

COMMERCE — LABOUR

1992

# Checkers told to consult with union

IN WHAT could be a precedent setting decision, the Industrial Court ruled last week that Checkers should consult properly with the SA Commercial, Catering and Allied Workers' Union (Saccawu) before closing or selling shops, Saccawu legal officer Roseline Nyman said.

Reasons for the judgment have been reserved until today.

The judgment was the result of an urgent application brought by Saccawu against Checkers to prevent

DIRK HARTFORD (S)

the retrenchment of 34 Saccawu members last weekend.

Nyman said that when Pepkor got a controlling interest in Checkers last year, it told Saccawu there would be no "change in the working conditions of members" (31) (100)

However, the company then sold one of its stores and informed the union last week that 34 members would be retrenched.

2/11/92  
Saccawu

# Union wins ruling against store

THE Industrial Court ruling that a company cannot sell any of its shops before consulting with the union will make it difficult to run a business, says Checkers managing director Mr Sergio Martinengo.

Martinengo was reacting to the court ruling last Friday that Checkers should consult properly with the SA Catering, Commercial and Allied Workers' Union before selling or closing any of its shops.

Saccawu brought an urgent application last Thursday to prevent the company from retrenching 34 union members.

In a statement yesterday the union charged that Checkers had announced that three of its branches, in Roodepoort, Bethlehem and Fleurdal, would be closed or sold.

Martinengo said only the Roodepoort store had been sold, but that the Bethlehem and Fleurdal branches were still operating. There were plans, however, to close them.

He denied the union claim that Checkers planned to close or sell 100 of its 169 stores, and said a total of only 12 stores would be affected.

He said some of the workers affected by the closure had been absorbed into other branches of the group, but that those who could not be placed had not been retrenched. - Sapa



# In fashion? Improve odds through course

STAC ... 30/1/92

Working your way up the corporate ladder can be a long haul. Theory may not beat practice, but in a retail or fashion marketing career your progress could be enhanced with training such as the one-year IMM Fashion Marketing and Management course.

The course was introduced by Birnam Business College three years ago after director Brenda Riesnik researched full-time fashion courses internationally.

She says: "Many students graduating from college with fashion diplomas were clinching positions in companies like Bloomingdales, Sears, Harrods, and Selfridges. South African employers are giving equal credibility to graduates of this course. Retail leaders like Woolworths, Truworths and Edgars have employed our students while others find positions in fashion design, textiles and quality assurance."

The course gives a sound knowledge in the basics of industry terminology as well as marketing. Hands-on experience is gained as students have to co-ordinate complete fashion shows dealing with textiles, design and style. Course subjects include retailing, marketing, consumer behaviour, buying procedures and sales management.

Another course Birnam College offers which may be useful for those bent on management is in the hotel field.

Instead of the usual on-the-job and part time study approach previously offered by hotels, students can concentrate on a well balanced full-time course which has the full support of the South Africa hotel trade. In addition to the usual industry studies of food and beverage management, industrial relations, front office procedures and accommodation, Birnam has added other useful skills training, such as basic bookkeeping, travel and computer courses.

"After a one-year college diploma, most Birnam students are snapped up into the market place. I believe this is because our courses are answering market needs," says Mrs Riesnik.



LABOUR

BY FERRIAL HAFRAJEE

A LANDMARK judgment in the Industrial Court compels Checkers to negotiate all store closures with the South African Commercial Catering and Allied Workers' Union.

It seems the ruling, which was made last week after Saccawu launched an urgent application to prevent Checkers from retrenching 34 workers, arose from a misunderstanding.

Saccawu says Checkers undertook not to retrench any workers after it was bought out by Pepkor in

# Checkers in landmark ruling

W/Week 31/11/92

November last year. Checkers managing director Sergio Martinengo says the workers were going to be retrenched due to rationalisation measures long before the buy-out.

"According to our recognition and retrenchment agreements with the union, everything was done properly," he adds.

Checkers is likely to seek an urgent review of the judgment and still plans

to close 12 stores.

The takeover of Checkers has been dogged by controversy since its inception.

When the announcement of the buy-out was made public last November, workers at some stores picketed against retrenchments, there were reports of some wildcat strikes and the union threatened legal action. Scuttled negotiations won a

promise from the company that "there would not be a change in the working conditions of Saccawu members".

Yet, according to the union, workers at one of the stores threatened that their contracts would expire on January 25.

Saccawu's legal officer, Rosaling Nyman, says: "The implication of the

judgment is that a company cannot sell a store during or even before consultations with the union".

The ruling comes at a time of mass closures and retrenchments and will have serious ramifications for industry generally.

It also comes at a time when Checkers needs it least as it battles to keep its head above water. Last year, the company lost R8,3-million and about 40 of its stores are in the red, while 10 of its warehouses are unprofitable.

SAFARI PHOTOGRAPHY



**When should** a company tell the union that a change of ownership which could affect the employment relationship is in the offing? Furthermore, what exactly is meant by "full and proper consultation"?

These are key questions for business following the Industrial Court ruling last week that Checkers must "properly consult" the SA Commercial, Catering and Allied Workers' Union (Saccawu) before it can sell or shut down any of its stores.

It is established in labour law that, where jobs are at stake and there is knowledge of this, the company has a duty to "consult" the union in question. It is part of good-faith bargaining, though it might seem an infringement of a fundamental right in common law — that is, the right to dispose of one's property as one sees fit.

One problem with last week's finding by Mohammed Bulbulia, a permanent member of the Industrial Court, is that he gave no reasons with it; these were expected to be delivered later this week. The ruling was made in terms of section 17 of the Labour Relations Amendment Act, which provides for urgent interim relief, pending a fuller hearing under section 43, which can take up to four months.

In Checkers' case, that could mean having to keep paying more than 30 workers who are sitting at home, since the (closed) Roodepoort store in question was due to be taken over by new owners at the end of January.

The union sought an urgent application last weekend to prevent, it said, 34 members being laid off at the end of this month. A union spokesman apparently explained that when Pepkor took control of Checkers, it had told the union that members' working conditions would not change.

That, though, seems less relevant than the question of when, precisely, the union was informed that the company might close one (or more) of its stores.

A source close to Checkers — which is outraged by the court's decision — says that the union was notified, late December, that the company was closing the Roodepoort store and had started relocating employees. The union, over four meetings, refused to cooperate. While those consultations were underway, the company sold the store because the lease was up for renewal. The union was informed of this, says the source, adding that, from Checkers' point of view, it complied with guidelines on retrenchment.

The implications of the ruling as it stands, says the source, are enormous — especially in the highly competitive retail trade. For example, the duty to consult could well affect business if competitors know that a store

continued

FM 31/1/92

is due to be closed. Such sensitive commercial negotiations cannot be carried on in a public manner, he says.

Meanwhile, the company's lawyers have asked urgently to be given the reasons for this unprecedented ruling, with a view to taking it on review at the Labour Appeal Court. Checkers is also trying to find alternative jobs for the 34 employees — 26 of their colleagues had already been placed elsewhere.

