five men and two women, were arrested in terms of the Internal Security Act after 200 workers of the Wynberg branch of Dions here were involved in a clash with police earlier this week.

SOWETAN BUSINESS

Store changes owners

31

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By **JOSHUA RABOROKO**

BLACKCHAIN, the country's major supermarket, is now under new management - for the fourth time within two years. And the new management has a fight with the Federal Council of Retail and Allied Workers Union, the union representing the store's plus/minus 100 workers.

Yesterday Mr Paul Gama, until Tuesday the managing director of Blackchain, said the Soweto



supermarket had been leased to a group of business people after suffering a loss of thousands of rands in turnover since January this year. He refused to name the lessees.

However, the new owners are believed to be Ramushu and Associates. MD R. M. Ramushu yesterday refused to confirm or deny the claim. A statement will be issued today.

Workers maintain the sale or leasing of the store to the new consortium was an unfair labour practice as they were not consulted.

Workers were told on Monday that the store was now under new management and they would

have to re-apply for their jobs.

They refused to sign reapplication forms.

On Tuesday they were locked out and told to come and fetch their pay, severance pay and other benefits later. Fedcrow has now decided to take their case to the industrial court.

At a press briefing in Johannesburg, the union's general secretary Mr Nat Kettlele said they had various problems with Blackchain management regardless of a recognition agreement between them.

Management always failed to respond to their grievances.

According to Gama the store had lost between R20 000 and R30 000 monthly in turnover from the period January to May this year through theft, fraud and other crimes.

As a result several employees were likely to appear in court to face different charges soon, he said.

He said most workers were informed about the take-over by the new company while others were retrenched.

Gama said: "We were left with no option but to lease the business to other people whose identity I cannot release at this stage."

He refuted claims that a Ramushu, Mogali, Madikizela and Thebehal were involved.

The store was opened 10 years ago to pioneer black business into the big league. Jazz Stores initially took over manage-

ment of the store in 1985 when it ran into management and financial problems.

However Jazz was forced to abandon ship after squabbles between itself and the owners.

Paul Gama took the store over about two years ago.

He said for the past 10 years the store was not properly managed, resulting in many crimes being committed. "We wanted to keep the business running because we did not want to see black business failing," he added. "We still want to keep the business."

Kettlele said the store's claim that workers committed theft were unfounded and was an act of "economic sabotage" because they had earlier delayed wage and conditions of employment talks. He accused the chainstore of engaging in "trade union bashing" tactics.

He said the union had evidence that some senior employees actually committed theft, but were later allowed to continue their work. "This is a wrong precedent and we have often challenged them on this issue and many others," he said.

He refuted claims that the store was losing thousands of rands because "they have claimed that both the Diepkloof and Katchong outlets were making profits".

Kettlele said they have been sympathetic with black stores and business organisations in the townships because they wanted them to acquire economic power as a means towards their liberation. But, he added, the actions of some of them would force unions to fight them openly.

The union was considering applying for the unconditional reinstatement of the workers.



Workers on strike at Blackchain in Diepkloof, Soweto.

Small businesses exhibit at Tembisa stadium

ABOUT 120 township exhibitors from the informal sector will participate in the first small business exhibition show to be held at Mehlareng Stadium, Tembisa, starting from October 5 to 10. *Sowetan 28/9/89*

The show, which is to become an annual event, will coincide with the Small Business Week to be observed countrywide starting from October 2 to 10.

The chairman of the organising committee, Mr Sello Namane, said they

assist in the improvement of local business; and

The main aims of the exhibition are:

- * To encourage a relationship between Tembisa residents and the business sector;
- * To expose residents to business and provide them with entertainment;

- * To establish informal and formal relationships with business in the neighbouring towns.

He said the show will be a learning process which should see business hosting a bigger and better

Pick 'n Pay did most for women workers (31)



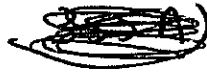
Pick 'n Pay, South Africa's largest retail chain, has won the SA Federation of Business and Professional Women's Gold Award for the company offering top opportunities and benefits to women employees.

The company was selected from 25 finalists out of 60 entrants.

The federation's national project

chairman, Ms Sharon Lain, said at a banquet in Johannesburg last night that the purpose of the organisation's Gold Award was to encourage employers to recognise the full potential of women in the work place and to encourage companies to implement equal opportunities and staff development policies. — Staff Reporter.

Star 27/9/67



Pick 'n Pay pay-off

31

51 Times 1/10/89

PICK 'n Pay was judged the most enlightened employer of women by the SA Federation of Business and Professional Women this week.

The supermarket group won the SAFBPW Gold Award ahead of Middelburg Steel & Alloys, M&R Properties, Janssen Pharmaceutica, Andersen Consulting and the Western Province Blood Transfusion Centre.

The award is increasingly sought after by companies. This year there were 60 entrants and 25 finalists.

Pick 'n Pay employs 3 321, of whom 51% are women. Men and women earn equal salaries, benefits and access to training and promotion.

Pick 'n Pay has a "parental rights agreement", which entitles women to special leave, paid and unpaid.

ALTHOUGH blacks constitute 75% of the population and are responsible for about 45% of retail expenditure, they represent less than 1% of the integral staff of marketing companies and advertising agencies.

This means that problems arise when predominantly English-speaking creative teams in an advertising agency are briefed to produce a campaign for the black market.

What may seem a great concept in white terms is often unacceptable to black consumers. But how can the teams tell without the agency's going to the costly expense of formal research?

All the teams really need is to bounce around a few ideas to get a feel or direction.

OPINIONS

Few agencies have a black communications department, so the teams often have no option but to consult the tea lady or a messenger — even though they are well aware it is hardly a good idea to use one person to gauge the opinions of millions of others.

However, Rivonia-based Soweto Research's Link-tank could provide an answer for bemused, frustrated creatives.

The company has recruited dozens of talented and articulate "real" township people from all walks of life — men and women with definite opinions and who are not afraid to express them.

A Link-tank is an informal get-together of a sample of these people and white businessmen and women.

There is no such thing as

TV ad licked into shape

S/Times 11/10/89

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the whites hiding behind a one-way mirror while a moderator conducts a structured group. Those who need information, ideas or feedback and who are prepared to listen and not merely take out what they want to hear, talk to black consumers.

CLASSIC

The method has proved successful, not least for ad agency Joubert, Graham, Scott & Partners when it needed to create a black market TV campaign for Chicken Licken.

"We started our project using classic research to determine user profiles, image and factors influencing choice of fried chicken take-aways," says Fred Bolton, strategic planner and joint managing director of JGS.

"Research told us that the product image was good, that we had a broad user profile and that 'taste' was the main influence.

"Our task was to find a way to communicate the ultimate expression of taste to support the product slogan: You ain't tasted chicken 'til you ain't tasted Chicken Licken."

The JGS creative team tried to find a superlative to describe the taste of the product before settling on the use of expressions which were European in origin. Ex-

pressions such as, "Is the Pope a Catholic?", which imply you're mad even to question the excellence of Chicken Licken's taste.

"The concept agreed on, we had to find out not only if there were equivalent black idiomatic expressions (Does a lion roar when it's hungry? was one the team thought up), but if they would work with the black consumer," says Mike Graham, creative director and co-managing director of the agency.

"A Link-tank attended by creatives seemed an excellent idea.

"Our concept was immediately bombed," he adds ruefully. "This form of irony does not exist in black communication. So we went back to first base and discussed taste description superlatives."

WEAK

To the team's surprise, 'nice' emerged as a black descriptive of something fantastic.

"For obvious reasons, 'nice' in English being a wet, weak, almost non-word, it had never been a starter. But you live and learn."

The word triggered a great response from the members of the Link-tank panel.

"Chicken Licken — it tastes good, it tastes nice," commented one enthusiastic

woman. "Just like the TV programme," observed another and the rest agreed.

The TV programme the panel referred to was S'Gudi, S'Naysi, a popular comedy series starring Joe Mafela and shown on TV2. Its title was the product description of Chicken Licken. The series featured characters with universal black market appeal and JGS had a workable concept.

CLASSY

Mr Graham says: "Although the temptation was there to do a classy set of commercials with great production values, we felt it was essential that they should be compatible with the character image of S'Gudi, S'Naysi. Accordingly we decided to work directly with Penguin Films, producer of the shows.

"Apart from hiring the stars, we called in the original writers to help us with our scripts. In terms of lighting, set dressing and so on, everything had to be identical.

"In short, we wanted our commercials to be viewed as miniature programmes and not as ads."

But in striving for authenticity, the agency came up against a couple of the SABC's sacred cows. Although the English versions of the commercials pre-



sented no problems, the Sotho and Zulu translations did.

Under normal circumstances, in its obsession with language "purity", the SABC rejects any language crossover in a vernacular commercial. Somehow, JGS managed to convince the SABC that since S'Gudi, S'Naysi was spattered with English phrases and tended to be highly ungrammatical in the purist sense, it was vital for the authenticity that the language used in the Chicken Licken spots should be similar.

HOARDING

Another problem was the Chicken Licken payoff line. This is never translated from the English, but SABC rules say end titles on a TV commercial must be translated into the appropriate languages. So JGS used a close-up shot of a Chicken Licken hoarding, complete with the English payoff line.

Mr Bolton says: "We've had a tremendously positive response and sales have risen considerably. Although I don't suggest that the way we developed our campaign for Chicken Licken was necessarily the best, one thing's for sure — a Link-tank is a step in the right direction."

Bleak outlook for SA youth facing future without jobs

6/10/87 2/10/87 TANIA LEVY

THE future of skilled and unskilled SA youths who may never find employment is bleak, and the chances of their turning to crime makes it even bleaker, according to a Wits Centre of Policy Study paper written by Gillian Godsell and Ian Clark.

Political problems exist as groups of angry unemployed youths with high expectations pose a ready source of anti-government demonstrators and social unrest.

The report says the modern business sector cannot meet current demands for jobs and this gap will grow. School-leavers' dilemmas increase as they cannot use hard-won and passionately believed-in education.

The paper — entitled Small Business Policy: Stepping Down From the Side of the Angels — examines some "not-to-be-questioned" expectations about small business.

The role of small business in reducing, if not eliminating unemployment is one of the most widely held expectations, according to Godsell and Clark.

This solution is seen to be virtually cost-free and minimally disruptive to the status quo.

Young people have the energy and drive to start their own businesses, but if they perceive small business to be buying them off or shutting them up as a group, results will be counterproductive, the report says.

Small business as a group solution is likely to be hazardous but presented to individuals in the group it might be more successful.

Godsell and Clark say small business, and the informal sector in particular, is expected to improve GNP growth, again with a minimum of cost or disruption.

Political

Measurement of the unrecorded sector is, by definition, difficult but there has been significant growth in the added value of that sector, the paper says.

Increasing the tax base must be recognised as a political goal which may or may not be beneficial to small business as a whole.

Increased state interest in, and funding of, small businesses may have unwelcome bureaucratic repercussions such as additional tax.

A further complication in SA is the idea of no taxation without representation, with some small business associations investing tax evasion with moral and political significance.

Perhaps the highest expectations of small business's potential achievement lie in the socio-political area, say Godsell and Clark.

Two conflicting expectations exist. Firstly, that small business development will create a politically conservative, or at least capitalist, black middle class. Secondly, small business development will lead to black economic empowerment which will lead to political emancipation.

A consequence of both expectations is that only progress by a whole group of people in the desired direction will be regarded as a sign of success.

Godsell and Clark conclude that SA needs a first-class non-racial small business development policy to define means and ends and to serve as a yardstick for measuring progress.

THEO RAWANA

SMALL business should not be overrated as a solution to unemployment, a creator of a politically conservative middle class or a vehicle to black economic empowerment, say two Wits Business School researchers.

In a research paper, Gillian Godsell, of the Centre for Policy Studies, and Ian Clark advise that expectations should be tempered now or smaller benefits will be lost in the general disappointment with larger goals not achieved. Small undertakings undoubtedly im-

Do not overrate small business role

prove the lot of individuals. "Whether they are adequate vehicles for larger social goals remains debatable," they say.

The researchers say that groups of angry unemployed youths, with a high level of expectation, provide a ready source of anti-government demonstrators and of social unrest. But it should be possible to look at this group as a resource as well as a problem.

"Young people have the energy and drive to start businesses for themselves

and others, and unemployment may provide the spark to set them going.

"If small business is perceived by them as a way of buying them off... the results will be counter-productive, and the status of small business will have been further lowered."

On small business being hoisted as a creator of a politically conservative middle-class and a vehicle to black economic empowerment, Godsell and Clark say only progress by a whole

Wits pair

group of people in the desired direction will be regarded as a sign of success.

"If small businesses are perceived as state allies... individual businessmen are put at considerable personal risk." Regarding small business primarily as the route to black economic empowerment/political emancipation places black small business in opposition to white business, to big business and perhaps to real business. "This isolation is likely to impede rather than assist growth."

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Zach outlines main tasks to take business into the 1990s

1989
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"ONE task facing business in the 1990s was to tell employees what was right and constructive about free enterprise and what was inefficient and unhelpful about socialism, DP co-leader Zach de Beer told a the SA Direct Marketing Association in Johannesburg yesterday.

The second task of business was to understand and deal with the objections to free enterprise. What might look

like a socialist bias on the part of workers was often only a "fight for human dignity and human rights", using the weapon they believed they had found in their economic power.

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The third task was to make profits, for if investment was the engine of growth, profits were the fuel. — Sapa.

Education is the key to a better deal from the salesman

S/Times 22/10/87

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AN in-depth study of wood is just one of the aspects of the Furniture Traders' Association's sales training course.

It's very important for customers that sales people have a wealth of knowledge about the goods they are selling.

To this end, the FTA last year launched an intensive, countrywide education and training programme for furniture salespeople.

Difference

Says FTA's Mr Frans Jordaan: "The training has had widespread benefits for consumers.

"It is very product orientated and has enabled salespeople to give consumers better and more intelligent service."

To date, more than 900 sales people have been through the intensive course.

The course is run in conjunction with the Furniture Industry Training Board.

"The course covers all generic and technical aspects of furniture and is not brand related," says Mr Jordaan.

"For instance, when dealing with the subject of upholstery, trainees are taught the difference between fully upholstered and show-wood furniture.

"They learn about fabrics, foams, webbing and springing as well as frame construction and seaming. They are taught why one lounge suite, for example, costs R599 and another re-

tails at R2 500."

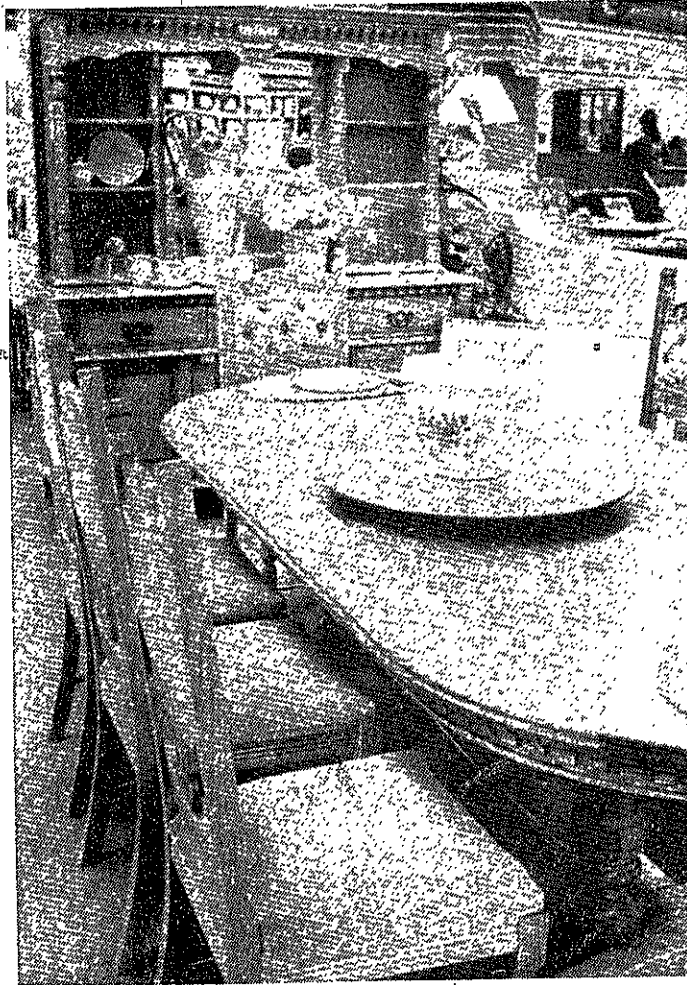
"They are able to help customers to make better purchase decisions and choose furniture and appliances that suit their needs and budgets."

Benefits

Courses are held in Johannesburg, Cape Town, Durban and Port Elizabeth on a regular basis.

According to Mr Jordaan, there has been much enthusiasm from FTA member stores for the course.

"From the beginning, the benefits to their staff and, therefore, their customers was enormous," he says. "Better informed staff give better service."



An in-depth study in wood and wooden furniture is just one of the aspects of the sales training course initiated by the Furniture Traders' Association to provide the industry's salespeople with top-notch knowledge

Business 'has role to play'

By Michael Chester

The business sector was told yesterday that it had a key role to play in setting up a new agenda for white-black dialogue over a new constitution in the South African reform process.

The Association of Chambers of Commerce and Industry sent out the message to more than 20 000 companies that their contribution towards the goal of racial reconciliation and negotiation was "indispensable".

Assocom chief executive Mr Raymond Parsons underlined the crucial role of business as "an important agent of change" when he addressed a luncheon meeting of the Free State chamber in Bloemfontein.

"Employers, through their network of contacts at all levels of black society — including the trade unions —

are a positive force in building new bridges between the races," he said.

"The experience by employers over several years in the hard school of industrial relations can make a valuable contribution to conflict management at the political level.

"This will be needed if we are to reduce the inevitable hurdles which are likely in the path of the political transformation of South Africa over the next few years."

The challenge was to create a broad political democracy with sound economic management as a platform for business confidence, he said.

There was now general agreement, he said, that economic performance was imperative to a stable democratic future that promised to meet the legitimate aspirations of the population.

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WILLIE RAMOSHABA

Big plans

Blacks who move boldly into the middle class in generations ahead will thank people like Willie Ramoshaba (39).

His firm, Johannesburg-based WR Consultants, is one of the leading black business consultancies. It provides management and accounting services, helping black businesses to find new markets and new sources of financing.

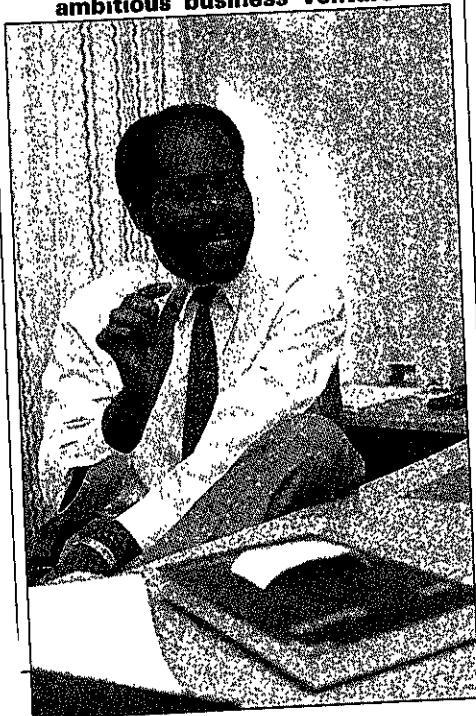
But perhaps, most important for the future of SA business, the firm serves as a link between the huge corporations that dominate the economy and the small black businesses that are multiplying rapidly. When a multinational or big mining house needs a sub-contractor, a supplier or distributor, it often contacts Ramoshaba.

"We'll identify appropriate black companies," he says. "We'll get the parties together and then monitor the relationship to see how it works out."

WR's list of clients is impressive: ISM, Anglo-American, Fedbel, P G Glass, Trust Bank. Twice a month he takes a group of eight corporate executives and their spouses around Soweto, showing them commercial and industrial sites and the townships' institutions. Afterwards, they spend the afternoon at Ramoshaba's house in Selection Park, where they mingle with Soweto business and community leaders.

"The programme reverses the usual practice where black businessmen are always

Willie Ramoshaba ... an ambitious business venture



31

hosted by white businessman," he says.

Ramoshaba's most ambitious venture this year was to lead SA's first foreign trade mission of black businesses to Malawi. Nearly 100 executives took part and several export deals were made. Ramoshaba compiled a report on the mission: it was sent to local embassies and to George Bush, Margaret Thatcher and other leaders. "It's important that they see what's really happening in this country; that this is what black business people are all about."

Last month, Ramoshaba played a leading role in the Ithuba Trust campaign, which raised R1,6m for charity. He also serves on the board of the Small Business Development Corp and is president of the Business Achievers Foundation, a non-profit organisation that provides assistance and training for black manufacturers.

Like most black pioneers, Ramoshaba has a long list of firsts to his credit. The third of eight children, he grew up near the copper-mining town of Phalaborwa. He was the first black from his area to pass matric and the first from the northern Transvaal to earn a BCom. He went on to obtain a CA from the University of the North and a computer science degree from Unisa.

Ramoshaba was the first black auditor hired by Coopers & Lybrand in SA. Five years later, he joined Standard Bank, where he rose to become national business development manager. Another five years on, he was sent to the US for more training. He spent six months with banks in New York, Washington and North Carolina, but, when he returned, he decided to strike out on his own. "I felt confined as an employee and decided I could contribute far more."

So two-and-a-half years ago, he started WR. It now has 14 employees, including his wife, Louisa, who's head of the research department. "He's running a very effective service," says Gareth Penny, who co-ordinates Anglo American's small business unit.

The source of Ramoshaba's business acumen is no secret. His father ran a tiny general store; his mother ran a knitting business from home. As a teenager, Ramoshaba saved enough money through caddying and gardening to buy his mother a sewing machine. "She sewed me from Standard 8 to university," he quips.

A scholarship from the RTZ group put him through university. Years later, when his career was well-established, he flew to London, went to the company headquarters and "thanked them personally for what they had contributed to my development."

Ramoshaba has big plans, and many of them deal with changing the attitude of big business. "There's no way we can develop the small business sector without the active participation of big business. But there are too many handouts from the big corporations. We're trying to make deals that are justified, as far as possible, on business grounds. They're talking about social responsibility and I'm talking about commercial responsibility." ■

The manner of his going

■ Weil's farewell suggests Sanlam should reconsider its approach to retailing



The trouble with household figures is that their departure is noticed in every home. When he's your CE people really want to know why he's chosen to pack his bags — and so it was last week

when Checkers MD Clive Weil resigned.

Weil — the resignation was not precipitated by any particular difference in business philosophy between Weil and his boss, Donald Masson, the Tradegro MD. Instead, an attorney in the know tells the *FM* there was a break-up in pay talks between Weil and Masson.

Weil's contract was up for renewal in mid-1989. Five years ago, he had negotiated a tax-effective package — with his then boss, Natie Kirsh — but this time round he was told he should expect a salary in line with Sanlam's overall policy. Sanlam, through Sankorp, is the majority shareholder in Tradegro, which owns Checkers.

Negotiations dragged on for months and left a sour taste all round.

Was there more to it than that? Many rumours surround the resignation and some myths need to be dispelled. Weil *didn't* resign in a fit of pique when Tradegro refused to allow Checkers to move out of its dreary old headquarters, on the east side of Johannesburg's CBD into the space vacated by the Dion city store in the city centre. Nor was he pushed out as part of a spring-cleaning of executives appointed by former Tradegro MD Mervyn King.

It's disturbing, though, that so many senior Tradegro executives have left this year. Weil was preceded by Jazz Stores' Clive Sacher, Metro's Cecil Smith, Dion's Hymie Sibul — not to mention the whole of Rusfurn in a management buy-out.

It seems there just wasn't sufficient incentive for these executives to stay. More generous packages — what the City of London calls golden handcuffs — might have kept them in place. This, surely, says quite a lot about the way in which the assurer and its retailing operations have failed to match cultures.

The relationship between Weil and Masson has been a favourite sub-

ject for speculation this week. Masson denies any personal antagonism: "I am extremely fond of Clive and sorry to see him go. And I was very happy with his performance and objectives. His financial objectives were, in fact, more ambitious than my own."

Weil also bears no grudge against Masson: "He's one of the more colourful people in Sanlam." The word colourful is interesting. When Weil left Tiger Oats — it was soon after the Frankel family ceded control — he told the press: "I didn't see much scope for my own development there. Barlows' professional management style changed the atmosphere."

Right now, Weil says he hopes to work in a family atmosphere in his new job as an executive director of Prefcor, an unlisted conglomerate with a turnover of R620m, which embraces the Game and Beares retail operations and an international trading arm.

Of Prefcor's executive chairman, Terry Rosenberg, he comments: "There was a personal chemistry between us. I value personal relationships and was very proud to say I worked for Rudi Frankel and Natie Kirsh."

It doesn't take a great leap of the imagination to work out that Weil must have been uncomfortable in the bureaucratic atmosphere of the Sanlam empire. While King remained as a buffer the full impact of Sanlam wasn't apparent. Then that changed.

Masson is a Sanlam lifer and admits he's a corporate man. "I'm not another Natie Kirsh," he says. "I like to plan ahead for the next few years and I like to put a succession plan in place. I don't think it's my job to walk down the street and acquire cafés and fast-food outlets just because they're making money."

But, of course, "I'm not saying a big cor-

poration can't be efficient or make money."

Indeed, Masson in his previous jobs certainly met targets. Trek oil company, and meat processor Kanhym, became relatively efficient and profitable under his stewardship. Nonetheless, as he is the first to point out, he has to be cautious running a company with a turnover of R7bn and more than 40 000 people. "Entrepreneur has become a buzzword and people think entrepreneurs walk on water. Anyway, I wouldn't describe Clive as an entrepreneur. He is highly intelligent and a lateral thinker but not a risk-taker."

To which Weil's counter is: "I like to paint a broad canvas and I wouldn't do it frivolously — but I believe at times you have to be unconventional."

Sanlam has had more than its share of bad luck from risk-takers among its subsidiaries — Kanhym, Tedex, Murray & Roberts, not to mention parts of Gencor. So it's hardly surprising that it's treading warily with Tradegro.

What Masson may not appreciate is that retailing is part showbiz; conventional good management isn't enough.

It's hard to think that when Weil first appeared in TV commercials four years ago it was considered unconventional. Since then he's been aped by everyone from Gordon Hood to Arnold Chatz.

But the ads took a heavy personal toll on Weil. Though he hasn't appeared on commercials for a year he is instantly recognised wherever he goes. That leaves him little privacy. This, in fact, was the ostensible reason for his departure.

Masson comments: "Checkers appointed a chief operating officer and a consumer affairs director to take some of the heat off Clive, but that wasn't enough."

Weil's former deputy, Serge Martinengo, who has taken day-to-day control of Checkers for the time being, agrees: "There was no hidden agenda in Weil's resignation. The pressure of such a high profile was just too much."

Before he became a TV star, in his first few days at Checkers back in April 1985, Weil described himself as an "ordinary oke" who shunned the limelight. So, undoubtedly, the campaign must have given him an excruciating sense of per-



Continued from p36

sonal exposure.

For Tradegro, Weil is a man the group can ill-afford to lose. In the important areas of customer perception and market positioning, Weil turned a poorly focused, overpriced chain right round. In a marketing coup, he became Checkers. It's hard to imagine Donald Masson wheeling a trolley on TV.

As King recalls: "We knew we had to remarket Checkers. Clive had such patent candour that we knew he was the man to head the drive."

Weil also had the advantage that, though he didn't look like a smooth and polished CE, he did look like an old-fashioned family grocer. When he said "trolley for trolley you shouldn't pay more" he sounded utterly believable.

Laurance Kuper, MD of Kuper Hands, the advertising agency that masterminded the campaign, says Weil was at first reluctant to go on the box. He knew it would take up much of his time and he would be inundated with calls from consumers who wanted to speak directly to him.

"But he knew it was necessary for the credibility of the business," says Kuper. "Checkers' advertising, up until then, had made extravagant promises which the company couldn't live up to. We couldn't have some shyster salesman on the screen promising the world. We made sure what Clive said was understated — but he made promises the company could live up to."

And so it did. A survey by the Consumer Council at the end of August showed Checkers to be cheapest in the supermarket category. A trolley of goods cost R440,08, compared to R446,35 for a similar trolley from Pick 'n Pay and R450,55 for the OK.

Before the campaign was launched, Kuper Hands tested a video of Weil before 200 housewives. They said he looked untidy but seemed like a good family man. Even though he spoke Afrikaans with a laboured accent, it looked as though he was trying. Credibility was there from day one.

The campaign was as important for staff

as it was for customers. Until the arrival of King, the group was just one step away from judicial management. Legend has it Sanlam's decision to rescue the Kirsh Trading Group, which became Tradegro, was made in the Cabinet room; the social consequences of the closure of Checkers would have been devastating, it was believed. So, in those troubled times, Weil's reassuring face on TV did the trick.

But he was more than a front man. King calls him one of the best executives in SA — "a motivator with great organisational skills and vision."

Weil and King realised that Checkers' great strength lay in the number of branches and the number of feet treading through the stores. With more than 200 branches it had more than twice as many as arch-rival Pick 'n Pay — but was often treated as little more than a convenience store. Research a year into the campaign showed that 17% of Checkers' shoppers had increased their shopping frequency as a direct result of the Weil appearances.

Under the King-Weil axis, Checkers sold off its interests in video shops, delicatessens and department stores, all of which were diverting attention away from the core supermarket business. Checkers' property interests were moved into Coreprop, which strengthened its bottom line.

Weil focused the chain on the needs of the middle-income shopper who belongs in what market research jargon calls the B-C-D income groups, though it has a foothold in the A group with stores in Hyde Park, Bryanston and Sandton City, for example.

Though Checkers increased market share, Weil cut the number of branches from 201 to 173. It was recognised that the chain went for expansion at any price and some outlets should never have seen the light of day.

Checkers has also embraced Sunday trading with more enthusiasm than the OK and far more than Pick 'n Pay. Typical Checkers customers are middle-income adults and the wives are often working mothers who frequently do bulk shopping on Sundays.

Martinengo adds that Weil was a builder who left sound policy foundations: "Everyone was shocked and upset by the resignation, but we don't feel the company will collapse just because he's gone."

Weil hopes the team he built up will prove a worthwhile legacy: "Checkers was never a one-man band. At the end of the day, it's the Checkers team against the Pick 'n Pay team and the OK team."

Financial ratios are still a weak area for Checkers. Weil has turned a loss of R41,3m in the year to June 1986 to profit of R23,3m in 1989. Checkers is now a net earner of interest and reported a R2,1m credit on interest compared to a R7m debit in 1986.

Net margins on sales are 0,9% compared to 3% for Pick 'n Pay. While the supermarkets in the two chains have very similar margins, it is in the hypermarket area that Checkers lags. Checkers Warehouses are still a poor relation to the Pick 'n Pay hypermarkets and OK Hyperamas. And, in hypermarkets, the mix of high-margin non-food items such as clothing is much higher than in supermarkets.

Martinengo comments: "Pick 'n Pay makes much more efficient use of its real estate than we do. But Checkers is nearly 35 years old and we do have some old stores which had great access and parking at the time — but don't have any longer."

Checkers has stopped closing stores for the sake of economy; but it's still relocating — in Tzaneen, Grahamstown and Kroonstad this year, for example. Many more leases are up for renewal or cancellation and Checkers has the opportunity to modernise its chain of stores over the next few years.

But who will lead the battle against Raymond Ackerman and Gordon Hood? King says it will be impossible to find another MD of Weil's calibre. It's a cliché that retailing is a people business — but it would do no good if Checkers were headed by a faceless bureaucrat rather than a trader. All eyes, including those of investors, will be on the new man smiling behind the you-shouldn't-pay-more trolley.



A tale of the battle of a dedicated unionist

ARLWJ
15/11/89

From GARNER THOMSON,
Weekend Argus
Correspondent
IN LONDON

ONE of the side-effects of solitary confinement for Emma "Tiny" Mashinini was that she forgot the name of her youngest daughter, Dudu.

The experience — which came closest to breaking her spirit in her life-long battle for workers' rights and against apartheid — remains burned into her memory as one of the two darkest moments of her life. The other was the death, at 17, of another daughter, Penny, in circumstances she can still not bring herself to talk about.

Self-effacing by nature, Tiny Mashinini would be the first to say her struggles have been no greater than those black women face daily throughout South Africa.

Death Row mothers

"I beg you to remember the mothers with children on Death Row," she says, "the mothers who wait for a coffin to be opened, not knowing whether they will see the face of their child inside. These are the women who need our support every day." But, for all her personal diffidence, she stands out as one of the handful of truly formidable and accomplished women politicians forged in the furnace of Soweto.

Tiny Mashinini came to write her autobiography — *Strikes Have Followed Me All My Life*, just published here by The Women's Press — almost inadvertently. Just as, she says, she became a workers' representative "almost in spite of myself".

It was South African-born film-maker Betty Wolpert who persuaded Tiny to tell her story. With characteristic energy and determination, Ms Wolpert dogged Tiny with a tape-recorder, sending the cassettes back to London for transcription, then returning the rough drafts to Tiny for editing.

As work progressed and Tiny's confidence increased, the book's importance became



Emma Mashinini

evident. "Originally, I thought it would be therapeutic for Tiny to tell her story," says Ms Wolpert. "She'd had a hard life, but a rich one, but I also realised that it would be a great shame to lose the history of this great South African trade unionist."

Tiny Mashinini doesn't remember precisely when she became politicised, but she knows that when she finally escaped an unhappy marriage and threw away the skin-lighteners and European-style wigs popular among young black women then, her life began to change.

A garment worker for nearly 20 years, she does recall her foremen yelling "*Roer jou gat — Roer, roer*" at her and her fellow workers... but, no matter how hard they worked, never: "That's enough."

Wryly, she adds: "Luckily, I wasn't a very good machinist so I was elected a shop steward, so my interest in workers began very early in my working life."

Routine arrests

Worried about exploitation of the growing numbers of black shop-workers, Tiny set out to organise them, distributing leaflets at major shopping centres in and around Johannesburg. Routinely, the police would arrest her, hold her for a day or so, destroy her leaflets, and let her go.

"The leaflets were very pre-

cious to us because we had no money," she says, "but I wonder if the South African government realised that the police were helping to advertise me to the workers. Somehow, they made my work a little easier."

Mrs Mashinini's book recounts how, as CCAWUSA began to grow towards becoming one of South Africa's biggest and most powerful black trade unions, the government started to feel increasingly threatened. In 1981 she was caught up in a security police swoop along with more than a dozen other leading trade unionists and labour experts and detained at Pretoria Central.

She was cold, fearful and able to tell the time only by the meals she received. But, she adds proudly, at the end of 14 days, "I was still Emma. I was still sane. I was myself."

But her elation was short-lived. Her hopes of being released at the end of her Section 22 were abruptly dashed when a policewoman told her that she'd heard she was being transferred to Section 6.

"Had my chips"

"When I went to bed that day — well, from that day onwards — I never even thought it was necessary to eat and keep strong to go home, because I knew that now I'd had my chips."

The account of her period in prison is almost dispassionate. She records how her health deteriorated and she was transferred to Johannesburg. Time passed, until finally she came to be interrogated at John Vorster Square. After that, it was prison again, and more interrogations — her fears aggravated by whispers of the death of a detainee later known to be Neil Aggett.

Tiny kept herself sane and resistant to the bouts of interrogation and solitary confinement by reciting the names of her children and grandchildren like a litany. But, then it happened. "I could see my youngest daughter's face and I wanted to call her by her name," she says. "I struggled to call out the name, the name I always called her, and I just could not recall what the name was. I struggled and struggled. I would fall down and actually weep with the effort of remembering the name of my daughter... This pain was the greatest I'd ever had.

"And, then, on the day I actually did come across the name this simple name Dudu, or "Love" — I immediately fell asleep because it was such a great relief. But it was after days of killing myself to remember my own child's name."

Release finally came, and, today, Tiny Mashinini is a distinctive figure. Energetic and determined, she is known as much for her obsession for beautiful things — evidenced by her beloved BMW and her collection of fine crystal — as she is for her continued political outspokenness. She is quick to point out that, because she's no longer a trade unionist, it doesn't mean she is no longer involved in the day-to-day battle against apartheid.

She works for the human rights section of Archbishop Desmond Tutu's office, and travels widely to meet trade unionists outside her own country, to exchange views and experiences and to keep the plight of South Africa's black people — and their women in particular — in the forefront of Western consciousness.

Deregulation of shopping hours hailed

By PETER DENNEHY

SHOP managers and businessmen yesterday welcomed the impending January 1 deregulation of shop hours as a major step in a process that could revolutionise South African shopping patterns.

Few shops had yet made definite plans to extend their trading hours, although the new proclamation will give shops almost unlimited discretion on how long to remain open on weekdays and Saturdays.

Mr Serge Martinengo, acting managing director of Checkers, said yesterday that 67% of his stores were already trading in extended hours — some in the evenings, some on Saturday afternoons and some on Sundays.

"I'm not sure whether the partitions we have to put up in our stores on Sundays to exclude certain goods from trade will also disappear from January 1," he said.

Mr Eddie Parfett, managing director of Truworths, said his group already had a dispensation allowing longer trading hours from mid-December to Christmas.

"We will be taking advantage of this where there is demand, in the evenings, on Saturday afternoons and on

the two Sundays prior to Christmas," he said.

Shopping patterns might change, he said, and his group would "be sensitive to the changes".

Mr Johan Naudé of the Small Business Development Corporation said the expected proclamation "gives legal effect to the current situation, where the enforcement of shop hours regulations has basically ceased to exist".

Mr Leon Grobler, personnel director of Edgars, said some of his stores countrywide would be trading late in the run-up to Christmas, as had happened for some years now.

"I don't believe that we are transgressing the law, we have an understanding that this is the custom," he said.

He had heard that some establishments were even considering trading on the December 16 public holiday, which falls on a Saturday this year, but Edgars would not, as it was a "sensitive issue".

Mr Henry Shields, a director of the Greenmarket Square fleamarkets, said shops were being granted the same freedom of opening hours that fleamarketeers already enjoyed.

"It is the consumer who benefits," he said.

8/12/89

31

43 jobless created 500 jobs

A GROUP of 43 entrepreneurs who were either unemployed or retrenched at one time, are this month celebrating their feat in creating 500 jobs under the Job Creation SA scheme started three years ago.

The objectives of Job Creation, established in 1986, was to find people with entrepreneurial ability and help them succeed.

The target was to create 500 permanent jobs through assisting in the establishment of small businesses.

Job Creation, the first organisation to make use of the Temporary Removal of Economic Restrictions Act through Enterprise Centre in

THEO RAWANA

Kew, is at the forefront of the small business deregulation lobby.

The entrepreneurs, whose businesses range from security services to interior decoration, have been assisted in planning, market research, costing, marketing, finding suitable premises and in several other related and non-related fields.

Failed

Job Creation MD Ian Hetherington said this week that only two of the 87 entrepreneurs involved in the project had failed.

"The first 43 achieved the target number of jobs. Once the others

have been operating for two years, we expect more than 700 jobs to have been created.

"By finding gaps in the market, the entrepreneurs — many from disadvantaged backgrounds and 90% of whom started without outside finance — have shown what imagination and hard work can do."

Former security guard Tsombana Ngoyakhe, 57, who was retrenched three years ago, now runs his own security service — July Guards — which employs 108 people and operates in seven townships.

"My 'starting capital' was just the idea I had," said Ngoyakhe.

"But if you believe in your idea and have professional guidance, you will succeed."

December 1989

Ellerine managers given a hearing

By Don Robertson

SENIOR management at furniture group Ellerine is aware of branch managers' grievances and is investigating them.

Reacting to claims by some managers operating through a so-called management committee, Ellerine human resources head Pierre de Villiers says: "We are dealing with the problems."

The management committee complained, through Business Times, of poor salary increases, lack of personal

transport, dismissals, disciplinary procedures, the absence of offices for managers, no lunch hours and the withdrawal of sales bonuses.

They also objected to "favouritism" shown to members of the Commercial Catering Allied Workers Union of SA (Cawusa).

It is thought to be the first time that middle management has objected to the treatment of union members.

Ellerine has about 300 stores in SA and neighbouring states and employs about 6 500 people.

Mr De Villiers says that through a series of internal employee surveys conducted this year several grievances were identified.

An 18-point questionnaire was prepared and meetings between regional and area managers showed up the possibility of a "cultural problem" between senior management and branch bosses.

Strict

Two top-level discussions by senior management analysed these difficulties.

"Contact has been made with us and we are dealing with the problems," says Mr De Villiers.

"We would have been happy to investigate these issues even if they had not been aired in the newspaper."

He concedes that Ellerine is perhaps more disciplined and strict than some other companies.

Ellerine is also in dispute with Cawusa over retrenchment. Mr De Villiers says there are no plans for large-scale retrenchment.

Govt drops shop^{AM.} hour^{times} curbs^{22/12/89}

By ANTHONY JOHNSON
SOUTH AFRICANS will be allowed to shop around the clock from today.

The move towards 24-hour shopping, which should boost last-minute Christmas sales, has been approved by a proclamation appearing in a special edition of the Government Gazette today.

The latest government effort to speed up its deregulation programme lifts trading-hour restrictions from Monday to Saturday on all business except liquor outlets, escort agencies and night-clubs.

However, existing Sunday trading hours and restrictions will remain in force.

The latest step, which was originally slated for implementation only next year, also removes the need for most traders to renew their trading licences from 1990, Administration and Privatisation Ministry spokesman Mr Frikkie Odendaal said last night.

The proclamation has the effect of immediately implementing most of the provisions of the draft Business Bill published for comment in April.

The proclamation has two major objectives: curbing government control of and interference in business and simplifying the large variety of regulations applying to traders.

When the changes were mooted earlier this year they were generally welcomed by the private sector as a significant part of the deregulation process.

However Assocom's legal manager, Mr Ken Warren, said the sensitive issue of Sunday trading should be addressed as a matter of urgency to take into account the shopping needs of all in South Africa, particularly black people who spent many hours commuting to and from their places of work.

COMMERCE — LABOUR

~~1988~~ 1990

JANUARY — ~~Aug~~ ~~July~~ ~~Set~~ . DEC.