The interesting point at issue, which should emerge when the court gives its reasons, is the question of when the union should be informed of a change of ownership, says Pat Stone, of Andrew Levy & Associates. This is because of the implications it could hold for ownership changes in liquidations or mergers, for example, when secrecy may be important to safeguard the transaction. ■

# Companies 'spying on unions'

AN INTERNATIONAL security firm is being used by company managements to spy on unions, a labour affairs publication has alleged. *B/Pay 7/2/92*

The SA Labour Bulletin says in its latest issue it has documents proving that Lodge Security Services has passed on information on union activities to firms it is contracted to.

SA Commercial, Catering and Allied Workers Union (Saccawu) assistant general secretary Kaiser Thibedi yesterday said "severe action" would be taken against companies which used Lodge in this way — if the allegations are proved authentic.

He said "these underhand methods are likely to undermine the economic forum. We are already suspicious about the bosses intentions in such forums".

The bulletin claimed "a web of agents employed by Lodge Security Services collected information on union activities" in Natal in 1990. The Bulletin said its sources believed this was still going on.

The companies using Lodge services, as far as the bulletin was aware, were Pick 'n Pay, Dunlop and Cabana Beach Hotel.

Pick 'n Pay's Frans van der Walt said it could not "prescribe to agents what they should write about or not" and if an agent wrote there was a strike looming "it would be a warning sign for us and we would try

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DIRK HARTFORD  
and act on it". He said undercover agents were employed to prevent pilfering but it was possible an agent "could end up at a union general meeting". He added that the company would be very circumspect about how to use information.

Lodge Security Services MD Edel Ashman said they passed on whatever their agents reported to their clients. Ashman was "not aware" of any reports on union activities currently.

The bulletin quotes from a letter sent by the then investigations manager for Lodge in Durban, Warwick Freislich, which said the objective of an undercover investigation was "to bring to the attention of management . . . shop steward and union activities. This enables management to act quickly and make right decisions before negotiating with shop stewards and the unions". This letter was addressed to Tommy Smit at the Four Seasons Hotel.

The bulletin article is based on reports in its possession from agents operating at a range of Pick 'n Pay stores in Natal. The bulletin said "it's clear from the reports that some of the agents are shop stewards" as not only general union meetings, but shop steward and Cosatu regional executive meetings are reported on.

# Pick 'n Pay spied on unionists, says report

W/retail 7/2-13/2/92

By DREW FORREST  
RETAIL giant Pick 'n Pay is at the centre of embarrassing disclosures relating to company spying on trade unionists in Natal.

Carried in the latest edition of the *South African Labour Bulletin*, the disclosures are based on reports from agents of Lodge Security Services which the *Bulletin* says it has acquired.

Pick 'n Pay agrees it has long used Lodge to monitor pilfering and provide security at its stores. However, the *Bulletin* says it has agents' reports from April 1990 dealing with problems faced by the South African Commercial, Catering and Allied Workers' Union (Saccawa) in national wage talks in the group, as well as a transcript of a Pick 'n Pay shop stewards' meeting — suggesting that shop stewards were acting as informers.

It says it possesses reports by agents at four Durban branches of the chain, as well as two stores in Pietermaritzburg.

Given the cordial relations

between Saccawa and Pick 'n Pay — generally considered the most accommodating of the retail groups — the expose is surprising.

Also implicated is Dunlop Tyres. The *Bulletin* says it possesses reports written by former Lodge investigations manager and ex-policeman Warwick Freislich to a certain Mr Middlebrook.

These gave details of a work stoppage, as well as reporting that the agent at Dunlop in Ladysmith had established contact with a shop steward at BMH Clothing, who "always tells the operative about what goes on in the Cosatu (Congress of South African Trade Unions) local meeting."

Pick 'n Pay group industrial relations manager Frans van der Walt said information on broader issues than theft was occasionally included in reports by Lodge agents, but that this was not solicited.

Lodge had now been informed not to pass back information on union activities, he said.

# Retailers negotiate over provident fund

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B. H. as 13/21/92  
DIRK HARTFORD

TWENTY major employers in the retail industry are negotiating a national provident fund with the 100 000 strong SA Commercial, Catering and Allied Workers' Union (Saccawu), says Saccawu assistant general secretary Kaiser Thibedi.

The talks are the result of a Saccawu initiative to involve the entire industry in setting up the fund.

The employers, who have grouped together in a Participating Employers' Association, include Checkers, Clicks, Edgars, OK Bazaars, Pick 'n Pay, Foschini, CNA/Gallo, Ackermans, Pep Stores, the Beares Group, Game, Metro Cash and Carry, Morkels and SA Druggists. Other retail employers, who were originally involved in discussions around the proposed national provident fund, have pulled out at this stage.

The major problems were whether to make membership of the fund compulsory and whether to merge existing funds into the new national fund. The employers are adamant that membership should be voluntary and that the new fund should run parallel with existing ones, says employer spokesman John Corlett.

Thibedi argues that Saccawu members should join the fund and that existing funds should be "collapsed" into the national fund.

The companies involved employ about 90 000 people.

The existence of this new negotiating forum's does not address the question of whether an industrial

council could be established in the retail trade. Corlett said yesterday the diverse nature of the industry militated against the formation of a council and the issue "wasn't even on the agenda". Thibedi said while an industrial council was desirable in the industry, Saccawu was concerned only with the provident fund issue at the moment.

Meanwhile, Checkers is asking for the setting aside tomorrow of an industrial court order that "proper consultation" take place between the company and Saccawu before retrenching workers.

Nearly three weeks ago Saccawu sought urgent relief from the industrial court to stop Checkers retrenching workers in a store it had closed. In a ground-breaking ruling, relief was granted and Checkers was obliged to consult Saccawu before retrenchments could take place.

This has apparently sparked a wave of applications from unions seeking to halt retrenchments.

At issue is whether a company has the right to unilaterally retrench workers when closing or selling its operations or whether the union should be involved in the decision.

A source said there had been nearly 60 hours of consultation and Checkers now wanted the order set aside. A Saccawu spokesman said the union would oppose Checkers' application.

# Retail sector workers face wage squeeze

8/Day 27/2/92

DIRK HARTFORD

WORKERS in the recession-hit retail and service sector are likely to receive their smallest wage increases in 10 years, most of them below 10%.

OK Bazaars and Southern Sun are offering zero increases in April, their normal implementation date.

And at Checkers the crisis is so great that it is preparing to inform the SA Commercial, Catering and Allied Workers' Union (Saccawu) it is prepared to liquidate the company if the union places obstacles in the way of recovery.

In the retail sector, only market leader Pick 'n Pay appears likely to come anywhere near meeting inflation in its wage increases. Even Wooltru, normally among the top retail payers, is unlikely to want to settle for double-digit percentage increases following its recent poor results.

An OK Bazaars spokesman said OK was prepared to consider a 5% increase in November if the economic situation had improved. A Southern Sun spokesman said it would guarantee a 6% increase in October — halfway through the wage year.

Saccawu, the biggest union in the retail trade with 90 000 members, is demanding a R285 across-the-board increase at OK with a minimum monthly wage of R1 113. The union also wants a guaranteed 13th cheque and the agreement to cover all workers.

OK Bazaars, which has been experiencing negative sales growth, is prepared, according to Saccawu, to open its books to the union and its auditor.

Saccawu said OK's zero offer was "a slap in the face". OK has proposed going

straight to mediation on the issue and Saccawu is organising meetings to discuss its response.