200 Metro workers ill with 'food poisoning'

Sowetan

16/1/90

By MATHATHA TSEDU

31

OVER 200 workers from five Metro Cash and Carry outlets in the northern Transvaal fell sick yesterday following suspected food poisoning.

The workers, from Metro's branches in Pietersburg, Potgietersrus, Lebowakgomo, Louis Trichardt and Frasers Cash and Carry in Pietersburg were involved in stock taking in Pietersburg at the weekend. They all ate food provided by the company and prepared at a restaurant owned by a white colleague.

The affected workers in Pietersburg were taken to a doctor early yesterday complaining of stomach cramps, running stomachs and dizziness. They were given medication. None of them was laid off from work, they said, despite the fact that some of them were passing bloody stools.

The workers said old stock or frozen food, some as old as seven months, had been used for the meal that apparently caused the sickness. The white co-worker had allegedly brought two separate parcels of food, one for the white workers and the other one for the black workers.

● To page 2

P.T.O

Alienation key to slow development

ALAN FINE

A KEY factor in the slow pace of black management development and in under-performance of black managers is the marginal position of these managers in the company and the society they live in.

This is one of the main findings of a survey of black management development programmes commissioned by the SA Foundation (SAF) from Prof Lawrence Schlemmer of Wits University's Centre for Policy Studies. 8/10/84 24/11/90

In a summary of the survey, which is to be published soon, SAF Johannesburg director Gavin Evans said that among reasons for the black managers' marginal position was that they had to reconcile the segregationist society in which they live with a corporate environment in which they were supposed to compete as equals with whites.

The experience of discrimination was aggravated by several factors: lack of exposure to white informal networks; experience of tokenism in appointments, of unequal remuneration in the past, and of resistance from shopfloor and some white colleagues.

There was also a conflict between demands in the workplace for performance and demands of the black community for solidarity.

These factors, according to the survey, result in high levels of stress and insecurity, lack of self-confidence, and, often, alienation from the corporate structures and the wider society.

Schlemmer emphasised it was not black "non-modern" cultural values which were the obstacle.

The survey found there were certain key ingredients to making black management development programmes successful.

These included a publicly-expressed commitment from top management, and following through "by selecting targets for black management development, including line management and not just personnel (and) incorporating training programmes as part of a broader strategic advancement strategy."

Paydirt and a tilt at unions

ST Times 28/11/90
Business Times Reporter

WITH small businesses mushrooming in every suburb and township, National Publishing has hit paydirt with its annual Business Blue Book of SA.

The book contains nearly everything any type of businessman needs to know about the law — and much else.

Aspects of law covered include the Employment Act, the Wage Act, Machinery and Occupational Safety Act, general administration, safety and environmental regulations, factory regulations, the Companies Act and Close Corporations Act.

A novelty is a "viewpoint", a hard-hitting statement by Colin Fenton, chief executive of the Chamber of Mines.

Mr Fenton says in an article headlined Unreasonable Policies: "Whatever justification may be advanced by those dedicated to wrecking the economy in order to overthrow apartheid, it is

manifestly incongruous that such a policy should be upheld by trade union leaders.

"Yet the leadership of the National Union of Mineworkers goes further. Its wage increase demands, from an industry it tries openly to cripple by sanctions, at a time when the profits of marginal mines are already squeezed by the depressed gold price, are pitched at some 118%.

"It is on record that this (mining) industry advocated the recognition of trade unions for all employees irrespective of race and remains committed to the principles of collective bargaining. We do not believe that this process can be furthered by violence on either side, and particularly the kind of violence exemplified by public executions which three years later still go unpunished because witnesses are unwilling to give evidence — presumably for fear of retribution."

BAPM
1/2/90

31

Govt plan to rationalise estate agents

SYLVIA DU PLESSIS

GOVERNMENT has announced steps to rationalise certain aspects of the control of the estate agents industry after discussions last week with the Estate Agents Board (EAB).

The move is aimed at making it more difficult for newcomers to the industry to practise as estate agents, and places responsibility for the actions of sales people on their employers.

Trade and Industry Minister Kent Durr said in a statement last night a "legislative package" embodying government thinking on deregulation and rationalisation — to be compiled in consultation with the industry — would be submitted to Parliament next year.

Durr also said practical rules regarding entrance examinations for newcomers to the industry wishing to operate as estate agents would be discussed with the EAB, which should be "encouraged" to provide education at private or public educational institutions or by correspondence for estate agents at different levels.

"In future, as far as possible, however, new legislation should place the onus not on inspectors but on principals (the employers) to ensure that employees conform to the minimum standards or knowledge and/or ethics as laid down," he said.

Racism claims at seaside market

South
11/21-7/2/90
31

By REHANA ROSSOUW
ALLEGATIONS of bad working conditions at the popular Hout Bay seafood emporium, Mariner's Wharf, have been made by workers claiming to have been dismissed unfairly.

They have also accused owner Mr Stanley Dorman of paying white casuals workers more than black staff.

"White casual workers get R4 an hour and others earn R3. It's wrong because we all do the same work," said a casual worker, still employed at Mariner's Wharf.

Workers claim they must work an eight-hour shift — from 7am to 3pm — before getting a tea break.

A worker, who is still employed at Mariner's Wharf and asked not to be named, said most of the staff were unhappy at the way they were treated.

Arrested

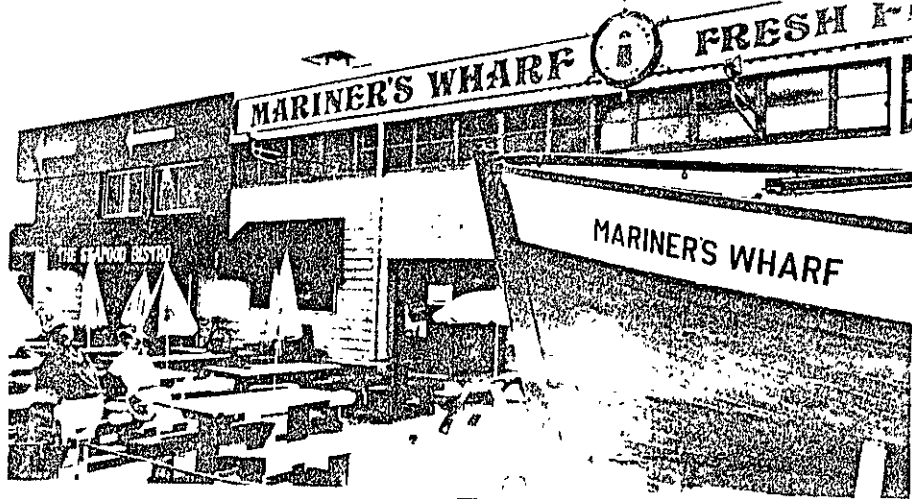
Dismissed worker Miss Veronica Douglas this week claimed she was arrested and fired in December after Mr Dorman alleged that she had stolen fish to give to the other workers.

"Two girls who work in the fish market asked me to bring them some fish and chips to eat because they know that other women working in the restaurant do the same.

"Mr Dorman saw me as I was taking the two pieces of fish to them and called the police and security

"I was held in police cells for two nights and when I appeared in court, the magistrate let me off with a warning," Miss Douglas said.

Another former worker, Mrs Elizabeth Arendse, has instructed a lawyer to demand she be reinstated, claiming she was not given any reason for her dis-



Mariner's Wharf, unpopular with staff who claim working conditions are bad



Elizabeth Arendse

Veronica Douglas

missal two weeks ago.

Arendse said she had been paid R90 a week, which she felt was not a living wage.

"The women who clean the fish stand in water all day and have to work in their own shoes. They aren't given boots, not even in winter."

Mr Dorman said he was aware that some staff were paid more than others, but denied that the difference was based on race.

"We pay a transport allowance for casual staff who live outside Hout Bay

and for those who deal up-front with customers."

He said Douglas was arrested and dismissed because the other staff had not backed up her story that she was taking fish for them.

He said his staff had to show proof of purchase when eating fish on the premises, as he had had reports of stealing.

He denied that workers were not given boots to wear, saying this was something on which the Department of Health insisted

'Historic victory' for Sats strikers

South
11/2-7/2/90

From MONO BADELA

JOHANNESBURG. — The settlement that ended the 13-week bloody dispute between members of the South African Railway and Harbour Workers' Union (Sarhwu) and the South African Transport Services (Sats) has been hailed by Sarhwu general secretary Martin Sebakwane as "an historic victory".

Key features of the settlement hammered out last week are the re-employment of all 23 000 fired strikers without loss of pension benefits and the waiving of the strikers' disciplinary records.

Sebakwane said other "breakthroughs" included Sats' agreement to submit disputes over the return to work outside arbitration.

Sarhwu made no gains in terms of its original demand of a minimum monthly salary of R1500 but Sats has indicated it will re-negotiate wages in April.

Sats has also agreed to recognise Sarhwu and to bargain with the union where it is registered.

Membership

The union has already applied for registration in southern Natal. Sebakwane said Sarhwu was poised to register in many other areas.

Although the strike had been very costly, it had been "a tremendous boost" to the union which has 50 000 members.

"Membership has leapt during the strike and the union expects to win recognition countrywide," he said.

Sebakwane said there had been a flood of defections from the rival Black Trade Union (Biatu).

"There is overwhelming support for Sarhwu, with thousands leaving Biatu. Stop-orders forms are pouring in," Sebakwane said.

While the settlement is a major breakthrough in industrial relations at Sats, Sarhwu remains firmly opposed to taking part in the Labour Council.

Sebakwane said this was because the council was "undemocratic and discriminatory".

EGINNERS

EARLY LEARNING CENTRE
ATHLONE

APPLICATIONS ARE INVITED FOR

Pick 'n Pay waits for union response

PICK 'n Pay wage negotiations with the SA Commercial, Catering and Allied Workers' Union (Saccawu) were progressing well, the supermarket chain's GM: labour relations Frans van der Walt said yesterday.

Management was waiting for the union's response, expected this week, he said. *Monday 14/2/90*

Since the start of negotiations in November last year, Saccawu has dropped its demand of a R260 a month across-the-board increase to R190. (~~R260~~) (31) (~~R260~~)

Management has moved from R95 to R125.

Pick 'n Pay has also proposed the minimum wage be increased from R750 to R800 for new employees.

ADELE BALETA

The across-the-board increase would affect 14 500 permanent employees and would also be extended to more than 8 000 casual workers.

The union has also demanded March 21 as a paid public holiday.

Van der Walt said management had proposed a change in the working conditions of cashiers — currently allowed two days off a month.

Pick 'n Pay had suggested these workers be given only one day off a month in line with other employees and that they be paid an extra R30 in lieu of a day off.

Saccawu comment was not available late yesterday.

Sporadic absenteeism on Rand as thousands flock to rally

THERE were sporadic reports of absenteeism in Johannesburg yesterday as masses of workers flocked to Soccer City for the Mandela rally.

The SA Chamber of Business said no stay-aways were reported, but the Johannesburg Chamber of Industry and Commerce said at least one report had been of

workers wanting to leave at lunchtime.

A major supermarket chain said that there had been a degree of absenteeism yesterday morning.

A spokesman for the OK chain said only about 10% of the stores were affected by the Mandela rally. 8/10/90 14/2/90

RAM HARISUNKER**Check the markets**

The Checkers executive team acquires a new face in the form of Ram Harisunker. He moves from Cape Town next month to become group merchandising and marketing director. Harisunker, who replaces John Williams, will decide on the goods that go into the stores and their prices — a vital component of the competitive edge Checkers hopes to achieve.

Born in Durban, Harisunker describes himself as a total retailer. Even his leisure reading is linked to the business.

Harisunker has been with Checkers for 20 years. He worked his way up from the ranks to assistant manager and then to branch manager. He managed four stores in Durban and had a spell as manager of the old Sandton City Checkers in 1979. He was previously Cape divisional director.

"Checkers is a good company to work for," he says, "and retailing is a dynamic industry where products, suppliers and customer demand are always changing."

Checkers itself is experiencing significant change. Harisunker will supervise the decentralising of its buying operation — a benefit arch-rival Pick 'n Pay has enjoyed for years.

Checkers is also looking at setting up central distribution centres. At present, suppliers deliver small caseloads to the back of individual stores and drivers often hang around for hours. It's the most notorious form of inefficiency in the business.

Harisunker is a fervent believer in deregulation. He says restrictions on Sunday shopping should be scrapped, along with laws which prevent supermarkets from stocking beer and spirits or from running in-store pharmacies: "One stop shopping is the norm all over the world, so it's bound to come to SA."

It's hard to get Harisunker off the subject of supermarkets, but he admits to enjoying fishing — though now that he's in Johannesburg, the most fish he's likely to see are frozen ones at the Checkers counters. ■



Harisunker... a total retailer

Boss denies charge

By MOEKETSI
MPHAKI

THE manageress of a northern Johannesburg suburbs confectionery, who allegedly fired a counter assistant for wearing a "Welcome Home Mandela" T-shirt, denied having said she would in future dismiss anyone who supported or sympathised with the ANC. *Sowetan 22/2/90*

Mrs L Kloppers of Belem Confectionery in Blackheath also denied that she dismissed Miss Doris Mthembu of Soweto for wearing a Mandela T-shirt. Mthembu was fired for consistently coming late, Kloppers said.

Support

Her confectionery was yesterday inundated with threatening calls from unidentified people.

"I know there are some people on my staff who support the ANC and I would not go on a witch hunt to dismiss them. Mthembu was consistently late and on the day she was dismissed she arrived one hour ten minutes late.

"I am not a racist and I am a godmother to three black children. My husband and I planned to help Mthembu with secretarial skills so as to transfer her to our head office as she was not cut out for menial work," she said.

clip 25/2/90

He's fired!

31

Mandela remark triggered series of heated arguments

By DAN DHLAMINI
A POTCHEFSTROOM furniture shop sales supervisor, Mathole Selebogo, claims he had a heated argument with his boss after a racist remark over Nelson Mandela.

But things came to a head the next day when he came to work dressed in black, red and gold colours - something which did not impress his boss, J van der Berg, who accused him of wearing "communist colours".

Because of all this, Selebogo says, he is now out of work as a sales team supervisor at Protea Furnishers in Potchefstroom.

Selebogo said trouble started on February 14 when he clashed with store manager Van der Berg who, he claims, said Mandela should have been shot on sight instead of being released.

Selebogo, a staunch supporter of the ANC, said matters came to a head when he arrived at work wearing a black beret and a red and black

lumber jacket with a gold badge.

He said Van der Berg questioned him as to why he wore those colours.

"I told him my attire had nothing to do with my job and that I was an ANC supporter and would wear its colours if I wanted to. But clearly, the clothes I had on that day had nothing to do with the ANC. My boss however, thought the colours were a bit revolutionary," Selebogo told City Press.

He said Van der Berg summoned area manager P van der Walt and the two questioned him at length about his political activities.

He said they later gave him a shirt with a

Protea emblem and ordered him to change his clothes while they gave him a 24-hour suspension.

Selebogo said he refused to accept the suspension because when he started working for them they did not provide him with any uniform.

Van der Berg, who at first declined to talk to City Press, denied that he had said Mandela should have been shot on sight or that he had fired Selebogo.

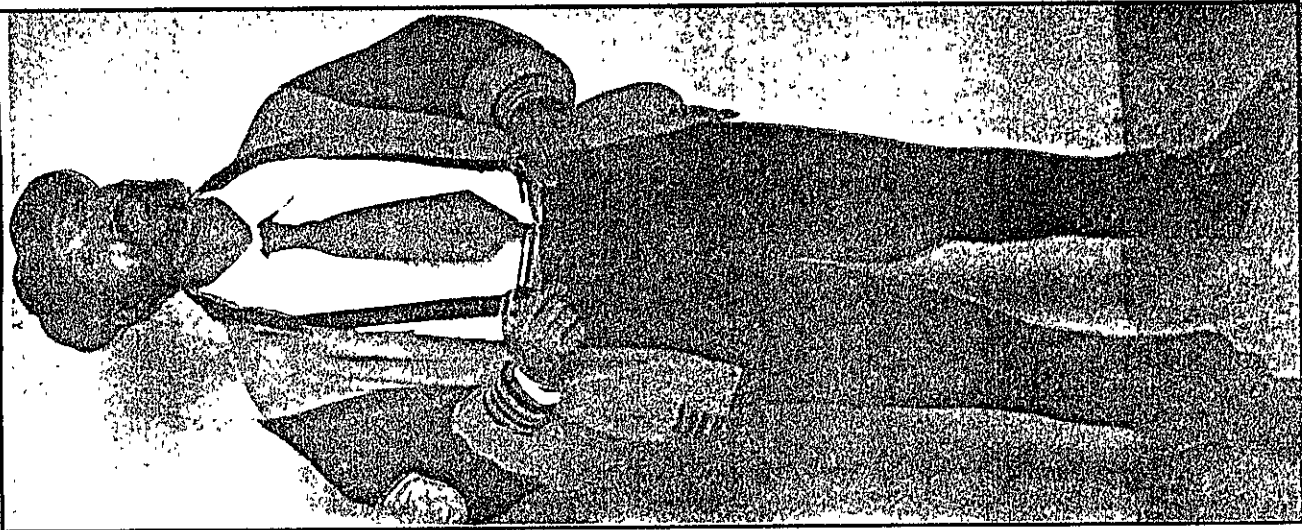
"I am not crazy. How can I say such a thing about Mr Mandela in front of any black person? I do business with blacks and I have great respect for Mr Mandela," he said.

He confirmed, however, that he ordered Selebogo to change his clothes. He said it was company policy that all Protea employees should not wear any garment with inscriptions except those of Protea.

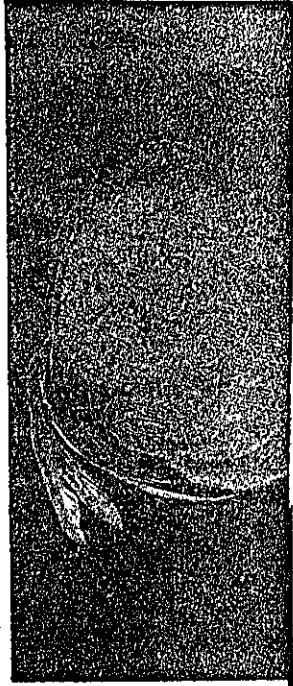
Van der Berg vehemently denied that Selebogo was fired because of his beliefs and dress.

"The sales team was unhappy with him and our sales had dropped. We wanted to discuss this matter with him and he made it a political issue and stormed out of the store," said Van der Berg.

Selebogo said he was considering taking legal action against Protea for unfair dismissal.



Mathole Selebogo ... fired after racist incident.



Metro plans to meet the

Some of the
16/3/90
31

THE creation of an economically sound future based on the promotion of peaceful working relationships, stability and efficiency within the working environment, demands the improvement of the level of skill of the South African workforce.

BY JOSHUA RABOROKO

In this regard the Metro Group has identified the need to specifically develop frontline supervisors on all levels to meet the challenges of the future.

In 1989 a programme called the Accelerated Trainee Programme by the Metro Group was developed to specifically meet the following objectives:

- * To identify and develop a resource for personal advancement from within the group for future manpower utilisation purposes.

Supervisors

To create an understanding and awareness amongst the selected candidates of the individual's own responsibility for personal development with the assistance of the company.

To orientate selected supervisors to the environment in which they are operating and to

challenge of the future

the individual's leadership role, business concepts and values within this environment.

A leadership skills training phase to create understanding amongst individuals for the types of leadership and inter personal skills and attitudes necessary, through the trainee managers development programme.

Some employees were selected and are currently sponsored to attend a National Diploma Course in Retail Management at the local Technikon. Others were identified and nominated for similar tertiary education throughout the country.

Another result of this programme was that training needs were identified and a pool of delegates was created for other nomination for other courses currently conducted within the company.

Sponsored

A pilot course started in July 1989 and was successfully completed in last month. Amongst those who successfully completed the programme 37 percent were black, 23 percent were coloured 25

Although further evaluation and follow-up is needed it would seem at this stage that the programme is successful in facilitating the efforts of the individual employee to identify, develop and attain career goals and secondly to meet the manpower demands of the company necessary for survival in the future.

Bursaries

According to the Metro Group's Human Resource Department, the company is also involved in a number of internal social responsibility programmes.

The company has assisted a large number of employees and their children to obtain tertiary education. For the year 1990 a total of 31 bursaries and loans were granted. Several bursaries were awarded for external studies who will be joining

the company on completion of their studies. More than 50 employees are currently studying part-time towards tertiary qualifications.

In the housing arena, the company has reached agreements with the Allied Building Society and the Standard Bank of South Africa whereby assistance is granted to employees to purchase property. Metro is currently negotiating further agreement with Khayalathen and the Lesotho Building and Finance Corporation.

Benefits

The company has also obtained a funeral benefit scheme for employees whereby for a monthly premium of R5 they receive a coverage of R4000 per family member over the age of 14, R500 per child between 6-14 years of age, and R250 per child between 0-

6 years of age. If needed, at R7 per month an additional R1000 is available per parent (maximum of 4 parents).

Feasibility studies are currently underway to establish a Metro Club to help employees to obtain benefits from variance insurance and savings packages. Extras would be regular competitions plus discount facilities from the membership of this club. Wherever possible subsidised canteen facilities are provided to employees.

In future, Metro plans to accelerate on programmes whereby employees will reap the benefits of better educational opportunities. The company also plans to strive to help employees to own their own property and to investigate all avenues to benefit its employees, their families and standard of living.

SBDC to spend R40m of its grant on job creation

31

THEO RAWANA

THE Small Business Development Corporation (SBDC) would direct the R60m cash injection from the Budget towards its five-year programme of job creation and erection of buildings in underdeveloped areas, GM development services Sonny Tarr said yesterday.

Tarr said R40m would go towards the Programme Funds set up for job creation projects and R20m would be allocated to the Pioneer Project Fund, used for erecting buildings in underdeveloped areas.

Using a growth base of 20% a year, the SBDC projected in November last year that R196,6m would be needed for job creation funds over a period of five years.

One of the job creation projects was the Support Fund, established to help businesses out of financial trouble. "Since March 1985 this fund has granted 2 035 loans worth R92,2m and created 41 600 job opportunities," Tarr said.

The Small Builders' Bridging Fund for small builders had given 5 058 loans to date worth R105,1m, creating 86 000 jobs.

The Entrepreneur Training and Development Fund had done much to improve the skills of new entrepreneurs in industrial areas like Pennyville in Johannesburg and Wádeville near Benoni.

"The R20m allocated to the Pioneer Fund will be used for the erection of buildings and much-needed infrastructure in underdeveloped areas. These are high-risk, low-yield areas that could not be financed through normal financial programmes," said Tarr. He said the fund would grant mini-loans "to provide simple and fast finance up to R5 000 for very small developing businesses".

SA 'netted' 6 359 people

ACHMED KARIEM

THE net result of immigration and emigration showed a gain of 6 359 people for 1989 compared with a gain of 2 633 for 1988, Central Statistical Service says.

Professional, semi-professional and technical occupations showed a net gain of 367 people in 1989, compared with a loss of 19 people. Losses in accountancy and related occupations decreased to 26, compared to 76 in 1988.

The UK and Australia gained 28,9% and 26% of all emigrants respectively in 1989. Foreign visitors to SA increased by 15,6% in 1989 compared with 1988.

B1 Day 28/3/90

SBDC advice for students

THEO RAWANA

B1 Day 28/3/90

A NOTABLE omission in the present education system was the creation of an awareness of the vast possibilities for growth that an entrepreneurial career offered to school-leavers, SBDC MD Ben Vosloo said in Johannesburg yesterday.

Addressing the launch of the Tloga Youth Entrepreneurship Competition, Vosloo said the concomittant TV-3 drama series, "Tloga Tloga E Tloga Kgale" (Procrastination is the thief of time), "will cultivate entrepreneurship among schoolchildren and, as such, will promote self-employment as a viable career opportunity".

The 13-episode youth drama series, presented jointly by the SBDC and SABC TV-3 and sponsored by the SA Sugar Association, will start on TV-3 next week and include a youth entrepreneurship competition. It tells the story of how two cousins get involved in money-making schemes to finance a Cape Town school trip.

"SA is a country where there is an abundance of opportunities for young, talented people to pursue their careers as entrepreneurs, but despite these opportunities, many young people do not consider starting a small business as a career," Vosloo said.

31

Shabby dress protest angers management

Sowetan 10/4/90
By ALINAH DUBE

SEVERAL workers employed at Truworths stores in Pretoria have been warned by management that they are not "dressing up to standard".

The workers, who asked not to be named for fear of reprisals, have also declared a dispute with the company following its refusal to meet their demands for a living wage and recognise the Federal Council of Retail and Allied Workers (Fed-craw) as their representative body.

In an attempt to pressurise management into acceding to their demands and to emphasise the need for salary increases the black staff, comprising cashiers and salesladies have decided to dress shabbily while on duty. This, they said, has sparked off dissatisfaction in managerial circles.

31
Management responded by warning some of us that were not dressed up to standard. We were also told that the manner in which we dress was in violation of the principles of the company," workers said.

Other employees were allegedly told to consider that their appearance was expected to influence the promotions of sales.

A Fedcraw spokesman yesterday confirmed that the company refused to negotiate with the

Mr M Thompson, divisional manager for Truworths in Pretoria, referred the *Sowetan* to the company's Cape Town office where management promised they would come back to us at a later stage.

GARETH ACKERMAN — A CHIP OFF THE OLD BLOCK

FIM 131419D
31
It's not every day that a 32-year-old is appointed to the board of one of SA's top companies. Gareth Ackerman is understandably delighted with his recent appointment to the main board of Pick 'n Pay Stores Ltd.

Many outsiders might be thinking that such an appointment within a family company is something of a natural progression. But Ackerman has worked his way through the ranks. He started off when he was 10, scrubbing floors and packing butter in the family store in Claremont during school holidays.

Clearly, Raymond Ackerman is a hard act to follow, but his son seems to be coping well. In many ways father and son are similar. Ackerman junior is charming, knowledgeable and confident — though still slightly nervous of publicity. He also shares his father's concern with broader political and economic issues.

He says that while SA is today in the forefront of retailing, a lack of skilled labour keeps it from becoming the top retailer in the world. The problem is partially related to education. Retailers, he says, also have to convince employees that good customer service really — in the long term — is in their interest.

“However, until SA's political problems are solved, labour issues will remain complicated.”

Ackerman says Pick 'n Pay will continue to focus primarily on retail but plans to expand into the rest of southern Africa — a move he is spearheading.

After graduating from the University of Cape Town in 1981 with a BA Social Sciences, Ackerman spent 18 months at the US supermarket chain, Pantry Pride in Fort Lauderdale, designing and installing labour scheduling and scanning systems.

On his return to SA in 1983, he spent time at Pick 'n Pay's Hypermarkets at Faerie Glen, in Pretoria, and Brackenfell, in the Cape, before leaving for the group's venture into Australia.

The bid was eventually abandoned because of the intense political pressure.

In 1989, after moving around the various stores, he was appointed to his present post as GM Superstores Transvaal and made a director of Pick 'n Pay Retailers.

He and his wife, Amanda, have two children — Nicholas and Emma.

Ackerman says he doesn't ever see his father retiring — “he gets bored after three weeks' holiday.”



Monday 18/4/90

CPI, office rentals gap 'widening'

THE gap between the consumer price index (CPI) and office rentals which was closing towards the end of last year, now appears to be widening.

Graphs in today's Ampros property exchange show rents have not grown this year at the same rate as in 1989. In fact, they seem to have peaked in the R30/m² to R33/m² gross range.

The cause of this levelling is a fall-off in demand.

Confidence

This is due mainly to the fact that government's economic policies are beginning to be effective, with high interest rates for a prolonged period causing a squeeze on business profits.

Employment of new white-collar workers has fallen as a consequence. A further cause may be a lack of business confidence, in part resulting from the current political uncertainty and unrest.

Nevertheless, rents have risen ahead of inflation in the past two years, increasing by about 32% in 1988 and about 18% in 1989.

Rental escalations are currently from 12% to 15% a year, compounded.

SPOKESMEN for chambers of commerce in Durban and Maritzburg have expressed satisfaction over the calm in the black areas brought about by police reinforcements.

However, they were concerned about the effect the unrest and stay-aways had had on the manufacturing sector.

The director of the Natal Chamber of Industry, Mr John Pohl, said although exact statistics were not available, a day's loss of production in factories in Natal cost more than R100 million.

Crisis

The Maritzburg Chamber of Commerce said the city had lost more than R500 000 because of the one day stayaway last week.

Meanwhile, medical staff at King Edward Hospital in Durban are still trying to clear the backlog of patients that arose after last week's crisis when emergency and planned surgery had to be stopped.

Patients requiring surgery were sent to other hospitals because an influx of gunshot wound

Stayaway cost Natal more than R100-m

victims of the Natal violence exhausted the intensive care unit, the theatres and the already overworked staff to their limits.

The hospital's superintendent, Dr Justin Morfopoulos, said yesterday that although emergency and planned surgery were again being undertaken, the situation had not returned to normal.

The facilities were inadequate and there was

not enough staff to handle the increasing daily intake of patients.

The name of the soldier killed in an ambush in the unrest-plagued area of Mpumalanga near Maritzburg has been made known.

He was Rifleman Stoney van Wyk (25), of the Cape Regiment.

He was a member of the permanent force. - Sapa.

So wetem 18/4/90

31

R46 000).

Cap 79/18/28/1990 (31)

Pay increase for workers

JOHANNESBURG. — Pick 'n' Pay workers are to get an increase of R160 a month, backdated to March 1, bringing their average wage to R1 023. The minimum wage for new employees has been set at R800.

Fabcos pledge to help exiles

Sowetan 8/5/90

31

THE Foundation for African Business and Consumer Services said yesterday it could employ some of the thousands of exiles expected to return to South Africa.

Joint managing director of Fabcos Mr Jabu Mabuza said they would give first preference to members of the African National Congress, the Pan Africanist Congress and others, although they

Jobs plan for the many who return to South Africa

By JOSHUA RABOROKO

will not be guided by political affiliation.

The jobs would be made available through all the 12 structures of

Fabcos throughout the country.

He said the jobs would also be made available through Fabcos satellite and service companies.

"In doing so we are taking into account all the unavoidable frustrations and difficulties fellow countrymen, women and children will face upon their return into the country," he said.

The move comes in the wake of the Government and the ANC's

agreement that ways would be found for the return of exiles. Already many have arrived in the country and hundreds are expected home soon.

Mabuza said: "We believe this is incumbent on all of us South Africans to ensure that their readjustment into society is free of any difficulty."

Fabcos was aware that the exiles would be too many. However, the association was calling on the country's business people, especially large companies, to inform it of any vacancies that might be available.

Fabcos could be contacted through its human resources manager, Mr Zolile Mkhaba, for more information at (012) 325-1570.

Owen to go on study tour

The Ernest Oppenheimer Memorial Overseas Travelling Fellowship has been awarded to Professor Neville Owen, Dean of the Faculty of Veterinary Science at

Medunsa, the university has announced.

Prof Owen will study small-farming projects in Israel, Taiwan and West Germany.

No hike for PO workers

PRETORIA (AP) — Postal workers will not get a further wage increase this financial year, the Department of Post and Telecommunications said yesterday.

The decision follows wage talks here yesterday between the department and the Post and Telecommunications Workers' Union, a Cosatu affiliate.

In Johannesburg, meanwhile, at least two women were injured when police baton-charged about 80 striking workers at the Mariston Hotel.

Police held off between 80 and 100 members of the SA Commercial Catering and Allied Workers' Union who downed tools just before noon to back demands which include a minimum wage of R650 a month — up from the current minimum of R380. — Sapa

OK gears up for strike action

OK BAZAARS management "fully expected" a strike to start today at stores countrywide, according to company spokesman Gavin Brown.

"A contingency plan was formulated several months ago. Our stores will carry on running as normal, and there should not be any problem with customer service," Brown said. *B1 Day 4/6/90*

The strike expectation follows the preliminary results of a strike ballot conducted last week, in which 57% of SA Commercial, Catering and Allied Workers' Union (Saccawu) members favoured strike action at OK stores. There is also speculation a boycott could accompany the strike.

Brown said, according to his sources,

(31)
DANIEL FELDMAN

5 829 of 10 175 (57%) employees had favoured the strike by Friday. About 90% of Saccawu members at OK stores cast votes. There are over 25 000 OK employees nationwide. *(4/6/90)*

"If the union alleges there was a much higher percentage favouring the strike, OK will challenge them for verification," Brown said.

Saccawu spokesmen could not be reached to confirm or deny these figures.

Last week's ballot followed the failure of a final conciliation board meeting on May 21 to resolve a wage dispute. The ballot

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bonds as they required certain documents

Strike

B1 Day 4/6/90
was scheduled to end on Wednesday, but the deadline was later extended.

Brown said he did not know how many stores would be affected, though Saccawu allegedly contacted its national branches two weeks ago informing them of proposed strike action to begin today.

"In the past, most of the support has been in the PWV area."

Brown said there was a chance that some union members may not strike. He did not know how many of the non-union employees would conduct a sympathy strike.

"But 57% is hardly a ringing endorsement for strike action," he added.

Saccawu has demanded a R160 a month

across-the-board increase and a minimum monthly wage of R800. It also called for a 5% commission for sales personnel, a 13th cheque, an allowance for washing uniforms and March 21 as a paid public day.

OK has offered service-related increases ranging from R115 to R145 and a minimum wage of R710 after one year's service. It has made no offer on commissions or a 13th cheque, did not agree to a laundry allowance, and offered to substitute a current paid holiday instead of recognising March 21.

In the year to end-March, OK Bazaars results fell 15.5% to R20.2m, which analysts attributed to politically-motivated action and a decline in consumer spending.

(31) From Page 1

We'll close stores, OK warns strikers

Own Correspondent

DURBAN. — OK Bazaars management threatened to close its "marginally profitable" stores yesterday following a nationwide strike for higher wages by more than 4 000 workers at 100 outlets.

The hardest-hit region is the Transvaal, where hundreds of workers marched out of their posts yesterday morning and began picketing entrances.

And in Cape Town, one person was arrested after allegedly assaulting a worker.

"We cannot say at this stage whether union members are involved in such acts or outsiders," OK industrial relations official Mr Gavin Brown said.

Officials the South African Commercial, Catering and Allied Workers Union (Saccawu) would not comment yesterday other than to say the strike was a "national campaign".

Mr Brown said hundreds of workers could be retrenched from other stores as "low sales caused by strike action mean fewer jobs".

The workers are on legal strike after a ballot among members voted in favour of the industrial action. They are demanding an R800 minimum monthly wage, a R160 across-the-board monthly increase, a hike in sales commission and March 21 (Sharpeville Day) as a paid public holiday.

"We cannot be a party to this economic mugging," Mr Brown said.

"Our profit after tax was 14,6%. This strongly reflects the deteriorating economy. The company is offering between R115 and R145 depending on the years of service."

OK stores hit by national strike

DANIEL FELDMAN

RETAIL giant OK Bazaars threatened to accelerate the closure of marginally profitable stores as more than 4 000 SA Commercial Catering and Allied Workers' Union (Saccawu) members began a strike yesterday at about 100 stores nationwide, demanding higher wages and more benefits.

OK industrial relations spokesman Gavin Brown said yesterday the OK had decided early this year to close "at least a dozen stores in the next 12-18 months". Two have already closed and two more — Faraday in Johannesburg and Goodwood West in Cape Town — are scheduled to close this month. *31 (S) B Day 5/6/90*

Most of the stores proposed for closure were older and only somewhat profitable. He said the OK was scheduled to open only one or two stores this year in their place. If the strike continued, he said it would be difficult to place the retrenched employees at stores.

The strike follows ballots cast last week by the union's more than 10 000 OK employees. According to OK statistics, 6 034 of 10 418 (58%) of the members favoured action. The OK has 24 954 employees.

Brown said the strike was concentrated in the PWV area, though some stores in Cape Town and Natal were also hit. About half of the OK's 200 outlets, which include warehouses and stores, were affected.

"All of the stores are continuing to operate normally," Brown said, adding that no branch had 100% strike action. He said the number of strikers involved at each store varied from 10%-60%.

Saccawu organiser Jeremy Daphne confirmed union members were striking after

□ To Page 2

OK strike *B Day 5/6/90*

a majority — which he estimated at more than 60% — favoured the action. He did not know how many employees were involved or how many stores were affected.

Saccawu has demanded a R160 a month across-the-board increase and a minimum monthly wage of R800. It wants a 5% commission for sales personnel, a 13th cheque, a laundry allowance and March 21 as a paid holiday.

The OK cited its poor performance this year as the reason it was unable to meet the workers' demands. "Our 1990 first-quarter profit after tax was down 14,6%, which strongly reflects the deteriorating economy. The strike is an act of economic suicide," Brown said.

He said the company had offered increases equal to R34,5m annually and could not afford more. "Our offer is 17,7% — above the inflation rate of 14%. The union demands amount to more than 20%. It's impossible."

31 (S) □ From Page 1

The OK has offered service-related increases ranging from R115 to R145 and a minimum wage of R710 a month after a year's service.

Regarding March 21 as a paid holiday, Brown said it was put to the union in negotiations that workers be given 12 public holidays a year and they could decide the days they would recognise.

OK personnel director Keith Hartshorne said in statement: "The industrial action will almost certainly lead to job losses. Depending on the conduct of the union and its members, it is extremely likely that large-scale retrenchments will have to occur as the company seeks to maintain its viability."

Brown said retrenchments could begin in a matter of weeks if the company was forced to make financial cut-backs.

Illegal boycott action was also taking place at some stores, Brown said.

Workers go on strike at OK's stores

By LEN MASEKO

ABOUT 5 000 workers went on strike at OK Bazaars' 122 stores countrywide on Monday, setting the stage for a showdown between the two parties.

The South African Commercial, Catering and Allied Workers Union (Saccawu), which represents the workers, estimated that as many as 6 000 OK employees were on strike while management put the figure at between 2 000 and 4 000.

Dozens of Saccawu members picketed OK outlets during the past two days, carrying placards which accused the retail chain of "baasskap mentality" and "under-paying its staff".

They demanded - among other things - a R160 across-the-board increase, R800 minimum pay and recognition of March 21 as a paid holiday.

The chain store has offered the union's nearly 10 000 members at its 200 stores service-based increases ranging from R115 to R145 a month and a R710-a-month salary after a year's service.

Saccawu official Mr Jeremy Daphne said the strike followed a "yes-vote" by 57 percent of the union's members who polled during last week's ballot.

A majority of the strikers were employed at the chain's Pretoria-Witwatersrand-Vaal outlets while, in Natal, the strike was patchy.

He said: "Our members in Natal did not fully support the strike because they are busy fighting for their lives."

"It is disappointing that OK management is now gloating the Natal situation in spite of the fact that our members did not want to be sitting ducks for members of a rival organisation".

However, 16 stores were affected by the strike in Natal, Daphne told a Press conference in Johannesburg yesterday.

Mr Gavin Brown, the chain's industrial relations spokesman, said the company regarded the strike as "an active economic suicide" and "industrial mugging".

"The company is unwilling to go on this route (active economic suicide) and will have to respond to this mugging", said Brown,

Dig into profits. union tells OK

SA Commercial, Catering and Allied Workers' Union (Saccawu) spokesmen yesterday called on OK Bazaars management to "dig into its retained profit" to help meet striking employees' wage demands.

But OK industrial relations spokesman Gavin Brown said the union's proposal "confirmed their complete ignorance of finance". He pointed out retained profits were earmarked specifically for future growth and excluded from shareholder dividends.

Brown said the only way the company could meet the union's wage demands was to borrow money, which would incur exceptionally large interest rates. The company borrowed R194m in the year to end-March 1990, as opposed to R124m in the year to end-March 1989.

The strike action had spread to 122 OK Bazaars' stores nationwide, Saccawu organiser Jeremy Daphne said yesterday.

OK management said the number of participating stores fluctuated during the day, averaging around 113 stores. It was estimated 5 500 employees were striking, up from about 4 000 on Monday.

There are about 200 OK stores employing 25 000 people in SA, and Saccawu is organised in 166 of them, with a membership of over 10 000.

Daphne said the 58% of workers who

DANIEL FELDMAN

favoured the strike "was not an accurate indication of the level of antagonism against OK". He claimed up to 80% of employees in the PWV area favoured the strike, but the national average was lower because many Natal employees voted against the action.

"We understand that in Natal, where Saccawu members have been killed and maimed in the Inkatha/UDF struggle, wage increases do not seem as important when lives are at stake.

"We expected Natal to vote against the strike, and we are not displeased with them. And even with their vote, 16 of 30 Natal stores are participating in the action," Daphne said.

Most strikes remained quiet, with workers conducting peaceful pickets and sit-ins in store canteens.

However, a police spokesman confirmed police fired teargas at picketing workers at the Eloff Street store after they ignored a warning to disperse. No injuries were reported.

Brown said management was not involved in the incident.

According to Daphne, a main reason for the strike was the "baasskap mentality"

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OK strike From Page 1

management had displayed over the years. He said OK executives had been paternalistic and arrogant, and had "kicked the union in the guts for the last decade".

OK's three mass dismissals — in 1984 at Sandton, in 1986 at Welkom, and in 1988 at Roodepoort — had generated "immense ill will", said Daphne. By comparison, he said Pick 'n' Pay had experienced several similar wildcat strikes in the last few years but had never embarked on mass dismissals.

Brown agreed that relationships with the union leadership had not been good for several years, but said the union had never broached the subject of the "baasskap mentality" in negotiations. "It's very irre-

sponsible to say it is a cause of the strike without ever raising it with us. It seems to be a smokescreen to draw the focus away from the economic issues," he said.

He also said OK had made an attempt to improve the relationship by proposing several innovative programmes early in this year's negotiations.

Saccawu alleged that eight workers were arrested while picketing at OK in Delareyville on the West Rand, and six workers were arrested, charged with loitering and refused bail in King William's Town. Police spokesman Maj Reg Crewe said no arrests had been reported.

CALL 7/5/80 7/6/80
900 join OK strike

JOHANNESBURG. — About 900 more employees at OK Bazaars stores around the country have joined the strike to support wage and service conditions demands. The strike began nationwide on Monday.



NO BAASKAP: A Saccawu member pickets outside an OK Bazaar outlet in Johannesburg

Support call by OK strikers

By CHIARA CARTER and MONO BADELA

THE South African Commercial, Catering and Allied Workers' Union (Saccawu) has called for community support for a nationwide strike at OK Bazaars.

The company has responded by saying it would be forced to close some of its stores. *South 7/6-13/6/90*

About 5 000 workers at 122 OK Bazaars stores throughout the country downed tools this week in support of wage demands.

Hardest hit by the strike is the Witwatersrand, but the strike has spread to stores in Natal, where workers did not vote in favour of the strike, and to Bophuthatswana.

The workers are demanding an across-the-board wage increase of R160 and a minimum wage of R800.

CAPL 7/12 8/6/90

Threats to strikers alleged

AS the national strike by about 6 000 OK Bazaars workers entered its fourth day yesterday, union leaders alleged further acts of intimidation against its members, including threats from the AWB.

More than 120 OK stores have been affected by the strike for higher wages by members of the SA Commercial Catering and Allied Workers' Union (Saccawu).

In the city and in Parow yesterday OK workers mounted street pickets.

At Potgietersrus OK, AWB members, allegedly led by a white OK worker, threatened workers, Saccawu national organiser Mr. Jeremy Daphne said last night. — Sapa

AWB acts over strike - claim

ELEMENTS in the right wing are trying to undermine the strike at OK Bazaars stores nationwide, the South African Commercial, Catering and Allied Workers' Union (Saccawu) said last night. *Sowetan 8/6/90*

And while support for the strike was growing both on the shopfloor and in the community, workers were being "bombarded" with propaganda pamphlets calling on them to end the action.

A Saccawu spokesman, Mr Jeremy Daphne, said in a statement last night that Afrikaanse Weerstandsbeweging

members employed by the OK's Potgietersrus branch had entered the canteen and threatened workers. (15) (31)

Daphne said in Natal Inkatha members working for the chainstore were persuading other workers not to support the strike.

"An OK Bazaars branch manager in Durban stated that he intended to call a meeting with an Inkatha warlord to discuss defending non-striking workers," Daphne said.

He said eight union members were arrested in Potgietersrus yesterday and six in Cape Town.

On the high wire

More than 4 000 SA Commercial, Catering & Allied Workers' Union members started a wages strike at about 100 OK Bazaars outlets on Monday. (31) ~~452~~

Union spokesman Jeremy Daphne says the strike began after negotiations and conciliation board meetings failed to resolve differences over wages. He claims the strike spread to 122 stores countrywide by Tuesday.

OK industrial relations spokesman Gavin Brown says the strike on Monday was concentrated in the PWV though some stores in Cape Town and Natal had also been affected. At that stage no branch had a 100% walkout and operations were normal.

The action follows a ballot last week among the union's 10 000 OK members in which 58% voted for a strike. OK's work force is about 25 000.

Small majority ~~333~~

The union claims the small ballot majority is due to the concentration of a large number of stores in Natal "where intimidation was rife." It had decided to strike — not because of "mindless militancy" — but because it believed that worker antagonism towards the OK was greater than the ballot result suggested.

The union has demanded an across-the-board increase of R160 a month, a minimum R800 (now R620) a month, 5% commission for sales personnel and a 13th cheque. Other demands include payment of laundry costs and recognition of March 21 as a paid holiday.

The company has offered service-based increases ranging from R115 to R145 and a minimum wage of R710 after one year's service. With regard to March 21, the company has put it to the union that employees should be granted a choice of 12 days a year from the public holiday calendar.

In the wake of the strike, the company has now threatened to accelerate its programme of closing marginally profitable stores, with two already closed and the intended closure of Faraday in Johannesburg and Goodwood West in Cape Town.

OK says it is unable to meet the union wage demand because of its poor financial performance this year. After-tax profit in 1989 was 14,6% down on the previous year.

F/M 8/6/90

(31)

"The strike is seen as an act of economic suicide," says Brown, and if it continues "the company will have no choice but to pass on costs by reducing the work force."

The union says that, although it recognises the company's profit margin had dropped, a broader perspective than the latest figures had to be examined. ~~333~~

"OK's had good years, but it has had a consistent record of low wage increases," Daphne points out. "We're looking at retained profits and the history of OK's financial wealth."

It is too early to see the effect of the strike but a union spokesman warns: "Even if most OK stores are surviving with the employment of casual workers, pickets will ensure that they do not get any customers." ■

Strike action continues ⁽³¹⁾

DANIEL FELDMAN

STRIKES at OK stores, Shell oil and chemical plants, and Posts and Telecommunications continued yesterday, but remained consistent in the number of people involved and the number of work places affected.

OK Bazaars industrial relations PRO Gavin Brown said: "The situation has stabilised now at just under 6 000 SA Commercial Catering and Allied Workers (Saccawu) employees striking at an average of 120 stores."

The workers are demanding wage increases and more benefits.

Violence also continued at OK stores nationwide, according to Saccawu national organiser Jeremy Daphne.

He said AWB members entered the Potgietersrus OK, threatening workers and distributing a threatening pamphlet, and that problems occurred in Natal when Inkatha OK employees tried to persuade workers not to support the strike.

Fourteen Saccawu members were reportedly arrested yesterday — eight in Pietersburg and six in Cape Town.

Daphne said Saccawu was planning to challenge OK management on the stores it had closed and their plans for further closures, and policy on not paying bonuses to workers involved in industrial action, even when the action was legal.

In Durban and the Eastern Cape, 240 Chemical Workers' Industrial Union (CWIU) members remained on strike at three Shell oil and chemical plants.

CWIU national organiser Pat Horn said there was little chance of the strike spreading as the 240 strikers comprised all CWIU's Shell members.

She added that Shell Chemical made an

offer on Wednesday which had aligned their wage proposals with those of other companies, but had yet to resolve the conflict about the implementation date for increases.

The union has demanded that the company change the implementation date for increases from March 1 to July 1 from 1991.

Blipam 8/6/90 Bound

Shell responded yesterday in a statement. "The company has no problem in principle with changing the date and has offered various alternatives, but will not consider linking the anniversary date to the increases of non-unionised employees.

"The CWIU represents no more than 20% of Shell's employees, and it would be untenable if the company were to be bound by the date of union wage negotiations in granting increases to the remainder."

Approximately 80 strikers demonstrated peacefully outside Shell's Durban offices yesterday.

On the East Rand, 30 Posts and Telecommunications Workers' Association (Potwa) members continued their strike at the Boksburg Post Office to demonstrate against alleged racist incidents.

They were joined for a demonstration during the lunch hour by more than 100 other Potwa members from other East Rand post offices and engineering yards.

A Posts and Telecommunications spokesman said the situation had not changed.

6 500 workers at 127 (31)
OK stores on strike (31)
OK - 1/6/20

JOHANNESBURG. — The personnel of 127 of OK Bazaars' 166 stores are on strike, the SA Commercial, Catering and Allied Workers' Union (Saccawu) said on Saturday, adding that none of the stores is trading normally.

The union said about 6 500 union members were involved in the strike, which had taken the form of canteen sit-ins and pickets, and there had been strong community support.

Saccawu also said there had been widescale arrests and intimidation of workers by police. It said 67 workers were arrested this week, 21 of whom were still in detention. Charges included intimidation and contravening the Gatherings and Demonstrations Act.

The union also charged that there were a number of incidents involving police going into store canteens to threaten and arrest workers. — Sapa

OK supports union's claim

Sowetan 11/6/90

31 (10) 11

OK Bazaars has confirmed that a group of white men had entered their premises and addressed strikers at one of their canteens "without authority".

However, the chainstore has rejected allegations by a union representing striking workers that they were involving the AWB and Inkatha to intimidate strikers.

The South African Commercial, Catering and Allied Workers'

Union said last week that AWB members had entered an OK Bazaars canteen in Potgietersrus, intimidated workers and distributed pamphlets threatening action against strikers.

The union claims that Inkatha members working at OK stores in Natal had played a role in persuading workers not to support the strike.

Saccawu claimed that eight of its members had been arrested in Pietersburg and six in

Cape Town.

"Workers in many stores have been refused canteen facilities and access to telephones and all striking workers in Benoni have been ordered out of the store.

"In some stores many non-striking workers have been allowed to come fully armed to work," the union said.

OK bazaars said on Friday that police intervention had been necessary at some stores "where the hooligan ele-

ment among the strikers has behaved criminally and has breached the rules of conduct set out by the union itself".

"The company deplores the incident which occurred at Potgietersrus where a group of white men addressed strikers in a canteen without authorisation.

"The company has lodged a complaint of trespass with the police," a statement from the OK said.

● See page 9

5 000 await outcome of OK strike battle

BY LEN MASEKO

represented an additional R9 million.

He said the company's offer was fair "and very generous", considering its poor financial results. Profit-before-tax at year ending March 1990 was 14 percent down on the previous financial year.

The only way the company could meet the union's wage demands was to borrow money, Brown said.

On March 21 (Sharpeville Day), management offered the union an annual 12-holiday package in which the "commemorative day" could be slotted in - a proposal rejected by the union.

Brown said: "The current public holiday situation is something of a mess. While we recognise the impor-

LAST Monday, about 5 000 workers took to the streets to engage their employer, OK Bazaars, in a test of strength that underscores the precarious relationship existing between the two parties.

The strike is a culmination of months of behind-the-scenes bargaining between OK management and the South African Commercial Catering and Allied Workers Union (Saccawu), which represents about 10 000 employees of the retail chain.

The two parties reached a stalemate at a Conciliation Board hearing on May 21, unable to reach agreement on wage increases and other benefits.

Issues are demands by Saccawu for a R160 across-the-board increase and a R800 minimum pay.

Offered

In addition, the union demands a five percent commission for sales staff, recognition of March 21 as a paid holiday and a 13th che-

tance of March 21, we are against the politicisation of public holidays. We cannot go on every year granting additional public holidays".

Brown believes the issue should be discussed at "national level" between the South Africa Employers' Consultative Committee on Labour Affairs and the trade union federations.

Attitudes

If anything, the strike has led to the hardening of attitudes on both sides with the union saying the main reason for the strike was "the baaskap mentality" displayed by management over the years.

Daphne said: "Our members are tired of

being kicked in the guts. They have now adopted a hostile attitude towards management".

He cited the mass dismissal of union members at OK's Hywelom in 1984, in Welkom in 1986 and in Roodepoort two years later.

To date, the dismissed workers have not yet been reinstated.

Brown said it was strange that the union mentioned the issue of "baaskap", mentality only now when it had failed to do so during negotiations between two parties.

Brown has described the industrial action as "an active economic suicide" and "industrial mugging".

"We will respond to this mugging".

The company has warned that the strike might lead to retrenchments and closure of certain unprofitable stores - something that Saccawu believes management would be using as a bargaining chip.

Closure

"In addition, the strike could mean that stores which have been identified for closure might have to be closed

earlier and this might result in loss of jobs".

OK have already been shut down two stores in Cape Town and the East Rand and a further 10 could be closed within the next 12 months.

Whatever the outcome of the strike, the two parties face the enormous responsibility of ensuring that they - so to speak - do not kill the goose that lays the golden egg.



somefer 11/6/90

PAC urges settlement in OK Bazaars strike

Staff Reporter

THE Pan Africanist Congress (Western Province) has urged OK Bazaars to settle with striking workers and not to allow an already tense situation to worsen.

PAC co-ordinator Mr Barney Desai said in a statement that the movement viewed the escalation of the strike by members of the South African Commercial Catering and Allied Workers' Union with concern.

"Until the unionisation occurred in this industry, black workers have generally been paid wages which barely gave them an opportunity of improving their quality of their life," he said.

"SUPER PROFITS"

Shareholders, on the other hand, were the recipients of "super profits".

"The situation is intolerable and taking into account the staggering inflation, the conditions of workers have worsened."

Mr Desai condemned "threats" to striking workers that they would lose some of their staff benefits.

Meanwhile The Argus Corre-

spondent in Johannesburg reports that students and temporary workers have been employed as 6 500 OK Bazaars employees go into their ninth day on strike today.

Mr Keith Hartshorne, director of OK's personnel division, said yesterday the company knew the strike was coming and had had time to hire and train schoolchildren and "anyone looking for a job".

But the South African Commercial, Catering and Allied Workers Union (Saccawu) has accused OK Bazaars of hiring "rightwing thugs" who allegedly intimidate striking workers with kieres and knives.

OK Bazaars has countered this with the accusation that strikers are allegedly intimidating non-strikers at taxi-ranks and train stations in the PWV area and said non-strikers had laid claims of assault and intimidation against strikers.

The company laid a complaint of trespass with the police after a group of unknown men entered the Potgietersrus store without permission and addressed striking workers in the canteen.

OK 'confident' staff will have jobs after store shut

By ANDREA WEISS
Staff Reporter

OK Bazaars is "quite confident" that no jobs will be lost as a result of the closure of their Goodwood West store.

Speaking from Johannesburg today, industrial relations official Mr Gavin Brown said there was a nationwide rationalisation in progress.

OK was busy relocating staff to other stores nearby and did not anticipate that anybody would lose their job as a result of the Goodwood West closure. About 26 people are employed at the store.

The Sea Point store closed in January this year and all the staff were relocated.

At least 120 OK outlets countrywide are still hit by a strike with an estimated 6 500 workers participating, Mr Brown said.

Mr Brown said the union had been warned that strike action could accelerate the closure of stores, but the fact that stores were being rationalised was not strike-connected.

He said no negotiations were in sight, although OK had indicated that they were "waiting at the negotiation table".

APGWS 14/6/90
31

NUM stands firm despite gold's fall

DANIEL FELDMAN

DESPITE plummeting gold prices and the recent announcements of miners' retrenchments, the National Union of Mineworkers (NUM) is standing firm in its refusal to alter its 1990 wage demands.

NUM spokesman Jerry Majatladi said yesterday: "These recent problems do not justify paying low wages. The Chamber of Mines can still meet our demands and realise a profit, although it won't be as large as before."

Chamber spokesman Peter Bunkell said the gold industry's current situation to some extent mandated what it could offer the union. "We believe under the circumstances our offer was eminently reasonable," he said.

Two gold mines this week announced a total of 1 100 miners would be retrenched. Yesterday the gold price fell to \$339,50 and closed in London at \$346,25, its lowest level in almost four years.

The NUM has declared a dispute in

its wage negotiations with the Chamber, and a conciliation board is scheduled for Monday, said Majatladi.

Demands include a minimum wage of R600 a month and average wage increases ranging from 20% to 32%. The Chamber has offered increase of 13,5% to 16%.

Majatladi disputed the Chamber's alleged lack of funds. He said it was able to offer the Council of Mining Unions, which represents white miners and artisans, an average increase of nearly R500 a month. In comparison, the union's demands translated into an average increase of about R202 a month.

In response to the announcement of forthcoming retrenchments, Majatladi said: "Of course we don't want to see any miner retrenched due to circumstances beyond his control, and workers cannot be blamed for poor showings."

OK legal action to remove strikers

OK BAZAARS began legal action yesterday against the SA Commercial Catering and Allied Workers' Union (Saccawu) aimed at the removal of strikers from the Eastgate Hyperama premises.

The case is due to be heard in the Supreme Court today.

OK spokesman Gavin Brown claimed that about 160 strikers were guilty of drunkenness, assaults on employees, and disorderly conduct.

Saccawu has already agreed to remove the workers from the store's premises, but plans to contest the company's demand that the strikers not be permitted within 500m of Eastgate.

"That's half a kilometre. Workers have to be closer to the store to picket,"

said union spokesman Jeremy Daphne.

Brown said the 500m demand was made because assaults had been reported as occurring at bus and taxi stations about that distance from the store.

The union has promised to look into the allegations of violence. Daphne claimed many unrest incidents countrywide had been instigated by non-striking employees, casual labourers and customers.

He said the union would contest OK's decision to close its Johannesburg Faraday store today.

Saccawu said it also intended challenging OK's practice of not giving bonuses to workers who took part in legal strike action, saying this was viewed as an unfair labour practice.

OK picketers face increasing flak from all quarters

W/May 1976 21/6/90

PICKETING OK Bazaars strikers are facing a rising tide of harassment from police, customers and right-wing supporters, says the South African Commercial, Catering and Allied Workers Union.

Saccawu also reported that planned marches by strikers yesterday in six centres, including Johannesburg and Pretoria, had been denied permission.

Several hundred strikers and sympathisers had, however, marched in Cape Town and Durban, despite the last-minute withdrawal of the permit in the latter city.

And in another development, the African National Congress, the Congress of South African Trade Unions and Mass Democratic Movement organisations have warned in a statement that action in solidarity with the OK strikers is to be announced. The ANC and the Pan Africanist Congress have publicly expressed their support for the strike.

Yesterday, the union sent a letter to Commissioner of Police Hennie de Witt arguing that a threatened ban on peaceful picketing under an "antiquated" provincial administrator's order would close "an important outlet for high emotions".

The order, banning advertising notices in public places without council permission, is not intended to restrict placard protests, union lawyers argue.

Saccawu strikers have found that picketing is not OK with many people. DREW FORREST reports

Saccawu's Jeremy Daphne said the union had suspended a picket in Nelspruit after police warned it was illegal, and had sparked complaints from the Afrikaner Weerstandsbeweging. Similar warnings had been issued in Pretoria and Johannesburg.

"Police appear to be extremely uncomfortable with the pickets. They're digging up antiquated provisions and interpreting them to suit themselves," he said. Police have denied the claims of harassment.

Daphne also said the union was under pressure to suspend pickets at the Sandton and Eastgate shopping centres, after being informed that picketers inside the complexes were trespassing.

He added that the police had reportedly torn up placards in Sandton and Springs, and that picketers in Delarey had been attacked by unknown whites.

OK industrial relations executive Gavin Brown said picketers were generally well-behaved.

The strike, over wages, appears to have stabilised, with between 120 and 130 stores being affected. Saccawu estimates that close to 7 000 workers have taken industrial action.

Warning on early pensions

Business Times Reporter

51 Times 17/6/90
SMALL businesses have been urged to implement staff pension and provident funds while they can still do so voluntarily.

International management consultants Kessel Feinstein Horwath warns that such schemes are sure to be mandatory in the "new" South Africa.

When it happens many companies could be in for a shock, says KFH's David Nathan.

"They may be obliged to backdate company contributions to the date each staff member began employment. That could be costly."

Transfer

He says changes are needed in the approach to pensions, which pay on retirement, and provident funds, which pay out a lump sum.

"In the first instance smaller businessmen must understand the need to do better for their staff before it is forced on them.

"They also need to come to terms with the fact that everyone has a right to a pension."

Mr Nathan says there should be statutory provision for the transfer of pension or provident fund contributions from one employer to another.

"Employees can seldom do that today. The pension starts again when they start a new job with a significant loss in accumulation."

OK plans further court actions

DANIEL FELDMAN

OK BAZAARS was due to bring applications tomorrow for court interdicts against striking employees at seven PWV stores, including the Sandton Hyperama, the Benoni Hyperama, and the Cresta, Randburg, Hillbrow and Rosebank stores, company and union spokesmen said yesterday.

A court order to keep strikers out of the Edenvale Hyperama was issued yesterday.

OK spokesman Gavin Brown said the decision for the interdicts was "taken very reluctantly", but was needed to address the "on-going incidents of violence, assault and intimidation" at the stores.

"Previous assurances by union members to prevent such incidents have proved ineffective," he said. *B. (Dum) 20/6/90*

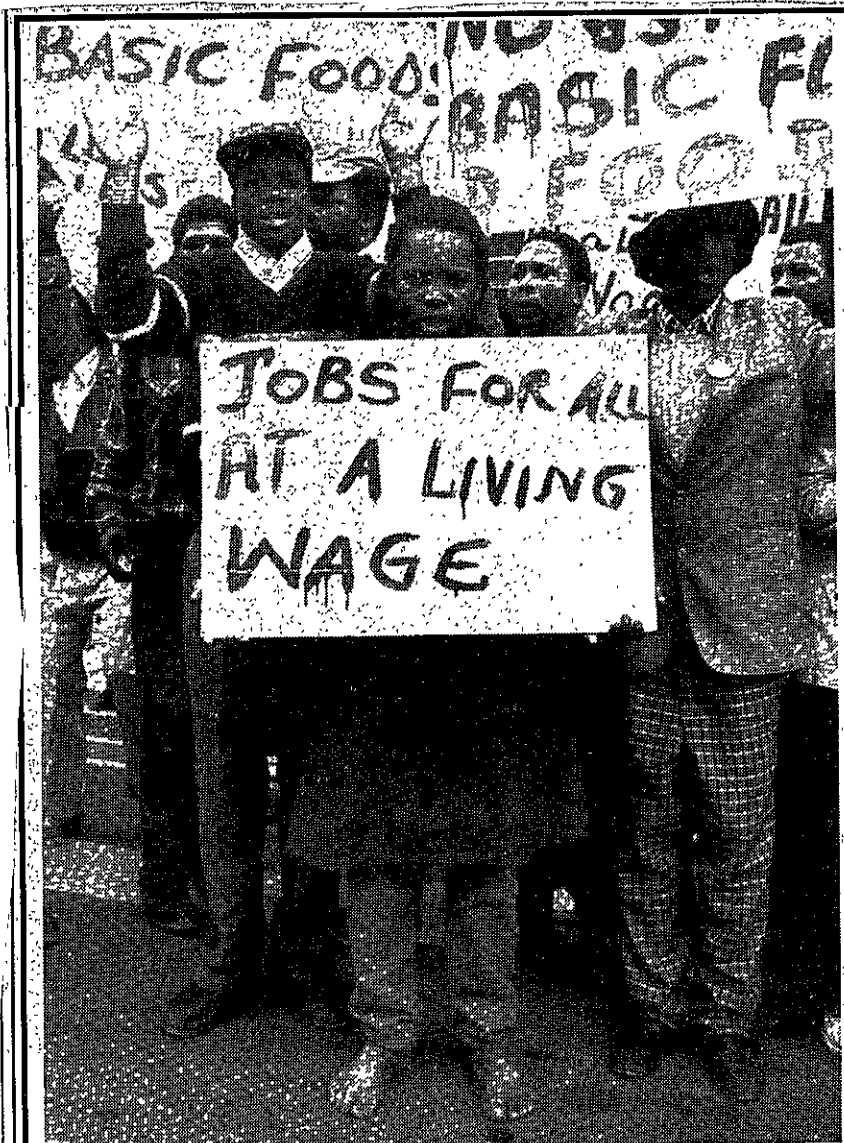
SA Commercial Catering and Allied Workers' Union (Saccawu) spokesman Jer-

emy Daphne said a union delegation had visited the affected stores yesterday and believed "many of the allegations were unfounded or grossly exaggerated".

He said while the union was in the process of conducting its investigation at the stores, OK issued a notice to workers in the affected stores ordering strikers off store premises by 1pm yesterday, failing which legal action would be taken.

"OK thus prevented the union from concluding its investigations and resolving any problems that might exist by constructive and peaceful methods," said Daphne.

The strike is continuing at 129 stores. Striking employees plan to march through Johannesburg's city centre today.



ON THE MARCH: Unemployed workers march through Cape Town last Saturday to demand cheaper food. The march, organised by the Western Cape Unemployed Workers' Union, was one of several throughout the Cape. ^{with} 14/16 - 20/10/90 ³³⁵ PIC: BENNY GOOL

By CHIARA CARTER

THE week-old strike by about 6 500 workers at OK Bazaars stores around the country has developed into a clash between strikers and rightwing supporters.

A spokesperson for the South African Commercial, Catering and Allied Workers' Union (Saccawu), Mr Jeremy Daphne, said there had been several incidents in Johannesburg in which whites leapt out of cars and tore up strikers' placards.

Daphne said a white employee in Potgietersrus had led AWB members into the

Rightwing 'scabs' in OK strike

store and the AWB had issued a pamphlet warning strikers that it represented the majority of whites.

Daphne claimed the Cresta OK Bazaars was using rightwing supporters as "scab labour".

There have been several cases of clashes between strikers and the police in the Northern Transvaal, Johannesburg and Pretoria.

About 74 workers have been arrested.

Workers at 129 of the 166 stores are on the Saccawu-organised strike. (31)

Both the ANC and the PAC have publicly pledged support for striking workers. Community support continues to grow. (31)

Saccawu is planning marches in major centres later in the week. OK workers will march in uniform.

OK Bazaars is threatening to close two more stores, one in Cape Town.

Court orders strikers to quit nine OK stores on the Reef

A RAND Supreme Court order was granted to OK Bazaars yesterday, stipulating that the SA Commercial Catering and Allied Workers' Union (Saccawu) leave and not re-enter nine of the company's Witwatersrand stores.

Saccawu agreed to the order without having admitted to the OK's allegations.

Although the application by the OK had been postponed indefinitely, the union had approached the company's representatives 10 minutes before the case for an out of court settlement, OK spokesman Gavin Brown said.

Saccawu had agreed to leave, and had undertaken not to enter OK stores at: Alberton, Benoni, Benoni Hyperama, Cresta, Eloff Street, Rosebank, Hillbrow, Randburg Hyperama and Sandton Hyperama.

It had also undertaken not to obstruct unlawfully the normal operations of OK's business at those premises, and would abstain from harassing casual staff or damaging company property.

Union spokesman Jeremy Daphne said it had been a negotiated settlement. The OK had withdrawn its demand that strikers remain 500m away from company premises, he said, which allowed picketing to continue.

The court order is also subject to Saccawu's right to challenge OK's ejection of the strikers from its premises.

Thousands of Saccawu members have been on a wage strike for almost three weeks. — Sapa.

SBDC to probe claims of growing racism



Dr WB Vosloo

By **JOSHUA RABOROKO**

The SBDC's managing director, Dr W B Vosloo, warned that strong disciplinary measures would be taken against anybody found discriminating against employees or clients because of their race.

He would not hesitate to dismiss culprits of misbehaviour, he said, adding that no racial prejudice would be tolerated by the company because "we believe in equal opportunities for all."

He was reacting to claims by some black employees and clients that they were being discriminated against by white officials at workplaces and at industrial parks where entrepreneurs ply their trade.

Black entrepreneurs also claim that whites were favoured when they applied for financial loans from the institution, whereas they got a raw deal from managers who approve financial and other loans.

They claimed rental was high at industrial parks and this hamstrung their businesses.

Example

In one example, an employee alleged that on few occasions he was referred to as a "kaffir" by a white manager after refusing to approve loan applications from black clients.

He said he was bitter. He felt insulted and reported the matter to higher management.

Vosloo said he was unaware of the racial claims, but would not dispute that they were valid because certain people had different attitudes. He promised to look into the matter carefully and each case would be treated on merit.

Regarding the case of the employee who was referred to as kaffir, he said the matter was sub judice as the worker had subsequently been dismissed and had been given leave to appeal.

Referring to employees' problems, he said that they should report all race incidents within the company to him or his assistants.

The company would spend R3,6 million on staff development, which included acquiring managerial skills as "part and parcel of our affirmative action."

Company

The company had a staff of 1 300 employees of which 700 were whites, he said. Promotion depended on merit

THE Small Business Development Corporation (SBDC) is to investigate claims of growing racism levelled against it by black employees and the black business community.

and was incorporating a structure of equal opportunities and recruiting blacks.

Referring to the issuing on loans, Vosloo said there was no discrimination against any applicant, but each case was treated on its merits. The company handled more than 18 000 enquiries on daily basis - 50 percent of them were from blacks.

Loans

He said 3 000 financial loans inquiries were made daily leading to an approval of 500 a month, estimated at a value of R20-million each month.

The financial aspect was handled by different committees without any discrimination. The majority of their clients were blacks.

"We do not keep our statistics in terms of race, because we consider every applicant as a human being," he said, adding, "as a result it is not

possible to give exact details of how many black or whites have been successful in obtaining finance from us."

On the question of racism at industrial parks, he said black projects were 27 percent, amounting to R72-million; Asians three percent, amounting to R7-million; Coloured 14 percent, amounting to R36-million and in open areas 56 percent, amounting to R148-million.

He denied that there was any discrimination in issuing loans to clients at these parks, which were presently on sale. The units were insured, however, and the owners had to insure the contents. Arrangements could be made to help entrepreneurs to insure their goods.

It was unjustified for people to complain about high rental "because our tariffs are below the market and highly subsidised."

In some instances, like in the Vaal triangle townships, he said, occupants were boycotting rent and that situation was unacceptable.

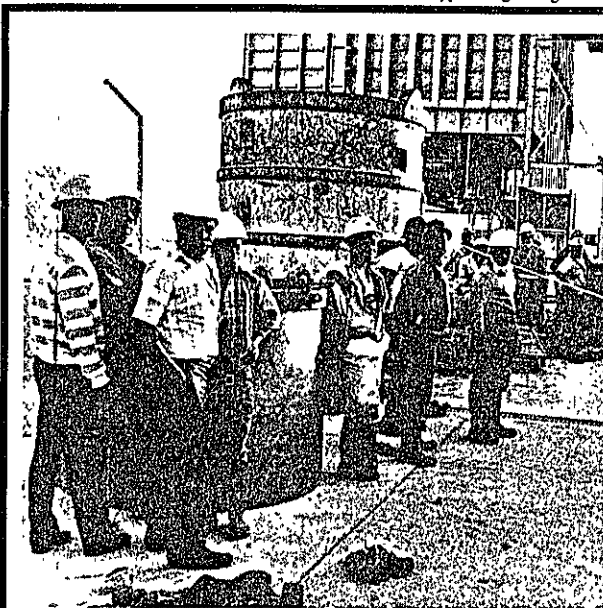
Vosloo said the SBDC was giving satisfactory

services to its clients, but there were businesses that had closed down as a result of many reasons, including lack of business skills, unrest in the townships, lack of management assistance, low-cost financing and the Group Areas Act.

Fallen

He estimated that 25 percent of black clients had fallen, 10 percent white, 5 percent Asians and 15 percent Coloured. "We have tried to salvage some of the operations, but in some instances have had no option but to let them go under."

SBDC's priorities for the future were to: expand black business promotion activities; continue deregulation drive; expand industrial hive programme; expand subcontracting facilitation programme; expand business infrastructure development in neglected areas; expand practical business skills training; promote the development of an entrepreneurial culture; improve the SBDC staff development; improve efficiency, cost effectiveness and client service and strengthen appropriate financial base to support long term growth.



In the first three months of this year more than 25 000 mineworkers have lost their jobs and the future for many others looks bleak with the gold price touching almost rock bottom

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Sowetan 21/6/90.
About 2 000 OK employees march on the chainstore's head office in Eloff Street, Johannesburg yesterday. See full story on page 4. Picture by Mbuzeni Zulu.

(31)

Police lead 2 000 marching strikers (31)

ABOUT 2000 striking OK workers yesterday marched on the chain store's head office in central Johannesburg to present a memorandum to the management.

Led by traffic police, the march started at the corner of Kerk and End streets through Delvers and down Pritchard Street to the OK head office at the corner of Pritchard and Von Brandis streets.

Scores of workers peered through office windows and lined the streets, while some onlookers even perched on rooftops to catch a glimpse of the procession.

Flags

The march brought traffic to a standstill.

Huge flags of the African National Congress, SA Communist Party, and the Congress of SA Trade Unions, as well as its affiliates, fluttered overhead during the procession.

When the marchers reached the OK headquarters, workers sat down while a 10-member delegation led by Mr Kaizer Thibedi presented a memorandum to the OK Chief of Security, Mr Garrith Jones.

"We would like to believe it will not take too long before you respond to the memorandum," Thibedi told Jones, who declined to comment.

Memo

Demands contained in the memo include an across the board increase of R160, a minimum wage of R800, a 13th cheque, five percent commission for sales staff, March 21 as a public holiday, and an end to dismissals and store closures without prior consultation with the union.

Police were present at the OK building but kept a low profile. No incidents were reported during the march. - Sapa

By HEATHER ROBERTSON
COMMUNITY pressure on OK Bazaars is mounting as the wage dispute involving about 7 000 labourers and shop assistants at 129 of its branches country-wide enters the third week.

There have been numerous clashes at several OK branches this week and more than 100 workers, all members of the South African Commercial and Catering Allied Work-

Pressure on OK mounts

South 21/6-27/6/90

31

ers' Union (Saccawu), have been arrested.

The strike received a significant boost when workers at OK's branches in Cape Town gave support.

About 53 percent of the workers at these branches supported the strike in a secret ballot. Saccawu only

recently began to organise workers at these branches.

There at 98 workers on strike at OK's Adderley Street branch.

The union has accused the management of worsening the dispute by resorting to court action.

Community support for the workers' demand of a minimum wage of R800 and across-the-board increase of R160 remains strong.

A joint statement, issued by the African National Congress, the Congress of South African Trade Unions and the National Union of South African Students, said "solidarity action" with the striking OK workers would be announced soon.

According to a Saccawu organiser in Cape Town, Waafa Abduraghiem, workers have been told that staff discounts on OK goods would be taken from them unless they resigned from the union.

Workers have allegedly been told that they would lose five percent of their bonus for each day they were on strike.

In Malmesbury striking workers were allegedly told by management that the strike had been called off and they were forced to sign a contract stating that they would not engage in further industrial action.

Saccawu spokesperson Jeremy Daphne said 116 workers had been arrested since the start of the strike.

Four workers are in detention.

Gavin Browne, spokesperson for OK Bazaars' head office has denied that members of Saccawu who are on strike would be denied staff discount.

"As long as people are employees, irrespective of what organisation they belong to, they get staff discounts." He added, however, that striking workers might lose their bonus.

Browne explained that strikers who have breached conduct would be dismissed. He indicated that it is too early to say how the strike has affected sales nationwide but sales have been hurt in the Johannesburg CBD.



STRONG: OK workers build community support for their strike.

THE STRIKE INVOLVING THE BRANCHES OF WORKERS

Strikers march on OK's head office

WILSON ZWANE

MORE than 2 000 OK workers marched on the retail giant's head office in central Johannesburg yesterday where they handed a list of demands to management.

The march was joined by non-striking Dion workers as it progressed from the corner of Kerk and End streets along Delfers Street and down Pritchard Street to the OK's Eloff Street store.

Presenting the memorandum to the OK's Chief Security Controller, SA Commercial, Catering and Allied Workers' Union (Saccawu) official Kaizer Thibedi said management should not view the 18-day-old strike by more than 6 000 employees countrywide as a "test of strength" but merely as a strategy to get them to meet the workers' demands.

"We have resolved other disputes in the past and we would like to believe that it will not take long before you respond to this memorandum," Thibede said. 6104 216190
Among other demands, the strikers

want an across-the-board increase of R160 a month and a minimum wage of R800 a month.

Another key demand is that management abolish what Saccawu described as its "baasskap mentality".

OK spokesman Gavin Brown said the claim of "baasskap mentality" was never raised during negotiations between OK and Saccawu.

"The union should come and talk to us about what they perceive as 'baasskap mentality'," Brown said.

He added that although OK respected the right of every South African to hold peaceful protests, the wage settlement would come about only when the parties sat down and negotiated.

OK is offering workers service-related increases ranging from between R115 and R145, a bonus to non-striking workers and a "negotiable" minimum wage of R710 a month after a year's service.

LABOUR UPDATE

OK workers hold out for R800 minimum

OK employees who are holding out in their wage dispute with the retail chain's management. Here are Ms Nomsa Gwamba (left) and Ms Norah Seripe, both members of the South African Commercial Catering and Allied Workers Union. The union wants a minimum of R800 a month.

*31
Sowetan
22/6/90*



F/M 22/6/90

OK BAZAARS STRIKE (31)

Accusations fly

The strike at OK stores entered its third week on Monday with the union claiming more of its pickets arrested and generally harassed by police, members of the public and rightwing groups. ~~255~~ ~~1404~~

Jeremy Daphne, spokesman for the SA Commercial, Catering and Allied Workers' Union, says a total of 146 workers have been arrested since the beginning of the strike. According to Daphne, there is still no agreement with the police over the legality of pickets.

The union warned last week of "unpredictable consequences" if its members continue to be arrested while picketing. The company maintains police intervention has been necessary only at some stores "where a hooligan element among strikers has behaved criminally and breached rules of conduct set out by the union itself."

OK Bazaars spokesman Gavin Brown says the company has launched eight urgent Supreme Court applications for eviction of strikers from stores, mainly in the PWV area. This follows a successful court application by OK last week when pickets at the Eastgate, Bedfordview, shopping centre were instructed to vacate premises or face court action.

Shopfloor support for the strike remains strong, says Daphne. He reckons that about 7 000 workers are striking at 129 of the 166 stores organised by the union.

The dispute hinges on wages, with the union demanding a minimum R800 a month; recognition of March 21 as a paid holiday; and a 13th cheque and 5% commission for sales personnel. The company is offering service-related wage increases of between R115 and R145 and a monthly minimum of R710 after a year's service.

According to the union, incidents of alleged violence over the past two weeks include threats by AWB members at Potgietersrus.

The company says it deplors the incident and has lodged a complaint of trespass with the police.

There have also been "a number of problems with Inkatha in Natal," says Daphne. It seems OK employees, who allegedly belong to Inkatha, coerced workers not to support the strike.

Last week the union responded to the company's argument that it cannot increase the size of its wage offer due to deteriorating trade conditions.

The union is suggesting that over the years OK should have directed more of its earnings into wages.

The union challenges the company over store closures and calls on management to negotiate the issue. Brown counters that the company decided to rationalise its stores before wage negotiations reached a dispute.

He adds that a meeting was scheduled this Wednesday to discuss store closures. ■

Court orders strikers to quit nine OK stores on the Reef

A RAND Supreme Court order was granted to OK Bazaars yesterday, stipulating that the SA Commercial Catering and Allied Workers' Union (Saccawu) leave and not re-enter nine of the company's Witwatersrand stores.

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The court order is also subject to Saccawu's right to challenge OK's ejection of the strikers from its premises.

Thousands of Saccawu members have been on a wage strike for almost three weeks. — Sapa.

Less and less OK: more stores to shut



WIM and 22/6/90

(31)

OK BAZAARS has informed the SA Commercial, Catering and Allied Workers Union that it is to close four more stores within weeks and that 12 others are candidates for closure.

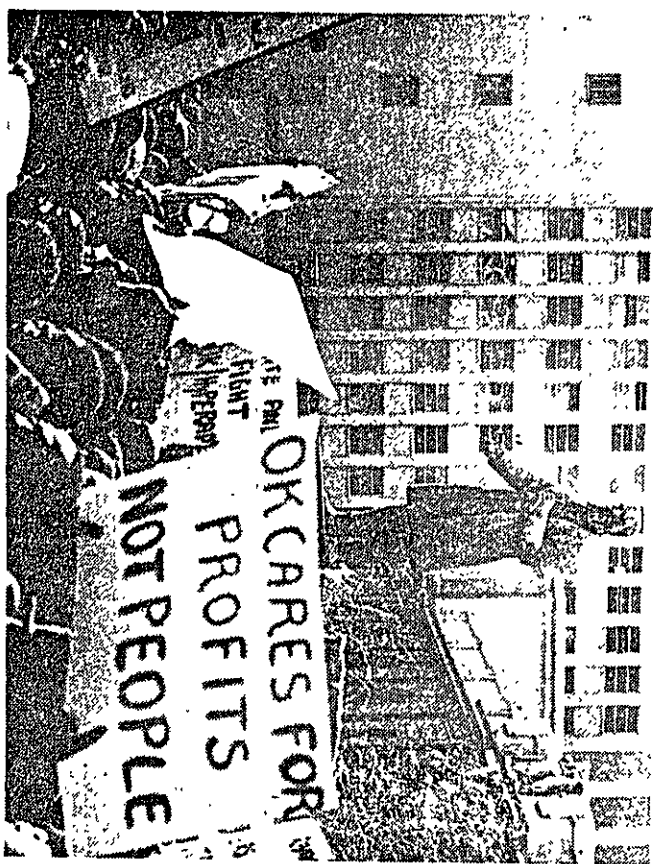
And as the OK strike moves into its fourth week, further industrial action looms in the retail sector.

On Wednesday conciliation board hearings on a wage dispute at Checkers broke down and was adjourned with the parties widely separated.

Next week a CB sits to resolve a wage battle at Edgars, and about 3 000 workers at 44 hotels in the Southern Sun group are to ballot on strike action, also over pay.

Describing the OK closure threat, relayed to the union in a letter this week, as "devious and dishonest", Saccawu official Jeremy Daphne said the OK had held back the information until wage talks, and was now using it as a "bargaining chip".

OK industrial relations executive Gavin Brown could not be reached for a reaction. Earlier he said that the closures were in terms of the OK's rationalisation programme, but had been brought forward because of the strike. He declined to say which stores were affected, saying



Under the watchful gaze of Von Brandis ... OK Bazaars strikers march through the city

Picture: AVIGALL UZI

the issue was "too delicate". In other developments in the OK strike yesterday:

● About 800 workers vacated nine stores in the PVV after an agreement between the union and the company was

made an order of the Supreme Court. OK had backed its original application for the eviction of strikers with numerous allegations of harassment, intimidation and assault. The union stressed that it had not admitted these.

● Union official David Molele and four OK strikers were arrested on charges of holding an illegal gathering while walking in the street, according to the union. Police confirmation and comment could not be obtained.

The union estimates that more than 170 workers have been arrested since the strike started.

● Seven strikers appeared in the Pretoria magistrate's court on charges of assault.

Yesterday, Saccawu held a critical head office meeting to decide how to proceed with the strike, following a two-week consultation with workers in the regions. The outcome was not known, but sources said it could result in an approach to management for fresh negotiations.

At Checkers, the union is demanding R172 across-the-board and a minimum wage of R890, against the company's offer of R118 and R748. Industry sources said that soon-to-be-published company figures would reflect its financial straits.

'First' for Ciskei

From LOUISE FLANAGAN

CISKEI'S first legal strike began this week when 130 workers downed tools at the Ciskei Milling Company.

The strike followed an unsuccessful conciliation board hearing last week.

It is the first case which the conciliation board, set up in terms of Ciskei's new labour law, has heard.

The company has agreed to pay workers an extra R19,50 a week. This brings the basic wage to R109,00.

The workers are demanding that the agreement be extended to cover contract workers and that the increase is backdated.

Although the Food and Allied Workers' Union (Fawu) is organising at the company, the workers were represented by a worker's council at the board hearing because the union has not yet won official recognition.

Amicable end to 'controlled' strike

THE recent national strike at Metro Cash and Carry was marked by extraordinarily amicable relations between the company and the South African Commercial, Catering and Allied Workers' Union (Saccawu).

Both union officials and management used adjectives like "peaceful", "amicable" to describe the strike.

This surprising state of affairs is attributed largely to innovative strike rules hammered out before the strike began.