In addition, Saccawu is in dispute with OK over the closure of about 20 OK stores and the retrenchment of workers.

More than 10 000 of OK's 22 000-strong workforce are Saccawu members.

The Southern Sun chain, which is currently involved in a major restructuring programme, has already retrenched several hundred workers.

Saccawu has about 5 000 members out of 9 000 Southern Sun employees.

At Checkers, where wage negotiations have not yet begun, the company is facing another challenge from Saccawu tomorrow in the industrial court over the closure of two more stores.

According to a Checkers source, about 130 stores are currently making a loss. The company has decided to open its books to Saccawu in an attempt to convince the union of the seriousness of the crisis — "a potential national disaster".

At stake are about 12 000 jobs out of Checkers' 18 000, according to the source. If Checkers had to go the liquidation route — and it appears the only alternative is for the union to agree to drastic restructuring and flexibility arrangements — the plan would be to buy back the 20 or so profitable stores which employ about 6 000 people. The ripple effect of Checkers closing shop would affect all its suppliers, and could

□ To Page 2

## Wage squeeze

create conditions for further job losses.

Underlying the whole crisis in the retail sector, according to employers, is the issue of productivity. Most employers want to trade jobs for agreements to keep wages down, control industrial action and enter into multiskilling, productivity and flexibility arrangements to try to keep companies profitable. 8/Day 27/2/92

Only Pick 'n Pay, at this stage, seems prepared to try to buy such an agreement

with reasonable wage increases. A Saccawu source said Pick 'n Pay was prepared to meet the union's demand for a R230 across-the-board increase in exchange for allowing the company the right to transfer workers between stores according to trading demands.

Saccawu said it was taking the issue very seriously, but it appeared that "once again management wants workers to pay for their own profitability crisis".

□ From Page 1

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B/Daw 28/2/92

### Pick 'n Pay wage offer

PICK 'n Pay industrial relations GM Frans van der Walt says the company has offered the SA Commercial, Catering and Allied Workers' Union a R170-a-month across-the-board increase, equivalent to 15.25% overall.

The company would offer an additional increase in exchange for union agreement on transfers between stores where needed, and changing of shift patterns at busy periods. This would help reduce overall expenditure. Van der Walt denied the company had said it would offer R230 a month under these circumstances, as a Saccawu spokesman claimed in a Business Day report yesterday.

# Union warning on wage freeze

B/D ay 4/3/92

THE SA Commercial, Catering and Allied Workers' Union (Saccawu) will oppose wage freezes or further restructuring and retrenchments in the hard-hit retail and service sector.

Saccawu assistant general secretary Kaiser Thibedi yesterday told a news conference the union would meet employers within two weeks to discuss the formation of a central bargaining forum to deal with all matters affecting workers.

"The wage freeze and planned restructuring and retrenchments in the sector are not acceptable as they represent the most comprehensive attack on workers since the emergence of independent trade unions in the late 1970s," he said.

Thibedi said employers could not resolve the crisis individually.

The union would have no choice but to mobilize its workers if employers did not agree to the formation of the forum and a moratorium on retrenchments, he said.

Workers in the sector are expected to receive their smallest wage increases in 10 years this year, most of them below 10%.

OK Bazaars and Southern Sun are reportedly to offer zero increases

WILSON ZWANE

next month.

An OK spokesman has said the company was prepared to consider a 6% increase in November if the economic situation improved.

A Southern Sun spokesman said it would guarantee a 6% increase in October.

Saccawu — the biggest union in the retail trade with 90 000 members — is demanding a R285 across-the-board increase at OK with a minimum monthly wage of R1 113.

It also wants a guaranteed 13th cheque.

Checkers intends telling the union it is prepared to liquidate the company if Saccawu impedes its recovery.

It is making a loss at 130 stores, with 12 000 out of 18 000 jobs at stake.

Productivity underpins the crisis. Most employers want to trade job security for agreements to keep wages down, control industrial action and enter productivity and flexibility arrangements to keep companies profitable.

Thibedi said the union would negotiate such agreements with employers at the central bargaining forum.



# Saccawu softens line to stem job cuts

W/Mail 6/3-12/3/92  
Weekly Mail Reporter

THE militant South African Commercial, Catering and Allied Workers' Union (Saccawu) has hinted that it may be willing to enter job flexibility and productivity arrangements with beleaguered employers in a move to stem job cuts.

At a Johannesburg media conference this week, called in reaction to demands by three groups for wage freezes this year, Saccawu general secretary Kaiser Thibedi said the union "was not dogmatic" and "would negotiate on anything".

However, the union also indicated that the creation of industry-wide bargaining forums was a pre-condition for productivity talks.

Thibedi described an agreement by "80 percent" of Saccawu-organised companies to join an industry-wide provident fund as a breakthrough. But intensely competitive major groups have consistently stonewalled demands for sector bar-

gaining structures.

Saccawu members face a bleak year following employer proposals at the start of annual pay talks with OK, Southern Sun and the Kairos hotel chain for a pay freeze.

Thibedi said he feared this would set the trend for other pay talks, commenting that the wage freeze, coupled with employer plans to meet the crisis through restructuring and retrenchments, represented the most "comprehensive and dangerous attack" on the labour movement since the 1970s.

According to national organiser Allan Horwitz, the Federated Hotel, Liquor and Catering Association (Fedhasa) is pursuing a sector-wide policy of zero increases. The union also complains of massive casualisation.

OK, already in dispute with the union over the closure of 20 stores, has offered to open its books and suggested an immediate move to media-

tion. Saccawu has demanded the chain grant a R285 monthly across-the-board rise and a minimum wage of R1 113 a month, plus a 13th cheque. Both OK and Southern Sun have agreed to consider a small increase late in the year — but only if trading conditions improve.

Market leader Pick 'n Pay said this week its pay award "would not come near" union demands for a R230 across-the-board increase and a R1 100 minimum wage. The chain's current offer — R170, or 15,4 percent on average — is unlikely to be exceeded in other pay rounds due to start soon.

Saccawu was to meet Pepkor on Wednesday to discuss the parlous state of its subsidiary Checkers, which claims 130 of its stores are running at a loss and has warned that it will go into liquidation if the union hampers recovery. Liquidation would put at least 10 000 people out of work.

# BUSINESS

EDITED BY FRED ROFFEY

## SBDc steps in to help small businesses manage workforce

SMALL businesses can produce the right product at the right time and work hard at marketing it — but many have failed because they lack the vital skill of managing a labour force or dealing with trade unions.

This has led the Small Business Development Corporation (SBDc) in the Western Cape to present an in-depth course on "Labour relations for the small business" for entrepreneurs in need of basic labour relations training.

It will be held in the SBDc Small Business Centre at 60 Sir Lowry Road in Cape Town, every Tuesday and Thursday evening for five weeks, starting on March 17.

"A tremendous need for training in labour relations among small businesses has prompted us to present this course," said Adv Johan Naudé, senior manager at SBDc Western Cape.

"The successful running of a business and the ability to manage a work force are closely related to knowledge and skills in dealing with aspects such as grievances, dismissals and trade union negotiations.

"The course is suitable for smaller businesses employing five persons, or medium sized enterprises employing up to 100."

He warned that the SBDc had encountered many examples of small businesses that had failed to make the grade merely because they had neglected to give sufficient attention to accepted labour practice, or the legal framework within which they had to operate as employers.