Eight pages of strike rules were negotiated a week before the strike — the first in the company's 22 year history.

"It was the first time in the industry that a set of rules has been negotiated," said Mr Piet Strydom, human resources director for Metro Cash and Carry.

Punch

"The rules didn't take the punch out of the strike, but they did put controls on what the company and union could do," Strydom said.

The rules governed the conduct of about 4 500 workers at more than 100 stores and warehouses throughout the country.

The strikers were given free access to staff canteens — a flashpoint in other strikes in the industry.

One rule required the company to provide a reasonable number of toilets and changing rooms for the strikers.

The union agreed to prohibit their members from interfering with customers, while the company undertook to prevent customers from intimidating the strikers.

The strike, which was settled after mediation, produced some other interesting developments:

Striking employees were paid for a "cooling-off day" on condition they reported for work the day after the settlement was announced.

Numsa to make crucial decisions this weekend

By DICK USHER
Business Staff

CRUCIAL decisions affecting about 600 000 workers in four industrial sectors will be taken at a major union conference this weekend.

The National Union of Metalworkers (Numsa) second national bargaining conference in Johannesburg will deliberate progress in four sets of negotiations: metal and engineering, tyre and rubber, auto manufacturing and the motor trade.

It is a follow-up to February's first national conference which, in a step towards unifying the four sectors in which Numsa is involved, laid down positions and guidelines for this year's negotiations.

The vital element emerging from the conference was that the bargaining committee for each sector would no longer have decision-making power on settlements or deadlocks, but these would have to be referred to a further bargaining conference.

After last week's sixth round of negotiations in the metal industry, the Steel and Engineering Industries Federation (Seifsa) issued an optimistic statement that "considerable progress" had been made in negotiations.

Seifsa said employers' final offer on wages ranged from 15 per cent (R1,24 an hour) for artisans to 18 per cent (64c an hour) for labourers.

In the three other sectors, a Numsa spokesman said some progress had been made on some issues but not on others.

While the ultimate drive is towards centralised bargaining around common demands, Numsa's position is that it wants to see satisfactory progress towards those goals this year.

The union's key demands include across-the-board increases of at least R2 an hour, a 40-hour working week, a limit on overtime and agreement not to implement the 1988 amendments to the Labour Relations Act.

This weekend's conference will hear report-backs from each sector on progress in negotiations and will deliberate further action.

Complicating the picture is the government's decision not to go ahead with legislation this year to amend labour legislation in line with the accord reached by the South African Employers' Coordinating Committee on Labour Affairs (Saccola) and the two union federations, Cosatu and Nactu.

Numsa, a Cosatu affiliate, is the major union involved in all four sectors, although Nactu affiliates such as the Metal and Electrical Workers Union (Mewusa) and the Steel, Engineering and Allied Workers Union (Seawusa) have a significant position in the metal industry talks with the Steel and Engineering Industries Federation (Seifsa).

Paralleling Numsa's position, another Cosatu affiliate recently took decisions on centralised bargaining at a social security conference.

The South African Commercial, Catering and Allied Workers Union (Saccawu) considered long-term strategies including industrial councils covering all workers in a sector or centralised bargaining with groups such as Tradegro, Metro and S A Breweries, which controls OK Bazaars, Edgars and Sales House.

Ccawusa is presently on strike at OK Bazaars, is in dispute with Checkers and starts talks with Wooltru this weekend.

In the medium-term, Ccawusa is to press for the same demands on wages and service conditions to be presented at all negotiations.

Another decision taken at the Saccawu conference mirrors a stance by another Cosatu affiliate, the Chemical Workers' Industrial Union (CWIU).

As part of its push for social security, Saccawu decided on a campaign for national provident funds in the commercial and catering sectors.

CWIU has for about the past two years been engaged in persuading employers to join the Chemical Industry National Provident Fund and has in recent months run several strikes over the issue.

Workers seek double OK's profits

Ex-miners top of the pension pay-outs

By JULIE WALKER
ASSETS under management at the Mine Officials and Mine Employees Pension Funds total R38m and in-flow of more than R38m a month needs to be invested by fund manager Barry Botes.
 Pensions of more than R20m a month are paid out. The two are in the top three private pension funds. Mr Botes says benefits to

The strike at OK Bazaars enters its fourth week with union members still demanding an increased wage package amounting to more than double the company's taxed profit for 1989.

About 6 500 members of the SA Commercial Catering and Allied Workers Union (Saccawu) are on strike at about 120 stores. The strike has cost workers R1m in lost wages. OK is also suffering, some shops reporting falls of 15% to 20% in sales.

About 58% of Saccawu's 10 000 members at the company voted to strike. The OK employs about 25 000 people.

The union demands an across-the-board increase of R160 a month and a minimum of R800.
 Other demands include March 21 (Scarpeville) as a paid holiday, and a 15% cheque.
 The company offers service-

Strike costs both parties millions

By ADRIAN HERSCH
 Related increases between R115 and R710 a month, a year's service (up to R620). It also offers a choice of 12 paid holidays a year.
 The company made a taxed profit of R20,375m in 1989 — a 14.6% decline on the previous year.
 OK's offer amounts to a package increase of R34.4m (17.7%), the union wants R43.8m (22%).
 Saccawu organiser Jeremy Daphne says the company has sufficient "retained profits" to finance increases.
 OK financial director Brian Borchers says retained profit

forms part of the company's funding base. The shareholder funding base has grown sufficiently in the past couple of years, leading to increased borrowing at great expense. Drawings from retained earnings would only aggravate the borrowing requirement and further erode profitability.
 A feature of the dispute is the type of increase on offer. Across-the-board increases have been granted in the past eight years. Although the company offered differentiated increases last year, it relented. But this year it has stood firm.

OK spokesman Gavin Brown says across-the-board increases distort the wage structure.
 "Some of those at the more senior levels would receive increases of less than 10%."
 Mr Daphne says the union regards wages at the bottom of the scale as "very low". Because of this, increases should be shared equally in money terms.

The strike has been marred by allegations of intimidation by strikers and by non-strikers. Several incidents have been issued evicting strikers from stores and preventing them from interfering with customers, suppliers and non-strikers.

The union says allegations about strikers' behaviour are exaggerated and some security guards behaved aggressively and provocatively towards them.
 The parties are scheduled to meet soon to discuss store closures.
 Mr Brown says: "No conditions have been set and other issues may arise."

Designing lady Lyme blossoms

By JULIE WALKER
CHRISTMAS has come early for Lyme Curley and Garry Gass — their signwriting business has to look that far ahead to cope with the growing demand for their service.
 They established Catalogue Production Services (CPS) in 1986 when they branched out on their own after working for many years with a fashion chain.
 They saw a gap for a marketing-production house to provide a middle-man service between agencies and clients.
 The exodus of businesses from Johannesburg's central business district means new signage needs and the pressure of new subcontracting firms has also led to competition — opening doors for Lyme and Garry.
 Lyme saw a tired Noddy Christmas display at a shopping centre and mentioned it to Garry. He said that if she could do better, she should tell the centre's management.



Judgment in OK strike action today

JUDGMENT in the the SA Commercial Catering and Allied Workers Union (Saccawu) application for an order declaring OK Bazaars' conduct an unfair labour practice by the Johannesburg Industrial Court is expected today.

According to Saccawu spokesman Jeremy Daphne the urgent application was brought on Friday. *Biday 25/6/90*

"The union maintains that the altering of the practice of striking workers having access to canteens and other designated areas during business hours; the refusal to grant union officials immediate and unhindered access to striking workers and the

WILSON ZWANE

refusal to allow telephonic communications between union officials and the shop stewards constitute an unfair labour practice," he said.

Saccawu also warned that the OK Bazaars could be hard-hit if the strike action was not resolved by Wednesday this week, as OK's June sale was scheduled to start tomorrow.

But OK spokesman Gavin Brown said "appropriate arrangements" to minimise Saccawu's action had been made.

□ To Page 2

1

OK strike *Biday 25/6/90*

However, Saccawu had given the chain store an opportunity to avert further and more intensified conflict by calling for a meeting on Wednesday, Daphne said.

He added that the union also expected OK's holding company SAB to step in and start "taking responsibility" for the settlement of the dispute.

On Friday strikers at OK stores in Johannesburg told Business Day the black

31 □ From Page 1
community was responding "nicely" to calls not to buy from the OK's outlets.

Brown admitted that sales in the central business district areas, especially in the Transvaal, were noticeably affected. He said the drop in trading was caused by pickets intimidating customers.

Brown added that OK had indicated, in principle, its willingness to meet Saccawu.

OK, union to meet in bid to end 23-day strike

The Argus Correspondent

ARGAS 26/6/90

JOHANNESBURG. — OK Bazaars management has agreed to meet the South African Commercial Catering and Allied Workers Union (Saccawu) to resolve the national strike which entered its 23rd day today.

Company spokesman, Mr Gavin Brown, said yesterday OK had accepted the union's invitation to re-open talks on wages and working conditions but proposed a meeting on Thursday instead of tomorrow.

Last week OK instituted legal proceedings at 11 of its stores, alleging misconduct by strikers.

On Friday Saccawu applied for a court order declaring OK's conduct during the strike an unfair labour practice.

OK's present minimum wage is R620 a month

Saccawu is demanding an increase of R160 across-the-board and a minimum wage of R800. Management offered R115 to R145 depending on years of service.

AWB spokesman says OK said yesterday he believed Beissner had resigned from the organisation but that he had not seen the resignation.

and PAC and their peace Vosloorus two weeks ago.

Court to rule tomorrow on application against OK

Blom 26/6/90

DANIEL FELDMAN

JUDGMENT is scheduled to be delivered tomorrow on the SA Commercial, Catering and Allied Workers' Union's (Saccawu) urgent Industrial Court application against OK Bazaars.

The union applied for an order to declare some OK actions an unfair labour practices.

Saccawu organiser Jeremy Daphne said the OK actions included not allowing striking workers access to canteens and other designated areas, refusal to grant union officials immediate access to workers at OK stores, and failure to allow telephonic communication between officials and shop stewards at stores.

OK spokesman Gavin Brown said he had no comment about the pending decision.

In response to Saccawu's proposal to continue wage negotiations tomorrow, Brown said he "welcomed the decision and looked forward to the meeting later this week", although he could not verify when it would take place.

Daphne yesterday reiterated the union's

demand for a R160 across-the-board increase.

"OK's present minimum wage of R620 a month is R359 below February's supplemented living level (SLL) figure of R979 a month for a family of six living in Johannesburg. Even if the company meets our increase demand, the minimum wage will be R199 below SLL's figures. OK workers cannot afford a lower increase," he said.

(Handwritten initials)

Hostility

(Handwritten initials)

The strike, now in its fourth week, still involves about 7 000 striking workers at 131 stores nationwide.

Little progress has been made in resolving the original dispute over wage and living conditions during the past few weeks, and the strike has been marked by continued allegations of violence, numerous arrests and growing legal hostility between the company and the union.

(Handwritten initials)

(Handwritten initials)

OK, union to meet in bid to end 23-day strike

NR645 26/6/90
The Argus Correspondent

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21
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Two more stores to go as OK accelerates closures

By Dan 27/6/90

DANIEL FELDMAN

OK BAZAARS has accelerated its programme of closing marginally profitable stores and intends to close two more stores within the next three weeks, company and SA Commercial Catering and Allied Workers' Union (Saccawu) spokesmen confirmed yesterday.

In addition, OK's Goodwood West store in Cape Town is scheduled to be closed on Saturday.

The two latest stores which are scheduled to be closed are in Pretoria and Durban and have a combined workforce of about 200 employees. One will close in two weeks' time and the other in three weeks, industry sources say.

They will be the fifth and sixth stores OK has closed this year after the closures of the Sea Point store in January, the Bonaero Park store in April and the Faraday and Goodwood West stores this month.

About 17 stores were targeted by OK at the start of this year for closure over a 12- to 18-month timespan.

OK spokesman Gavin Brown said the proposed stores were chosen because they were no longer profitable, were older than

other stores, or the demographics affecting the stores' customers had changed. The company "would attempt to relocate the stores' employees and would do everything possible to avoid their retrenchment".

The rate of store closures had been speeded up by the strike, he said, but if it was resolved the urgency in closing the stores would lessen and OK would revert to the original timetable of closures.

Negotiations (31)

Saccawu national organiser Jeremy Daphne said the union had been notified of the proposed closures and would formulate a response to the company today.

A Saccawu national bargaining team met yesterday and would continue to meet today in preparation for the resumption of wage negotiations with OK tomorrow.

Judgment is scheduled to be delivered today on Saccawu's urgent Industrial Court application against OK. The union has applied for an order to declare some company actions unfair labour practices.

| | | TOTAL | | SUBS | | TRANSPORT | | GRAND TOTAL | |
|-----------------------|--------|-------|------|------|--|-----------|--|-------------|--|
| ROTHMANS | 20'S | 1.31 | 1.50 | | | | | | |
| ROTHMANS SPECIAL MILD | 20'S | 1.31 | 1.50 | | | | | | |
| LEXINGTON | 20'S | 1.30 | 1.47 | | | | | | |
| RANSON | 20'S | 1.31 | 1.50 | | | | | | |
| VOGUE | 20'S | 1.31 | 1.50 | | | | | | |
| LION | 10 BOX | 0.48 | 0.56 | | | | | | |
| | | | | | | | | | |
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| | | | | | | | | | |
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MEMBER SIGN. _____
 REP. SIGN. _____

Court rejects Saccawu's application

Union loses in

OK strike row

Sowetan 28/6/90

31
KPH
SZ

THE Industrial Court yesterday dismissed an application by the South African Commercial Catering and Allied Workers' Union over the right of striking members to enter OK Bazaars' stores.

The union had sought to overturn 11 Supreme

Court orders forbidding its striking members from entering the chainstores' shops.

About 6 500 Saccawu members have been participating in a 25-day strike at OK Bazaars stores nationwide in support of improved wages and working conditions.

OK Bazaars' industrial relations spokesman Mr

Gavin Brown said yesterday's Industrial Court decision meant strikers could not enter 11 OK Bazaars stores.

Strikers at these stores would also have to refrain from any alleged intimidation of non-strikers, customers or suppliers' vehicles.

In the application, Sac-

cawu questioned the right of the company to deny its members access to the premises, saying it constituted an unfair labour practice.

Brown said a meeting between the company and Saccawu would still take place tomorrow morning to try to resolve the dispute. - Sapa.

Retailers' woe over boycotts

31
S. W. J. W.
28/6/90

CONSUMER boycotts and stayaways have cost two supermarket chains losses of over R25 million in the past four months.

Checkers has been the worst-hit by sporadic countrywide protests and has claimed a loss of turnover of over R20 million.

Pick'n Pay has calculated losses amounting to R5 million.

A spokesman for OK said its outlets had been affected by unrest-related protest action but declined to comment on the effects on the company as a result of strike related activity.

R20-m loss

Sergio Martinengo, managing director of the Checkers Group, yesterday said that since mid-February stayaways and boycotts in 17 areas countrywide, including homelands, had cost the Group a loss of turnover of over R20 million.

The Checkers Group was concerned about the possible effects of Cosatu's planned work stoppages, due to take place on July 2 and July 7, in sympathy with the Natal conflict.

"There is no doubt that even this would affect our turnover. While at this time I don't have figures, we are taking steps to lessen the damage," he said.

In order to circumvent the expected damage that may be caused by the July

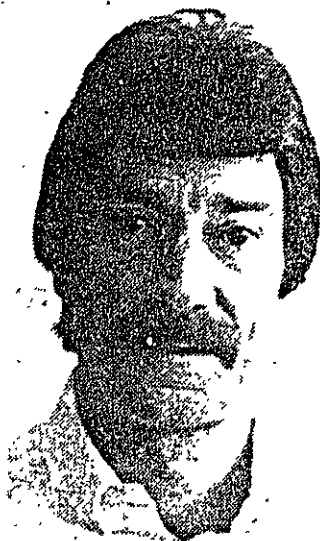
protest, the Checkers Group plan to man their stores with casual staff on the designated days and stock its branches the day before, said Martinengo.

The area worst-hit by consumer boycotts and work stayaways in the past months was Temba in Bophuthatswana, he said.

whether we have to close temporarily. However, we don't intend closing any stores in the near future," said Martinengo.

Pick 'n Pay chairman, Raymond Ackerman, said that consumer boycotts and stayaways had affected several of its outlets, mainly in Bophuthatswana and Ciskei.

The total damage has cost Pick'n Pay a loss of about R5 million in terms of loss of turnover, Ackerman said.



MARTINENGO
Checkers

Some of the other areas significantly affected by boycotts and stayaways include Welkom, Louis Trichardt, Klerksdorp, Groblersdaal and East London. However, Johannesburg was the only area that did not suffer the strain of protest action, he said.

If the boycotts and stayaways continued, the Checkers Group may have to assess the viability of continuing business in a particular area, said Martinengo.

"We will have to assess whether a particular store will remain viable or



ACKERMAN
Pick 'n Pay

The financial director of OK, Brian Borchardes, said OK stores were significantly hit by unrest related protest action, particularly in Bophuthatswana and Natal during March and February.

Borchardes declined to comment on the effects on the company as a result of strike related activity. - Own Correspondent.

Court dismisses union application against OK

Blom 28/6/90

THE SA Commercial Catering and Allied Workers' Union's (Saccawu) urgent application to the Industrial Court against OK Bazaars was dismissed yesterday, but Saccawu national organiser Jeremy Daphne said the application had still been "partially successful".

The application was dismissed because the presiding officer was not convinced that irreparable harm could be done to the union if the order sought was not granted, and the urgency of the matter was thus not accepted.

However, Daphne pointed out the case's merits were not questioned, which would enable the union to make the same application in terms

DANIEL FELDMAN

of Section 43 of the LRA for interim relief.

He said the presiding officer had agreed that the union was entitled to appear at the Industrial Court to challenge the fairness of OK's conduct, even though it may have appeared to be in conflict with a Supreme Court order.

3) Meeting
Also, Daphne interpreted from the decision that "prima facie union members had a right to remain on OK premises and thus removal from stores may be an unfair labour practice".

OK spokesman Gavin Brown said

the judgment in the case stood for itself.

"At this point, we're just turning our minds to the meeting today, and hoping to start the negotiation process which will lead to the end of the strike," he said.

Saccawu will meet management this morning in an attempt to settle the wage dispute.

The union is still calling for a R160 across-the-board increase, and a minimum monthly wage of R800.

During the course of the 25-day strike, 214 people have been arrested and approximately 33 workers dismissed, according to union figures.

More than 7 000 employees are still on strike at 133 OK stores nationwide.

ATLANTIS BUYERS' CO-OPERATIVE

| | | | |
|--------|-----------------------|-----|---------------|
| LID | NAAM | REP | NAAM |
| | ADRES | | ADRES |
| FORM 2 | MEMBER ORDER FORM NO. | | AFLEWER DATUM |

13 injured in demo

Sowetan 29/6/90

THIRTEEN workers were injured when police baton-charged about 250 Edgars employees picketing outside the company's headquarters in Crown Mines, Johannesburg yesterday. (31)

The workers were

demonstrating in support of their demands, which include a R200 across-the-board increase, a 40 percent staff discount and better working conditions.

Those injured were treated at Hillbrow Hospital and discharged.

A police spokesman confirmed the incident, saying police had taken action against workers who took part in an illegal march.

Still circling *FM 29/6/90*

In a significant turn of events, the striking SA Commercial, Catering and Allied Workers' Union (Saccawu) last week called for the resumption of wage talks with OK Bazaars.

However, the union also applied for an Industrial Court order declaring the company's conduct in the bitter dispute an unfair labour practice. The result of the application was expected as the *FM* went to press.

Hindrance

The union's Jeremy Daphne argued that the unfair labour practice was constituted by: the withdrawal of striking workers' access to canteens and other designated areas during business hours; the failure to grant union officials immediate and unhindered access to striking workers at stores; and the refusal to allow phone calls between officials and shop stewards at stores.

The application follows an agreement between Saccawu and OK last week that striking workers vacate nine of the company's Witwatersrand stores (Alberton, Benoni, Benoni Hyperama, Cresta, Eloff Street, Rosebank, Hillbrow, Randburg Hyperama and Sandton Hyperama).

FINANCIAL MAIL JUNE 29 1990

The union also undertook not to obstruct the normal operations of OK's business and to stop harassing shoppers and workers or damaging company property. But it maintains the right to challenge the eviction of striking workers from company premises.

Daphne stressed last week that the agreement was undertaken without the union admitting to numerous allegations made by the company. He claims the company prevented the union from carrying out investigations of alleged misconduct; and issued notices to strikers at stores the union had visited, ordering them to leave the premises.

OK industrial relations executive Gavin Brown counters that the company had asked for the *removal* of striking workers, not a union investigation; and eviction was only sought where continued intimidation, violence and vandalism "were beyond the capacity of the union to control."

Brown argues that the union's Industrial Court application is "an attempt to overturn a Supreme Court order made with the consent of both parties."

The union says workers at the Grahams-town and Tzaneen stores have joined the strike, taking the number of stores involved to 131. It says 212 workers have been arrested since the strike began four weeks ago.

Brown has disclosed that the strike has affected trading, particularly in the Johannesburg CBD, where a drop in sales has been reported. He said he was unable to give

percentage figures. The company has already announced that four more stores are to be closed within weeks and that 12 more are scheduled for closure. Brown says the closures are in line with the company's rationalisation process and have been brought forward because of the strike.

Daphne criticises the company's approach on store closures, repeating the charge that the company withheld information on this as a "bargaining chip."

Brown confirms that both parties have indicated their willingness to resume negotiations, adding that the company "is not setting any preconditions to the talks."

On Monday, the union repeated its R160 across-the-board demand. "OK's present minimum wage of R620 per month is R359 below the Supplemented Living Level of R979 per month for a family of six." Even if the company met the union's R160 demand, it would still mean wages R199 below that level, says the union. ■

Winery workers want strike

DANIEL FELDMAN

MEMBERS of the National Union of Wine, Spirits and Allied Workers (Nuwsaw) yesterday voted overwhelmingly in favour of a strike, while the SA Commercial Catering and Allied Workers' Union (Saccawu) resumed wage negotiations with OK Bazaars and announced that it intended to hold a strike ballot at Checkers next week.

For the past two weeks, Nuwsaw has been conducting a strike ballot against the SA Wine and Spirits Industry Employers' Association after a breakdown in annual wage negotiations. *B1 Day 29/6/90*

Employer spokesman Riaan Kruger said he had been informed by the union yesterday that 2 816 members (76%) had advocated strike action. The union offer was accepted by 884, and 159 ballot papers were spoiled. The workers represent employees from 83 wineries and depots.

He did not comment on what the employers' response would be, pending an

announcement on proposed action by the union. Nuwsaw representatives were unavailable for comment last night.

Earlier, Nuwsaw president November Nkosi said if union members voted to strike, it "would be timed to create the most impact on the liquor industry".

The union has demanded a R40 a week across-the-board wage increase as well as 20 working days annual leave after 10 years' service, with increases made retrospective to April 1. Current wages range from R176 to R199 a month.

The employers offered a R33 a week across the board increase, and extra days of leave depending on years of service. The union and employers had previously reached compromise on maternity and paternity leave, and the reduction of labour

To Page 2

Strike

hours to 44 hours a week. *B1 Day 29/6/90*
After resuming wage negotiations yesterday, OK and Saccawu representatives agreed to adjourn the meeting until July 6. OK spokesman Gavin Brown and Saccawu national organiser Jeremy Daphne refused to release details of the negotiations.

The strike continues at 131 stores, involving around 7 000 workers. Daphne said the union was proceeding with its Section 43 application to the industrial court to declare OK's conduct an unfair labour practice, and was also waiting for a reply from the police commissioner regarding the legality of the union's pickets.

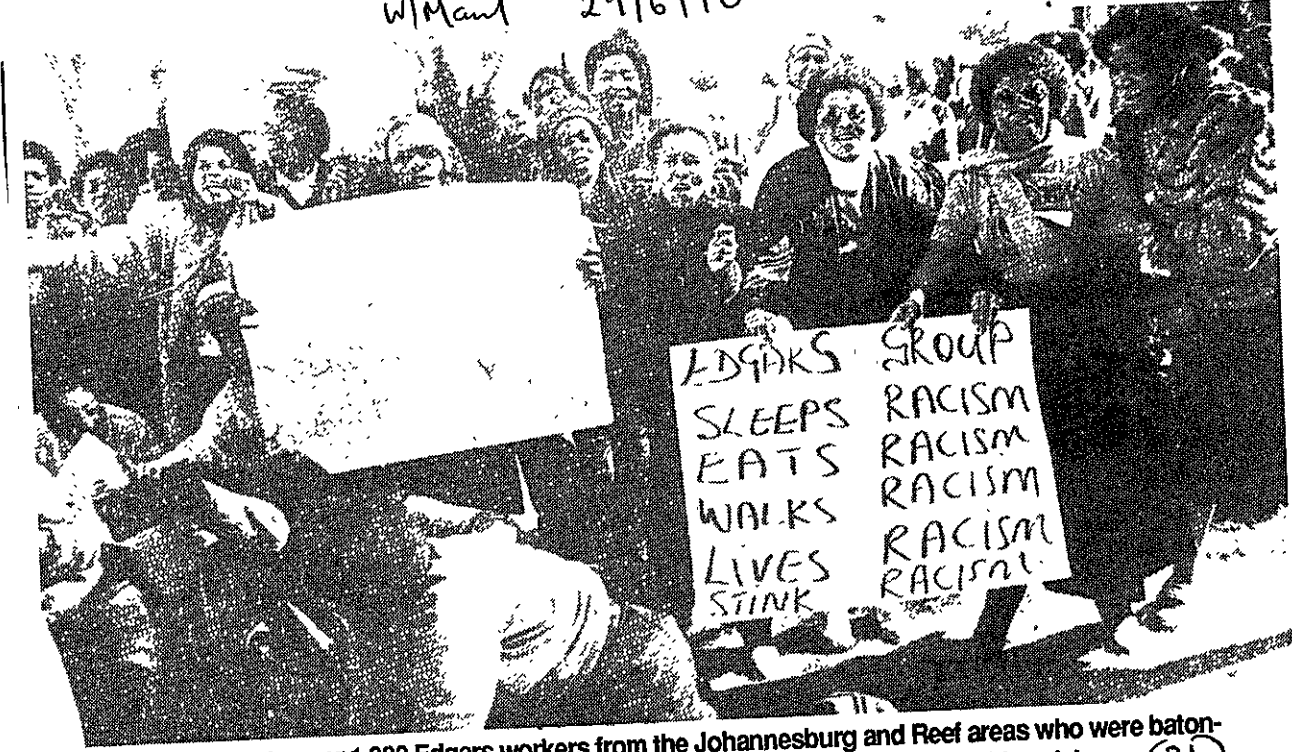
After a conciliation board expired yesterday between Saccawu and Checkers, the union announced intentions to conduct a strike ballot next week, according to Checkers spokesman Adele Gouws.

She said Saccawu rejected Checkers' final offer earlier this week of a R135 across the board increase on July 1, and a further R5 increase on January 1 1991. This would have meant a minimum salary of R770 a month by the beginning of next year.

The union has demanded an across the board increase of R165 and a fixed minimum wage of R830 a month.

From Page 1

W/Mail 29/6/90



A group belonging to over 1 000 Edgars workers from the Johannesburg and Reef areas who were baton-charged and teargassed while staging a picket outside the Edgars headquarters at Edgardale

W1 mail 29/6 - 1/7/90

Clashes as shops strike spreads

31

By GLENDA DANIELS and DREW FORREST
POLICE clashed with protesting Edgars workers and Checkers braced for its first company-wide strike yesterday as labour conflict intensified in the strife-torn retail sector.

At the same time, OK Bazaars management was locked in day-long talks with the SA Commercial and Catering Workers Union (Saccawu) aimed at resolving the four-week wage strike by close to 7 000 workers at over 120 stores.

Details of progress towards settlement were not available, and talks will resume next Friday.

Employers see the upsurge as a spin-off of wider political developments in the country.

Yesterday police baton-charged and tear-gassed a group of more than 1 000 Edgars workers from Johannesburg and Reef stores who staged a protest sit-in outside the group's Edgardale head office while conciliation board hearings were in progress.

The Federal Council of Retail and Allied Workers, involved with Saccawu in the Edgars negotiations, said 15 workers had been treated in hospital after police action. A police spokesman said two workers were arrested on charges of public violence, but could not confirm any injuries.

Edgars' group personnel executive, Don Findlay, said the conciliation board had been adjourned until today following the clashes, adding that he believed settlement of the wage dispute was still possible.

Yesterday Saccawu announced it is to hold strike ballots at Checkers from Monday after stalemate at conciliation board hearings this week. A strike would potentially involve about 14 000 workers at 170 outlets.

Stressing that Checkers faced much tougher trading conditions this year than last, human resources director Andy Maclairin said the group had no reason to be ashamed of its final wage proposal.

Management has offered R135 a month across-the-board from July 1 and a further R5 from next January. Improved staff dis- counts would effectively take the minimum wage to over R800, Maclairin said.

In response, Saccawu has demanded R165 across-the-board and a minimum rate of R830.



The wide-eyed face that sparked the outrage ... baby seal on a South African beach

Wave of outrage at seals slaughter

By CHARLES LEONARD

PHOTOGRAPH BY

W/ Mail 29/6 - 1/7/70

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Yesterday police baton-charged and tear-gassed a group of more than 1 000 Edgars workers from Johannesburg and Reef stores who staged a protest sit-in outside the group's Edgardale head office while conciliation board hearings were in progress.

The Federal Council of Retail and Allied Workers, involved with Saccawu in the Edgars negotiations, said 15 workers had been treated in hospital after police action. A police spokesman said two workers were arrested on charges of public violence, but could not confirm any injuries.

Edgars' group personnel executive, Don Findlay, said the conciliation board had been adjourned until today following the clashes, adding that he believed settlement of the wage dispute was still possible.

Yesterday Saccawu announced it is to hold strike ballots at Checkers from Monday after stalemate at conciliation board hearings this week. A strike would potentially involve about 14 000 workers at 170 outlets.

Stressing that Checkers faced much tougher trading conditions this year than last, human resources director Andy MacLaurin said the group had no reason to be ashamed of its final wage proposal.

Management has offered R135 a month across-the-board from July 1 and a further R5 from next January. Improved staff discounts would effectively take the minimum wage to over R800, MacLaurin said.

In response, Saccawu has demanded R165 across-the-board and a minimum rate of R830.



The wide-eyed face that sparked the outrage ... baby seal on a South African beach

Wave of outrage at seals slaughter

By CHARLES LEONARD

Checkers workers' strike ballot begins

DANIEL FELDMAN

A STRIKE ballot conducted among employees of Checkers would begin today, a spokesman for the SA Commercial Catering and Allied Workers' Union (Saccawu) said. *10/2/90*

The union is demanding a salary increase and more perks. The company has offered an across-the-board increase effective from last week.

Sapa reports that Saccawu declared a dispute on Friday with the SA Creamery, Cheese Association.

A Saccawu spokesman said the company failed to improve its offer of a R130 across-the-board increase and a R790 minimum monthly wage.

B10am 217790 (31)

Sacob advises no pay for stayaway workers

THE SA Chamber of Business (Sacob) has advised employers to adopt a "no work, no pay" stand on today's planned nationwide stayaway which, at the weekend, was shaping into a major test of strength for the ANC.

Sacob joined a growing list of organisations to come out against the controversial ANC/Cosatu stayaway call, saying it did not believe the planned action would help end violence in Natal.

Any disciplinary steps should be taken in terms of well-established company policy and procedures with due regard to the sensitivity of the situation, Sacob said at the weekend.

Meanwhile, the police announced that

PETER DELMAR

large numbers of SAP and SADF members would be stationed at strategic points, particularly on transport routes, to ensure that the stayaway proceeded peacefully.

Sapa reports that Maj-Gen J C van Niekerk, the regional commissioner for Natal — the area where possible violence is most feared — said security forces would travel with commuters where necessary. Joint operation centres would operate at strategic points and helicopters would monitor the situation from the air, he said.

The PAC, Azapo, Inkatha and the National Council of Trade Unions (Nactu)

have all come out against the stayaway, saying it would only exacerbate strife in Natal, KwaZulu and other areas.

Federal Independent Democratic Alliance (Fida) president Johan Gogotya also condemned the stayaway at the weekend, saying it would jeopardise thousands of workers' jobs.

Inkatha leaders were due to meet a Cosatu and ANC delegation yesterday to discuss "looming violence" connected with the stayaway call.

All sides have committed themselves to an SACC code of conduct giving people the right to go to work or stay at home without

□ To Page 2

B10am 217790 (31)

Stayaway

being intimidated.

PAC general secretary Benny Alexander predicted at the weekend that the stayaway would be well supported in Durban and Port Elizabeth.

But, he said, it was likely to be much less successful in other urban centres.

In an attack on the ANC, Azapo said in a statement that the previous behaviour of

ANC supporters left it unconvinced that people going to work would not be harmed, intimidated or even killed.

Azapo had gone a long way towards organising a conference on ending violence in Natal and elsewhere, and the ANC and PAC had already agreed that a planning meeting would take place later this month, it said.

□ From Page 1

Union challenges Blackchain (31)

THE Federal Council of Retail and Allied Workers is to challenge the dismissal of its 84 members by Blackchain in the Industrial Court on September 20.

The 84 workers were dismissed in September last year after a take-over by new management. They were locked out and told to fetch their pay and other benefits later, according to the union.

A Fedcrow spokesman has requested the dismissed Blackchain employees to report to the union's offices as soon as possible. *So when 4/7/90*

Union up in arms over private hospital fees

Soweto 4/7/90

TARIFF increases at private hospitals announced by Dr E de la Hertzog, chairman of the National Association of Private Hospitals, are unacceptable, a union has said.

Mr Siphon Ngwenya, secretary of Black Health and Allied Workers' Union of South Africa, said although tariffs were to rise, working conditions for workers were not up to the required standards.

By DON SEOKANE

"There is no housing subsidy for the workers and no transport to and from work for nurses on call.

"The rise of tariffs at private hospitals means that the man-in-the-street will not afford medical treatment at a private hospital," he said.

NEGOTIATIONS between OK Bazaars and

the South African Commercial, Catering and Allied Workers, Union, which resumed last week, have been postponed to Friday. Saccawu official Mr Jeremy Daphne said yesterday. Soweto 4/7/90

However, the union is proceeding with the application to the Industrial Court to declare OK's conduct an unfair labour practice.

"The union is still waiting for the Commissioner of Police to reply to its request regarding the legality of the union's pickets," said Daphne.

The strike, which started four weeks ago and involves about 6 000 workers at 131 stores, is still continuing.

Saccawu members are demanding a R160-across-the-board increase, a minimum salary of R800 a month and recognition of March 21 as a paid holiday.

The chainstore has offered workers R115 to R145 a month more and a minimum salary of R710 after a year's service.

500 jobs at OK on the line as strike continues

DANIEL FELDMAN

31

OK BAZAARS would retrench at least 500 workers in the PWV area as "a direct result of the SA Commercial Catering and Allied Workers Union (Saccawu) action" if the strike was not resolved soon, industry and union sources said yesterday.

The troubled retail giant also announced plans to accelerate its programme of closing marginally profitable stores and said three more stores were scheduled for "imminent closure".

OK spokesman Gavin Brown said management would formally advise Saccawu by tomorrow on the specifics of the proposed retrenchments.

He maintained the company was still open to discussions.

"However, the number of retrenchments could quite possibly rise if there is not an early settlement of the strike," said Brown. "Before the strike began OK pointed out the possibility of retrenchments, so this should not be seen as an opportunity to break the strike, but as a quite natural occurrence."

Saccawu national organiser Jeremy Daphne confirmed the union had been told informally of the retrenchment plan, but said it was unfortunate the company proposed it "at a point when we are both trying to find creative solutions to our dispute".

He stressed: "To date store closures have not involved any job loss. Once the union has received full information it will carry out consultations with membership to formulate a position."

OK disclosed the retrenchment plan yes-

□ To Page 2

OK jobs

terday at a meeting with Saccawu representatives to discuss store closures. Since January, OK has closed four stores, and two others — one in Pretoria and one in Durban — are to close this month.

Brown said 18 stores were targeted for closure at the beginning of the year because they were no longer profitable, were older than the other stores, or the demographics affecting the stores' customers had changed. After the three stores announced yesterday had closed, the remaining nine closures "would proceed with all due haste".

OK and Saccawu representatives will meet tomorrow to resume wage negotia-

□ From Page 1

tions adjourned last Thursday. The strike involves about 7 000 workers at 131 stores.

In other disputes involving Saccawu members, strike balloting has not yet been completed among Checkers employees, though Daphne said "results so far indicate an overwhelming majority in favour of industrial action". It was expected the ballot would be completed today.

A final meeting will be held today to resolve the dispute between Saccawu and Edgars, which involves about 3 000 workers. Mediation is also under way between Saccawu and Metro Cash 'n Carry and Frasers Mine stores and warehouses, involving about 6 000 people.

REUTERS

Result of strike poll out today

31

THE outcome of the nationwide strike ballot being held at Checkers Stores will be known today.

The ballot was taken after negotiations between Checkers and the SA Commercial, Catering and Allied Workers Union broke down last week. *Sowetan 5/7/90*

Rejected

Negotiations deadlocked when the union rejected an offer of an across-the-board increase of R135 from July 1 1990 and a further R5 increase on January 1 1991.

Saccawu is demanding a minimum wage of R830 and an across-the-board increase of R165.

Meanwhile, Checkers spokesman said the ballot was being carried out in a "very peaceful and non-confrontational manner". - Sapa.

OK threatens to retrench strikers

OK Bazaars has threatened striking workers with retrenchment if the strike does not end soon, according to Mr Jeremy Daphne of the SA Commercial, Catering and Allied Workers' Union. (31) (S)



JEREMY DAPHNE

The union met the company yesterday to start negotiations on store closures. Sowetan 5/7/90

"To date, store closures have not involved any job loss. Once the union has received full information it will carry out consultations with membership to formulate a position," Daphne said.

The OK strike involves more than 7 000

workers in 131 stores. Daphne said, permission for strikers to picket had been refused in many towns, and claimed "harassment of pickets continues in outlying regions".

The chain store's negotiator Mr Gavin Brown was not immediately available for comment. Sapa.

Checkers braced for national strike action

CHECKERS management is braced for a nationwide strike to commence today, following the results of a strike ballot released yesterday in which about 80% of SA Commercial Catering and Allied Workers' Union (Saccawu) members voted in favour of industrial action.

And in unrelated action, more than 5 000 National Union of Wine Spirit and Allied Workers (Nuwsaw) members were locked out of liquor companies nationwide, while Southern Sun/Holiday Inn secured an interdict yesterday entitling the company to evict striking Saccawu members from its Transvaal hotels.

In the case of the Checkers dispute, Saccawu national organiser Jeremy Daphne said approximately 7 200 of the 9 200 ballots cast favoured strike action. Of Checkers 15 000 Checkers employees at 177 stores, almost 11 000 are Saccawu members.

Checkers spokesman Adele Gouws confirmed the results of the ballot, but would not elaborate on management's response.

Meanwhile, OK Bazaars and Saccawu representatives will meet today in an attempt to resolve the strike of 7 000 employees at 131 stores.

And a dispute was declared with Trador Cash 'n Carry, paving the way for strike ballots to be conducted among 1 000 Saccawu members next week, Daphne said.

He said negotiations were still taking place with Edgars, and strike ballots could be conducted soon if negotiations failed. Approximately 3 000 Saccawu members are involved in the dispute.

Yesterday more than 5 000 Nuwsaw members were locked out of liquor com-

DANIEL FELDMAN
and OWEN MAUBANE

panies nationwide by SA Wine and Spirit Employers' Association member industries.

Nuwsaw president November Nkosi said employer representatives would meet union leaders today.

The lock-out follows a 76% vote in favour of strike action by union members last week. The 5 400 employees have been conducting a go-slow this week at 83 wineries and depots, and a decision on when to go on strike will be made today.

Employers' Association spokesman Riaan Kruger said Nuwsaw members at 10 of the depots had accepted the employers' offer, but the total number of affected employees was only a few hundred.

Peaceful

In the PWV area, 1 200 employees were locked out of the Distiller's and Stellenbosch Farmers Winery in Wadeville.

Nuwsaw general secretary Fatima Mandy said most of the lock-outs were peaceful.

MATTHEW CURTIN reports that Southern Sun/Holiday Inn secured an interdict yesterday from the Pretoria Supreme Court entitling the company to evict striking Saccawu members from all 19 hotels in the Transvaal.

Yesterday over 5 500 union members at 39 hotels countrywide continued industrial action over pay and conditions.

Company industrial relations spokesman Carl Ludick said management was considering strategies last night.

OK strikers may be fired - union

Sowetan 6/7/90

31

THERE is a strong possibility of retrenchments at OK Bazaars as the workers' strike enters its 31st day, the company confirmed yesterday

SA Commercial, Catering and Allied Worker Union spokesman Mr Jeremy Daphne revealed on Wednesday the OK had threatened workers with retrenchment if the strike did not end soon.

"The union's characterisation of the possible retrenchment of staff in the PWV area as a threat is an unfortunate interpretation of a reality facing the company," OK spokesman Mr Keith Hortshorne said in a statement yesterday.

Reaction

"The retrenchments are no more than a natural consequence of the situation facing the company in the PWV area where the strike is at its most serious."

He said the retrenchments must be seen as a reaction by the company to the effects of the strikers own activities.

The union had been advised of the possibility of retrenchments before the strike began.

The company suggested that in order to make the process flexible and to ensure job security as far as possible, lay-offs were an "appropriate alternative".

Daphne also said

there was an overwhelming vote in favour of a strike so far in the Checkers strike ballot.

Although the voting was due to be completed by 1pm yesterday, Daphne said it was "fairly academic".

He said if Saccawu chose to take legal action at this stage, they could do so.

* Food and Allied

Workers Union members at Mama's Pies were locked out yesterday, the union claimed.

A spokesman at Mama's Pies confirmed the incident but said the issue had been "amicably" resolved.

The union said seven drivers had been dismissed last Thursday for refusing to deliver pies to OK Bazaars. - Sapa

Govt still waiting for ANC report - Viljoen

THE Government was still waiting for an ANC's official response to the report of their joint working group, the Minister of Constitutional Development, Dr Gerrit Viljoen, said this week.