SBDc case studies indicate that the ability to manage a labour force effectively is a pre-requisite for a successful business. The studies show:

- A dismissal done incorrectly can paralyse a business when trade union action follows.
  - A businessman insufficiently acquainted with the requirements of an Industrial Council agreement can find himself at the wrong end of a claim for wages and contributions due.
  - A clear contract of employment may in many instances prevent misunderstandings between employer and employee.
  - Cultivating a constructive relationship with employees and ensuring open channels of communication can only benefit a business.
- The SBDc course will be conducted by experienced, professional teachers working in the field of small business development.
- It aims to give delegates knowledge, skills and guidelines in: discipline, dismissal and termination procedures; addressing employee

problems; what to do and what not to do in strike situations; and preparing confidently for industrial relations negotiations.

The course is also designed to give an understanding of the concepts of fairness and relationship building, the inherent nature of conflict, why employees join trade unions, what role trade unions play, and the benefits of constructive agreement and collective bargaining.

It will include group discussions, case studies, role playing and video material based on actual incidents to supplement the course content.

Delegates who pass the examination at the end of the 10-session course get a certificate. The course fee of R600 includes a full training manual with notes. Payment terms are available.

Further details are available on (021) 462 1910.



S/Times CRUSS

# More OK closures

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By ZILLA EFRAT

OK BAZAARS is set to close around nine "obsolescent" stores this year as lease agreements come up for renewal.

It has already closed 20 out of 30 stores earmarked as part of a three-year programme to rid itself of stores not dominant in their trading locations.

MD Gordon Hood denies that the closures will result in many staff retrenchments. This is because the new buyers of the stores often take over some of the staff and long-serving employees are relocated to other stores.

The closures will not affect OK's total head count of more than 24 000 people because of the larger Hyperamas the OK

is opening up. 29/3/92

A new Hyperama will open in Mayville in Pretoria this year followed by a further two next year — one in Westville near Durban and the other in Four Ways, Sandton. One was recently opened in Kempton Park.

Mr Hood says the contribution of a Hyperama is equivalent to 15 small stores in turnover and 10 small stores in terms of employment.

Those OK stores earmarked for closure are generally over 25 years old and are running at a loss.

By S'BU MNGADI

PICK 'n Pay's policy of making women workers do "starjumps" to find stolen items under their clothes has been stopped after a judge called it "possibly an injuria of the most extreme degree" in

**Pick 'n Pay shelves jumps**  
the Maritzburg Supreme Court this week.

But the supermarket chain has denied it was its policy to make women workers strip down to

their panties and then pull them down to their knees.

Mbali Mhlongo is claiming about R35 000 from Pick 'n Pay and Anthony Arnold, a former

jumped up and down when ordered by Arnold.

However, when Arnold told them to take off their clothes, including panties, she refused.

manager at its Hayfields branch.

Mhlongo claimed on September 23 1989 she and two other cleaners

## Colour-blind

### Leroy 'confused'

By DESMOND BLOW

YESTERDAY six-year-old Leroy Mguni was happily romping with his two-year-old white "sister" in Blairgowrie not knowing that he had innocently disrupted one of Afrikanerdom's most sacred institutions - the Voortrekker movement.

His enthusiasm in joining his white school pals in nature conservation

and sleeping outdoors in a tent now threatens to break up the movement because its national leader, the Rev Johan van der Walt, kicked Leroy out.

Van der Walt was shocked when he read a newspaper report on Monday that Leroy had become the first black child to join the Voortrekkers and immediately

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HE'S MY BROTHER ... Leroy Mguni, the boy who was kicked out of the Voortrekkers, is comforted by his two-year-old sister, Lauren.

■ PIC: TLADI KHUELE

they have lost confidence in the police, he said.

# Night-shift danger at the petrol pumps

South 4/4-9/4/92

There's another side to the helping hands at the petrol pump, as

## SABATA NGCAI

discovered:



**C**ONSTANTLY exposed to the danger of armed robbers who could strike in the middle of their long night-shifts, petrol attendants have few defences against these criminals.

At some sophisticated garages the money is handed to an attendant behind bullet-proof glass. But for the rest, each night could be the one when money, or a life, is taken.

"As we are exposed to danger trying to make more money for our employers, we should at least be paid decent salaries. It is a tendency of garage employers to treat the lives of their employees cheaply," says a petrol attendant at Woodstock's Trentyre garage.

He receives R175 for a 45-hour week, he says. "We know the employers are making a fortune because we count thousands of rands each seven-and-a-half hour day or night shift."

Like domestic workers, petrol attendants are among the least paid workers in the country. They too have little education and do not have a sophisticated understanding of labour law.

Many supplement their 45-hour a week wages by working overtime to make ends meet.

But, says the Trentyre garage petrol attendant, the management does not allow any overtime "and we have nothing to supplement our meagre wages".

"As we are members of the National Union of Metal Workers of South Africa (Numsa), I attend the union meetings on behalf of the workers, but my wages are deducted."

He says the management was opposed to any meetings by the petrol attendants during working hours.

Trentyre garage manager Mr Reneke, who said his first name was not important, refused to comment and referred all queries to a Mr Van Rooyen.

Van Rooyen, who refused to give his full name, said he could not comment on the telephone.

At Bonteheuwel's Vanguard Motors, petrol attendants were dissatisfied with their wages and the way it was given to them.

"At the end of each week the money is given to us in money bags

and not in envelopes, as it is done in other garages. It is not exactly clear what we earn," says one of the workers.

"We are not given any pay-slips which show how much is deducted. We are not members of any trade union and that is why we are so vulnerable."

"Here, as it has recently happened, it is easy for one to lose one's job for failure to report for duty in one day of absence, even if one explains the reasons for absence."

The employee says they were also attacked at night by tsotsis who demand money and threaten to kill them with knives and pangas.

"One night we had to flee from the garage after attackers chased us away. We reported the matter to the manager but no steps have been taken as the attackers are continuing to attack and threaten us with death," says the attendant.

Vanguard Motors, which has a 15-hour night-shift, pays R2,70 an hour. The day-shift, which lasts from 7:30am to 4:30pm, pays the same amount.

"In both shifts there is neither tea nor lunch breaks for us."

Vanguard manager Mr A Parker said: "I work out their wages every Friday in front of them. They know how much they earn and how much is deducted. If they need pay-slips I will give them and if they want their money in envelopes they will get it."

"I am new to the garage and I have no experience. When I took over the money was given to the employees in plastic bags."

"As far as the threats of death and attacks on the workers are concerned, they no longer happen since I took over this year."

Parker said there are policemen patrolling at night.

Attendants at Guguletu's Sivuyile Service Centre recently were the victims of an armed robbery by balacava-clad men.

"The petrol attendants were ordered to lie down and had their hands tied to their backs," said one of the workers.

The employee, who did not want to give his name for fear of losing his job, showed SOUTH his payslip.

The slip showed a payment of R122,40 for 45 hours and R63 for overtime. They work for 12 hours a shift, eight hours of employment and four hours for overtime.

The attendant says the workers have agreed to join a trade union.

"Because we are two, when we are busy attending the two first cars, other customers start shouting abusive language at us for poor service," the attendant said.

Garage manager Mr Clement Ramatlakoana said: "The amount of money of R2,72 an hour is the amount that was agreed upon

between ourselves and the Industrial Council. The number of people employed is determined by production. We cannot employ many people when production does not allow us to do so.

"We get only R1 800 per night, so if we employ three or more people we would definitely be running at a loss."

"The workers are safe because they do not handle any money by themselves. All the money they collect is given to our cashier who is safe behind a bullet-proof window. Apart from that the police patrol the place at night to ensure safety of workers."

At Mowbray's Old Mill garage, the petrol attendants work 45 hours a week for R122,40.

Petrol attendants work 11 hours and the 12th hour is taken for lunch.

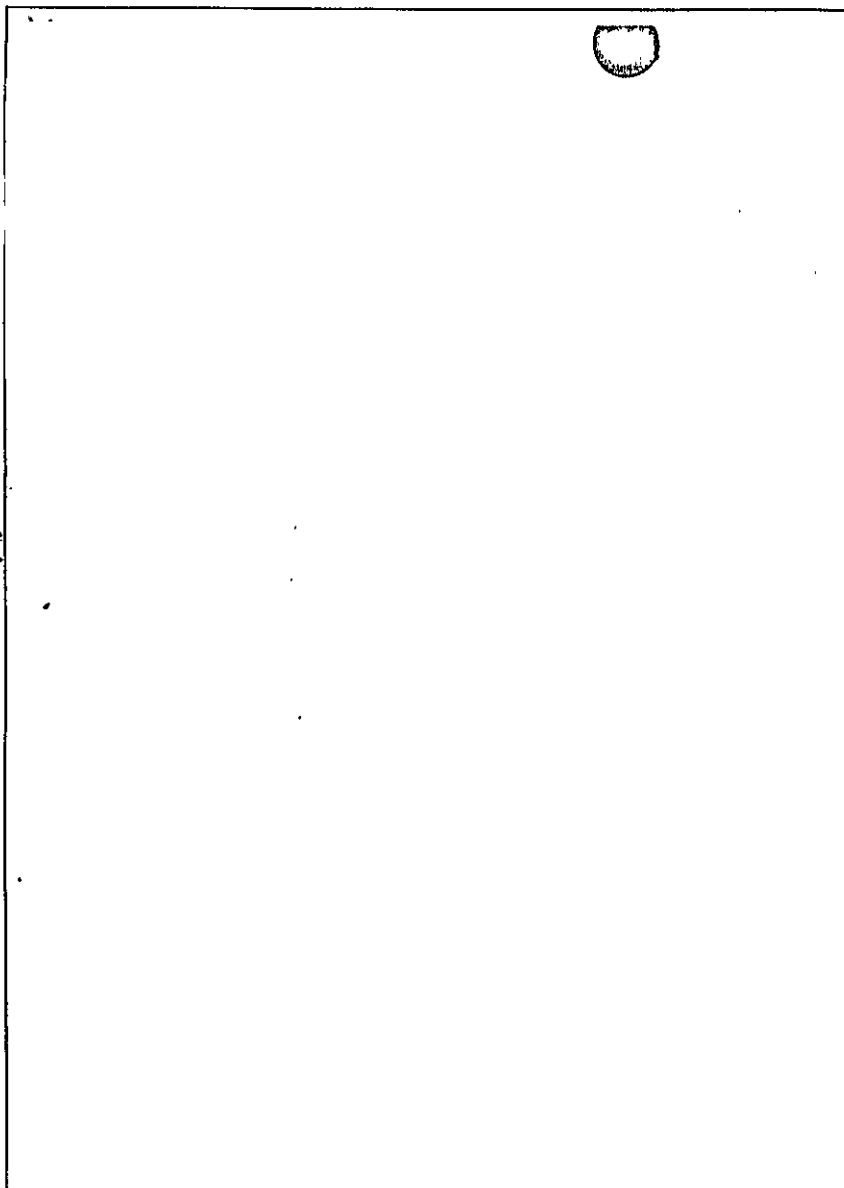
"We are not satisfied with the amount because our lives are in danger. We carry the money bag everyday and have nothing to defend ourselves when robbers come," Marhela said.

The garage manager said through a receptionist that he was not prepared to comment on the telephone.



**ALL NIGHT LONG:** Life for a petrol attendant often means low wages and long hours

Photo Yunus Mohamed



# Saccawu demands a joint employers' forum in June

THE SA Commercial, Catering and Allied Workers' Union (Saccawu) has threatened to occupy major stores, hotels and banks if all the major service sector employers do not come to a joint meeting in June to discuss the 96 000-member union's demands.

Saccawu will also then demand the nationalisation of the service industry.

This emerged from Saccawu's national bargaining conference held at the weekend.

The union said it would present all retail, catering and financial services employers with demands for a national industry forum, a national provident fund and training board.

Saccawu also rejected job flexibility, employing casual workers and subcontracting, and demanded

DIRK HARTFORD

a moratorium on retrenchments. It would oppose any wage freeze and fight for a living wage.

If employers did not meet these demands in June, Saccawu would declare disputes, apply for conciliation boards and conduct strike ballots.

The strike ballot would be for national strike action, including occupation of stores, hotels or banks.

When Saccawu last called all employers to a joint meeting in March — to discuss a national provident fund — the only major employers to turn up were Metro and Karos Hotels.

According to Saccawu, Pick 'n Pay and Metro have already indicated they would attend.

If current offers on the table in the retail and catering sector are anything to go by, the union seems headed for a major showdown with employers.

Checkers, which is losing several million rands each month, has proposed a 10% wage cut, and provided the

union with a long list of stores it wants to close altogether.

And Southern Suns and OK Bazaars are offering 7% and 5% respectively, both to be implemented later than usual due to depressed conditions.

In retail, where minimum wages range from R500 to R1 250 a month, there are large disparities between groups.

Pick 'n Pay, for example, has offered a 13% increase and it, along with Edgars and Wooltru, is among the sector's top performers.

Retail employers are reluctant to join a national forum for the service industry because of the scope of industry. Saccawu has organised everything from supermarkets to hairdressers.

In the financial sector, where Saccawu's membership is minute, the 22 000-strong SA Society of Bank Officials recently had to abandon a strike at First National Bank after its members voted against it. And the Perm and Absa are retrenching staff.

# Pick 'n Pay in deadlock

SI Times (B4SS) 5/4/92

By ADRIAN HERSCH

WORKERS at Pick 'n Pay have declared a dispute in their annual wage talks.

The negotiations reached deadlock with the SA Commercial, Catering and Allied Workers Union (Saccawu) demanding a R250 a month across-the-board increase — a 21,9% rise.

Pick 'n Pay offers R170 across the board — a 15,24% increase. Job flexibility issues are also being discussed. The pay offer is likely to be the highest in major retail stores.

Saccawu spokesman Molefe Modikga says workers are determined to get increases above the inflation rate, which was 15,8% in February.

A Pick 'n Pay spokesman says the 15,24% offer is not necessarily final. But she says the company's financial results, released two weeks ago, do not justify pay increases higher than inflation. "We have given good increases in real terms over the years when we were able to do so," she says.

Job flexibility proposals have been on the table for the past two years.

This year the altering of shift patterns and the trans-

fer of workers between stores to meet trade demand is being discussed.