Viljoen was reacting to a report from London in which a senior spokesman for the ANC, Miss Frene Finwala, alleged that the ANC had proposed several amendments to the report, but had received no comment from the Government. Sowetan 6/7/90

He said Mr Nelson Mandela had told the State President before leaving for overseas that the ANC would not react to the report before the 10th of this month. He said in the meantime there had been exchanges between representatives of the Government and the ANC serving in the joint working group. - Sapa

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conducted among Checkers' workers after conciliation board hearings collapsed.

SA Commercial, Catering & Allied Workers' Union (Saccawu) spokesman Alan Horwitz says the Southern Sun action hinges on wages, conditions of work and the reinstatement of 107 dismissed workers. The company is offering a R100 across-the-board increase (or 15%, whichever is greater). The union's demand is for a minimum R800 a month (at present R590) and an across-the-board increase of R160. It is also demanding casual workers be allowed to join the union and an end to sub-contracting labour.

In another development, Saccawu and Edgars last week reached deadlock over wages at conciliation board level, clearing the way for a strike ballot. The union wants an across-the-board rise of R180 a month and a minimum wage of R950. Edgar's offer stands at R155 and R815, respectively.

As the *FM* went to press, the union announced it is to hold a strike ballot at Checkers, involving 10 000 workers at 177 stores, based on a demand for a raise of R165 across-the-board, and a minimum wage of R830 (R650). It rejected Checkers' final offer of R135 across-the-board from July 1 and a further R5 on January 1 1991, which would take the minimum to R765 on July 1 and R770 next January. "This meant, in reality, the minimum income of Checkers' staff in the next financial year would be over R800 a month," says the company. ■

LABOUR RELATIONS FIM 617190

Tills down (31) ~~25~~

Against the backdrop of the five-week-old OK Bazaars strike, labour conflict has erupted across the retail sector. This week, about 4 500 workers at 35 Southern Sun hotels went on strike and a strike ballot was being

No end in sight - Saccawu

THE South African Commercial, Catering and Allied Workers Union, a key player in the wave of industrial action presently sweeping the country, has offered little hope that its thousands of striking members would be returning to work soon.

If anything, more Saccawu members are ex-

pected to join their colleagues on strike if present trends are anything to go by, union spokesman Jeremy Daphne said in a telephone interview.

The union's longest running dispute is with OK Bazaars, where between 7 000 and 7 500 workers have been involved in a legal strike for

higher wages at 130 stores countrywide since June 4, after conciliation board attempts to resolve the dispute collapsed on May 21.

Intense negotiations between Saccawu and OK management, which opened on Friday and which were still going strong on Saturday morning, were unlikely to resolve the dispute and so allow the strikers to return to work, Daphne said.

Details

Although he was prevented by prior agreement from revealing details of the negotiations, he said the situation did not look positive. "The differences (between management's wage increase offer and the union's

demand) are enormous. The negotiations could go on all weekend without producing a result."

Despite this, the fact that Saccawu and OK were for the first time negotiating since the start of the strike over a month ago, was cause for some optimism. Labour lawyer Graham Damant is mediating in the negotiations.

Daphne said there had been an incorrect report broadcast by the SA Broadcasting Corporation, saying that the dispute was over. This, he said, had caused immense confusion because some strikers had tried to return to work while the strike was in fact a long way from being resolved. - Sapa

Unions expect a rise in strikes

Sowetan 10/7/90

Sowetan Correspondent

THE recent spate of strikes in the commercial, catering and public sectors is expected to escalate, unions say.

Estimates by the SA Commercial, Catering and Allied Workers' Union indicate that 23 500 workers were on strike at hotels and chainstores nationwide and a further 35 000 were locked in dispute.

The OK strike entered its 36th day today and talks between management and the union held over the weekend failed to resolve the dispute.

A meeting between the parties is scheduled for tomorrow.

Checkers management and Saccawu were holding talks in an attempt to break the deadlock and avert the company's first legal nationwide strike which involves about 9 500 workers.

The union's members at Southern Suns and Holiday Inns, on strike since last Tuesday, were interdicted on Friday to vacate company premises in Johannesburg.

Saccawu filed an application in the Industrial Court yesterday to challenge the evictions.

But management was in the process of applying for the same eviction order in other regions affected by the strike.

The Eastern Cape is the region most affected by the current wave of industrial action.

Port Elizabeth's municipal workers have been on strike since last week and garbage is piling up in the city and surrounding suburbs.



Strikers dig in as talks fail

THE OK Bazaars strike continued yesterday as talks between management and the South African Commercial Catering and Allied Workers

SOWETAN
Correspondent

Union failed to resolve the wage dispute.

The parties met on Friday and Saturday, but no progress was made, the union said.

The talks were adjourned until tomorrow.

About 7 500 workers downed tools on June 4 after a conciliation board failed to break a wage deadlock.

The strike affected 135 of the chain's stores.

Saccawu is demanding an across-the-board wage increase of R160 and a monthly minimum wage of R800.

Management offered between R115 and R145 depending on length of service. 31

The union said settlement of the strike which entered its 36th day today hinged largely on management's willingness to increase its offer.

Saccawu was also involved in major strikes at Southern Suns Hotels and Checkers and the union was in dispute at several other chain stores. 355 450

The union estimated that about 35 000 of its members were locked in disputes and 23 500 were on strike nationwide.

ors

tection will have to be passed on to developers and ultimately the eventual home-owners."

His call for the authorities to act follows a report by the SA Federation of Civil Engineering Contractors that unrest had already cost civil contractors R15 million, excluding the thousands of rands being spent each month on on-site security.

SAFCEC branch manager Mr Des King said 3 000 jobs in the civil

FOR YOU IF

Striking workers battle to survive

The Argus Correspondent 1964 10/7/90.
JOHANNESBURG.— Survival has become more important for the striking OK Bazaars workers as the company management and the South African Commercial and Catering Workers Union (Saccawu) fail to reach a settlement on the wage dispute.

For some of the striking workers picketing outside the OK shops around Johannesburg, begging, vegetable vending, "piece" or casual jobs and gifts have kept them going, while others hope for an early settlement as their bank balances shrink each day.

"It is difficult for the workers as a lot of them have to rely on contributions from sympathisers," said Mr Arthur Mackenzie, a striking worker. He said his relatives were helping him out.

"But I am afraid it will soon be difficult for them to provide for their families as well as mine," he said.

Mrs Octavia Tshabalala said her family understood the situation. "My children, for instance, have accepted that they now have to eat cabbage and pap instead of steak and rice," she said.

A picketing shop steward said he was not worried about the short-term suffering as a result of the strike. "To me realising our long-term goals as signified by our demands is more important," he said.

24 000 are
Sowetan 11/7/90
on strike 31

Sowetan Reporter

ABOUT 24 000 members of the SA Commercial, Catering and Allied Workers Union - about a third of the union's total membership - are presently on strike in the retail industry.

Hard-hit by the strikes are Checkers (9 000 employees), and South African Breweries' subsidiaries OK Bazaars and Southern Sun's Hotels, where about 12 000 workers have embarked on industrial action.

The disputes at the retail companies revolve around Saccawu's demands for across-the-board increases between R100 and R200.

BOPHUTHATSWANA police yesterday confirmed the detention of 55 striking workers at the OK Bazaars store in Garankuwa.

Liaison officer for the Bophuthatswana police Colonel David George said the employees were being held un-

Strikers detained

der emergency regulations for allegedly holding an illegal meeting at the store.

A spokesman for the South African Commercial, Catering and Allied

Workers' Union said 75 of the striking members at the Garankuwa OK store were arrested at about 2pm last Thursday.

He said the union's lawyers had been briefed. Strikers were at Garankuwa, Loate, Bethanie and Jericho police stations.

CML TIPS

11/7/90

(31) (10/1) (10/1) (10/1)

Industries rocked by labour disputes

THE country's retail and hotel industries have been rocked by a wave of labour disputes involving up to 24 000 striking workers, with another 5 000 workers poised to enter the fray over wages and conditions of service.

Wage demands articulated by the Cosatu-affiliated SA Commercial, Catering and Allied Workers Union (Saccawu), arrayed against Sanlam and SA Breweries-owned companies, lie at the heart of the strikes.

Employers most affected by the large-scale work stoppages include the Southern Suns/Holiday Inns hotel group, where some 6 000 workers at 41 hotels countrywide have been on strike since July 5.

Hopes that the labour dispute will end soon were boosted by agreement by both the union and the company to enter mediation on Thursday or Friday this week.

Up to 7 000 workers at 130 OK Bazaars stores have refused to work for the past month and more than 300 have been arrested for

picketing, according to Saccawu spokesman Mr Jeremy Daphne.

And at Checkers, some 9 500 workers at 161 stores have been on strike since July 6.

The disputes in the hotel group, OK Bazaars and Checkers have been referred to mediation.

But as the contending parties move closer to possible resolution of their differences, Saccawu members in another two major retail groups have edged closer to full-scale strike action.

According to Saccawu, 90% of its 2 400 members at 30 Trador Cash and Carry voted for strike action during a ballot held over the past two days, and were expected to lay down tools.

The dispute hinges on wages and linking retrenchments to wage negotiations.

And at Edgars, where Saccawu represents some 3 000 workers, the union and management are scheduled to hold final talks on wages next week.

Another six companies with Saccawu-linked workforces have also been drawn into disputes over wages and conditions of service.

These are Frasers, Smart Centre, Fairways, Metro Cash 'n Carry, Sacca and Clicks, where a dispute was declared yesterday.

Mediation is being held at Frasers, the Smart dispute has been referred to a conciliation board, the Fairways dispute will be referred to mediation today, the Metro dispute is to be referred to a CB on July 17 and the Sacca dispute is also to be referred to a conciliation board, Mr Daphne said in a statement.

The union will convene a meeting of all unions organised in SAB to discuss the situation in the group and its industrial relations practices.

"The central issue revolves around the eradication of poverty and redistribution of wealth. Attitudinal problems, particularly in SAB, are also an important factor," Mr Daphne said.

● Striking Saccawu members set up pickets outside five Cape hotels yesterday. A spokesman for the union, Mr Beville Lucas, said the pickets were to protest against the Southern Sun/Holiday Inn group's eviction of strikers from hotels. — Sapa

Case 7/12/79
Assaults:
unions sue
chain store

JOHANNESBURG. — THE SA Commercial, Catering and Allied Workers Union is preparing to sue OK Bazaars over the alleged assault of a striking worker in Johannesburg on Friday last week.

Saccawu claimed in a statement on Wednesday Mr Albert Moani was picketing the Jeppe Street OK Bazaars when company security staff dragged him into the building and beat him unconscious.

The worker was then detained on Friday night while still in an unconscious state by police at John Vorster Square, Saccawu claimed.

Both OK Bazaars and Johannesburg police were approached for comment on the matter by Sapa, but the company's spokesmen were "Unavailable" and police did not respond despite being provided with the details. — Sapa

Case 70115 12/7/70
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31
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BARBS ACROSS THE NEGOTIATING TABLE

FIM 137190

Perceived effete management and lack of identity are perhaps most intensely reflected by OK's embattled labour relations. Many find this particularly odd in a firm whose main customer base equates with its work force — they're both black.

What competitors — let alone the union — have to say about OK's management practices has to be taken with a pinch of salt. Yet it's revealing.

Jeremy Daphne (see *People*), bargaining co-ordinator of the SA Commercial, Catering & Allied Workers' Union (Saccawu), which has struck at OK, says there's a long history of conflict between management and the union. "While there are always tensions between management and staff, the relationship at OK is exceptionally hostile. We see this as a reflection of OK's specific way of relating to us. It uses antiquated methods."

The strike (now in its second month, though there was a chance of resolution as the *FM* went to press) is fundamentally linked to the firm's "attitudinal problems." This allegedly prevents it from "prioritising" the wage issue.

The company's "baasskap attitude," the union claims, goes back at least to the earlier damaging three-month strike in 1986-1987. Worker discontent, says Daphne, was always there, but "The present dispute reflects what's going on deep down at shop-floor level, which management seems incapable of understanding."

He adds: "With the shift in political climate and consolidation of the union movement, workers are more confident and determined to fight for their rights."

Though the company claims it's really tried to improve its image, says Daphne, "all we've seen is someone who wears blue jeans and speaks softer than his predecessor, who was incapable of expressing himself diplomatically. But it's been as hard-line and unimaginative as in the past."

OK replies that it takes both sides to create a conciliatory environment and doesn't believe the union has played its part — while the company this year facilitated time-off, transport and didn't limit the size of the union negotiating team.

Continuing the union's catalogue of complaints, Daphne says OK only announced store closures three months into the negotiations, generating intense shop-floor hostility. It also switched from an across-the-board offer to a service-related increase at an advanced stage in the negotiations — at conciliation board level.

"If OK knew anything about industrial relations it would have approached the union months before negotiation started." (OK says it told the union last year it intended to correct wage-curve problems caused by across-the-board increases in the past eight years.)

The manpower spokesman for one retailing chain has this to say (without pretending his own company's industrial relations are hunky-dory): "OK has always adopted the confrontational 'we'll show you' approach. Its attitude in wage negotiation seems to be 'if you want

something, drag it out of me.' It's a power play all the time ..."

It has been suggested that OK's approach may be influenced by SA Breweries' tough line in last December's beer strike, which the company was perceived to have won, after the MDM interceded and effectively told the union to settle.

If so, could it be that Saccawu decided to take on the group of which OK is part?

OK personnel director Keith Hartshorne says the company doesn't believe in confrontation for the sake of it and always tries to find compromises. However, it has to take a realistic, businesslike approach. This is determined by harsh economic realities in the retail trade.

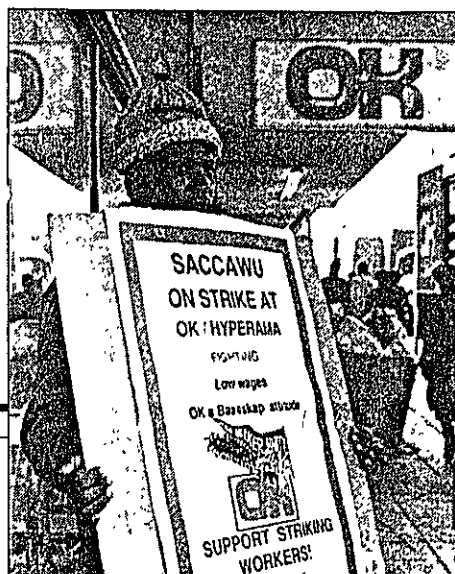
Shareholders have taken a drop in dividends this year, he points out. The company has to protect its own and shareholders' interests which shouldn't be confused with simply giving the unions what they want, he observes.

The company is indeed sensitive to its customer base, adds Hartshorne. But that doesn't remove the necessity to stay in business. On the contrary, "We therefore have to run a business which is viable." In a low-margin sector like food, moreover, to remain in business requires having to adjust costs accordingly.

"We would gladly engage in relationship building solutions and have made a few suggestions along these lines during this year's discussions," he says. "The union's approach to this and the economic realities of wage-related causes of the strike has been dismissive and not conducive to a negotiated settlement. Nor are numerous incidents of intimidation and assault by union members on the majority of workers who have ignored the call to strike."

OK remains open to any specific suggestion the union may have to create a constructive solution, Hartshorne states.

OK strike ... a shortage of goodwill



F1M 1317190

(31)

workers would earn below the supplemented living level, he says.

According to Daphne, there is an "exceptionally hostile relationship" between OK management and its staff, a relationship he finds astonishing even after eight years of exposure to OK labour relations.

Yet the union managed "after considerable pressure" to extract what was then the most progressive maternity benefit agreement — as part of its first recognition agreement — with OK in 1983. It provided for a year's unpaid maternity leave and a job-back guarantee. Parental rights for workers is a special interest of Daphne's. Since then, Daphne and the union have negotiated far more generous maternity (and paternity) terms with Pick 'n Pay and Metro.

Daphne (41) says he comes from a "very ordinary, white middle-class family." He was born in Dunnottar, Transvaal, and grew up at Stutterheim in the eastern Cape.

He enrolled at university later than is usual, graduating from the University of Natal with a degree in biological sciences and agriculture in 1975. "A desire to contribute to change in SA" led him into trade union work, which he'd begun earlier with Saturday morning stints at the student-run

cal tendencies within unions — a healthy feature which they should strive to accommodate. "The unions must provide a platform for different viewpoints." He backs unification of Cosatu, Nactu and the independent unions. Daphne, a bachelor, retains his interest in biology, is a keen bird-watcher and enjoys camping and canoeing. He has taken courses in archeology and pre-history and likes reading "good English literature."

JEREMY DAPHNE

(31)

'Baasskap' in dispute

Jeremy Daphne, the collective bargaining coordinator of this year's most strike-prone union, SA Commercial, Catering and Allied Workers' Union, seems almost too retiring to be at the cutting edge of bitter industrial conflict. F1M 1317190

But it's Daphne, rather than general secretary Vivian Mtwana, who's been thrust into the limelight as the union prosecutes a string of disputes: the five-week strike at OK Bazaars, action against Southern Suns-Holiday Inns, Edgars and Checkers.

The strike at OK, says Daphne, centres on management's "baasskap attitude" and low wages. The average is R750 a month but the minimum R620 is still R359 below February's supplemented living level for a family of six in Johannesburg.

"Wages are generally low and workers are struggling to survive. OK should have prioritised the wage issue long ago." Even with R160 across-the-board (the union demand)



Daphne ... hostile relationships

law advice office in Maritzburg.

In 1981 he joined the National Union of Distributive & Allied Workers. Daphne was employed as an organiser by Cawusa (forerunner of the present union) in the Durban branch the following year.

He observes there are a number of politi-

RETAIL SECTOR STRIKES

Chain ganging ³¹

The strike ballot at Checkers last Friday brings to more than 23 500 the number of Saccawu members out at six companies. The others are: Southern Sun, OK Bazaars, Sanitary City, Win Corporation and Anbeeco. At Checkers more than 8 000 workers are out at most of the chain's stores after rejecting an offer of a R135 across-the-board rise and R765 minimum. Their demand is R165 and R830. Talks have resumed.

The union's Jeremy Daphne says another 15 000 are in dispute with various employers over wages and there is the possibility of strikes at Trador, Sacca, Smart Centre, Metro, Fairways and Frasers Mine Stores.

"The situation is a reflection of wide-

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FIM 1317790

(31)

~~1317790~~

spread and accumulative dissatisfaction deep down on the shopfloor, with a history of low wages and, in many cases, poor management attitudes," says Daphne. He adds: "The principal issue is a quest for economic survival and not misdirected militancy, as alleged by management."

At Southern Sun tension mounted this week as the company was granted Supreme Court notices ejecting workers staging canteen sit-ins at 40 hotels. The union is contesting and applying for access. Between 5 000 and 6 000 workers are on strike over wages, mass dismissals, other lay offs and the use of casual labour.

The union's demand is for a minimum R800/month and an across-the-board increase of R160. The company offer is R100 (or 15%, whichever is greater) on the present R590 minimum. The union says mass dismissals at various hotels over the past four months are "an intrinsic part of the strike."

OK Bazaars' strike is in its sixth week. Lengthy mediation and negotiation last weekend failed to find a breakthrough. Mediation is to resume.

OK last week notified the union of plans to lay off more than 500 workers, mainly in the PWV, because of the strike. The union demands the withdrawal of dismissal notices.

□ Wage bargaining in the metal industry, where the Main Agreement on labour expired on June 30, has reached "a critical stage." Seifsa executive director Brian Angus says none of the unions has accepted the employers' final offer of an 18% increase (64c/hour) for labourers and 15% (R1,24) for artisans. Despite rejection of the offer by

FIM 1317790

(31)

~~1317790~~

Numsa and other unions, Angus says employers are under pressure from employees to implement it.

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Post-strike cheers for 'non-hostile' boss Albert

Umanil 13/7/90
By DREW FORREST

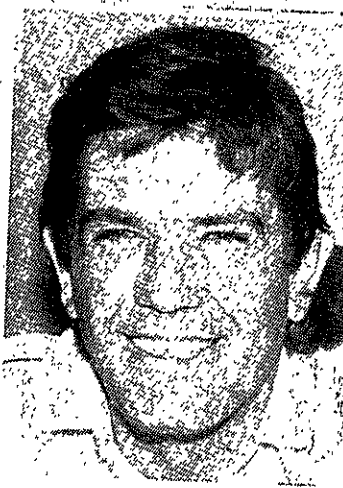
A UNION praising management after a strike? Absurd! But that is precisely what happened this week at wholesale chain Trador Cash and Carry.

The Trador strike — settled after two days yesterday — makes an interesting contrast with other bitter and protracted disputes under way in the commercial sector.

Its management style can be traced to managing director Albert Koopman: well-known proponent of "participative management", co-author of *Corporate Crusaders* and one of the Afrikaners who attended the 1987 Dakar talks with the ANC.

Yesterday Saccawu praised Trador's "non-hostile" approach to its 1 600 strikers.

After Trador closed its 30 stores — to prevent conflict, Koopman says — workers were allowed to sleep in company canteens, where they were catered for; to picket and to move freely to and from company premises.



Trador's Albert Koopman

es. The company was also lauded for not using the courts.

Significantly, Saccawu settled for the company's final R160 offer. But it also won the vital concession that there will be no retrenchments or store closures for 18 months. Other companies have linked higher increases with retrenchment threats, Saccawu says.

Describing himself as a "humanitarian", Trador's Koopman said the company's first strike in no way reflected on management's "excellent" relationship with the union. "Saccawu is consolidating — we were caught up in a general upsurge," he said.

BIDay 16/7/90

Couriers may help out with postal delays

THEO RAWANA

A HUGE backlog in postal deliveries has forced the Post Office to look into the possibility of using private couriers in a bid to speed up deliveries.

Posts and Telecommunications spokesman Amanda Singleton said the probability of contracting couriers to transport mail was being investigated.

She said the Post Office would write out specifics for tenderers and couriers could tender.

• "The couriers will only transport mail from main post offices to depots — not do a door-to-door delivery operation," she said.

Sapa reports Western Cape deputy senior director of postal services Jurie Swart as saying courier contractors had helped to deliver to rural area depots for some time.

Referring to business complaints about outdated sorting equipment compounding delays, Swart said: "We believe we have an efficient mail-sorting system at Cape Town and technicians are in the process of further updating our equipment."

Postmaster-General Johan de Villiers said last month the Post Office was giving urgent attention to the problem of delays in mail deliveries.

Prohibited

An effort would be made to expand the in-house transport network and the transport facilities of couriers.

He said private couriers were not allowed to deliver mail. "Private couriers are prohibited from delivering direct mail to the public or mail from individuals to private houses.

Deputy chairman of Sun Courier's holding company Uniserv Barry Saxton said Post Office delivery problems could be solved within price ranges acceptable to the public.

He said his companies had the infrastructure for fast and efficient national delivery, including outlying areas and small towns.

The Post Office could be helped with major problems areas such as speed and reliability in transporting mail to post offices, especially those in outlying areas and also in minimising the sorting delays.

The SA Post and Telegraphs division announced on Friday that a priority mail service between Pretoria and East London was going to be put to the test for six months.

OK gives notice of 570 retrenchments

DANIEL FELDMAN

OK BAZAARS has issued retrenchment notices to 570 employees in the PWV area due to the effects of prolonged striking by SA Commercial Catering and Allied Workers' Union (Saccawu) members.

However, talks will resume this week between the union and OK, Checkers, and Southern Sun in an attempt to end industrial action.

OK spokesman Gavin Brown said wage negotiations with the union would continue on Thursday, but the retrenchments would go ahead as initially planned.

Affected workers were notified on Friday that their employment contracts would be terminated at the end of the month. Brown refused to comment on the nature of the talks, which have been held sporadically over the past two weeks.

Saccawu national organiser Jeremy Daphne denounced the retrenchments and said the company had undertaken at talks held last week to consider the union's demand to withdraw the notices.

As the strike entered its seventh week, Daphne said the union would take an improved management offer

to its members for consideration this week.

The union originally demanded a R160 across-the-board monthly increase, as well as an R800 minimum monthly wage, while OK offered service-related increases and a minimum wage of R710 a month after a year's service.

Mediation between the union and Checkers is scheduled to resume today. Saccawu has lowered its demand to a R150 across-the-board increase, and management has offered R138.

Talks between the union and Southern Sun continued throughout last Thursday night and into Friday. The outcome of the talks could not be established yesterday.

Daphne also said the union had written to Law and Order Minister Adriaan Vlok "in the light of ongoing police harassment". The letter stated that the arrests of picketers were not only without any justification in law, but constituted "a gross interference with workers' rights to picket".

Unless arrests were discontinued, the union would reserve its right to seek relief in the Supreme Court.

Nationalisation of mines must hit economy expert

DANIEL FELDMAN

NATIONALISATION of the mining industry will inevitably lead to a mis-allocation of resources, inefficiencies and the detriment of the economy, says Chamber of Mines senior economist David Kennedy.

In the latest edition of the chamber's newsletter, Kennedy said: "The risks involved in tampering with an industry that employs over 750 000 people and provides some 55% of the country's foreign exchange earnings must outweigh any perceived advantages." B10-4167790

Economic research showed there were no imperative economic or financial reasons for nationalisation, and any government already had the power and the necessary means to exercise fairly effective control without resorting to public ownership, he said.

In addition, the experiences of Eastern Europe, the cost of nationalisation in Western Europe and the failure of nationalisation in Third World countries like Zambia and Burma offered proof that nationalisation did not work.

sation did not work.

Modern economic studies had shown empirically that State-controlled industries were almost certain to be less efficient than privately-owned businesses.

"For private enterprise to survive and prosper in SA it may be necessary to depart from its proper and correct role of aiming to maximise profit and to take a more active part in fulfilling socio-economic expectations," said Kennedy.

"This may include allocating more resources to education and training, and perhaps even some kind of affirmative action employment programme. This should help to defuse current antagonisms and help provide an acceptable face for capitalism in SA."

Kennedy said nationalisation was not based on tangible economic/financial criteria, but was in fact an emotional reaction to perceived injustices.

Saccawu plans work stoppages at firms

THE South African Commercial, Catering and Allied Workers Union will embark on a one-hour national work stoppage at all organised workplaces in the commercial and catering trades in South Africa on July 27.

The stoppage will take place from 2pm to 3pm and union members will picket their workplaces during this hour.

The decision to stop work for an hour was taken at Saccawu's first national congress on Sunday.

"The 'Hour of Action' will highlight Saccawu's living wage campaign and our central demand is for the right to picket without police or municipal interference," Saccawu general secretary, Mr Viviane Mtwa, said at a Press conference in Johannesburg yesterday.

In addition the union is demanding the right to strike and access to normal company facilities while on strike.

- Sapa.

Settlement in Checkers wage strike

CHECKERS management and Saccawu officials ended the strike at the retail chain last night after two days of lengthy mediation talks.

At the time of going to press both sides were still at the negotiating table, but Sapa reported mediator Brian Currin as saying the union and management had settled and were in the process of finalising an agreement. 8/10/91 2017190

The strike by 10 000 Saccawu members at 161 Checkers stores began on July 7 after a conciliation board hearing failed to resolve the dispute over wages and conditions.

Checkers' final offer was a R135 monthly

31
MATTHEW CURTIN

across-the-board increase (revised during mediation yesterday to R140) and a minimum wage of R770 a month to be implemented by January 1 1991.

Saccawu demanded a R165 raise (revised during negotiations to R150) and a minimum wage of R830.

The resolution of the Checkers dispute still leaves more than 15 000 people on strike in the retail industry.

Saccawu is to continue mediation today with OK Bazaars and with Southern Sun/-Holiday Inn managements in an attempt to resolve the disputes.

Court stops protest against law firm

31

SUSAN RUSSELL

THE SA Commercial Catering and Allied Workers' Union was yesterday stopped by a Supreme Court order from staging a protest campaign against law firm Deneys Reitz, which represents OK Bazaars and Southern Sun/Holiday Inn in the current strikes.

Saccawu passed a resolution at its national congress at Wits last week to conduct the campaign against Deneys Reitz, which it claimed had been responsible for "union-bashing tactics" and "disruption of established collective bargaining processes".

Deneys Reitz was granted an interim order against the union after an urgent application before Mr Justice Strydom in the Rand Supreme Court.

In terms of the interim order, Saccawu, its national organiser Jeremy Daphne and general secretary Vivian Mtwa were interdicted from implementing the resolutions passed at the congress to institute the campaign to pressure and embarrass Deneys Reitz.

The union was also interdicted from staging pickets outside the law firm's Sandton office.

Saccawu must show cause on July 24 why the interim order should not be made final.

Deneys Reitz senior partner Peter Simkins said in an affidavit in support of the application that his firm had acted for OK Bazaars and South-

ern Suns/Holiday Inns in of court applications arising from the strikes.

The suggestion that the firm was responsible for union bashing was without foundation, amounting to an attack on the propriety and integrity of Deneys Reitz and the legal profession as a whole, said Simkins.

"The suggestion that the (firm) is responsible for 'the disruption of established collective bargaining processes' is equally unfounded.

"The bargaining processes take place directly between the (union) representing the employees, and the (firm's) clients and 'their industrial relations consultants."

Deneys Reitz played no part in the negotiating process as such or in defining employer's bargaining and industrial relations strategy.

"The role of (Deneys Reitz) has been confined to the giving of legal advice and, on instructions, acting as attorney in applications to this Honourable court or in opposing applications in the Industrial Court."

Simkins said the union's programme of action against Deneys Reitz was an attempt to interfere with the administration of justice.

The threatened action would cause considerable and irreparable harm to the firm's practice, reputation and business, he said.

Support for FW from Suzman

KIN BENTLEY

LONDON — After 36 years spent opposing the National Party as it implemented apartheid in Parliament, Helen Suzman yesterday came out firmly in support of President F W de Klerk's initiatives. 31.0.77 18/7/90

She said the NP was now implementing the constitutional proposals which were first advanced by the Progressive Federal Party years ago, a claim that could add to the beleaguered DP's identity crisis.

Writing in The Times, the former MP for Houghton again called on the West to assist the "irreversible process" now under way, by lifting sanctions and boosting new investment.

She warned that a failure to achieve rapid economic growth would result in uncontrollable violence as half a million young blacks enter the labour market each year with little prospect of employment. This would be accompanied by a massive backlash of white militants.

Responding to an article by De Klerk which appeared in the same newspaper a week ago, Suzman said he "gave details of the new SA he aims to build, in partnership with other leaders, and the message that comes across loud and clear is: 'We have to try democracy and show that it will work'."

Strike ballot at Metro Cash 'n Carry stores

SACCAWU will start holding strike ballots among 5 000 members at 168 Metro Cash 'n Carry stores today after the failure of a conciliation board hearing to resolve a wage dispute, a union spokesman said yesterday.

Metro have offered a monthly across-the-board increase of R135. The union

MATTHEW CURTIN

has demanded R150.

More than 22 000 Saccawu members are striking over wages, working conditions and dismissals at OK Bazaaars, Checkers and Southern Sun/Holiday Inn.

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Why it's ok to strike

By MONO BADELA and
CHIARA CARTER

GOING on strike has become a way of life for tens of thousands of workers at hotels and retail stores around the country. *South 117-257790*

The workers, members of the South African Commercial, Catering and Allied Workers' Union of South Africa (Saccawu), include between 7 000 and 8 000 OK Bazaars employees engaged in a six-week strike that has begun to resemble an endurance battle.

It is not the first time the union has clashed with the company.

In early 1987, thousands of OK Bazaars workers downed tools for three months to demand higher wages.

What keeps the workers on the picket line?

Saccawu general secretary Mr Vivian Mtwa says it is their conviction that "right is on their side".

"When our members go on a strike, they know very well it means sacrifice. They understand they are involved in a struggle. They are sustained by their belief in that struggle," Mtwa said.

"There is no special strike fund from which they can get support. What funds

there are arrested to bail out members who are arrested."

Besides OK Bazaars, Saccawu members are involved in several other massive strikes at major national companies, including Checkers and Southern Sun Hotels.

Mtwa said the union was sustaining the strike action because there were strong support committees and a well-organised strike coordinating committee which met regularly to receive reports and strategise on the basis of workers' mandates.

Shopstewards were playing a key role alongside what he described as "energetic" officials at all levels of the union.

Mtwa said the direction of the strike ultimately depended on the negotiating team and shopstewards.

The union has explored several approaches to put pressure on both companies and the state.

It has spearheaded a move to make holding companies responsible for the labour practices of their subsidiaries.

In the case of OK Bazaars and Southern Sun, the giant South African Breweries (SAB) company has been targeted for action by Cosatu affiliates.

Next week, Saccawu intends to call on its 90 000 members to take action in

support of the right to picket during strikes.

Mtwa said the union intended to launch a campaign against the legal firm Deneys Reitz which, Saccawu claims, practices "union-bashing".

As a first step, picketing outside the firm's Sandton head office would start on Wednesday.

These strategies were adopted at Saccawu's first national congress in Johannesburg last month.

The congress was attended by 390 delegates representing 55 locals of eight branches around the country.

The congress was addressed by Saccawu general secretary Mr John Nkandimeng, Cosatu vice-president Mr Chris Dlamini and former Ccawusa general secretary Ms Emma Mashinini.

The congress endorsed the recommendations of Saccawu's landmark bargaining conference earlier this year.

These included far-reaching proposals on social security to stretch "from the cradle to the grave".

The congress decided on a guiding slogan for the union: "Unity, Democracy, Socialism".

Mtwa himself has been with the union since the mid-70s.

Protest at Grapnel

FURTHER industrial unrest hit the strife-torn Grapnel factory in Atlantis this week when workers downed tools to protest against a company move to take disciplinary measures against four strikers.

Last Friday, a two-hour work stoppage took place at the company and on Monday workers marched to the administration block to protest against management's decision to hold a disciplinary hearing into the conduct of four workers during a strike at the factory last month. *South 117-257790*

The four appeared before a disciplinary inquiry chaired by an outside labour consultant on Monday on charges of taking illegal strike action, not obeying orders and refusing to comply with the terms and conditions of employment.

A company spokesperson said the findings of the inquiry would be made known later this month.

A spokesperson for the National Union of Metalworkers of South Africa (Numsa) said the union wanted to "build bridges" with the company but such actions made this difficult.

More struggles 31

Lengthy mediation sessions over the past two weeks have failed to resolve the OK Bazaars strike. However, the union has agreed to take an improved wage offer to members for consideration; mediation was scheduled to resume on Tuesday. ~~4:30 PM~~

The SA Catering, Commercial & Allied Workers' Union went on strike for an across-the-board increase of R160 and monthly minimum wage of R800. The OK had offered service-related increases and a minimum of R710 after one year's service.

But as the gap between demand and offer is narrowed, another complication has arisen. The company last week issued 570 retrenchment notices to workers in the PWV area, effective from the end of the month. Union spokesman Jeremy Daphne says his organisation demands withdrawal of the notices as part of any settlement.

The OK's Keith Hartshorne says prospects for an early settlement have dimmed after the alleged abduction of non-strikers from OK's Elsburg store. He adds those not in favour of the strike were assaulted and threatened and the company challenged the union "to publicly declare its position on this act of thuggery."

In another development, the union took up with Law & Order Minister Adriaan Vlok the issue of arrested picketers. More than 400 Southern Sun and OK Bazaars workers have been arrested, the majority for picketing, the union says. It argues that such arrests "are not only without justification in law, but also constitute a gross interference with workers' right to picket." Unless arrests are discontinued, the union will reserve its right to seek relief in the Supreme Court.

□ At its first national congress last weekend, the union decided to call a one-hour national stoppage on July 27, at all organised workplaces in the commercial and catering trades. The "hour of action" aims to highlight the union's living wage campaign and to establish a right to picket without police or municipal interference.

The union is also demanding the right to strike; access to normal company facilities while on strike; and an end to rightwing assaults on members. ■

Checkers settles ... but the union goes on striking

By DREW FORREST

W/Ment 20/7/90
UNIONISTS and management of the strike-hit Checkers supermarket chain have settled on wages — but union sources say the dispute is not over.

Management yesterday released a statement through Sapa saying agreement had been reached in the wage dispute which sparked the two-week strike by more than 9 500 workers at about 170 stores.

However, a source in SA Commercial, Catering and Allied Workers' Union said an additional demand for payment for one week of the strike remained in dispute.

"Until it's dealt with, the strike goes on," he said.

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Management said that in terms of the pay settlement, reached through mediation, workers would receive a R140 across-the-board increase, bringing the minimum wage to R770 a month.

The R140 figure represents a slight improvement on management's original offer of R135 from July and R5 more next January.

The union had demanded R165 and a minimum rate of R830.

Management also said union members would receive a 12 percent discount on purchases, to a value of R375.

At Greatermans and Stuttafords, the discount would be 20 percent, and staff would be allowed to pay off accounts at the stores over a six months.

Strikes end at OK, Checkers

CAF-Tips 21/7/70

31 Agreement on wage increases

JOHANNESBURG. — The seven-week-old national strike at OK Bazaars ended yesterday when settlement was reached between the company and the SA Commercial Catering and Allied Workers' Union.

And on Thursday, more than 9 000 striking workers at Checkers ended their two-week-old strike after a compromise agreement was signed, the union said.

According to the OK settlement, backdated to April 7, union members with less than five years' service will receive a R125 monthly increase, those with more than five but less than 10 years' service will get R135 and members with 10 years' service or more, R145. Saccawu members will receive a further increase of R10 a month from January 7 next year.

Workers have agreed to return to work on Wednesday.

It was further agreed that the company would withdraw the 587 notices of retrenchment issued to union members during the strike.

The company will also recognise March 21 as a paid commemoration day.

Checkers workers will return to work on Monday.

Their wage agreement provides for across-the-board increases of R140 a month and a minimum wage of R770 backdated to July 1.

Workers won a guarantee that the company would not lay

charges against workers who joined the strike and also a pledge that detained strikers will receive their full salaries.

Striking workers marched to three companies in Stellenbosch yesterday to deliver strike-related demands to their employers, a spokesman for the SA Wine and Spirit Industry Employers' Association said.

The march was legal and no incidents occurred.

The national legal strike by about 3 800 members of the National Union of Wine, Spirits and Allied Workers entered its 10th day yesterday.

About 200 workers citing "poor co-operation from management" joined a demonstration outside Tygerberg Hospital's administration block yesterday, a spokesman for the Health Workers' Union said.

In Johannesburg, meanwhile, a strike by about 80 members of the kitchen staff of the J G Strydom Hospital in Johannesburg ended yesterday.

Enterprise Bakeries in Claremont and the Food and Allied Workers' Union have agreed to

mediation in a bid to break an impasse over annual wage talks, company spokesman Mr George Koning said yesterday.

The parties deadlocked last week, with management offering a R30 across-the-board weekly increase and Fawu demanding R45.

A work stoppage by about 4 000 mine workers at Harmony gold mine, near Welkom in the Free State, ended yesterday afternoon after the National Union of Mineworkers and the mine owners, Rand Mines, agreed to begin negotiations on Monday on higher wages, according to the union.

Workers had been on strike since Tuesday afternoon at Harmony's Merriespruit shaft.

Management at SA Metal and Machinery have accused sacked employees of intimidating former colleagues going to work at the scrap metal firm's Salt River and Epping Industria plants, company managing director Mr John Bidderman-Pam said.

The National Union of Metalworkers, which represents the 128 workers dismissed on Tuesday, was trying to arrange talks to discuss their reinstatement, a Numsa spokesman said.

Meanwhile, Anglo American Corporation employees will stage a march in Johannesburg today to demand higher pay and to protest at alleged racism in the company.

The protesters will hand over a petition demanding a minimum wage of R1 600. — Sapa

It's OK again as strikers return to stores

BY MARION DUNCAN

SHOPPERS' and supermarkets around South Africa will breathe a sigh of relief tomorrow when tens of thousands of striking Checkers and OK Bazaars employees go back to work.

The long showdown between members of the SA Commercial, Catering and Allied Workers' Union (SACCAWU) and the two giant retail chains — seven weeks in the case of the OK and two with Checkers — has caused hardship to striking families — and frustration to customers.

Agreement between the union and the chains on wages, bonuses, staff discount purchases, leave and public holidays was reached on Friday.

Yet another strike ended this weekend when around 80 kitchen staff at the JG Strydom Hospital in Johannesburg went back to work.

Agreement

Close on 4 000 mineworkers at Harmony gold mine near Welkom in the Free State also ended their work stoppage when Rand Mines agreed to negotiate with the National Union of Mineworkers (NUM) on higher wages.

And agreement was reached between the SA Posts and Telecommunications Corporation and three staff associations — the Post and Telecommunications Workers' Association (POTWA), the Post Office Employees' Association of SA and the SA Posts and Telecommunications Employees' Association — on new minimum wages.

But there is less optimism about the continuing wave of unrest affecting other industries around the country.

The National Union of Metal Workers of SA (Numsa) has called a strike ballot among 115 000 members for the end of the month unless the Steel and Engineering Industries' Federation (Seifsa) meets demands on work conditions.

The countrywide strike by more than 3 000 members of the National Union of Wine, Spirit and Allied Workers and the strike by 11 000 workers at the Frame-owned Consolidated Cotton Corporation Mills in Natal are still unresolved.

OK and Checkers settle, hotel strike continues

8/10/21 23/7/90

(2/3/7) (31)

OK Bazaars employees will return to work this week after management and the SA Commercial Catering and Allied Workers Union settled their bitter seven-week wage dispute on Friday.

Both Saccawu and OK are committed to a negotiation process aimed at identifying and solving the areas of conflict between them, which had led to union accusations of a "baasskap" attitude by management.

In a statement, OK said it hoped the settlement marked the beginning of a period of reconciliation and dialogue aimed at establishing "a relationship based on mutual respect, understanding and a shared economic interest".

Saccawu's national organiser Jeremy Daphne said that, apart from the material improvement coming out of the strike action, it had served to bring the principles underlying the wage dispute to the surface.

"The focus of the strike was on two key areas. Bad management attitude and low wages," he said.

"The union emphasised that these are historical problems which have resulted in the build-up of a high degree of shop floor dissatisfaction and

SUSAN RUSSELL

hostility towards OK management.

"An important outcome of the strike has been to make OK Bazaars acknowledge that management attitudinal problems do exist, are severe and must be addressed," Daphne said.

In terms of the settlement workers with less than five years service will receive an increase of R125 a month retroactive from April 7.