Saccawu is apparently holding a meeting on April 10 to formulate a general stance on flexibility, multi-skilling and productivity. It will not commit itself on these issues until then.

Private mediation failed to resolve the dispute, but the parties will meet at a conciliation board hearing.

Last year's pay increase was 19,1%. A dispute was declared, but industrial action was avoided.

# 'Come talk or face sit-ins and strikes'

W/Med 16/4 - 23/4/92

**S**OUTH AFRICA could face the spectre of bank, hotel and store occupations if commercial and catering employers continue to ignore the South African Commercial Catering and Allied Workers' Union's demands for an industry pow-wow.

The establishment of a national industry forum was the key issue that delegates haggled over at Saccawu's national bargaining forum held in Johannesburg last weekend.

Employers have been given until a meeting planned for June to commit themselves to creating the forum and thrashing out solutions to the crisis facing the industry. If they do not, the union will start proceedings for mass action.

Up for discussion at the June meeting are:

- The union's demand for a moratorium on retrenchments.
- The wage freeze expected in

Saccawu has given commercial and catering employers an ultimatum: join an industry-wide forum or face mass action.

By **FERIAL HAFFAJEE**

many negotiations.

- Job flexibility, casualisation and sub-contracting.

● The national provident fund and a national industry board.

The first meeting on the national forum, held in March, flopped when only 23 employers attended. Metro and Karos were the only big employers to show up while giants like Pick and Pay, Checkers and Southern Sun were conspicuous by their absence.

Pick and Pay has indicated it will attend the June meeting while other employers could not be reached for

comment.

The union stipulated at the weekend that it was opposed to wage freezes, job flexibility measures, casualisation and sub-contracting and is seeking a moratorium on retrenchments.

These militant demands emanated from rank-and-file members whose jobs are directly threatened or who have already lost jobs. But union officials indicated that all their demands were up for negotiation — provided employers came to the forum.

"For example, we are not opposed to discussions around job flexibility," said a union representative this week.

She acknowledged that the moratorium on retrenchments would be difficult to enforce. It is the same issue which is threatening to derail negotiations in the automobile and mining industries. "We would have to mobilise very strongly on the ground."

In addition, Saccawu also faces the problem of employers who have already proposed wage freezes like OK and Southern Sun.

Traditionally the fierce competition in the sector has made employers hesitant to negotiate jointly but to stave off action from Saccawu, they may have to.

If employers turn their backs on the June forum and do not reach consensus on the various demands, then Saccawu will "declare disputes, apply for a conciliation board and conduct strike ballots for national action". In addition to conventional strike action, the union will occupy banks, hotels and stores to popularise their demands.

Good progress is being made toward a national provident fund. But the hotel sector is the only sector which has a training board of which Saccawu is a member and the union will push for training boards to be established in all the other sectors.



# New small business proposals endorsed

W/MCAJ 24/4-29/4/92

**T**HE National Manpower Commission's recommendations to the government on small business are yet another sign of the growing common ground between labour and capital on labour policy.

Gazetted last week, the proposals seek to ease the administrative burden of labour laws on micro-enterprises

— defined as being owner-managed, with five or fewer workers and a 1990 turnover of no more than R250 000 — with an eye to promoting the small business sector and with it, job creation.

They were endorsed both by busi-

*Proposals to ease regulations on small business have been endorsed by both the business community and the labour movement, reports*

**DREW FOREST**

politically important, and signals its shift from narrow union concerns to a broad interest in macro-economic policy. "The proposals are not dramatic, but it is important that consensus was reached," said NMC chairman Frans Baker.

"If they are accepted, a process will

be set in motion which may bring further changes at a later stage."

In its annual report, the commission estimates that three quarters of new job opportunities are created by small business.

Central to the NMC's recommendations are proposals for a simplified statutory disputes procedure for micro-companies.

It suggests that in the first instance, small businesses should be encouraged to resolve differences by discussion. If this fails, referral to an industrial council (IC) or conciliation board (CB), or arbitration or mediation, should be compulsory before a strike

of Industrial court action is launched. The Labour Relations Act should be amended to provide for mediation as an alternative to an IC or CB, it suggests.

In the case of dismissals disputes, the NMC proposes, the parties should be able to choose between the industrial court or the proposed Small Labour Court. Other proposals include:

- A simplified procedure for exemptions from industrial council agreements, as well as a clause in all agreements inviting firms to seek exemption from provisions "restricting entrepreneurial initiative and/or employment opportunities".
- The appointment of a Manpower Department "facilitator" to monitor exemptions, investigate restrictions on small enterprise and keep the definition of "micro-business" under constant review.
- The drafting and distribution of guidelines to small companies on such matters as disputes procedure.

The NMC agrees that all labour statutes should continue to apply to small business, while urging certain changes to the Workmen's Compensation, Unemployment and Insurance and Machinery and Occupational Safety Acts to ease red tape.

It suggests the drafting of guidelines for exemptions under the Basic Conditions of Employment Act, taking account of the nature, size and age of a firm, and whether employer-employee agreements are in force.

# Healthy office environments crucial to costs and productivity

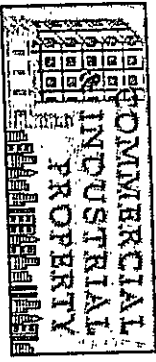
South African companies must take a strategic approach to environmental management in the workplace as part of the country's international economic rehabilitation.

Doing so could save them up to 40 percent on office overheads, as well as enhancing productivity and gaining a competitive edge in terms of service and cost of sales.

So says Ray Farrenkothien, MD of CentreCore Office Environments, a United States service company which helps companies raise the quality of administrative environments.

It offers products that optimise the use of office space and improve air quality, and which has set up operations in Cape Town.

Businessmen here are used to



**COMMERCE  
INDUSTRIAL  
PROPERTY**  
by Frank Jeans and Meg Wilson

regulations governing conditions on the factory floor but are not as familiar with the extent to which white collar working conditions have become a management concern worldwide.

"But Sick Building Syndrome (SBS) and its consequences are the corporate issues of the '90s — so much so that a recent European Community directive

sets out minimum health and safety standards for workers using computer monitors."

It is widely known that eye irritation, respiratory problems, ear, nose and throat infections can all be traced to poor quality of office environment.

The dangers of passive smoking have also been recognised. However, there are other problems less well known.

The energy efficiency of air conditioning is undoubted, but standard recirculation systems may aggravate health problems.

Chemicals used in the manufacture and cleaning of carpets, and furniture, dust and pollen, germs and viruses are all efficiently spread to the entire workforce.

In addition, productivity is

often reduced by the disturbance of artificial lighting, radiation from copiers and monitors, noise and other distractions.

However, says George Mitchell, president of CentreCore in the US, managements in South Africa are beginning to perceive the limitations of current arrangements, especially in high throughput areas such as customer services, accounting departments and telesales.

"The typical office layout wastes much expensive space and impedes rather than enhances teamwork. Modern techniques are also showing us the pitfalls of badly managed indoor air environments.

One product already attracting much attention in South Africa is Airflow 2000, an air conditioning system in which

separate units at individual work stations provide "an umbrella of clean air" for each worker.

On the positive side, South Africa is entering the field of office environment management fairly late, and local managers can choose the most advanced solutions without having to go through a costly process of trial and error.