Retrenchment

Employees with five to less than 10 years service will receive R135 a month. Those with 10 years service or more will receive R145.

Workers will also receive an across-the-board increase of R10 a month from January 7 next year.

OK had also withdrawn the 587 notices of retrenchment issued to union members during the strike, but reserved the right to raise the retrenchment issue in terms of the retrenchment procedure in future.

Workers will return to work on Wednesday.

Daphne said Saccawu would focus

on the harassment and arrests of picketing workers during the union's national hour of action on July 27.

The union, he said, would be calling for the right to picket without interference.

"Withdrawal of facilities to striking workers by management heightened the level of conflict.

"Another demand that will be made is the right of access for striking workers to company facilities."

The end of the OK strike coincides with the settlement between Saccawu and Checkers after two weeks of industrial action.

Saccawu said in a statement that in contrast to the OK and Southern Sun/Holiday Inn strikes, Checkers union members had full access to canteens, telephones and other facilities.

Saccawu members are continuing strikes at Southern Sun/Holiday Inn.

Sapa reports that about 300 Saccawu members staged a Johannesburg protest on Saturday at the Johannesburg Sun, Rand International and Downtown Holiday Inn under the watchful eye of police.

At all three hotels they sang and toyi-toyed for 15 minutes before dispersing peacefully.

Unions clash over Edgars pay offer

MEMBERS of the Federal Council of Retail and Allied Workers Union and the Cosatu-affiliated South African Commercial, Catering and Allied Workers Union clashed heatedly yesterday at a joint meeting in Johannesburg to discuss a wage offer by Edgars. *So what 23/7/90*
The company has

offered employees R165 a month and a 100 percent bonus after eight years. Saccawu has apparently accepted the offer and are due to sign the agreement today.

However, Fedcrow members are sticking to their original demand of R180 a month and a 100 percent bonus after five years.

A Fedcrow shop steward, Mr Paul Sheku, told the meeting his union was adamant they would strike if their demands were not met.

"The R165 and eight years bonus of 100 percent the company has announced in the media was an off-the-record offer.

"There were no

formalities attached to this offer. They have not put this offer down on paper," said Sheku.

The meeting became chaotic at one point with Fedcrow members accusing their Saccawu counterparts of compromising, while Saccawu threatened to go to work "with pangas and guns" if there was a strike.

OK strike settled

31

SOWETAN
REPORTER and
SAPA

MORE than 6 000 OK Bazaars employees return to work today after their union, the SA Commercial Catering and Allied Workers Union, and management reached agreement on Friday.

OK Bazaars has become the second major supermarket chain to settle a nationwide strike with Saccawu.

The settlement follows seven weeks of bitter strike action, numerous retrenchment orders, court interdicts and accusations of intimidation by OK and of police and right-wing harassment by Saccawu.

Conflict levels were raised by management's ban on workers' access to company facilities, Saccawu said.

Workers would receive from April 7 increases of between R125 and R145 a month depending on the number of years service, with an additional R10 to be implemented from January 7, according to the settlement agreement.

Management originally offered between R115 and R145 depending on the number of years of service, and Saccawu demanded R160.

The company undertook to withdraw 587 retrenchment orders issued during the course of the strike and agreed to recognise March 21 as a day of commemoration, according to the agreement.

The sides agreed that an important aspect of the settlement was their commitment to a process of negotiation and consultation.

OK Bazaars committed itself to



In relaxed mood at the end of the OK Bazaars strike talks are, from left, Saccawu officials Mr Dexter Twala, Mr Jeremy Daphne and Mr Kaizer Thibedi.

negotiate with the union on the basis of an across-the-board increase for 1991/1992 unless otherwise agreed.

Saccawu said it expected the company to implement the commitment "in a concrete fashion."

OK hoped the settlement marked the beginning of "a period of reconciliation and dialogue aimed at establishing a relationship based on mutual respect, understanding and a shared economic interest."

"Apart from the material improvements coming out of the strike action, it has served the important purpose of bringing to the surface the

principle underlying issues to the wage dispute," the union said.

The union would go ahead with its national Hour of Action on July 27 to highlight the right to picket and the right of access to company premises by strikers, Saccawu said.

Saccawu has congratulated the company for allowing workers access to its premises during the strike. This did a lot to prevent the high levels of conflict evident in the OK Bazaars and Southern Sun strikes, it said.

Meanwhile mediation talks between Southern Sun and Saccawu on resolving the 17-day-old strike at the hotel chain

ended in deadlock on Friday night, according to a management statement.

The statement, issued in Johannesburg, said the deadlock came after Saccawu "rejected the company's offer on re-employment of retrenched workers at (company hotels at) Sabie River and Pine Lake".

According to Carl Ludick, Southern Sun's spokesman on industrial relations, "the union insisted on immediate re-employment (of workers) whereas the company offered re-employment as soon as possible".

He maintained "basic agreement had been reached on all wage-related issues which included an offer by the

company to increase the minimum wage to R710 on 1 October 1990 in addition to the current wage offer of R100 or 15 per cent, whichever is the greater".

Agreement had also been reached, according to the Southern Sun statement, "whereby dismissal of 51 workers at Pietersburg and 27 at Cape Sun would be referred to arbitration".

Mr Ludick said the parties will meet on Monday "to negotiate suitable venues for the union to report back to its members".

"No further wage talks have been scheduled," the Southern Sun spokesman said. - Sapa

A party for 'the silent masses'

By MONK NKOMO

A NEW multi-racial political party which aims to unite all races was officially launched in Pretoria on Saturday night.

The All Races Alliance Party (ARAP) was formed to bring the "silent masses" together and advocate the fact that blacks and whites in this country needed each other and must therefore be all represented in Parliament," co-leader of

the party Mr Erik van Schalkwyk, a former magistrate and commissioner, said.

About 50 people attended the launching of the party, whose interim executive members also include former community councillor Mr Joe Mahoi, Mr T J Rafadi, Mr George Masiuoana and Mr John Makhaya, all of

Atteridgeville.

Van Schalkwyk said the party's first priority was to uplift the standards of the under-privileged masses by offering them housing.

Explaining the party's educational policy, Van Schalkwyk said their aim was to ensure that all children develop their talents fully. Teachers and educationalists who were not satisfied with their salaries and other benefits

would be enticed back into the teaching field.

Makhaya said their party rejected the principle of nationalisation. He said that they believed in the system of free enterprise.

"Our aim is also to protect the minority. We cannot chase our Boer colleagues into the sea. We are going to stay here with them and determine our future together."

Political scientist Professor Willem

Sowetan 23/7/90

Behind the scenes in OK strike

Sowetan 24 7 90

"I am only surviving the strike because I am Christian. I am always praying. God is understanding. I pray and people help me."

These are the words of "Johanna" (38), a single parent and a mother of two schoolchildren. She lives in Orlando East in Soweto.

Johanna (not her real name), is a cashier at OK Bazaars. Union members and the supermarket chain on Friday agreed on a wage and working conditions package, ending a seven-week labour dispute.

"I don't think we were wrong to go on strike," she said in an interview. "It was the only language the company could understand."

Money

Another OK worker, Mrs Nora Tseko (34), concurred: "We have not got increases at our company without fighting for it."

During the strike, Johanna said she had already borrowed money from people and between R600 and R1 000 was outstanding in unpaid accounts at stores.

Her landlord had granted her a temporary reprieve from eviction, she said.

Showdown

"There are people who won't lend you money. Others are not throwing me out because I am on strike," she said.

Johanna is one of the thousands of workers who had walked off their jobs in recent weeks in a showdown with supermarket chains OK Bazaars and Checkers, hotel giant Southern Sun, the Frame Group and six liquor companies, to mention some.

Thousands more in other industries are also

By RAPHAELE BANDA

threatening to down tools. The strikers are demanding increased wages, and have accused some of the strike-hit companies of racism, what they and their comrades call the "baasskap attitude".

Most of the strikers, women and men, are blacks, historically the most disadvantaged racial group in South Africa.

They have joined trade unions in droves, looking



JEREMY DAPHNE

to realise their hopes for better wages.

Since black trade unions were legalised in 1979, on the recommendations of the Wiehahn Commission, there has been an explosion in membership, according to industrial relations consultant Pat Stone.

In a bid to avert hardship during strikes, strikers set up support committees assigned to obtain financial aid from the community.

Mr Raymond Stungu, an employee at OK Bazaars and a member of a support committee in Johannesburg, said no money had come in from the community.

He said organisers of the strike were now considering setting up a na-

tionally co-ordinated support committee to take over the task.

In contrast to trade unions in Europe, most unions in South Africa do not have funds to cushion strikers during stoppages.

The monthly R5 membership fees paid to the SA Commercial Catering and Allied Workers Union were mostly "swallowed" by legal actions during the stoppage, said negotiator Mr Jeremy Daphne.

Industrial relations consultant Stuart Pennington said workers here could not afford to run a strike fund as contributions would have to be higher.

"To talk about a strike fund in South Africa is not an easy situation," he said.

Stone said the flood of strikes experienced in the first six months of this year had increased three fold the number of man days lost within the same period in 1989.

The two Labour analysts saw a direct link between the reforms introduced by President F.W. de Klerk and the increase in strikes.

The political change brought about as a result of De Klerk's move to unban political parties, permit free political activity and free jailed black leaders had "been translated into short-term direct economic expectations," Pennington said.

Reforms

"Unionists are saying that with the Government trying to push the pace of political reform the time to strike on economic issues has never been better.

The Government will be reluctant to use the old-style force to suppress industrial action"

But, he said, "the economic situation is one which is not being taken account of by the labour movement"

"We have really a combination of heightened positive political activity and negative economic activity.

by the Government to constrain some of the powers of the labour movement," Stone said.

Workers mounted an offensive until the trade union federations Cosatu and Nactu drew up an accord with the employer body Saccola on the

removal of clauses which drastically curtailed worker power

Threats

However, the passage of that agreement into law has been delayed, provoking threats of labour unrest.

De Klerk stepped in to defuse the "time bomb" although relations between workers and employers remain uneasy

Evaluating the current strikes, Pennington said: "It's not victory or defeat (that matters) In a strike everybody loses" - *Supra*.

Approach

He added sectors currently hit by strike action had been historically intransigent in their dealings with workers.

They are "historically sectors which have adopted an adversarial approach to industrial relations."

"In this new political climate they are feeling the brunt of that Strikes in these sectors have become almost an annual event."

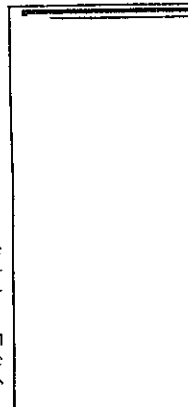
Conflict

"It was inevitable there would be high level of conflict (in labour) this year," Stone added.

Union strength has come under threat since the passage of the controversial Labour Relations Amendment Act of 1988.

It led to a three-day nationwide stayaway protest action.

"The amendments clearly were an atten-



810247 25/7/90

Metro workers to strike after ballot

THEO RAWANA

MORE than 5 000 workers at Metro Group's 160 stores will down tools tomorrow after an SA Commercial, Catering and Allied Workers Union (Saccawu) ballot favoured a strike.

A Saccawu spokesman said more than 75% of votes were in favour of a strike after two months of pay negotiations with management broke down last week.

The union was demanding a R150 a month across-the-board increase, while the company was offering R135.

Metro MD A McDiarmid said the strike did not affect all workers in the group as there were other unions that had accepted management's offer.

He refused to give a ratio of those favouring the strike to those against, saying he preferred to talk to the union rather than to the Press.

The union spokesman said there were two other unions — the Inkatha-affiliated United Workers Union of SA (Uwusa) and the National Union of Distributive and Allied Workers (Nudaw) — that had accepted Metro's offer.

The two unions' members totalled less than 500 workers, he said.

Strike saga continues

South 2617-118190

31

By CHIARA CARTER
AS thousands of retain-
workers returned to work
this week, more than
300 000 workers pre-
pared for industrial action
and about 20 000 others
remained on strike.

Metal unions, including
the giant National Union of
Metalworkers of South Af-
rica (Numsa), are gearing up
for strike action which could
involve up to 200 000 work-
ers.

The move follows a break-
down in industrial council
wage negotiations earlier
this year.

Numsa is taking a strike
ballot among 23 000 mem-
bers in the coal industry.

Volatile

Several factories in the
sector are hit by wildcat
strikes, go-slows and other
forms of industrial action.

In Cape Town Numsa is
fighting to get more than 400
members reinstated after
mass dismissals last week
from Gabriels and SA Metal
following unprocedural

strikes at both companies.

A strike by more than 100
Numsa members at
Steeldale is continuing and
the union is preparing for
strike action at Bremco
Products in Atlantis if an
industrial council meeting
next week does not resolve
a wage dispute.

Work stoppage

The company has offered
a 30 cents across-the-board
increase and a 45 cents at-
tendance bonus while the
union is demanding an in-
crease of R2 an hour.

Meanwhile, the South Af-
rican Commercial, Catering
and Allied Workers' Union
(Saccawu) is pushing ahead
with plans to stage a national
hour-long work stoppage
this Friday in support of
workers' right to picket
freely during strikes.

Saccawu has about 90 000
members, most of whom are
expected to take part in the
demonstration.

About 5 000 Saccawu
members go on strike this
Thursday at Metro Cash and
Carry stores nationwide.

FIM 2717190

(31)



by about 16 000 members of the Commercial, Catering and Allied Workers' Union.

Its three-week-old Southern Sun-Holiday Inn strike continues and 5 000 Metro Cash 'n Carry workers at 160 stores are expected to strike this week on mainly wage issues.

The two-week strike at Checkers, involving more than 9 000 workers at 160 stores, was settled by mediation. The company says workers will get an increase of R140 across the board and a monthly minimum of R770 effective from July 1. Checkers originally offered R135 across the board and a further R5 from January. The union was asking for R165 and a minimum R830.

The company also agreed to discounts for employees and an extra week's leave for those with at least six years' service.

In the OK Bazaars settlement the union managed to get some wage improvements and March 21 (Sharpeville Day) as a paid holiday. The company withdrew 587 retrenchment notices issued during the strike and gave an undertaking to negotiate across-the-board increases next year.

No minimum wage

It refused to grant across-the-board increases and did not agree to a monthly minimum wage. It offered instead monthly increases of R135, R145 and R155, depending on the number of years of service, and agreed to make a R10 across-the-board increase from January.

According to the union's Jeremy Daphne, the strike focused on what he describes as bad management attitudes and low wages, which resulted in a high degree of dissatisfaction and hostility towards management. "An important outcome of the strike," says Daphne, "has been to make OK Bazaars acknowledge that management attitude problems do exist, are severe, and must be addressed."

The union is organising a national hour of action, scheduled for Friday (July 27), which will focus on the alleged harassment and arrest of pickets during the strikes. It will also call for the right to picket without interference.

□ After the Chamber of Mines refusal last week to raise its final offer on colliery wages, the National Union of Mineworkers has begun a strike ballot among its 12 000 colliery members.

The union is demanding an across-the-board 18%-20% increase, against the chamber's final offer of 14,5%-17% — which was accepted on behalf of gold mining members a few weeks ago.

RETAIL STRIKES

(31)



The middle way



Unionists and management at two giant retail chains — Checkers and OK Bazaars — have settled on wages and working conditions. The agreements end industrial action

FIM 2717190

71

31

FIM 27/7/90

(31) (18)

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RETAIL STRIKES

(31) (18)

The middle way

(18)

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FIM 27/7/90

71

59

5 000 Metro workers strike

MATTHEW CURTIN

MORE than 5 000 workers at Metro Group's 160 stores went on strike yesterday following last week's SA Commercial Catering and Allied Workers' Union (Saccawu) 75% ballot in favour of industrial action.

Pay negotiations have been deadlocked for two months despite a conciliation board hearing on July 17.

A spokesman for the Saccawu bargaining team said the union yesterday accepted a management proposal for mediation. The two sides will meet to try to resolve the dispute on Monday. 610 21 777 790

The spokesman said the strike had begun peacefully nationwide, although it had received reports of police harassment of pickets in Pietersburg.

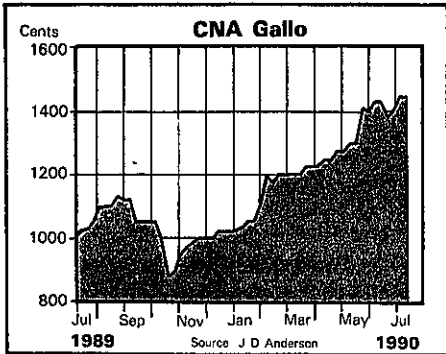
Saccawu is demanding a R150 across-

the-board increase. Metro has offered a R135 increase.

Metro MD Tony McDiarmid said earlier this week that the strike did not affect all workers in the group, and Saccawu confirmed that the 500 members of the Inkatha-affiliated United Workers' Union of SA (Uwusa) and the National Union of Distributive and Allied Workers (Nudaw) had accepted Metro's offer.

Saccawu strike action by 9 500 workers continued at Southern Sun/Holiday Inn hotels yesterday.

The strike over pay and conditions in the liquor industry by 3 800 members of the National Union of Wine and Spirits Workers, now in its third week, remains unresolved.



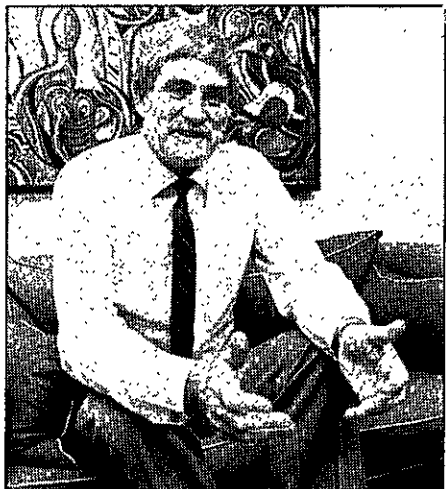
exception of video hire. The Literary group, which includes Exclusive Books, Bookworm and Campus, improved its performance. The retail division — which includes these two divisions — contributed 73% to group sales and 55% to pre-tax profits. The entertainment division, particularly Gallo (Africa), did well; the exception was 77%-held Video Lab whose pre-tax profit rose marginally on a 10% turnover rise.

Operating margins improved for the fifth consecutive year, despite management complaints of increased costs relating to upgrading stores and production facilities and increased shrinkage.

Dividend income of R928 000 (R66 000) was received from associate companies. This reflects good performances from 50%-held Struik, Premier Freight and Silveray. Earnings of 20%-held Walhold rose 15%, and 35%-held corporate training and education company Mast lifted EPS 35% on an 80% turnover advance.

The higher dividend income was offset by a reversal of financial 1989's interest credit to an interest charge, on a 28% rise in interest-bearing debt. But at balance sheet date the group had cash available and it remains conservatively financed despite capex and R39,6m spent on acquisitions and investments. The major investment was an increase in the effective holding in Walhold to 20%, for R37,5m.

Chairman Vaughan Bray considers growth in 1991 "to be a tough challenge" within the current economic climate, where discretion-



CNA Gallo's Bray ... a tough challenge

ary income continues to be eroded. Market share gains should provide some growth and indications so far this year are positive with local music sales very strong.

Shareholders already satisfied with the high return on capital and consistent growth in dividends achieved over the past few years appear confident about the group's ability to weather a tough 1991. The share stands at a high of 1 450c on an earnings multiple of 10,2 times.

Pam Baskind

CNA GALLO FIM 277790

Still in tune (31)

Activities: *Retails books, magazines and stationery and manufactures and distributes records and videos.*

Control: *Argus Holdings and Premier Group 66%.*

Chairman: *V G Bray; MD: D Band.*

Capital structure: *32,3m ords. Market capitalisation: R468m.*

Share market: *Price: 1 450. Yields: 3,8% on dividend; 9,8% on earnings; p:e ratio, 10,2; cover, 2,6. 12-month high, 1 450c; low, 875c.*

Trading volume last quarter, 880 000 shares.

| Year to Mar 31 | '87 | '88 | '89 | '90 |
|-------------------------|------|------|-------|-------|
| ST debt (Rm) | 1,9 | 1,3 | 1,3 | 1,9 |
| LT debt (Rm) | 6,5 | 4,7 | 4,1 | 5,1 |
| Debt:equity ratio | — | — | — | — |
| Shareholders' interest | 0,50 | 0,49 | 0,47 | 0,47 |
| Int & leasing cover . | 5,4 | 11,9 | 18,8 | 7,2 |
| Return on cap (%) .. | 15,3 | 18,7 | 23,3 | 27,6 |
| Turnover (Rm) | 353 | 430 | 550 | 680 |
| Pre-int profit (Rm) ... | 24,9 | 39,3 | 52,9 | 67,4 |
| Pre-int margin (%) .. | 6,8 | 8,6 | 9,6 | 9,8 |
| Earnings (c) | 42,2 | 73,6 | 112,9 | 141,8 |
| Dividends (c) | 18 | 29 | 45 | 55 |
| Net worth (c) | 234 | 295 | 347 | 402 |

CNA Gallo shareholders continued to benefit from the group's ability to grow turnover and generate profit organically and through acquisition. But this year the tight squeeze on consumers' discretionary income is bound to slow growth.

In the March 1990 fiscal year, operating profit rose 26% on a 24% turnover rise. The growth in sales was achieved through market share gains and in the face of restrictions on consumer spending.

The CNA chain grew strongly, with the

Officials' 'useless' ^{Cost 7000} trips cost R100 000 ^{27/7/90}

THOHOYANDOU, Venda. — The non-profitmaking Venda Agricultural Corporation had spent an estimated R100 000 on "useless" overseas trips for white officials, the Taylor Commission of Inquiry heard here yesterday. (38)

In his testimony to Mr W R Mudau, who presided yesterday, Mr A T Mulaudzi, head of industrial relations at Venda's agricultural corporation, Agri-van, said his chief executive officer, Mr Pieter Oosthuizen, visited a coffee plantation in Brazil although the corporation had no such project. (27)

Mr Mulaudzi also said Mr Oosthuizen had visited Italy and later ordered a new irrigation machine costing more than R25 000, which had since been left to rust as it could not be used.

The commission also heard of more than R45 000 being lost when 40 hectares of maize were not harvested, but left to rot. Mr Mulaudzi attributed this to corporation's gross negligence. — Sapa

Caterers down tools as strike action spreads

By SHARON SOROUR
Labour Reporter and Sapa

MORE than 100 000 workers in the commercial and catering trade — members of the SA Commercial, Catering and Allied Workers' Union (Saccawu) — were to down tools for one hour throughout the country today, continuing the spate of nationwide strike and work stoppages.

Union general secretary Mr Vivian Mtwa said the "hour of action" aimed to highlight Saccawu's living wage campaign and other demands, including:

- The right for union members to picket without police or municipal interference.
- The right to strike.
- Access to company premises and facilities while on strike.
- The end to right-wing harassment and assaults on union members.

Meanwhile, about 5 000 Metro Cash and Carry workers, also members of Saccawu, embarked on a nationwide strike at about 150 stores yesterday.

Workers participating in a strike ballot this week voted in favour of taking strike action after wage negotiations broke down.

The union is demanding a

R150 monthly across-the-board increase while management is offering R135.

The three-week strike involving nearly 6 000 Saccawu members at 41 Southern Sun/Holiday Inn hotels is continuing after attempts at mediation ended in deadlock last week.

WILDCAT STRIKE

In Parow, a wildcat strike by about 400 council workers over conditions of service enters its fifth day after informal talks between the South African Municipal Workers' Union (Samwu) failed yesterday.

About 30 000 leather industry employees will get a 19 percent wage increase following a final national wage agreement between unions and the Footwear Manufacturers' Federation of South Africa.

According to federation director Mr Dennis Linde, the increase is backdated to July 1 and also applies to non-parties to the National Industrial Council for the Leather Industry.

Negotiations between about 200 employers and two trade unions in the industry lasted about three months and were marked by sporadic work stoppages.

'War of words' in OK strike

South 28/6/6 - 47790

THE marathon strike by about 7,000 workers at OK Bazaars stores around the country is about to enter its fourth week with both sides holding firm to their positions while agreeing to meet.

OK, which begins June sales at most stores soon, agreed to meet with the South African Commercial, Catering and Allied Workers' Union (Saccawu) on Thursday.

The strike has been marked by a war of words between OK Bazaars, which claims it cannot afford to meet the strikers' demands, and Saccawu, which says the strike is the logical conclusion to the company's "baaskap" attitude.

Saccawu organiser Mr Jeremy Daphne this week hit out at the company for paying wages significantly lower than the supplemented living level (SLL). Daphne said OK's minimum wage of R620 a month was R359 less than the SLL of R979 for a family of six in Johannesburg. The present average wage of R750 a

month was R229 below the SLL. Daphne pointed out the union's demand for a minimum of R800 and an across-the-board increase of R160 a month would still leave most workers earning less than the SLL. Company spokesperson Mr Gavin Browne said the answer to Daphne's argument was "quite simple". OK Bazaars could not afford to pay more than the 17,7 percent it was offering. "We just don't have the money to meet the union's demand for 22 percent wage increases," Browne said. In reply to Saccawu's demand that the highly profitable SA Breweries, which is the holding company for OK Bazaars, intervene in the

dispute, Browne said companies within the SAB group paid the wages they could afford. "We would love to be able to pay the kind of salaries that workers in the beer division earn, but the retail trade is experiencing a downturn in profits with consumer spending down," Browne said.

About 213 workers have been arrested during the strike. The company obtained Supreme court ejection orders for several stores on the Witwaterstrand last week.

In an unusual twist, the union responded by challenging the ejection orders in the industrial court in terms of Section 43 of the Labour Relations Act.

28/6/6 - 47790

31

16 - 47790

Saccawu awaits talks on OK

BUSINESS EDITOR

The South African Commercial Catering and Allied Workers' Union (Saccawu) is anxiously awaiting the outcome of talks between South African Breweries and Shoprite over the future of OK Bazaars, in the

ARG 26/9/97 (30)
hope of saving jobs.

National negotiator Maxwell Phindi said the union hoped that a Shoprite buyout of the struggling retail chain, if it took place, would mean that plans to retrench up to 2000 workers would be put on hold.

The union had been offi-

cially informed by the two groups that talks were taking place, he said.

SA Breweries and Shoprite announced two weeks ago that they were discussing an investment in OK Bazaars, which made a loss of R74-million in its latest financial year.

Stompie's last days

Winnie punched me — exclusive interview

THE trial over the death of Stompie Moeketsi Seipei (14) resumes for the sentencing of Mandela United Football Club coach Jerry Richardson on August 6.

During the trial, the judge found that Winnie Mandela must have been present on the evening of the assaults in her home which led to the death of Stompie.

The question is will Mrs Winnie Mandela face charges?

One person who would most like to know is key witness in the trial, Kenneth Kgasi, who yesterday, in an exclusive interview, expanded on his court evidence.

He gave a similar interview to London's Sunday Telegraph this week in which he told of events leading up to the teenage activist's bloody murder and being forced to participate in an attempted murder.

Worried

"Since it all began on the night of December 29 1988, my life has not been my own. I do worry about my safety because my evidence linked a powerful political figure like Mrs Mandela to the assaults. But I was more worried before I gave court evidence," said Mr Kgasi, one of the four young men abducted from Soweto's Methodist manse by members of the Mandela United Football Team and viciously interrogated and assaulted.

Mr Kgasi (30) explained that he came to be living at the manse because he was a writer and was in the process of writing about the lives of the youngsters who took refuge there. This is his story:

"I first met Stompie, the tiny Tumahole activist, about two weeks before our abduction. He was brought into the manse one night and, because there was no room for him to share a bed with the other boys, he slept with me.

"At first we believed him to be just another street urchin. He told us he had been sleeping at a township station.

Because I was non-political and still am... I was often a mediator when quarrels broke out between about youngsters aged between 14 and 28 years old. There were usually about a dozen living at the house.

The day after Stompie's arrival, a fight broke out when the others accused him of being a sell-out and police collaborator.

Stompie was furious, like a little wild animal, but he denied the charges.

In the days that followed, just before Christmas, things quietened down and although he was still gossiped about the others seemed to accept him.

I soon realised he was a child who had never known childhood. He was very intelligent and very political. He idolised the Mandela name and could recite the ANC's Freedom Charter by heart.

However, tension was developing in the manse because of a clash between the minister who headed the manse, Paul Verryn and the housekeeper, Xoliswa

PAT DEVEREAUX

Falati. She was a very militant supporter of the ANC and always wore the colours.

She forced us to celebrate Christmas as "a black Christmas" which meant little or no celebration and no lights in the house, only candles.

After Christmas, on December 29, the night of our kidnapping, a stranger rushed into the house followed by a gang of others and Mrs Falati. She then pointed out Stompie, Thabiso Mono and Pelo Mekgwe. They took me too because they seemed to think I might inform on the kidnapping.

We were shoved into a waiting panel bus and the gang began to sing revolutionary songs, led by Mrs Falati. We were ordered to join in the singing. We were driven to what I later discovered was Mrs Mandela's Diepkloof house. One of the gang demanded our watches and we gave them to him.

We entered and found two rooms divided by a carpet and in the centre was a jacuzzi. It was here that we were questioned by the leader, who we were told later told was Jerry Richardson.

Then I came face to face with Mrs Winnie Mandela for the first time in my life. She entered the room and seemed very tall. Her movements were slow. I am not sure if she hadn't been drinking or something.

She looked at us scornfully, then began to berate us. "For 26 years our leader has been inside for your benefit, yet you are continuing your nonsense. You are not fit to live."

She ordered us to stand up and Xoliswa informed her about us. She started with telling Mrs Mandela about Stompie being a sell-out and added that he kept a taping bug (recording device) up his nose. She said I claimed to be an intellectual and she said that the other two were homosexuals and shared a bed with the Rev Paul Verryn.

Mrs Mandela thought about this for a while, then she suddenly lashed out at me, grabbing me by the hair and punched me in the eye. She was very strong. I managed to get out of the way of the second blow but she then grabbed Stompie.

Punched

She accused him of being a sell-out and before he could reply to her accusations she punched him. Then she turned on the other two. "Why did you sleep with white men?" she shouted. "Why do you sell comrades to the police. Don't you know it is wrong?"

She continued to pick on Stompie and beat him. She was wild and had savage eyes as she turned back to punching me. "You should be fighting the white man like the comrades, but instead you allow them to destroy us," she screamed.

The Mandela United Team, her bodyguards, then joined in and began to punch and kick us. We were yelling for mercy and I could taste the salt of blood in my mouth.

Mrs Mandela then stood back



SHEER TERROR: Kenneth Kgasi, one of the key witnesses in the Stompie trial, describes the kidnapping from the Methodist manse and the events that occurred there in the story on this page. © Photograph: Herbert Mabuza.

and watched with a satisfied look on her face. I was shocked that this woman — the mother of a nation — could do this. She was so obviously in power and I don't think she even realised it was wrong. For me her image was spoiled.

After what seemed hours of beating, it suddenly stopped and we were taken outside to wash. Stompie, the smallest, could hardly make it. During the assault he actually confessed to selling out comrades in Parys and Jerry threatened him again and again.

When I saw my face the next day I could not believe the bruises. My face was fat and purple.

We were then told to apologise and call Mrs Mandela "mummy" by Richardson. But Stompie's torture was not over. He was not to be forgiven and, as Jerry told us, he would not live.

Blood

The child was struck by a muscular man who came into the room with Jerry. He was kicked and beaten solidly by this man. Stompie was in agony and totally destroyed while we could only look on.

The next day Stompie could not eat. Later Jerry asked him to write down his address and gather his belongings. Stompie managed to get up and left with Jerry without saying goodbye.

Angry AG says decision on

PAT DEVEREAUX

THE Attorney-General of the Witwatersrand, Klaus von Lieres und Wilkau, cannot say whether Mrs Winnie Mandela is likely out of her involvement in the Stompie

When approached for comment this would study the case and decide after August whether Mrs Mandela will be

Earlier he had said "My decision is still "I will, in due course, take a decision on Mandela

"It was my decision to reserve the investigated the case to my complete Lieres und Wilkau

In May this year, a Johannesburg Supersport, Mandela United football coach and M guard, Jerry Richardson, of the murder of 14-year-old Tumahole activist Stompie Seipei. The trial resumes on August 6 for the sentencing of Richardson who has, in the meantime, been sent for psychological tests.

In his judgment, Mr Justice B O'Donovan accepted the evidence of Stompie's three companions, Mr Kenneth Kgase (30), Mr Barend Thabiso Mono (20) and Gabriel Pelo Mekgwe (21) as credible.

Interrogation

He made a special finding that Mrs Mandela must have been present "for at least part of the time" at her Diepkloof, Soweto, house on the night of December 29, 1988, when the child activist and the three other young men were interrogated and assaulted.

All three survivors testified in court that Mrs Mandela had begun the violent and bloody interrogation of Stompie and his companions which led in the end to his murder.

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Angry AG says no decision on Winnie

PAT DEVEREAUX

THE Attorney-General of the Witwatersrand Local Division, Klaus von Lieres und Wilkau, can still give no indication whether Mrs Winnie Mandela is likely to face charges arising out of her involvement in the Stompie affair.

When approached for comment this week he said: "I told you I would study the case and decide after judgment has been passed in August whether Mrs Mandela will be prosecuted."

Earlier he had said: "My decision is still a long way off. I will, in due course, take a decision on whether to prosecute Mrs Mandela."

"It was my decision to reserve the right to do so. The police investigated the case to my complete satisfaction," said Mr von Lieres und Wilkau.

In May this year, a Johannesburg Supreme Court judge convicted Mandela United football coach guard, Jerry Richardson, of the murder of 14-year-old Tumahole activist Stompie Seipel. The trial resumes on August 6 for the sentencing of Richardson who has, in the meantime, been sent for psychological tests.

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ACCUSED: Mrs Winnie Mandela beat Stompie, according to Mr Kgasi. The trial judge found she must have been at her home during the assaults.



UNDER FIRE: Members of the Mandela United Football team with police in May last year. Former coach Jerry Richardson is to be sentenced on August 6 for the death of Stompie.

one of the key witnesses in the kidnapping from the Methodist occurred there in the story on this
© Photograph: Herbert Mabuza.

The following morning I saw Jerry's shoes had blood on them and there was no Stompie.

Then we were allowed more freedom around the house. We were given physical training and I was told I would be given a duty.

We set off running with the football team through the suburb of Diepkloof which is the neighbourhood I live in, but I was not allowed to go home. It was clear we were looking for someone who I later discovered was Ikaneng Lerothodi. We found him and he was dragged to an open piece of ground.

Jerry threw him to the ground, sat on his chest, and another gang member began to unscrew some gardening shears. I was holding the man's left hand and I could not believe it was happening I was so scared.

Jerry then took the blade of the shears and began to stab into the man. I heard a moan and we pushed the body into a nearby ravine. I thought we had killed him. But it later turned out that he had survived the attack and lived to tell the tale.

We returned back to the Mandela Home. I found this all very disturbing and really did not want to belong to this gang of hoodlums. I began to plan my escape...

Kenneth Kgasi managed to escape a few days later and went straight to the Methodist Church to report the events which led up to the trial.

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Salaries rise for office rookies

Business Times Reporter
STARTING salaries for skilled office staff are rising rapidly — in spite of the recession. (2008)

The six-month survey of office salaries by Kelly Personnel says the starting salary for typists increased by 18,6% this year.

This can be partly explained by employers' demanding increased skills, such as word processing.

But managing director John Dawkins says a more important reason is that staff members are reluctant to change jobs in a recession because they fear the "last-in, first-out" retrenchment practice.

"This means employers must pay more to attract staff," says Mr Dawkins. "But salaries for those employed by the same company for a year or more are not increasing at the same rate that would apply in good times."

Starting salaries for accounts staff increased by 15,5% and receptionists received 14% more.

Eastern Cape salaries for secretaries were the lowest.

Police hold more than 300 union picketers

MORE than 300 SA Commercial, Catering and Allied Workers' Union (Saccawu) members were arrested while picketing during a national hour of protest on Friday, a union spokesman said at the weekend.

SAP spokesman Capt R Maree confirmed yesterday that 166 people were arrested for illegal demonstrations on Friday.

"Forty-five people were arrested at Checkers centre in Middleburg and 121 people were arrested in Pietersburg," Maree said.

In a statement Saccawu deplored the arrests, saying it was "unfortunate that the police had again intervened while the situation was volatile.

"Police intervention was uncalled for and acted as a catalyst," Saccawu said.

The union said its members stopped work and held pickets in all major centres and most smaller towns between 2pm and 3pm on Friday.

"Eighty percent of stores closed down in the city centre of King William's Town," the spokesman said.

Friday's hour of action was part of Saccawu's campaign for a living wage and the right to strike.

"During the recent strike at OK Bazaars and at Southern Sun/Holiday Inn the union was unable to exercise fully its legal right

WILSON ZWANE

to withhold labour because of massive police interference and the removal of access to store facilities by management," Saccawu said.

In another development, Saccawu has said it would meet Metro Cash and Carry management today for mediation in a bid to resolve the wage dispute.

"The union is demanding a R150 across-the-board increase and the company is offering R130. There are no other issues in dispute," the union said.

The strike action involving 5 000 workers at 150 Metro Cash and Carry stores throughout SA started on Thursday

According to the union, the striking workers were conducting canteen sit-ins.

Saccawu added that it would meet Southern Sun/Holiday Inn management on Friday, following a meeting last week.

"Southern Sun continued to refuse information detailing the breakdown of the R28m allocated to wage increases this year. The present division of resources provides an increase of R12m for the top 2 000 employees and R14m for the remaining 8 000 workers, who are earning less than R800 a month.

"This allocation perpetuates poverty and protects elitism," the union said.

Metro Cash and Carry strike settled

THE week-long wage strike involving about 5 000 workers at 150 Metro Cash and Carry stores has ended.

Union members would return to work today, SA Commercial, Catering and Allied Workers' Union (Saccawu) spokesman Jeremy Daphne said yesterday.

Daphne said the wage dispute was resolved on Tuesday night after "many hours" of mediation and negotiations. The settlement involved an across-the-board increase of R140 a month, a minimum wage of R765 a month for union members and an undertaking by the union and management not to victimise striking or non-striking workers.

31

Wilson Zwane
and Owen Maubane

The wage increase and minimum wage would be backdated to July 1 and would apply to union members located in the homelands, he said.

The strike began last Thursday after the union's demand for a R150 across-the-board wage increase was rejected by management, which offered R130.

A Metro Cash and Carry spokesman said yesterday the firm was happy that the dispute was settled "amicably and quickly" and was looking forward to getting back to business.

RETAIL DISPUTES

Calming down

Strike action by more than 6 000 members of the Commercial, Catering & Allied Workers' Union (Saccawu) is now in its fourth week at about 40 Southern Sun/Holiday Inn hotels. Talks are scheduled to resume this week. FIM 3/8/90

Some progress has been made. The company has confirmed offers made in mediation, such as the right of casual workers to join the union and an increase in night-shift and starting wages. The company also signed an agreement to negotiate over the provision of facilities for strike meetings.

Outstanding issues are: wages; certain dismissals at Pietersburg Holiday Inn and the Cape Sun; and the retrenchment of workers at Sabie River Bungalows and Pine Lake Inn.

According to union spokesman Alan Horwitz, the moderated demand of R120 across-the-board (previously R160) "is well within the company's reach." He says the company still won't give a breakdown of the R28m set aside for wage increases this year. "The R28m could, if equally divided, mean a R200 across-the-board increase for each of the 10 000 workers employed," reckons Horwitz.

Meanwhile, more than 5 000 Metro Cash & Carry workers at 160 stores took industrial action after a Saccawu ballot. The only issue at stake is the size of an across-the-board increase. The union is demanding

FIM 3/8/90

R150 against the company's offer of R135. The union's Jeremy Daphne says workers are conducting canteen sit-ins and pickets are being staged outside major stores. The two sides are in mediation. Agreement was reached last week between Saccawu, the Federal Council of Retail & Allied Workers Union and Edgars. This affects about 5 000 members of the two unions. The settlement — an across-the-board increase of R165,50 — is one of the highest in the retail sector (Woolworths recently awarded R175).

FIM 1018190

resolved this week when both parties agreed to an across-the-board increase of R100 or 15% a month effective from April 1; and a further maximum R20 from September 1. The increase raises the monthly minimum to R690. This is R110 short of the union's initial demand. (31) (22)

Southern Sun-Holiday Inn industrial relations spokesman Carl Ludick says the parties agreed that disciplinary action related to the conduct of strikers during the strike, dismissals at the Cape Sun and Pietersburg Holiday Inn and retrenchments at Pine Lake and Sabie should be referred to arbitration.

The union's Alan Horwitz says important breakthroughs include: the right of casual workers to join the union; doubling of the nightshift allowance to R110 a month; the right to join the company medical aid; and an increase of R120 in the probation wage to R620 for a maximum of three months.

March 21 (Sharpeville Day) is now also recognised as a paid public holiday.

In the Metro Cash & Carry settlement the parties agreed to a R140 across-the-board increase a month effective since July 1. The increase raises the minimum wage to R765, a 22% rise, and will apply to stores in homelands. The company had offered R135 against the union's demand for a R150 across-the-board increase.

The company also agrees to a "cooling off" day for union members provided they returned to work the day after the agreement.

The union's Jeremy Daphne says that on the whole the strike was peaceful with pickets at selected stores countrywide. Canteen sit-ins were staged in all stores, except two in Pietersburg which had been closed. He attributes the briefness of the strike to the good discipline and organisation of Metro workers. There was also no huge gap between the union demand and company offer.

The union is planning an overall review of strikes and settlements, including those not preceded by industrial action.

□ Stalemate persists in the national liquor strike involving about 3 800 National Union of Wine, Spirits & Allied Workers' members at 83 wineries and depots. A second round of talks is scheduled this week.

The Wine & Spirit Industry Employers' Association is offering a R33/week across-the-board increase in response to a demand for R40. Employers say 14 000 union mem-

LABOUR DISPUTES (31) (22)

Relief at last

Settlements at Southern Sun-Holiday Inn and Metro Cash & Carry have ended the massive wave of industrial action by almost 30 000 members of the Commercial, Catering & Allied Workers' Union over the past two months. FIM 1018190

The five-week-old strike by 6 000 workers at 41 Southern Sun-Holiday Inn hotels was over wages, conditions and dismissals. It was

resolved this week when both parties agreed to an across-the-board increase of R100 or 15% a month effective from April 1; and a further maximum R20 from September 1. The increase raises the monthly minimum to R690. This is R110 short of the union's initial demand.