Mr Mitchell says his company's clients — which include Total Oil, Saatchi & Saatchi, Hewlett Packard and the US Defence Force — typically experience saving of up to 40 percent on office space.

"Our mission in South Africa is to alert business to the administrative pressures of the '90s and offer workable, measurable solutions."

# 13th cheque deadlock

STimes (BUS) 10/5/92

By ADRIAN HERSCH

CNA Gallo workers have declared a dispute in their annual wage talks — in spite of a well-above inflation pay offer.

The SA Commercial, Catering and Allied Workers Union (Saccawu) and the company failed to reach agreement in private mediation talks this week.

The dispute between Saccawu and Pick 'n Pay has been resolved in conciliation board talks.

## Bonus

CNA Gallo and the union have agreed on a R200 a month across-the-board increase and on a minimum wage of R1 100 a month — a rise on the payroll of about 19%.

But Saccawu also wants a 13th cheque of 100% of the monthly rate. The company offers 75%.

The union has asked for a conciliation board hearing.

CNA Gallo chief executive Ian Outram will not speculate on the outcome of conciliation board talks, but says

negotiations "have been held in a good spirit".

Pick 'n Pay and Saccawu settled for a pay increase of 16,6%. When the dispute was declared, the union demanded 21,9% and the company offered 15,24%.

The agreement includes R185 a month across-the-board increase, R900 monthly minimum wage and a change to the length of service bonus system.

Job flexibility issues did not form part of the deal.

A company spokesman says the parties have undertaken to negotiate a "courtesy agreement" — standard of courtesy to customers will be formulated.

Wage negotiations between SA Breweries (beer division) and the Food and Allied Workers Union (Fawu) begin on Wednesday.

Neither of the parties will comment on the offer or demand because it relates to pay. But the union says it will seek a moratorium on re-trenchment.

# Small business to get help in crucial labour relations field

*STimes (Cape Metro)*  
SMALL and medium size businesses are losing money because they lack labour relations skills, says Mr John Naudé of the Western Cape region of the Small Business Development Corporation (SBDC).

He says the most apparent areas are badly motivated workforces, low productivity, time wasting from inadequate disciplinary and grievance procedures, and the resultant costly legal and other expenses in the event of disputes.

*3115192*  
"Indications that unions have targeted small and medium businesses for membership drives have heightened the need for employers to improve their basic labour relations skills," says Mr Naudé.

"It is unfortunate that many businesses still do not appreciate that proper techniques can, for example, prevent industrial court litigation and contribute to an improved bottom line."

The SBDC has now developed a training course "Labour relations for the small business" which is suitable for businesses employing between five and 100 people.

The next course will be held on Mondays and Wednesdays each week, from 6pm to 9pm, running from June 8 to July 8.

It will be presented in the SBDC offices at 60 Sir Lowry Road, Cape Town.

Participants will receive a comprehensive course manual on registration and a certificate of achievement upon successful completion of the course.

Further details are obtainable on ☎ (021) 462 1910.

## Gold Fields the 'greenest'

KATHRYN STRACHAN

GOLD Fields received the Green Trust Environment Award's top prize in Johannesburg yesterday.

The awards, sponsored by Nedbank, were presented to winners in five categories by Green Trust Board of Trustees member Enos Mabuza.

Gold Fields Foundation administrator Willie Jacobsz said his company's project aimed to teach people to produce food in a way least harmful to the environment.

The winner of the individual category was farmer and teacher Ian Garland.

The John Bisseker Secondary School won the schools category and the media award went to reporter John Yeld.

Winners of the organisation category were Ecological Clubs for Children Organisation and Metropolitan Open Space System.

## Rusfurn to retrench 988 employees, says union

DIRK HARTFORD

RETAIL group Rusfurn plans to retrench 988 employees from its Wanda-Frazer furniture stores as part of its restructuring, says a SA Commercial, Catering and Allied Workers' Union (Saccawu) official.

Saccawu will be holding nationwide lunchtime demonstrations at Wanda-Frazer stores today to protest against the retrenchment plans.

Saccawu said yesterday it had been told the stores — which employed about 8 000 people — had lost R78m in bad debts. The company had made an offer of a R100 across-the-board pay increase for Wanda workers on the condition that the union accepted its restructuring plans.

The Saccawu spokesman said the retrenchments were part of an overall assault on retail workers which included wage freezes and mass layoffs.

He said there would be national mass demonstrations by its 100 000 members on Monday to protest against these attacks. Saccawu was planning to meet all retail employers in two weeks' time to discuss the crisis in the industry. The union wanted a moratorium on retrenchments.

Rusfurn spokesmen yesterday declined to comment on the retrenchment claims.

Meanwhile, wage negotiations at Edgars and Dion have been finalised, with R200 across-the-board increases bringing minimum monthly wages within the companies to R1 200 and R950 respectively.

# Small business in a crucial position

Sowetan

4/6/92

31

By JOSHUA  
RABOROKO

SMALL business is a crucial part of economic development.

However, in South Africa small business was very limited in number and in scope as opposed to other countries in Africa such as Kenya.

Addressing a seminar on labour relations on small business, Cosatu's Dr Bennie Fanaroff said the trade union's view was that "we should achieve economic growth through redistribution".

He said that meant "we must stimulate the economy and create jobs by providing the basic goods and services which people do not have".

The two most crucial projects are housing and electrification, he added.

The building of houses and the installation of electricity must be done in a way which encompassed the community.

It must create opportunities for work and for local entrepreneurs in the community, so that both money and skills were left in the community. Building must not just be done by big companies using industrial

methods.

The electrification programmes, for example, should be able to have a spin-off of new job opportunities and there must be small business development programmes to take advantage of new opportunities created by electrification.

Fanaroff said it had been proven overseas that electrification projects create job opportunities. Local electrification projects should be done in a way which involved many entrepreneurs.

There should be self-managed work teams by Eskom. In that way the company would not only provide electricity, but would contribute to community skills.

"Cosatu, Nactu and the civic association have driven the development of the National Housing Forum and the National Electrification Committee.

The civic association together with some unions have proposed the establishment of a Bank of Re-

construction which may be able to offer finance to small business initiatives. This bank will not be dominated by big business and Government," he said.

The unions were also fighting for a very large programme of training and skills development which must be based on modules, and there must also be adult basic education together with the technical training.

"Workers who are retrenched must be retrained so that they have skills to take into the community," he added.

Cosatu recognised the existence of small businesses. However, "we are not prepared to see a development of small businesses based on exploitation.

"The trade unions are fighting for a ban on retrenchments and against job losses. They are negotiating to restructure the industries to create more jobs.

"We believe that the time has now come for the labour movement to talk formally with small business in order to support each other instead of being in opposition to each other," he said.

# Unionising small business

*Sowetan 4/6/92*  
THE impact of trade unions on small business and the need to link small and big business were the major themes at this year's National Industrial Chamber held at the Jan Smuts Holiday Inn at the weekend.

The NIC, which is an affiliate of Nafcoc, represents more than 4 000 small manufacturers, industries, parastatals and large corporations in South Africa.

Co-ordinator Mr Phil Mashaba said that the intention of the conference was to link big and small manufactures because of the important role they

By JOSHUA  
RABOROKO

would play in the post-apartheid South Africa.