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LABOUR DISPUTES FM 10/8/90

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The five-week-old strike by 6 000 workers at 41 Southern Sun-Holiday Inn hotels was over wages, conditions and dismissals. It was

bers accepted the offer after a national lock-out last month.

The union says about 70 workers have been arrested during the five-week strike. ■

Job numbers drop in major sectors

181009
149/90
31

GERALD REILLY

PRETORIA — Employment in three major sectors of the economy — mining, manufacturing and construction — is sharply declining and economists expect the trend to continue.

Volkas chief economist At Engelbrecht said latest official CSS figures showed that in the manufacturing sector in the four months to end-June the numbers employed decreased by 10 000 to 1 462 000.

In the construction industry in the same four months the number of workers decreased by 2 200 to 417 500.

And although official figures for the mining industry are not available for the four months, the expectation is that the work force would have declined by at least 15 000 to around 690 000.

The official CSS figures for the mining industry show a decrease of 91 113 to 613 527 between March and May. However, this figure is subject to review and there is doubt about its accuracy.

Engelbrecht said there was no way the economy could escape further unemployment. The latest figures mirrored the slump — “and all indications are that the depressed conditions will continue until at least mid-1990/91”.

However, he said, insolvency figures for the May-July period showed a decrease of 91% compared with the same three months last year.

“But this we believe is a hiccup and the number of liquidations will continue to increase.”

According to the CSS, the number of insolvencies in the second quarter of the year increased by 9,7% to 732 compared with April-June last year.

Strikers chased away claim

31
Sowetan

17/9/90

THE Jumbo Cash and Carry in Pietersburg, where more than 100 workers are on strike demanding the recognition of their union, is alleged to have hired a band of panga and knobkierie-wielding people from the Reef to replace the strikers.

This claim was made by Mr Lepola Mokgopi, regional general secretary of the South African Commercial, Catering and Allied Workers Union, who said management had steadfastly refused to enter into negotiations with the union.

Mokgopi claimed the men, who allegedly arrived in kombis from the Reef last Thursday, chased the workers out of the premises in full view of the customers and passers-by.

The company's acting manager, a Mr Mthethwa, refused to respond to the allegations when contacted telephonically on Friday.

"The union condemns this action in the most strongest terms," Mokgopi said.

He said such actions could lead to violence similar to the one being experienced on the Reef and in Natal. - *Sowetan Reporter*

OK denies security guard collusion in 2 ANC arrests

By EDDIE KOCH *W/ Mail 21/9 - 27/9/90*
THE OK Bazaars has objected to *The Weekly Mail's* report last week that a security guard employed by the store colluded with security police to arrest two African National Congress members.

One of the ANC pair, David Shezi, stated in an affidavit after his release that a security guard at OK's West Street branch in Durban allowed two "askaris" to arrest them last week, provided an office inside the store where the two were interrogated and called for police reinforce-

ments to take the detainees away.

OK insists the arrests did not involve active participation by any of its employees.

"An OK security guard was approached by a policeman in the store and asked to call a number to summons support. The policemen were allowed to use an office pending the arrival of reinforcements," said a company statement.

"The guard had no idea why the police were there, had no advance warning of the incident and her involvement ended at this point. She was not present during interrogation."

31

2702

Game allows 10 months' maternity leave

PARENTS at Game Discount World will be entitled to 10 months' maternity leave, following last week's agreement between Game and the SA Commercial, Catering and Allied Workers' Union (Saccawu).

In the agreement, concluded after two months of talks and covering 1 100 workers in 10 stores, mothers would receive 50% of their salaries

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(3) THEO RAWANA (23)

for eight of the 10 months, statements from Game and Saccawu said.

The two parties also reached agreement under which the national co-ordinating shop steward would work part-time for a full salary — 23 hours a week for the company and the rest on union business.

Trade employment figures holding steady.

810am 19/11/90 (31)
PRETORIA — Employment in the wholesale, retail, motor and hotel trades remained relatively stable with only marginal increases between June last year and June this year, according to Central Statistical Service.

Figures showed the total employed in all four areas increased 8 140 to 737 676 during the period.

Total earnings increased R448,4m during the second quarter of this year to

GERALD REILLY

R3 043bn, compared with the same period last year.

The numbers of those employed in the retail trade increased during the 12 months to end-June by 11 929 to 350 312; another 1 069 people were hired in the motor trade, bringing employment to 117 651.

However, wholesale trade employment fell 4 136 to 223 191, and hotel employment dropped 122 to 46 524.

Bop businessmen trapped in middle of govt-labour conflict

By MARK GEVISSER

INDUSTRY in Bophuthatswana is finding itself caught more and more between the rock of Cosatu militancy and the hard place of legislation that forbids the federation to organise in the homeland. On the one hand, Cosatu threatens to destabilise industrial relations if the repression continues; on the other, the Bophuthatswana authorities are demanding hard-line action against any employees who strike or stay away.

Last week's highly successful Cosatu stayaway proved two points: firstly, that Cosatu has mass support among Bophuthatswana's workers, and secondly, that employers are not prepared to enforce the homeland's laws if it means threatening shopfloor peace.

It is clear that Cosatu is going to be around long after the Republic of Bophuthatswana has dissipated into the Western Transvaal dust, and employers drew cognisance of this fact when they fired not one worker after the stayaway, even though Bophuthatswana labelled it an "illegal strike".

And one of the major reasons why South Africa has begun to facilitate talks between the ANC and the Bophuthatswana government is because of the numerous requests received by jumpy businessmen in the homeland who fear that the current instability will affect productivity.

Cosatu's principal demand is the repeal of the Industrial Conciliation Act, which forbids "foreign" trade unions from organising in Bophuthatswana.

This, says Wally Walters, Technical Director of Tswana Steel and President of the Babelagi (outside Hammanskraal) Industrial Association, is something that has the widespread approval of most employers. "For a workable system, one needs clear and solid relations with a union. And the present leg-

islation makes it almost impossible for a legal trade union to develop."

Particularly vulnerable are those companies that also work within South Africa, and have contracts with Cosatu-affiliated unions. OK Bazaars, for example, has an informal undertaking with its Bop subsidiaries to apply the same wage scale and benefits package inside the homeland as outside.

But, said OK labour consultant Gavin Brown, "a delicate situation arose when some of our shops went on strike within the homeland. The Bophuthatswana authorities were agitating for OK to fire the striking workers, and it took heavy persuasion to make them see how detrimental this would be."

Brown admitted it would be easier "if we could have one contract for all our subsidiaries", but he insists "we do not intend to join Cosatu's campaign for the repeal of the Industrial Conciliation Act. For as long as the Bophuthatswana government is in power, we have to respect its sovereignty".

The predominant attitude among industry seems to be, says Walters, that "this is not a workplace issue. We are sitting in the middle of a conflict that is not our making".

Nevertheless, the conflict is affecting them. And Cosatu feels they are not doing enough by simply adhering to a "no work, no pay" response or making informal agreements of the OK type.

"Industry is in a perfect position to facilitate change in Bophuthatswana," said Donsie Khumalo, Cosatu's Northern Transvaal Regional Secretary. "We will be putting more and more pressure on employers to become involved." Cosatu is planning further stayaways, and, if the current negotiations between the ANC and the homeland bear no fruit, it will mount a major campaign within South Africa as well.

Surge in man-days lost to strikes

Day 4/12/90

MARCIA KLEIN

STRIKE action cost SA businesses about 4-million man-days this year compared with 3,09-million in 1989, say estimated figures supplied by industrial relations consultants Andrew Levy & Associates.

The retail sector was worst hit by labour disputes, followed by metal and manufacturing, printing, and clothing and textiles, according to Andrew Levy & Associates researcher Jackie Kelly.

State sectors — including schools and hospitals — featured quite highly for the first time this year, she said.

A new trend this year was the large number of strikes affecting fewer than 200 workers, indicating the movement of unions into smaller companies.

Strikes in the smaller companies tended to be over union recognition, said Kelly.

The main reason for strike action, however, was wage issues, which contributed about 66% of the man-days lost.

In terms of the length of strikes, 70% lasted from one to four days, while 11% lasted longer than 10 days.

Of the 11%, 40% lasted longer than 30 days, including Mercedes (38 days), Mondi (41), Sappi (35), Lion Match (35), Nampak (50), OK (35) and Ciba-Geigy (78), said Andrew Levy & Associates.

Director Brian Allen said this was a record year for strike action, and figures did not adequately reflect the effect of strikes on businesses, as only the episode itself was monitored without taking into account go-slows, work to rule, overtime bans and general lack of co-operation.

Severe (31) (11/1)

There was usually a build-up which affected the business and a loss of productivity again when the strike was over.

Negotiated increases had averaged about 17% which was "not an overboard increase", Allen said. With an even tighter economy next year, he said most disputes would probably be triggered by wage-related issues, followed by retrenchments,

dismissals and discipline, unresolved grievances and recognition-type disputes.

Saisa industrial relations division manager Patrick Shortt said a strike lasting only one week might have a severe effect on a company's ability to be profitable.

He said some companies might lose future orders and contracts or face stringent penalty clauses due to their inability to perform during a strike. Because of the resulting loss of business, a company might have to retrench employees.

At times striking employees returned to work on condition that certain issues were discussed which resulted in management time being directed away from its primary function, Shortt said.

Mercedes estimated that the stoppage at its plant cost R500m with about R13,5m being lost each day, while work stoppages at Volkswagen's Uitenhage plant over three years cost the company "millions". Samancor's two-week strike by 2 000 metal workers led to production losses of about 4 000 tons of ferrochrome.

Police end lock-in by Clicks strikers

MATTHEW CURTIN

STRIKE action by several hundred workers at 15 Clicks stores in and around Johannesburg yesterday ended in 101 arrests after police and army units intervened to disperse workers who had barricaded themselves inside the shops.

Federal Council of Retail and Allied Workers (Fedcrow) general secretary Nat Ketele said yesterday management had overreacted to sympathy strike action called after the alleged unfair dismissal of Commissioner Street branch shop stewards last week.

Sapa reports police used force several times yesterday to free shoppers and staff.

Witwatersrand police liaison officer Capt Eugene Opperman said objects were packed against the doors, commodities were thrown off shelves and some strikers opened fire-hoses.

Strikers ignored calls by the police to open the doors and free employees and against their will, he said, and teargas was fired in some cases.

Clicks group MD Trevor Honeysett told Business Day yesterday management dismissed about 300 strikers.

He said Clicks had followed a conciliatory approach in the run-up to yesterday's actions by Fedcrow strikers. Management had had no option but to call in the police.

Two weeks of negotiations with Fedcrow had reached deadlock and he alleged it had refused to countenance Independent Mediation Services intervention.

Ketele said management had allowed insufficient time for negotiations with union officials before calling the police.

Arrests after ^{CMT 14/2} strikers ^{5/12/70} barricade 15 stores

Own Correspondent

JOHANNESBURG. — Strike action by several hundred workers at 15 Clicks stores in and around this city yesterday ended in 101 arrests, after police and army units intervened to disperse workers who had barricaded themselves inside the shops.

Sapa reports police used force several times yesterday to free shoppers and staff held against their will in the stores.

A police spokesman said strikers ignored calls by the police to open the doors and free employees held against their will.

Police had no choice but to force the doors open and to free the victims, he said. Teargas was used in some cases.

A police spokesman said objects were packed against the doors on the inside of the stores, commodities were thrown off shelves and damaged, and some stores were flooded when the strikers opened fire hoses.

Barricades

Clicks group managing director Mr Trevor Honeysett said yesterday management dismissed about 300 strikers.

When strikers, members of the Federal Council of Retail and Allied Workers (Fedcrow), began intimidating customers and setting up barricades yesterday, management called the police, he said.

He said two weeks of negotiations with the union had reached deadlock and he alleged the union had refused to mediate.

Fedcrow general secretary Mr Nat Kettlele said yesterday Clicks management had "overreacted" to what was sympathy strike action, called after the alleged unfair dismissal of shop stewards at the Commissioner Street branch last week.

By Monica Nicolson and Sapa

Police arrest Clicks strikers

31

Police arrested 101 strikers employed by Clicks when they clashed with police, management, customers and other workers in 15 stores in Johannesburg and surrounding areas yesterday.

Police liaison officer Captain Eugene Opperman said several employees of Clicks, who belonged to the Fedcrow union, had intimidated and assaulted

workers who had refused to take part in the strike.

Some workers were kept in the store against their will.

In some instances, customers were forcibly removed from the stores by the strikers.

Captain Opperman said the strikers locked some of the doors.

Large objects were packed

against the doors from the inside and commodities thrown off the shelves and damaged.

Some stores were flooded when the strikers opened fire-hoses.

Police forced the doors open and freed the victims.

They fired teargas in an attempt to flush out strikers.

Clicks branches affected in-

cluded those in Randburg and Killarney.

Charges ranging from kidnapping, intimidation, assault and malicious damage to property were being investigated against those arrested.

Clicks management yesterday announced that 300 employees allegedly involved in the strike action had been fired.

A union spokesman said Fedcrow was holding a meeting to decide further steps.

1ST JANUARY TO 31ST DECEMBER 1987

ANNUAL REPORT TO SENATE FOR THE PERIOD

FACULTY OF COMMERCE

UNIVERSITY OF CAPE TOWN

101 strikers at Clicks stores held

By MATSHUBE MFOLOE

POLICE have arrested 101 striking workers at Clicks Stores following the dismissal of more than 300 employees at 15 outlets yesterday.

Witwatersrand police spokesman Captain Eugene Opperman said police had to use force to "free persons held against their will" at several stores in Johannesburg and surrounding suburbs.

He said police used tearsmoke in an attempt to "flush out" strikers hiding in stores.

"None of the persons detained by the strikers were injured when police took action to free them," Opperman said.

Those arrested would face charges including kidnapping, intimidation, assault and malicious damage to property, he said.

Workers at Killarney claimed yesterday that police used dogs to break up a sit-in by more than 50 employees who were protesting against "unfair dismissals".

At the Jeppe and Commissioner streets stores,

workers claimed they were warned by police to leave the premises.

A spokesman for the Federal Council of Retail and Allied Workers Union, Mr Nat Kettle, said a number of people were arrested.

He said the strike was sparked by Clicks management's refusal to listen to workers' grievances.

Managing director of Clicks Stores Limited Mr Trevor Honneysett said the dismissals had come after staff had gone on an illegal strike and barricaded themselves in the stores.

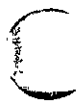
He said police arrived at the affected stores in response to reports from the public.

"We did not call them," he added.

Honneysett said the strike and dismissals were the result of two weeks of unsuccessful negotiation with Fedcrow.

He said there was a dispute over pending disciplinary action against three union members.

31
Sowetan 5/12/90



AWB pair 'flee' from angry mob

By Willy Mashau

THOHOYANDOU — Staff members of two white-owned furniture shops in this Venda capital yesterday staged a two-hour sit-in in protest against two AWB staff members — one of whom appeared on Monday in the Pietersburg Regional Court charged with a recent attack on Sunday school children in Louis Trichardt.

The men, Korea de Wet of Wanda Furnishers and Barend Jordaan of Style and Value Furnishers, were rushed to their homes in Louis Trichardt after a mob of about 70 people demanded that they be handed over to them — "to get what they gave innocent Sunday school children".

According to Style and Value manager Johan de Nysschen, Mr Jordaan had "disappeared" from work on Wednesday last week and reappeared yesterday.

Under pressure from the public and his staff he contacted Rusfurn, the company which owns both furniture stores.

Within minutes the shops received faxes from Rusfurn in Johannesburg informing them that the two AWB members were suspended from duty from the time of receipt of the message. Their salaries, too, had been suspended, Rusfurn said.

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Clicks gets interdict against 300 workers

By Brendan Templeton

Clicks stores yesterday brought an urgent Supreme Court interdict against the 300 workers it dismissed on Tuesday after they had barricaded several Johannesburg stores and refused to allow anyone in or out.

Police were called in and strikers were dispersed with teargas. Altogether 101 were arrested, according to police spokesman Captain Eugene Opperman.

Yesterday, Federal Council of Commercial, Retail and Allied Workers (Fedcrow) general-secretary Natke Tlele described the interdict as undemocratic

and said it showed the "real new South Africa as it really was".

Workers would not be able to protest against any actions taken against them by management in any way whatsoever.

But Clicks managing director Trevor Honeysett said the interdict was aimed at protecting their customers and workers who did not wish to go on strike.

Stores were still operating and the company hoped the standard of service would soon return to normal, he said.

The union is protesting at the dismissal of workers at the company's Commissioner Street branch two weeks ago.

Star 6/12/90

31

Clicks: New twist ³¹

^{Honeysett 6/12/90}
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31

Kraaifontein workers strike

NOT WENTY - THREE
Kraaifontein supermarket workers have been on strike for five days in protest against a manager who used "abusive language". Mr Lesley Louw, spokesman for the Hotel, Liquor, Catering and Allied Workers' Union, said yesterday.

The strikers had been given an 8.30am deadline yesterday to return to work, but had not yet been formally dismissed. The company was allegedly advertising vacancies at the Kraaifontein store. — Sapa

20-12/90



Key dispute ... the acrimonious OK strike, involving about 7 000 workers, highlighted legal uncertainty over strike pickets

Photo: AVIGAIL UZI

Job-creation project sells direct to user

BLACK business organisation Business Challenge (BC) has invested R350 000 in a distribution venture which will take blankets directly to the market, bypassing retailers and wholesalers.

BC chief executive Phil Khumalo said at the launch of the Elite Blanket Distributors job-creation project in Soweto that the organisation's 6 000 members, acting as agents, would realise an initial turnover of R1m a month.

"There is no telling what this will increase to as more people join."

Business Challenge has taken initial stock of R250 000 in the venture, after months of preparation and expenditure amounting to R100 000.

Khumalo said with agents selling directly to the public, "a good percent-

THEO RAWANA

age will be knocked off the price tag since the transaction will bypass wholesalers and retailers".

Khumalo asked that the name of the supplying company not be divulged.

Marketing GM Sidney Maisela said everyone benefited from the venture, since the supplier, too, was saved the inconvenience of waiting 120 days for payment, as was the case when dealing with retailers and wholesalers.

A director of the company said his company had always believed in selling through blacks. "We are saved an extra charge by this direct dealing — "there are fewer people between us and the end-user."

31
B.C. Day 24/12/90

Whites apologise

By ELIAS MALULEKE

31

THE business community of Louis Trichardt is planning to apologise to blacks as the consumer boycott bites deep.

They are planning to invite black children to play in their parks and to call on tribal chiefs to apologise for the assault on black Sunday-school children from Dzanani in Venda, at a park in the town last month.

The six-week black consumer boycott has brought the town to the brink of bankruptcy.

Shops are on the verge of closing and people are losing their jobs, but blacks see it as part of their struggle to force the town's diehard CP and Afrikaner Weerstandsbeweging (AWB) supporters to change.

The municipality is to help the hard-

hit business owners by suspending the payment of tax and tariffs for a month.

Blacks say the town is paying the price for maintaining old-style apartheid. CP Nov 30/12/90

While tills rang merrily elsewhere during the mad Christmas rush, Louis Trichardt resembled a ghost town.

Hardest hit were bottle stores and furniture and clothing shops, which had stockpiled goods in anticipation of a wild shopping spree. Now they are faced with huge debts.

The Consumer Boycott Committee (CBC) says the boycott was organised because Louis Trichardt has continued to hold fast to old-style "baasskap" and discriminatory laws which deny blacks the right to use "open" facilities in the town.

The CBC has been holding talks with conservative city fathers who are trying to break the boycott.

Among its demands are the right of workers to join trade unions, the opening of the business district to all races and an end to harassment and intimidation.

They say these demands must be met before the boycott can be ended.

Attempts to lure black shoppers, including the handing out of gifts, did not work.

A group of 40 whites, led by local businessman Jan de Bruyn, are behind the move to invite children back into the parks.

COMMERCE - LABOUR
1995-97

Strikers strike out

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THE Appeal Court has found that
OK Bazaars was entitled to with-
hold bonuses for 1990 for workers
who were on strike between June
4 1990 and July 27 1990 and has
dismissed an appeal by the SA
Commerical Catering and Allied
Workers' Union (2030)

Boost for labour negotiations

Renee Grawitzky

BD 116/95
LABOUR and business felt proposals made in meetings yesterday with Labour Minister Tito Mboweni, if implemented, would constitute a step in the right direction and could put negotiations on the draft Labour Bill back on track.

This follows separate meetings held between the minister and labour and thereafter with business to try to find mechanisms to take the process forward.

The meetings were initiated by Mboweni after it became evident that major differences of opinion existed between labour and business on crucial areas of the draft Bill and after labour had resolved to em-

bark on mass action.

During discussions with labour, Mboweni said the deadlock between the parties was not good for the country.

He said that before the meetings the Cabinet had been briefed on the main areas of difference, especially centralised bargaining, industrial action and workplace forums, and had obtained a mandate on government's position. The Cabinet "fully supported centralised bargaining and the proposals by the minister on how to explore mechanisms to achieve this".

Mboweni said after the meetings that sufficient progress had been made in un-

Continued on Page 2

Labour

Continued from Page 1

locking some of the areas of difficulty.

The parties agreed that it was necessary to find mechanisms to "better manage the process in the National Economic, Development and Labour Council (Nedlac) in order to accelerate the negotiations and reach consensus".

Labour and business representatives at the meetings agreed that the following proposals be submitted to the Labour Relations Act negotiating committee today:

- Suggestions by the minister on how to achieve centralised bargaining;
- That Nedlac provide a backup technical team to assist the negotiating committee;
- That Nedlac's secretariat be used in a more facilitative capacity to try to bring the parties closer together; and
- That a permanent chairman, either

from the parties themselves or an independent outsider, be appointed.

Labour said Mboweni would also address its concern that business lacked a proper negotiating mandate.

Business South Africa spokesman Bokkie Botha said business was hopeful that the proposals would take the process forward, but was disappointed that yesterday's meetings were not tripartite in nature as "business was committed to tripartism".

Cosatu's Neil Coleman said labour did not feel it would have been appropriate to hold trilateral meetings which were reserved for negotiations within Nedlac. The meetings were not intended to be negotiating meetings.

Meanwhile, the 200 000-strong Federation of SA Labour Unions decided yesterday to join Cosatu's mass action programme in a bid to break the deadlock around negotiations on the Labour Bill.

Saccawu appeal thrown out

(S) saw 1/6/95

THE Appeal Court, Bloemfontein, has found that OK Bazaars was entitled to withhold bonuses for 1990 from workers who were on strike that year. The court has dismissed an appeal by the South African Commercial Catering and Allied Workers Union against a judgment of Mr Justice EL Goldstein in the Labour Appeal Court on February 11 1993.

The LAC had upheld an appeal by the OK against a determination of the In-

dustrial Court. This ruled that the OK's conduct in not paying the bonuses was an unfair labour practice.

The LAC dismissed a cross-appeal by the union that the bonuses to be paid should bear interest.

In the appeal court, Bloemfontein, Mr Justice EM Grosskopf, with the concurrence of Mr Justice Smalberger, Mr Justice Nestadt, Mr Justice Howie and Mr Justice Marais, said that as the company was entitled to withhold the bo-

nuses, it was unnecessary to decide whether — if the decision had gone the other way — the workers would have been entitled to interest on the bonuses.

Both parties agreed the order on the appeal should not carry costs.

Mr Justice Grosskopf did not think the provision of a financial inducement to workers to abstain from striking amounted necessarily to an unfair labour practice. This did not mean there might not be circumstances in which a

particular inducement might be objectionable in the case under consideration, the company had a particularly strong interest in trying to avert a strike. Its financial position was parlous.

The union pressed demands which it could not reasonably expect to achieve in the light of the company's financial position. The payment of a bonus was a discretionary act on the part of the company. — *Sapa*.

1997/11/11 09:42:58

Business threatens to pull out of talks on Labour Bill

(30) (12) (11)

By EDYTH BULBRING
Political
Correspondent

BUSINESS South Africa has threatened to withdraw from negotiations on new labour legislation following a decision by trade unions to go ahead with mass action from tomorrow.

A Business South Africa negotiator, Adrian du Plessis, said business had appealed to labour to reconsider its programme of mass action after progress was made in talks this week.

However, the union federations — consisting of the Congress of South African Trade Unions (Cosatu), the Federation of South African Labour Unions and the National Council of Trade Unions (Nactu) — stated their intention to proceed with mass action from tomorrow.

Part of their campaign will include a half-day work stoppage on June 19.

The mass action is an attempt by labour to pressurise business into accepting its proposals for changes to the new Labour Relations Bill.

The Bill is under consideration by business, labour and government in the National Economic Development and Labour Council (Nedlac).

Mr du Plessis said yesterday that Business South Africa condemned the union federations' decision to proceed with mass action next week despite the progress in the process of reaching consensus on the Labour Relations Bill at the Nedlac meeting on Friday.

"You cannot talk and fight at the same time.

"Business South Africa will clearly need to review its role in these negotiations in the light of events over the next couple of days," he said.

The next scheduled meetings for negotiations in Nedlac are on June 12 and 13.

Asked whether Business South Africa would attend this meeting, Mr du Plessis said the organisation would consider its position in the next couple of days.

"We can't continue talking if we are going to fight this out in the street," Mr du Plessis said.

Cosatu threatens further mass action as march paralyzes city centre

Rene Grawitzky

20 7/6/95

A MARCH by more than 60 000 Cosatu members — which brought Johannesburg's CBD to a halt yesterday — was characterised by warnings that the economy would be brought to its knees with a half-day stayaway on June 19 if employers did not respond positively to labour's demands.

The march was given legitimacy by the arrival of President Nelson Mandela, who said the ANC was fully behind the protest action, but warned workers to act in a disciplined manner. He said the right "to de-

monstrate and strike was used throughout the history of the ANC" and this right was included in the constitution.

Cosatu assistant general secretary Zwelinzima Vavi said the rolling mass action would "roll and roll until employers agreed to our minimum demands".

Business SA spokesman Adrian du Plessis said that in view of the threat of continued mass action, BSA was considering its position in the National Economic, Development and Labour Council (Nedlac).

At the Chamber of Mines building a memorandum setting out labour's core de-

mands was presented to Du Plessis. He said business recognised the right of peaceful protest, but "sustainable solutions came out of negotiations around a table and not out of the streets."

Nedlac executive director Jayendra Naidoo told workers that deadlock had been reached quickly with the parties having presented only their first positions.

His statement that "where a person starts is not where they finish" was met with a stony silence by the crowd.

Labour Minister Tito Mboweni said he was confident of a settlement if a solution

was found on centralised bargaining, the closed shop issue and the right to strike.

NP labour spokesman Leon Wessels said "such one-sided action will not make SA appear as an investor-friendly country."

Naidoo said meetings between labour and business were scheduled to start today.

The march, which was supposed to be part of a united labour campaign, was led by Cosatu's Vavi, Ebrahim Patel and George Nkadimeng, the ANC's Cheryl Carolus and the SACP's Jeremy Cronin. There was no Federation of SA Labour representation and the National Council of Trade

Unions is holding a meeting today to decide on participation in the campaign.

Farouk Chotia reports that at a rally in Durban, Cosatu president John Gomo said the union demanded the disbandment of provincial governments as they would lead to fragmentation and would bring about uneven development.

Addressing thousands of workers, he said the lifespan of provincial governments should not extend beyond 1999. "Political parties are deviating from the first declaration in the interim constitution — the sovereignty of central government."

Nedlac progress despite crisis (46) CT(BR)8/6/95
(30) (12)

Labour, business and government are making progress on a wide range of issues at the National Economic Development and Labour Advisory Council (Nedlac) even though the council faces a crisis over labour reform legislation with Business South Africa threatening a pull-out if labour goes ahead with mass strike action.

Department of trade and industry officials told a parliamentary committee yesterday progress was being made over a wide range of policy issues from trade to industrial restructuring, with Nedlac members providing important contributions. And at least 12 double taxation agreements signed with other countries recently have not been put into effect because of confusion over parliamentary procedures. However, Chris Liebenberg, the minister of finance, had taken up the issue in Cabinet last week and movement was expected soon. — Bruce Cameron

Captains of industry stick to their guns

ST(BT)11/6/95

(102)(30)

BUSINESS South Africa emerged on Thursday night after a crisis meeting with new and unified resolve that "voluntarism" would be its bottom line in negotiations on a new dispensation for labour.

BSA did not issue a statement after the meeting, but it is understood its bottom line is "voluntarism" — meaning that there should be no legal compulsion to bargain with trade unions.

The meeting was attended by 40 of the country's top businessmen, including Julian Ogilvie Thompson, Marinus Daling, Basil Hersov, David Brink, Leslie Boyd, Dikgang Mosenke, Pat Retief, Paul Kruger and Johan Rupert.

"The captains of industry and their lieutenants were there," one participant said.

The countrywide

By KEVIN DAVIE

marches on Tuesday, further planned mass action this week leading to a half-day stoppage next Monday and violent incidents on two gold mines have led to a hardening of attitudes in some sections of business.

There has been widespread concern in business circles over Labour Minister Tito Mboweni's support for centralised bargaining and President Mandela's unexpected appearance at the march by 40 000 workers in Johannesburg on Tuesday.

"I bless your demonstration," Mr Mandela said.

While government has stopped short of supporting the Cosatu-led campaign for compulsory centralised bargaining, business is concerned that the high-profile support for mass action is sending the wrong signal to investors.

There are also concerns that Cosatu has been winning the propaganda war over the Labour Relations Bill.

Cosatu's position is that bargaining with trade unions should both be compulsory and take place in centralised forums which cover an entire industry.

Business negotiators say while they quibble on some of the detail of the Bill, they agree with its broad approach.

Labour spokesmen counter that it is labour which supports the broad thrust of the Bill.

"Business' proposals are way out of the architecture of the Bill. Ours complement the objectives of the Bill," says Ebrahim Patel, labour's man at Nedlac.

Anglo American this week reported two separate incidents at Anglo gold mines where picketers turned violent, leading to injuries, stonings and damage to vehicles.

Anglo spokesman Michael Spicer says the incidents "belle claims by Cosatu that its mass action campaign is not meant to be coercive and is peaceful".

Mine security officials responded to stonings at one incident with teargas and rubber bullets.

Mr Spicer says the national leadership of NUM and Cosatu must immediately and publicly condemn this undemocratic, unprocedural and thugish behaviour.

"Failure to do so will sharpen the perception that the Cosatu campaign is designed to promote unacceptable ends — the introduction of further

labour rigidities which will inhibit job creation in the interests of the privileged few unionised insiders — through unacceptable means, violence and coercion."

Cosatu's Neil Coleman says Cosatu condemns violence. He says Cosatu's proposals aim to protect workers' right to picket to lessen the likelihood of conflict and violence.

A NUM spokesman says the union does not condone violence. It says it is unaware of the incidents at the two Anglo gold mines.

Informal meetings between business and labour were held this week and more discussions are planned for the coming week.

Mr Patel says it is possible to meet the end-June deadline to conclude negotiations so that the Bill can go to Parliament before the end of the year.

Mr Patel says labour will not be brow-beaten by suggestions its protests are deterring investors.

"We don't construct labour laws every year," he says, adding that the present laws date back to 1924. Investors want certainty. "We're looking to bring a high level of certainty to labour policies."

Mr Patel says first prize is to get agreement on the new labour law with business at Nedlac. He says if a lock-out occurs Cosatu will pursue the option of a national strike and call on the majority party in Parliament to back its labour proposals.

BSA plans a follow-up meeting on Tuesday, whereafter media announcements may follow.



STANDING FIRM ... union leader Ebrahim Patel, 'seeking a high level of certainty over labour policies'

CNA locks workers out

Rense Grawitzky

20 2/8/95
(30) (15)
THE Entertainment Catering Commercial and Allied Workers' Union (Eccawusa) has accused CNA of using unfair tactics after workers were locked out yesterday.

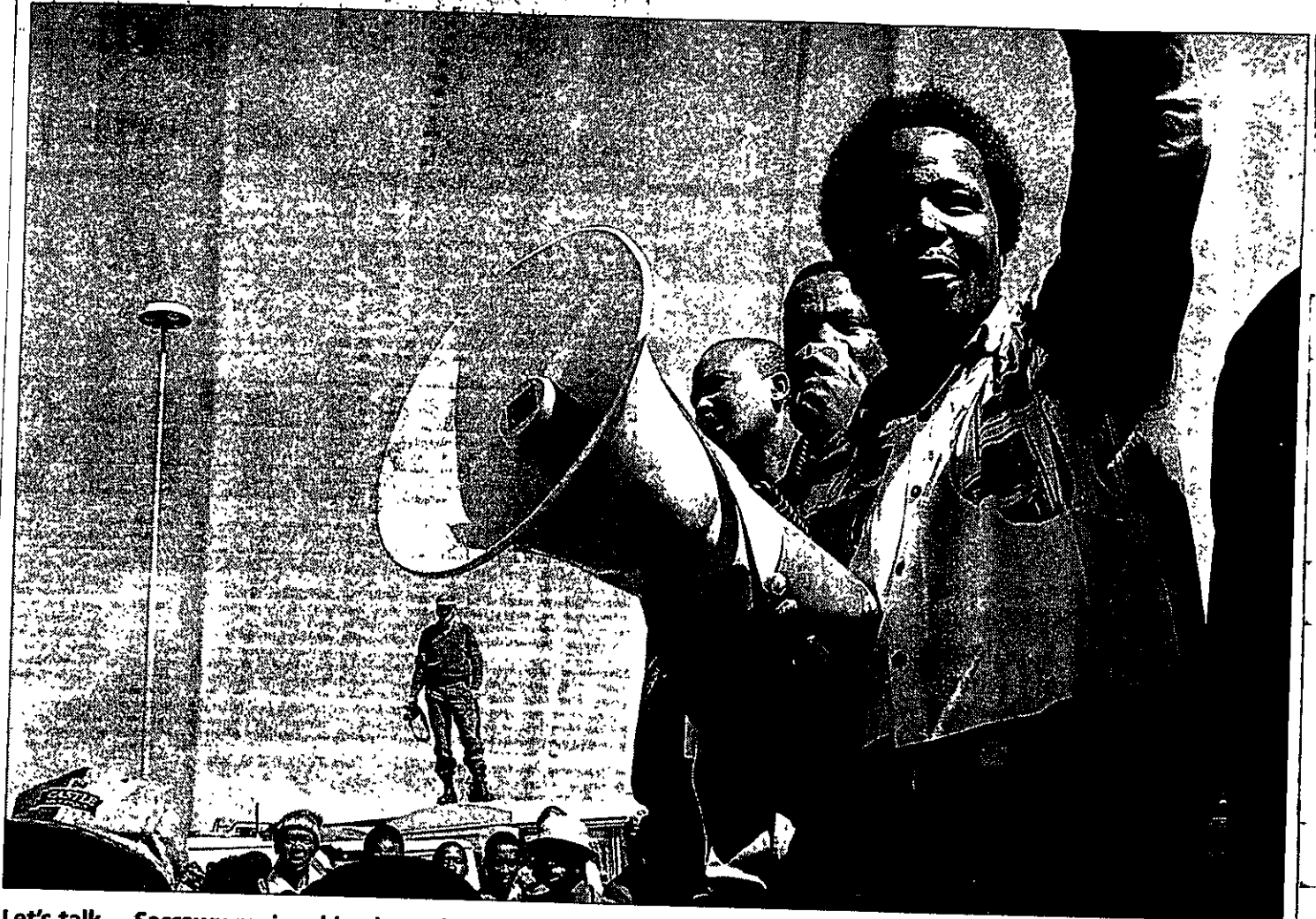
CNA spokesman Andries Smith said union members were locked out of CNA's head office in Laub Street, Johannesburg, after "management were led to believe that Eccawusa members were going to occupy the building".

He said the lock-out was implemented in order to protect those workers inside the building.

The union said that CNA should conduct itself "in less reckless behaviour and exercise good faith in order to seek an amicable resolution to the dispute".

Smith said the parties would meet tomorrow to continue negotiations.

Police disperse strikers at market



Let's talk ... Saccawu regional leaders address a crowd of workers who blockaded the entrance of the fresh produce market in City Deep yesterday.

BY LORNA ZOKUFA
CITY REPORTER

Twenty-nine people were arrested and police were forced to use rubber bullets and tear gas when more than 400 workers blockaded the entrance of the fresh produce market at City Deep, Johannesburg, yesterday.

The workers, who are employed by market agents, prevented trucks from leaving or entering the market from 4am yesterday morning.

"How can we feed our families with a wage of R80 or R90 a week? We are here to demand a living wage," said the workers' spokesman Prohise Sithole.

star 6/9/95 (182) (30) PICTURE: MOTLHALEFI MAHLABE

The director of the market, Daan Spengler, said he had called police to disperse the strikers because no produce could be delivered and no trading could take place.

The Greater Johannesburg Transitional Metropolitan Council has applied for an urgent interdict against the workers to prevent interference with traffic in and out of the market, damage to property, or any action that could jeopardise public safety.

Police spokesman Lieutenant-Colonel Eugene Opperman said police were forced to use tear gas and rubber bullets when protesters stoned police and resisted arrest. - Staff Reporter.

Bargaining forums proposed

Renee Grawitzky

(30)

NATIONAL retail employers would be approached by the SA Commercial Catering and Allied Workers Union (Saccawu) to participate in a national retail bargaining forum and employers in the hospitality industry would be approached to form a hospitality industry forum.

Leonard Gentle of Saccawu said this position was adopted at a national bargaining conference held at the weekend where issues like centralised bargaining, wage policy, industry training boards, a social plan and a tourism policy were discussed.

He said this position would, however, only be finalised by November following further shopfloor discussion.

National retail employers would, in the meantime, be approached to participate in this national bargaining forum. It

14/9/95
would be a voluntary structure similar to the car sector.

The national forum would have subchambers for the various subsectors, such as furniture, Gentle said.

Gentle said in exchange for extended shopping hours or the move to a seven-day working week, the union would look towards reduction of work hours from 45 to 40 a week; an increase in shifts to facilitate job creation; the upgrading of casuals to permanent staff; and ensuring that workers would still work five days a week, if a seven-day week was introduced.

He said the union would also convene an industry-wide meeting to establish a training board.

On wages, the union would move away from a tendency to agree to across-the-board increases. The union would, Gentle said, consider the skills/job grading link.

Court sees video of Spar strike action

(30) (1)

■ BY DAISY JONES

Twenty Spar supermarket workers appeared in the Johannesburg Regional Court yesterday on charges of contempt of court and intimidation.

A video recording screened in court yesterday showed a group of workers entering the Fairlands Spar holding a large steel drum and unmarked cartons during a strike in November.

The store assistant manager at the time, and the man who made the video recording, George Nicolaou, testified that the cartons had contained a bleaching fluid, which was allegedly thrown over cashiers at work.

The incident allegedly followed a meeting two days before, at which workers were served with a court papers barring them from striking within 200m of the Spar.

The recording of the incident showed the manager of the store serving the papers and threatening to fire the workers if they did not return to work within 48 hours.

The manager said if they did not return to work, they had permission to collect what money was owed to them from the supermarket's offices the following week.

When they arrived, the workers allegedly "interrupted business", and were arrested.

Star 19/9/95

Workers locked in a cage

Sowetan 22/9/95 (30)

By Khangale Makhado

ABOUT 35 workers employed by a carpet company in Fordsburg, Johannesburg, were locked in a cage for more than 24 hours following a dispute between them and the firm.

The workers, all members of the SA Commercial, Catering and Allied Workers' Union have accused the company of locking them in a cage at 4pm on Wednesday until about 6pm yesterday.

A spokesman for the workers said

yesterday that their families, who had heard about the caging, arrived at the premises but were refused either to see or even supply them with food.

He said their strike action started on Thursday last week when management refused to recognise their union.

However, a spokesman for the company, Mr Shafia Mohideen, said the workers had not been locked in the cage deliberately.

Mohideen said after the workers had refused to vacate the premises, they

were left no option but to lock the place when they left for home.

The agreement with the striking workers was that they were not supposed to enter the building but to conduct their business anywhere else.

They, however, stormed the building - a move that could have prevented normal business from going on.

"We also had to lock when we left because had we not done so, we would have exposed our property to danger," Mohideen said.

Retail ⁽³⁰⁾ proposals

Renee Grawitzky

ED 6/12/95
THE SA Commercial, Catering and Allied Workers' Union has demanded the establishment of a bargaining council for large national retail companies and a statutory council for large employers in the hospitality industry.

The union has proposed, in exchange for the establishment of a retail sector bargaining council, to enter into discussions on flexible work arrangements, to consider various wage increase options, and not to be bound by traditional across-the-board and percentage increases.

The Labour Relations Act provides for a bargaining council which is seen as a modified form of the current industrial council system where wages are negotiated at central level.

The new statutory councils provide for the negotiation of training, education and social-welfare funds at central level with wages negotiated centrally only with agreement from the relevant parties.

Union spokesman Leonard Gentle said flexibility could include extended trading hours which could affect turnover and job creation if combined with reduced work hours and the issue of upgrading of casuals to permanent positions.

Extension of trading hours could have a positive effect on the revitalisation of city centres.

Spars 'reject union forum'

INDIVIDUAL owners of Spar outlets in Gauteng affected by illegal industrial action since they began firing striking employees in November last year had rejected moves to set up a regional bargaining forum, the SA Commercial, Catering & Allied Workers' Union said yesterday.

A union spokesman said the union's requests to individual store owners proposing a meeting to discuss the establishment of a regional bargaining forum for workers had all been refused.

He said strikers, dismissed by their employers since they began their strike at various Spar outlets across the Gauteng region on November 9 last year, were continuing to picket individual stores.

More than a dozen own-

SUSAN RUSSELL

ers of Spar outlets have obtained court interdicts against strikers since November. The interdicts were sought in a bid to prevent illegal strike action.

The latest confrontation between strikers and Spar owners occurred on Tuesday when dismissed workers stole goods and caused damage estimated at about R45 000 at a Florida outlet.

In the Johannesburg suburb of Melville, a Spar-associated store had its doors and front windows smashed by people who also attempted to intimidate workers into joining the strike. BDS/1/95

Fired workers get bail

(30) ~~452~~ staw 5/1/95

BY HELEN GRANGE

Ten former Spar employees who were arrested on Tuesday in connection with incidents of violence at Spar outlets on the West Rand were released on bail by the Roodepoort Magistrate's Court yesterday.

Three of the accused were released on bail of R500 each and the rest on R200 each.

The arrests were made after a group of dismissed Spar workers allegedly stole goods and caused damage estimated at R45 000 at the Florida Spar, and then moved to a Spar outlet in Wilropark and finally to a Spar outlet in Roodepoort.

Scores of Spar workers, who were among those who have been on strike at 61 Gauteng Spar supermarkets since November 9, were recently dismissed after some of the affected retailers declared the strike illegal and issued return-to-work ultimatums.

Gary Anstey, Spar's divisional human resources manager on the East Rand, said yesterday there appeared to be three

groups among the dismissed workers who were orchestrating a campaign of violence against certain Spar outlets.

"It seems dismissed employees, out of desperation, are forming criminal bands and orchestrating attacks and assaults at targeted stores," he said.

Last month police retrieved two petrol bombs from the Ellis Park Spar, after putting out a blaze in the supermarket's administration office.

Meanwhile, the SA Commercial Catering and Allied Workers' Union is planning to march on the Union Buildings on January 17 to deliver a memorandum highlighting its dispute with Spar.

Saccawu is demanding the reinstatement of 18 Linden Spar workers dismissed on May 10 last year and the setting up of a regional bargaining forum.

Anstey said yesterday that Spar could not agree to the demand for a regional bargaining forum because Spar was a "voluntary association" of retailers who ran their outlets independent of a corporate code.

Strikers 'ignored interdict'

DEBORAH FINE

SA CATERING, Commercial and Allied Workers' Union (Saccawu) members had ignored a Rand Supreme Court order interdicting them from striking and had continued to picket outside the Parkview Spar supermarket, chanting "one Greek, one bullet", owner Loukas Sayias said yesterday.

Sayias was testifying in the Johannesburg Magistrate's Court where 23 of his former employees were charged with common law contempt of court.

It is alleged the Saccawu members deliberately disregarded a court interdict issued on November 10 last year declaring their November 9 strike illegal and barring them from coming within 500m of the supermarket should they continue their unlawful action.

Shop steward Nelson Sibanda testified that neither Sayias nor the union had informed the employees of the interdict on November 10.

He said the accused had learned of an interdict only on November 18, shortly before they were arrested.

Sayias said his attorney had handed the strikers copies of the interdict on November 10 after which they had continued to block the entrance to his shop. After repeatedly warning the accused to return to work he had finally dismissed them on November 14.

The workers had again refused to leave the premises and he had obtained a second inter-

dict on November 18.

ERICA JANKOWITZ reports a Spar spokesman said turnover had been affected by the Gauteng strike.

The Saccawu demand for central bargaining was "impossible" as no structure for regional bargaining existed, he said. And, even if such a structure were formed, any trader who did not approve the conditions negotiated would simply "leave the club".

The spokesman said the parties took the issue to mediation three years ago when Saccawu made a similar bid for central bargaining at distribution centre level.

There was now a two-tier bargaining system for these centres, but at retail level no such arrangement existed.

The spokesman said it was essential that Saccawu broke out of its positional bargaining stand and started negotiating interests. However, there was no real face-saving option open to the union at this stage of the strike.

Saccawu had embarked on "a well-orchestrated campaign" to escalate the dispute beyond the 50 stores originally targeted for industrial action, he said.

Traders were concerned for their safety and that of shoppers after violence erupted earlier this week at a few stores.

Sparring with labour

30

CP8 1195

By KHANGALE MAKHADO

SPAR may boast about being open seven days a week, but it is still not prepared to open up in negotiations with its angry workers.

A five-month labour war in Gauteng between Spar and Spar workers organised by the South African Commercial, Catering and Allied Workers Union (SACCAWU) is threatening to become the longest labour wrangle in the new South Africa. At the heart of the often violent dispute is Spar's refusal to recognise the union. This has embroiled the franchise chain in pickets, strikes and arrests. There have also been arson incidents targeting management offices.

SACCAWU spokesman Sithembele Tshwete claimed that management, representing 220 stores throughout Gauteng, had shown no interest in holding talks with its 2 500-plus employees affiliated to SACCAWU.

Tshwete said that several attempts by the union to present recogni-

Fury and frenzy over bail

By MARTIN NTSOELENGOE

THERE was tension in

a Roodepoort Regional Court this week when 10 striking Spar workers were made to appear in two different courts.

Angry workers said they could not understand the sudden change.

In the morning they appeared in a district court and late in the afternoon in a regional court.

Bail in the District Court was set at R100 each, but in the Regional Court it was raised to R500.

tion agreement proposals and other worker grievances were scoffed at by the company.

This, he said, resulted in a resolution by workers late last year to embark on strike action as a last resort to persuade the company to reconsider its attitude.

Regional Court magistrate AGA Du Toit postponed their case to January 18 for further investigations.

The accused appeared shocked when bail was set down at R500. The eight men and two women looked angry and did not want to go down to the cells when ordered to by the court.

Meanwhile, friends, relatives and co-strikers went into a frenzy to raise the extra cash.

Some rushed home while others tried to contact their officials at the South African Catering Commercial and Allied Workers

Union. However, bail was only raised the following day.

Their court appearance was a result of damage caused at two Spar outlets in the West Rand on Monday.

They are accused of going on a rampage, assaulting a supermarket manager and causing damage costing thousands of rands at Spar outlets.

A labour dispute was declared in September.

The accused are: Maxwell Nkumalo, Bongani Ngema, Maria Mothabane, Rosemary Mathusa, Thomas Maduthwane, Jimmy Pooe, John Tikane, Ephraim Ntlokoandala, Samuel Zwane and Joseph Mlotshwa.

The union has also accused the company of discouraging union membership by harassing members. "Under the circumstances we think it would be weird to conclude different agreements with each and every store (there are 220 in Gauteng) and therefore our

demand for regional bargaining seems reasonable."

Tshwete also called on Safety and Security Minister Sydney Mutamadi to look at the wisdom of police involvement in what appeared to have been a "purely labour matter".

The company says the situation at Spar outlets is different to that at other chainstores where SACCAWU has clinched national and regional recognition agreements.

Spar Group Human Resources manager Leon Hoffmann said while they were aware of the ongoing problems, there was little they could do as the company operated differently from other chain stores. "All the Spar outlets belong to individual retailers who simply trade under our name while at the end of the day they have a final say regarding the running of their shops," said Hoffmann.

He said the group's view was that the strike was not levelled at the Spar group, but at retailers and therefore he could not comment further.

Magistrate slams strikers for contempt of the law

JOHANNESBURG. — A magistrate has criticised the manner in which striking Spar workers, trade union members, squatters and people seeking homes were increasingly ignoring the legal process and doing what they pleased regardless of court orders.

There was a strong police presence yesterday for judgment in the trial of SA Catering and Allied Workers Union shop steward Nelson Sibanda and 22 others from Parkview Spar.

Magistrate JM Grobler convicted all 23 of contempt of a Rand Supreme Court interdict granted to Parkview Spar proprietor Loikas Sayias on No-

vember 10 last year declaring the strike at the supermarket illegal because the required procedure had not been followed.

On November 18 last year he obtained a second interdict prohibiting the workers from harassing customers and interfering with the delivery of goods. **ARCT 121195**

The court rejected claims by the accused that they had been unaware of the first interdict, and accepted evidence given previously by attorney Gavin Smith that copies of the interdict had been distributed to workers — Sapa. ~~(S)~~ (30)



SABOTAGE OF TELKOM OVEREIGHT years. Helen Surtees, who was employed by SAB, also admitted to illegally buying foreign currency and sending it out the country.

Telkom services

ABOUT 2 800 of Telkom's Witwatersrand clients had been affected by either the theft of telecommunications cables or cables getting wet because of rain. It is said in the Blawie Industrial and Daggafontein industrial areas, service to about 500 clients had been disrupted by attempted theft of a cable. In Robertsham, service to about 600 clients had been affected by a stolen cable.

About 1 000 Grasmere clients and 600 in Mayfair were without a service after cables got wet. Repairs were under way.

REPORTS: Business Day Reporter, Sapa-Reuters.

Hydroelectricity in the Cahora Bassa plant was constructed on the Zambezi river in 1975. It is one of the largest schemes of its kind in the world.

He said HCB would coordinate contracts for clearing the landmines in the ground under the transmission line and for rebuilding the line itself.

Science organisation to be revamped

SELLO MOTLHABAKWE

THE Science and Technology Initiative is to be restructured into a more representative National Science and Technology Forum, a spokesman for the Arts, Culture, Science and Technology Minister said yesterday.

The forum would facilitate liaison between the ministry and the science community, he said.

The ministry has invited applications for membership to the restructured organisation. Applications would be accepted until February 10.

Criteria laid down for membership to the new organisation by the ministry include: adequate inclusivity, effectiveness, material interest and balance of influence. Positions for significant science and technology players have been prepared.

The ministry said it would widely advertise the transformation of the technical forum in view of its importance to the business community. Advertisements calling attention to the transformation and vacancies within the organisation would be run in the national media.

Court tackles long delays

ERICA JANKOWITZ

THE Industrial Court had reached its optimal three-month lag between close of pleadings for unfair labour practice applications and being allocated a court date, Industrial Court president Adolph Landman said yesterday.

In the recent past, parties had waited up to 18 months for a court date due to large workloads and staff shortages. This was rectified by the opening of new courts and the appointment of more presiding officers and administrative staff.

Landman said the court would not attempt to reduce the delay periods as parties required a reasonable period in which to prepare their arguments. Parties whose pleadings closed on January 16 were allocated court time on April 18.

At the end of November, 5 156 cases were pending at the four Industrial Courts with Pretoria accounting for 3 154. Almost 1 000 applications were received in November.

Landman said advocate Sarel van Zyl had been appointed senior member in charge of the KwaZulu/Natal Industrial Court. He replaced Myles Freeman who moved to the Industrial Court in Cape Town.

Spar strikers plan to intensify action

ERICA JANKOWITZ

Mkhize said although full details of the new phase of industrial action could not be released, a consumer boycott of all Spar outlets, and the extension of the strike to other areas, were on the cards.

He argued that contrary to Spar claims, the group had a central body which established a code of practice and at which minimum employment standards could be set and policy-related matters such as affirmative action discussed.

A minority of store owners had indicated their willingness to bargain centrally and Saccawu had asked them to persuade others to follow suit, he said.

The Spar spokesman reiterated the

group's position that stores were run by individual businessmen in terms of franchise arrangements. The central body, the Spar Guild, merely decided matters such as who should be granted franchises. Other decisions were taken individually.

Mkhize hoped the new Labour Relations Act — due for release early next month — would protect the rights of strikers and allow effective picketing. Workers were prevented from picketing within 500m of stores in terms of court interdicts, which meant that "they might as well stay at home".

Mkhize said a meeting was scheduled for next week with local safety and security minister Jessie Duarte at which police action during the strike would be discussed.

Rubber bullets at Spar strike

³⁰
JOHANNESBURG. —
Police yesterday fired
teargas canisters, bird-
shot and rubber bullets
at striking Spar workers
in Hillbrow and arrested
at least one person dur-
ing the confrontation.

A police spokesman
said police reacted after
being stoned.

The strikers' two-
month-long protest start-
ed when the SA Com-
mercial, Catering and
Allied Workers' Union
demanded regional bar-
gaining. CT 20/1/95

Since then 220 stores
in Gauteng have been af-
fected and 2 500 strikers
dismissed. — Sapa

red Gauteng private schools listed

Cosatu backs Spar workers

30 1822

sowetan 24/1/95

COMMUNITY SUPPORT

Unions negotiating for boycott:

By Mzimasi Ngudle and Sapa

THE CONGRESS of South African Trade Unions has come out strongly in support of Spar workers in their eleven-week old strike over a demand for a central bargaining forum.

In a statement yesterday, Cosatu supported the call for the boycott of Spar stores, adding that the dispute was no longer one between Spar stores and members of the South African Commercial, Catering and Allied Workers Union.

"It has reached the stage where the

entire community must take a stand and support demands for trade union rights," the statement said.

Saccawu spokesman Mr Herbert Mkhize said consultation with the South African National Civics Organisation was under way for a nationwide consumer boycott.

The Spar workers went on strike at about 220 stores in Gauteng in November demanding the establishment of a centralised bargaining committee. Mkhize said over 2 500 workers were dismissed during the strike.

Meanwhile, the South African Health and Public Service Workers' Union yesterday threatened to resume its strike if wage talks failed.

● Talks with the Public Service Bargaining Chamber will be held in Durban on January 30. Saphswu spokesman Mr Themba Ncalo warned that if there was still a deadlock by February 10, the union would go on strike. Saphswu suspended its strike early this month to "give the Government an opportunity to respond" to its demands of a monthly minimum wage of R1 500 and 15 percent increase in salaries.

● About 1 000 Police and Prisons Civil Rights Union members marched on the Gauteng legislature yesterday as part of a nationwide campaign to bring about change in the South African police and correctional services departments. The march was one of 13 planned by the union yesterday.

The marches are the first part of a campaign that will include a go-slow, sit-ins and a possible strike. Popcru Witwatersrand regional chairman Monwabisi Moto said.

Spar workers' boycott call backed

SPAR 25/1/95 (30) (S)

BY JUSTICE MALALA

The two-month-long dispute between 2 500 striking workers and Gauteng Spar supermarket owners is set to intensify after several organisations yesterday backed a call for a boycott of the stores.

SA Commercial, Catering and Allied Workers' Union (Saccawu) publicity secretary Sithembele Tshwete said the union's call for a boycott of the 220 Spar stores in Gauteng had been endorsed by the ANC, PAC, Azapo and Cosatu.

He said the SA National Civic Organisation had also backed the call.

Tshwete said the deci-

sion to involve communities in the dispute came after Spar management had decided to "disregard" union pleas for a resolution of the problems.

The workers embarked on the strike on November 9 after talks failed to bring about agreement.

Saccawu is demanding a central bargaining forum for all problems related to Spar stores, including wages and alleged harassment of its members by supermarket owners.

But Spar central distributions spokesman Leon Hoffman said yesterday a forum of such a nature could not be established as all the Spar stores

were individually owned and were merely serviced by the Spar group.

He said the owners were totally independent and could therefore even buy their stock from other distributors and not the Spar group.

"Therefore, one is dealing with different legal entities here. We cannot force the owners into a central bargaining forum because we do not have the power to do so and, as independent owners, they can negotiate such matters themselves," Hoffman said.

Tshwete said the union yesterday met several Spar store owners who had decided to negotiate with the union.

"The owners we met had no problems with the idea of central bargaining as they had been for it all along.

"Unfortunately these are the black store owners, who represent only a small percentage of the Spar store owners."

Endorsing the boycott call, Cosatu said the dispute was now no longer one between Spar and its workers.

"It has reached the stage where the entire community has no choice but to take a stand whether to support the demands of Spar workers for effective trade union rights or not," it said.

Govt to act in

Spar dispute

ERICA JANKOWITZ

THE Labour Department was expected to set up a meeting between Spar management and the SA Commercial, Catering and Allied Workers' Union (Saccawu) tomorrow, union spokesman Sithembele Tshwete said yesterday.

He said Saccawu representatives met Labour Department officials earlier this week to propose mediation to end the 10-week strike over regional bargaining. Ministry officials had agreed in principle to the proposal and said it would approach management on mediation.

Hundreds of workers have lost their jobs after striking illegally on November 9 at scores of Spar outlets in Gauteng. Incidents of police violence, intimidation and vandalism have been reported.

Spar management was not available for comment yesterday, but its stand had been to resist central bargaining because of its franchise arrangement.

Spar strikers force cancellation of Soweto fun run

■ BY MARSHALL HOWARD

The threat of violence and fears for the safety of the athletes forced organisers to cancel Saturday's Soweto Athletics Club 10 km KwikSpar fun run in Soweto.

Striking Spar workers, continuing their countrywide campaign of disruption and non-co-opera-

tion in support of higher wage claims, arrived two hours before the scheduled 2 pm start of the race.

About 50 protesters tore down advertising signs, bunting and other race paraphernalia, forcing organisers to cancel the race because they could not guarantee the safety of the athletes.

Star attractions Elana Meyer

and Willie Mtolo were informed by telephone of the cancellation, but triple Comrades Marathon gold medallist Mark Page arrived at the race start to discover the disruption.

"People were just milling around the start and it was clear there was an ugly mood," he said.

"Apparently some of the pro-

testers said they would attack the runners if the race went ahead. Organisers had no option but to call it off.

"It's a pity because Spar put a tremendous amount of support into roadrunning in this country, especially women's running.

"The protesters don't seem to realise that all this does is turn public sympathy against them."

(30) (19) Jan 30/1995

Sacked Spar workers in bid for negotiations

(30) (42) Star 2/2/95

■ STAFF REPORTER

About 100 dismissed Spar workers picketed outside the Gauteng Spar distribution point at Industria, Johannesburg West, and attempted to negotiate with Spar human resources manager Leon Hoffmann yesterday.

The protesters, who are members of the South African Commercial Catering and Allied Workers Union (Saccawu), insisted that Hoffmann was the key figure in the dispute and that only he could resolve the differences between employers and workers.

Spar workers went on strike in November demanding central bargaining for all the Spar supermarkets. Spar distribution centres management says each Spar store is owned by an individual who has the power to negotiate salaries with his workers for his particular store.

Saccawu general sec-

retary Habit Mkhize said that many of the strikers believed that Hoffmann could solve the problem by calling a regional forum with retailers.

"The workers want him to call for a regional document that stipulates basic salary, provident fund and other policy-related issues," he said.

Hoffman explained that all the Spar retailers were voluntary traders, a franchise-type agreement between the Spar Group and individual retailers.

"I cannot force owners to meet jointly. Neither can I insist that they come to a regional agreement."

One of the strikers from Greenside Spar and a spokesman for the demonstration, Themba Khumalo, said it was unfair that some workers received maternity leave while others were fired when they became pregnant.

"We want unified guidelines that all the Spars will adhere to."

CT 3/2/95
Spar interdict on union

JOHANNESBURG. — The Spar supermarket group yesterday obtained a Rand Supreme Court interdict restraining members of the South African Commercial, Catering and Allied Workers Union from disrupting business at its West Rand warehouse (30) (42)

Police assure Spar they will act against strikers

RENEE GRAWITZKY

THE SA Police Services has assured Spar that it will act against striking workers involved in criminal activities. (30) ~~12~~

This follows a meeting between the Spar Group and representatives of the SAPS this week.

The announcement comes in the wake of President Nelson Mandela's warning that police would take firm action against strikers involved in criminal activity. BD 17/2/95

Mandela said government acknowledged the right to strike, but violence and disruptive protests seriously undermined stability and economic growth and would not be tolerated.

For the first time since the strike started, a meet-

ing was held this week between a number of consultants acting on behalf of the majority of Spar owners and the SA Commercial Catering and Allied Workers' Union to discuss ways to resolve the ongoing dispute over bargaining forums.

At the meeting the union said consideration could be given to stopping industrial action if employers agreed to negotiate the issues in dispute.

These included the establishment of bargaining forums and the dismissals of more than 1 000 workers during the strike and court interdicts.

Of concern to all parties was the level of lawlessness experienced during the strike.

The parties will meet again later this month.

130 1013195

Strikers stage march

ABOUT 300 striking Spar workers yesterday marched to John Vorster Square police station to hand in a memorandum demanding an end to the arrest of strikers and a meeting with Justice Minister Dullah Omar.

(30) (102)

Pep Stores could face wage strike

RENEE GRAWITZKY

30

THOUSANDS of Pep Stores workers in 1.200 shops around the country could strike next month if the company did not revise its offer of 11% or R130 across the board, SA Clothing and Textile Workers' Union (Sactwu) retail sector co-ordinator Richard Kawie said yesterday.

If no agreement was reached at a final meeting on March 30, the parties would meet at the conciliation board on March 31, Kawie said.

The union was demanding a R150 across-the-board increase, the removal of wage differentials between urban and rural workers and a guaranteed 13th cheque.

The union said the company's minimum wage in urban areas was R1 033 and R983 in rural areas.

Company spokesman Hennie Smal said differentials between urban and rural workers was agreed to a number of years ago.

Initially, negotiations were conducted jointly between Sactwu, the SA Commercial, Catering and Allied Workers' Union and the breakaway union, the Entertainment, Catering, Clerical, Commercial and Allied Workers' Union. The company said this proved untenable and negotiations continued separately.

Union's dispute meetings

~~30~~ ~~15~~ BD 23/5/95
Renee Grawitzky

DISPUTE meetings between the SA Commercial Catering and Allied Workers' Union (Saccawu) and Pick 'n Pay and Edgars are taking place this week, according to union spokesman Leonard Gentle.

The dispute meeting with Pick 'n Pay takes place today, with the union demanding R192 across the board over a nine-month period, while the company has offered R160 over 12 months. Following last year's strike, agreement was reached on a 15-month period. The union wants to revert to the original implementation date of March 1 and is demanding a nine-month agreement this year and, from 1996, a 12-month agreement.

The union said it would meet Edgars this week. It is demanding R250 across the board and the company is offering R210.

Negotiations with Amrel

Furnishers deadlocked earlier this month — not over wages but over the union's demand for a greater degree of financial disclosure than the company was prepared to grant.

The union has not responded to the company's final offer of an across-the-board increase of R170 or 11% and a minimum wage of R1 400.

Negotiator Gibson Nduli said his union had not tabled its demand as it required information relating to the effect of the wage offer on the total wage bill and a breakdown of the salary bill, including information about directors' and supervisory salaries.

Several agreements have been concluded in the retail sector with increases ranging from 10% to 14% and across the board increases ranging from R130 to R200 at Joshua Doore, Pep/Ackermans, Score Furnishers, Karos Hotels and OK Bazaars.

Charges against Spar workers withdrawn

By Sowetan Correspondent

CHARGES of intimidation and damage to property against 68 former Spar employees were withdrawn yesterday after the Johannesburg Regional Court refused to give the State more time to draw up charge sheets.

Rejecting a request from prosecutor Mr Jacob Ramokgopa for a final postponement, magistrate Mr LJ van der Schyff said the State had had enough time to draw a charge sheet and organise witnesses.

The State then withdrew the charges against two groups of accused, all of whom are members of the SA Commercial, Catering and Allied Workers Union who were fired during a strike last year.

Mr David Nyoni, of Soweto, and 17 others were charged with ignoring a Supreme Court order on November 18 last year by approaching the Greenside Spar during a strike by Spar workers.

Fifty other workers were charged with intimidating customers, trespassing and damage to property in Linden and Kenilworth Spar outlets.

Saccawu spokesman Mr Semphithe Mkhonto said workers had a constitutional right to embark on mass action against their employers.

He said workers would approach the Conciliation Board to demand that Spar re-employ workers fired during the strike, or support a proposed national strike by Saccawu.

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048 589/005

Pick 'n Pay acts against march

Deborah Fine

(30)
20 28/6/96
PICK 'n Pay has obtained an interim court order interdicting the SA Catering, Commercial and Allied Workers' Union from orchestrating or participating in rumoured nationwide marches today by Saccawu members employed by the company.

The union has claimed, however, that it has not authorised or sanctioned any marches.

The marches could cost Pick 'n Pay about R74m in turnover and R7,4m in gross profit.

The group lodged an urgent application in the Rand Supreme Court yesterday after "rumours" that staff intended to march on the group's offices emerged at stores in Gauteng, Vereeniging, Bloemfontein, the Western Cape and Pretoria.

Pick 'n Pay had reached deadlock in talks with Saccawu.

Union to march on Edgars head office

Reneé Grawitzky

20 11 8 196

the retail sector.

(30)

SA Commercial, Catering and Allied Workers' Union (Saccawu) members plan to march on Edgars' head office in Johannesburg tomorrow to put pressure on Edgars management to revise its wage offer.

The union indicated that the action would also highlight its demands for a centralised bargaining forum in

The union is demanding an across the board increase of R350 or 20% while employers have offered 9% with a guaranteed minimum increase of R220 across the board.

Saccawu national publicity officer Sithembele Tshwete said the union had resolved that by August some progress should have been made on centralised bargaining structures.

OK to cut jobs in bid to save R34m

(30) 8031/7/96
Jacqueline Zaina

SA BREWERIES' supermarket group OK Stores is planning to retrench part of its 15 500-strong work force in a drive to cut costs by R34m.

The retailer said yesterday it had still to discuss numbers with the SA Commercial, Catering and Allied Workers' Union. But the union said yesterday management had said 2 800 jobs could go, and 250 jobs would go from Johannesburg stores today.

The union has declared a dispute with OK, claiming the company negotiated in bad faith. It says it cannot rule out a national strike in protest.

OK human resources director Keith Hartshorne said the figure of 2 800 job cuts was not correct. Management would discuss retrenchments before the 250 jobs were cut. The company, undergoing major restructuring as part of its rehabilitation efforts, wanted to minimise job losses by discussing plans with the union. The R34m cost-saving would be achieved with staff cuts and other initiatives, such as outsourcing, Hartshorne said.

OK, delisted in 1993 amid persistent losses, made a R1m loss this year against a R36m loss in 1995.

Union spokesman Sithembele Tshwete said the union believed retrenchments were going ahead despite undertakings to discuss the plans.

He said the move violated a recent agreement that OK was required to approach the union before restructuring. It stipulated that no job cuts should result from the plans.

OK workers angered at plans for 2 800 job losses

ARG 22/8/96

(30)

ESTELLE RANDALL
Labour Reporter

WORKERS at OK Bazaars have held lunch-time pickets to protest against company plans to retrench about 2 800 out of about 16 000 workers countrywide.

Instead of retrenchment, workers want OK Bazaars to adhere to a work flexibility agreement it signed with the SA Commercial, Catering and Allied Workers' Union (Saccawu).

Maxwell Cindi, Saccawu's national negotiator at OK Bazaars, said the company

told the union it needed "to lose" about 2 800 workers to recoup a loss of R34 million in the first three months this year.

But instead of retrenchment, the company should be exploring the option of flexible work arrangements agreed to earlier this year, he said.

Saccawu had initiated the flexibility agreement to ensure job security and minimum job loss.

"The normal practice of the company was to retrench full-time workers and then to replace them with casuals who were prepared to work more flexibly. Our agree-

ment with OK Bazaars says that workers will agree to do jobs outside their job descriptions and to change their shifts, provided there is negotiation and agreement about this with the union," he said.

He said the company wanted to introduce flexible work arrangements and go ahead with retrenching workers as well, whereas the union wanted the flexible work arrangements to be fully explored first, as stipulated in the agreement.

Saccawu and OK Bazaars met yesterday in efforts to resolve the impasse. The company did not comment.

Union ordered not to block Edgars opening

Reneé Grawitzky

EDGARS applied for an urgent interdict in the Rand Supreme Court on Friday to prevent SA Commercial, Catering and Allied Workers Union (Saccawu) members from embarking on any form of action which would disrupt the opening of Edgar's store in the Johannesburg CBD on Wednesday.

The interdict was granted in favour of Edgars and the union

was instructed to show that it had complied with the order and told members not to participate in any action. **BD 26/8/96**

(30)
This action was intended to put pressure on Edgars to increase its wage offer to the union which sits at R220 across the board. The union is demanding R350. The union said it could not understand why Edgars would apply for an interdict when it indicated that the action would be peaceful.

BRIEF

(30)

WOOLWORTHS WORKERS LOSE RIGHTS AFTER SHIFT PROTEST

About 2 500 Woolworths workers countrywide have lost trade union rights they secured nearly 10 years ago after the retailer cancelled national wage and recognition agreements with the SA Commercial, Catering and Allied Workers' Union (Saccawu).

Woolworths spokesman Mark van Buuren said the company cancelled the agreements after union members in three regions protested against implementation of a new shift system contained in this year's wage agreement, signed by Saccawu shop stewards and the company.

Cancellation of Saccawu's recognition agreement means shop steward rights and stop order facilities no longer exist.

Labour Reporter *ARC 19/9/96*

S I N E S S

ARG 26/6/97

Workers picket OK Bazaars

Job losses feared if company opts to out-source

THABO MABASO
BUSINESS REPORTER

Plans by OK Bazaars to restructure its money-losing retail stores have met with opposition from the South African Commercial, Catering and Allied Workers' Unions (Saccawu), which has called on members to conduct protest action.

Protests against the restructuring of the retail chains began on Monday when Saccawu members held sit-ins at some OK stores.

The protest action, which has included lunch-time pickets, has drawn a mixed response in Cape Town with protests being held at only a few OK branches.

Saccawu spokesman Monde Ncayo said workers were protesting because they feared that the company would, as part of its restructuring process, outsource some functions to contractors, leading to a loss of jobs.

"There is no guarantee that outside companies that are contracted will use the workers who are now doing these jobs," Mr Ncayo said.

Workers and management met in Johannesburg yesterday to discuss the dis-

pute. At the time of going to press it was not clear if a solution had been found.

Mr Ncayo said the picketing would continue throughout the week.

Saccawu regional representatives would meet on Sunday to decide on further action, Mr Ncayo said.

Last year, OK Bazaars said it would be closing some of its stores, including the Plein Street branch, during the next five years.

Speculation in the investment market

has been that the retail chain is struggling to keep its head above water. Analysts have said OK Bazaars is relying on its parent company, South African Breweries, to survive.

The retail chain's group human resources director, Keith Hartshorne, told the Cape Argus that the company had been forced to restructure its operations because it suffered a R74-million loss last year.

Only shelf packers would be affected by the restructuring.

"Other workers will have a choice of either joining the sub-contracting firm or being relocated in their store to other positions with no loss of wages or benefits," Mr Hartshorne said.

'There is no guarantee that out-sourced companies will use the workers who are now doing these jobs'

OK workers picket outside city store

(15) (30)
BUSINESS REPORTER

ARK 2/7/97

The South African Commercial, Catering and Allied and Workers' Union (Saccawu) yesterday kicked off the first of a series of mass protests against plans by retail chain OK Bazaars to restructure.

About 100 singing and placard waving Saccawu members picketed outside OK Bazaars' Adderley Street store yesterday.

The retail chain plans to out-source some of its functions in an effort to stem unprofitability. The company suffered a R74-million loss last year.

Saccawu believes the restructuring will lead to job losses.

The union's provincial co-ordinator, Monde Ncayo, said Western Cape OK workers had opted for protest action after a meeting last week between Saccawu and management failed to resolve the issue.

Mr Ncayo said OK's management did not want to guarantee that there would be no job losses.

OK could not be reached for comment.

OK Bazaars' workers plan national protest

Marches scheduled for Thursday

(30)

ARL 29/7/97

THABO MABASO
BUSINESS REPORTER

The South African Commercial, Catering and Allied Workers' Union (Saccawu) plans to hold nationwide marches on Thursday to protest against plans by retail giant OK Bazaars to restructure its operations.

Saccawu spokesman Monde Ncayo said that in Cape Town workers would march to OK Bazaars' Adderley Street branch to hand over a memorandum outlining their displeasure at the restructuring process to a company official.

Mr Ncayo said workers were protesting because they feared that the company would, as part of its restructuring process, out-source some of its functions to contractors, resulting in them losing their jobs.

"There is no guarantee that the companies that are given the contract work will keep on workers who were doing these jobs

before," Mr Ncayo said.

OK Bazaars has maintained, however, that employees will not lose their jobs.

It has said that restructuring was a necessary exercise to turn its money losing stores into profit earners.

The retail chain's group human resources director, Keith Hartshorne, has said the company was forced to restructure its operations because it had run at a R74-million loss last year.

Merchandise fillers would be only workers affected by the restructuring, he said.

"Workers affected have a choice of either joining the sub-contracting firm or being relocated in their store to other positions with no loss of wages or benefits," Mr Hartshorne said in June.

Mr Ncayo said that a number of meetings to find a solution to the stalemate between OK and Saccawu had failed to produce positive results.

"Last week we had another round of negotiations, but we were unable to reach an agreement.

"We will hold another meeting on August 4 to try to find a solution," Mr Ncayo said.

Workers would report for duty on Thursday but would knock off early so that they could attend the march.

Over the past few months Saccawu members have held lunch-time pickets outside OK stores to protest against the restructuring plans.

Last year, OK Bazaars said it would close some of its stores, including the Plein Street branch in Cape Town, in about five years time.

Speculation in the investment market has been that the retail chain is struggling to keep its head above water.

Analysts say OK Bazaars has been relying on its parent company, South African Breweries, to survive.

OK, Saccawu in dispute

By Abdul Milazi

IRRECONCILABLE differences between the SA Commercial Catering and Allied Workers Union and OK Bazaars over the restructuring of the loss-making retail chain has forced the union out on to the streets.

Saccawu yesterday marched to the retail outlet's head office in Johannesburg, accusing management of unilaterally restructuring the company and terminating an inhouse job security agreement.

Management said it was forced to take that action alone because of

Saccawu's lack of cooperation during negotiations over the restructuring in the past two years.

OK group human resources director Keith Hartshorne said the job security agreement was terminated due to "Saccawu's unwillingness to accept that the agreement catered for such consultation on restructuring".

"Saccawu continued to place obstacles in the way instead of helping find solutions.

"They are opposed to us outsourcing our merchandising operations. We have to cut costs and turn the business around," said Hartshorne.

He said OK made losses to the

sum of R74 million last year and had been losing millions consistently over the past few years.

Saccawu spokesman Bongani Madikiza said the current restructuring process had already led to the loss of 55 jobs.

"The union was and still is denied an opportunity to consult properly and in good faith with the company.

"Management has unilaterally introduced merchandising concepts that undermine social responsibility," Madikiza said.

Saccawu was embroiled in a similar dispute in 1993 with Shoprite Checkers.

30 (Sowetan) 1/8/97

Woolworths wage strike will continue, says union

CT (PR) 5/8/97
ANN CROTTY & FRANK NXUMALO

Johannesburg — The strike by more than 1 800 Woolworths workers allied to the South African Commercial, Catering and Allied Workers' Union (Saccawu) would continue today, with countrywide marches planned for Friday, Bongani Madikiza, a union spokesman, said yesterday.

This is the first national strike suffered by the group in 15 years — the 1983 national strike concerned union recognition. It is also the first time the group has been hit by a strike over wages.

Woolworths' management said yesterday the strike at present followed months of wage negotiations with union members, and "no resolution to the strike is in sight at this stage".

Under negotiation was a salary increase of R350 a month (demanded by the union) to a company response of R236 a month. Management has made an alternative offer of R255 a month if

employees accept flexible working conditions.

A retail analyst said the incentive for flexible working conditions reflected the increasing importance of weekend shopping.

"The bulk of retail spending is now done on Thursday, Friday, Saturday and Sunday. The other weekdays are comparatively quiet so it's very important that retail management persuades employees to be flexible."

Johan van Vuuren, Woolworths' operations director, said that before the proposed across-the-board wage increase of R236 a month, Woolworths' employees were earning an average of R2 628 a month. This compared with the industry average, achieved after recent wage increases, of R2 025 a month.

Madikiza said the strike had not been successful in the Eastern Cape region, with workers either unavailable to picket the leading retail chain or being indifferent to the union's call for a strike.

CURRENCY RATES

| | BUY | SELL |
|-----|--------|--------|
| R/S | 4,6515 | 4,6965 |
| R/E | 7,5279 | 7,6375 |

DE INDICES

| | |
|------------|--------|
| All share | 7282,4 |
| Gold | 1025,4 |
| Industrial | 8807,4 |

STOCKMARKETS

| | |
|-------------------|-----------|
| London FTSE 100 | 5263,7 |
| Wall St Dow Jones | 8058,0 |
| Tokyo Nikkei | 17 331,37 |

RATES

| | |
|-----------------|--------|
| Prime overdraft | 20,25% |
| Long-term R150 | 13,75% |

560

23

BUSINESS EDITOR: ALIDE DASNOIS (021) 488 4570

Pick 'n Pay trading income rises 29,5%

Group moves beyond SA borders

LLEWELLYN JONES
BUSINESS REPORTER

New business developments and a strong performance from existing operations helped boost Cape-based retailer Pick 'n Pay's trading profits by 29,5% to R110,4-million in the half-year ended in August.

Chairman Raymond Ackerman said this was well above what the group had expected.

Pick 'n Pay group enterprises managing director Gareth Ackerman said the division had seen tremendous growth over the past six months, boosted by the launch of Pick 'n Pay financial services and the opening of the first 7-Eleven stores in Gauteng.

"Beyond South Africa's borders we signed an agreement with Namibian group Olthauver & List to rebrand its existing stores under the Pick 'n Pay Family brand," Mr Ackerman said.

These stores had previously operated as Woolworths franchises.

Mr Ackerman said the Windhoek store had last month been the first to change to the Pick 'n Pay banner, and the other three would follow soon.

"It's the best of both worlds. They run it and we provide the expertise," Mr Ackerman said.

He said the venture reflected Pick

n Pay's philosophy of buying into existing, well-known companies. "We are going into these areas as partners rather than interlopers."

New store openings were also planned for TM supermarkets in Zimbabwe, in which Pick 'n Pay has a 25% stake, and the group would move into Zambia and Mozambique in the short to medium term.

Pick 'n Pay was already represented in Botswana and Swaziland, so it

'The enormous amount of work and effort we have put in ... is paying dividends'

would soon be in most southern African countries.

Mr Ackerman said Score supermarkets were also growing rapidly in township and rural areas. The three stores in Soweto had been performing particularly well, and the company hoped to match these results when it expanded its operations into the Eastern Cape and coastal Kwazulu Natal.

While there were no plans to open Score supermarkets in the Western

Cape in the immediate future, this was certainly on the cards.

Pick 'n Pay increased its shareholding in Score to 85% from 75% over the period and expected to increase this to 90% by year-end.

Pick 'n Pay retail managing director Sean Summers said that his division had achieved strong growth, increasing total market share.

He attributed this growth to "a major on-going revamp of a number of key stores" and to the Vuselela programme, which had seen customer service improve significantly.

Pick 'n Pay was spending about R400-million in sprucing up 20 stores for its "fresh" programme.

"The Pick 'n Pay family group of franchised stores performed particularly well, showing growth way ahead of budget, and supermarkets as a whole showed a decrease in operating expenses and growth in gross margins," Mr Summers said.

"The enormous amount of work and effort we have put into upgrading our fresh food ranges is paying dividends, and we believe that this focus area will give us a definable point of difference for the future."

Nicholas Bicket, managing director of Pick 'n Pay financial services, said the division would soon begin to test the waters in Gauteng and Kwazulu-Natal.

(30) ARG 16/10/97

Woolworths workers

VOW to continue strike

Retail giant applies for interdict

THABO MABASO
BUSINESS REPORTER

The national strike by Woolworths workers could go on indefinitely after the South African Commercial, Catering and Allied Workers' Union (Saccawu) vowed yesterday not to give up on its wage demands.

The workers are demanding a R350 across the board monthly wage increase.

Woolworths is offering a R236 per month increase. It has also tabled an alternative offer of R255, but only if employees accept flexible working conditions.

The retail giant said the offers it had proposed were generous because its workers currently earned an average of R2 628 a month, way above the industry average of R2 025.

Woolworths yesterday successfully applied for a court interdict against Saccawu members.

The company applied for the interdict after striking workers failed to comply with strike and picket rules agreed to with Saccawu, company spokesman Mark van Buuren said.

'The workers will only stop striking when they get the wage increases that they want'

The Johannesburg Labour Court interdict ordered Saccawu to instruct its members to comply with the agreed rules, he said.

The rules, inter alia, prescribe where pickets may be held and prevent Saccawu members from harassing workers who are not on strike.

Saccawu Western Cape secretary general Crosby Boo! said the union had no knowledge of the interdict.

"The union has the right to embark on any form of action that is in line with the Labour Relations Act," he said.

Saccawu regional organiser Sandra Williams said that the striking workers had vowed not to go back to work until the

retail company bowed to its demands.

"The workers are determined to strike and will only stop when they get what they want," Ms Williams said.

The strike follows months of unsuccessful talks between Saccawu and Woolworths.

Ms Williams said over 3 000 Woolworths workers were on strike countrywide. In the Western Cape, about 400 workers had downed tools.

Woolworths said that of its staff complement of 10 000, about 1 738 workers were on strike countrywide. It could not provide a breakdown of strikers in each province.

"The current action is already eating into the increase employees would have received and which should have been effective on August 1," Woolworths operations director Johan van Vuuren said.

The strike had not affected trading. Workers said they would continue pickets and protests, which began on Friday, outside their workplaces.

Ms Williams said Saccawu was continuing talks with the company. "We are continuing with negotiations, but we haven't heard anything new from management."

(30) (12/27)
ARRS 6/8/97

dispute

Woolworths settles its dispute with Saccawu

FRANK NXUMALO

Johannesburg — The South African Commercial, Catering and Allied Workers' Union (Saccawu) has accepted Woolworths' wage increase offer of R260 a month, subject to certain conditions, Mark van Vuuren, the company's industrial relations manager, said yesterday.

Bongani Madikiza, Saccawu's national co-ordinator, said that "in a broad sense, the strike had ended". He confirmed that the wage offer was linked to working conditions.

The settlement came after the union apparently backed down from its initial wage increase demand of R350 a month. The deal was brokered

last week by the Commission for Conciliation, Mediation and Arbitration after nine days of strikes.

However, Moferefere Moate, Saccawu's Wits region chairman, said the union was set to engage in yet another nationwide mass action, possibly this week, to engage the company in a dispute over the use of casual labour.

The proposed action was aimed at formalising the positions of about 7 500 workers, or 60 percent of the workforce, some of whom had been employed for more than 15 years without any benefits, he said.

Van Vuuren said he was not aware that Saccawu intended to go on another strike.

(30) ~~(31)~~ ET (DR) 12/8/97

Saccawu awaits talks on OK

BUSINESS EDITOR

The South African Commercial Catering and Allied Workers' Union (Saccawu) is anxiously awaiting the outcome of talks between South African Breweries and Shoprite over the future of OK Bazaars, in the

ARG 26/9/97 (30)
hope of saving jobs.

National negotiator Maxwell Phindi said the union hoped that a Shoprite buyout of the struggling retail chain, if it took place, would mean that plans to retrench up to 2000 workers would be put on hold.

The union had been offi-

cially informed by the two groups that talks were taking place, he said.

SA Breweries and Shoprite announced two weeks ago that they were discussing an investment in OK Bazaars, which made a loss of R74-million in its latest financial year.