Speakers included; Barlow Rand's Mr Robert Robb, Habakuk Cane's Mr Habakuk Shikwane, and representatives from trade unions.

The impact trade unions have on small manufacturers was also discussed.

"Many entrepreneurs see the unionisation of their labour force as an area of concern, especially in the prevailing climate of wide-

spread unemployment," Mashaba said.

According to Get Ahead, informal manufacturing in South Africa accounts for half of that found elsewhere in Africa, for example in Maseru and Nigeria.

NIC's president said they intended putting black manufacturing on the map as people usually associate black business only with retailers or taxis.

He said the critical unemployment situation in South Africa meant there was a need to learn how to maximise small business promotion.

8 Day 10/6/73

(31) ~~6484~~ ~~751~~  
**Shop workers picket**  
AS THOUSANDS of SA Commercial Catering and Allied Workers' Union members staged nationwide lunch-hour pickets yesterday, the union prepared to take a wage dispute with Checkers/Shoprite to the conciliation board.



# A vital role played in creating employment

B10cmy

10/6/192

SAPOA provides employment for some 4-million people in the formal economy — about 75% of those employed outside agriculture — if employment in the services, retail, industrial and construction sectors are taken into account.

Sapoa president Derek Stuart-Findlay says Sapoa members therefore play a vital role in the generation of employment and international evidence has shown that only the cities can generate work on the scale required to meet the huge population rises in the

developing countries. "Everybody is looking for that first job that will enable them and their families to start climbing the ladder of economic fortune. The activities of our members play a crucial role in this process," he says.

The commercial property industry represents about 20% of SA's total gross domestic fixed investment and consists of three major forms of investment — the office, retail and industrial markets.

The office market is occupied by the services sector of the economy. This

sector, which includes finance, trade, tourism, communication and government, represents 50% of gross domestic product (GDP).

"Locally, the services sector employs 1.5-million people. The office market houses this sector and I believe that our developers have acted responsibly during the last recessionary period in relation to similar conditions in many Western economies," he says.

## Distribution

An outstanding characteristic of the local economy is its excellent distribution system. In many parts of SA, competition between retailers is as intense as anywhere in the Western world.

In metropolitan areas today there are about 16 regional centres each with a gross lettable area of more than 45 000m<sup>2</sup>, 30 hypermarkets with an average area of 20 000m<sup>2</sup>, more than 50 community centres averaging 17 500m<sup>2</sup> and hundreds of convenience and "high street" city and

town centres.

"The challenge is now to provide appropriate facilities in the less affluent suburbs. The potential is mind boggling. We face a situation where black South Africans represent some 75% of our country's population.

"Although only about 57% of this group is urbanised, their spending power already represents 41% of the total," he says.

Some 760 000 people are employed in the local formal retailing sector and there is no doubt that the retailing industry will continue to be a major generator of employment, wealth creation and distribution.

Sapoa members participate in this process by funding and developing structures within which retailing activities take place.

Members also manage a great proportion of the properties used for manufacturing and warehousing. The strength of this sector has been one of the surprises of the last few years of the recession, he says.

"With indications of renewed stability in our capital account and with the



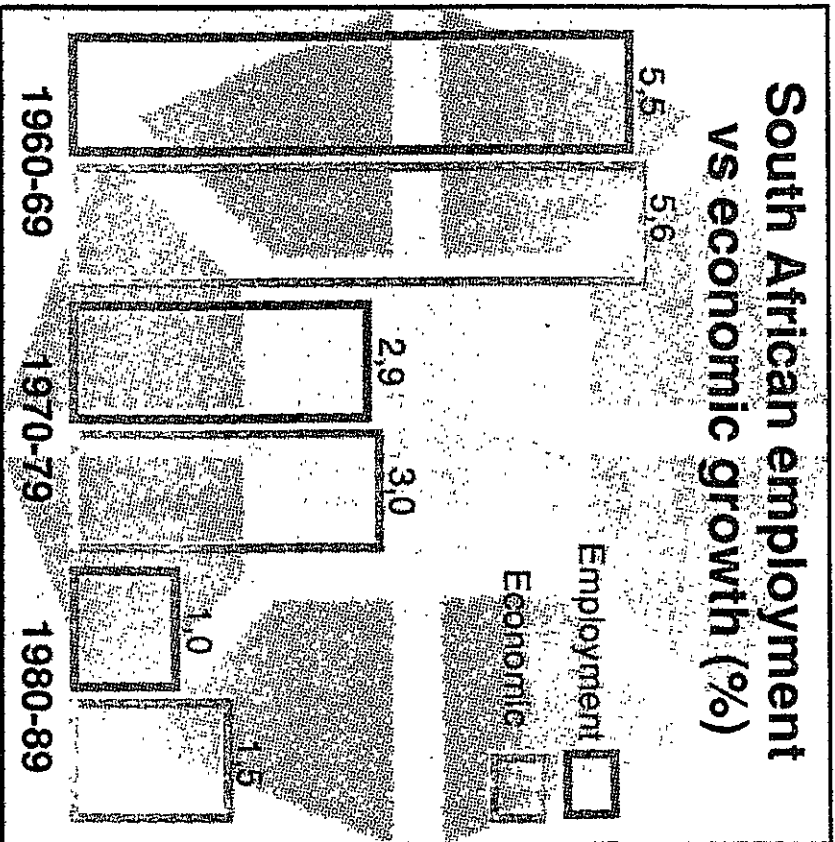
# TOLET

# Quality

# Rrarranfntair

## Sectional title needs to change with the times

## South African employment vs economic growth (%)



Graphics: RUBY-GAY MARTIN Source: OLD MUTUAL

rebuilding of gold and foreign exchange reserves, interest rates should continue to decline slowly.

"As a result, we are likely to see increased investment in manufacturing. Given a reasonable investment scenario, offshore investors could start setting up new manufacturing plants," he says.

Apart from the jobs cre-

ated by businesses housed in office blocks, retail outlets and industrial developments, the commercial construction industry is also a major employer of labour, with some 400 000 people employed.

During the 1980s, local economic performance at an average of 5.5% a year compared favourably with

the rest of the world. During the 1970s SA grew at only 3% a year compared with 3.5% for the developed countries and 5% for the developed world.

"The 1980s were disastrous for SA which grew at only 1.5% a year while the rest of the world grew at 3% to 3.5% a year on average," he says.

**KENNISGEWING 523 VAN 1992****DEPARTEMENT VAN LANDBOU-  
ONTWIKKELING**

DIREKTORAAT: FINANSIËLE BYSTAND

KENNISGEWING VAN 'N VERGADERING VAN SKULDEISERS KRAGTENS ARTIKEL 22 (1) VAN DIE WET OP LANDBOUKREDIET, 1966

Hierby word 'n vergadering van ondergenoemde applikant en sy skuldeisers op die plek en datum hieronder genoem, belê, met die doel om skuldeisers in staat te stel om hul vorderings teen die applikant te bewys en 'n skikkingsvoorstel van die Landboukredietraad te oorweeg.

**J. H. SMIT,**

Direkteur: Finansiële Bystand,  
Departement van Landbou-ontwikkeling.

*Aansoek van:*

Jacobus Andreas Joubert, van die plaas Makoadi; Posbus 79, Clocolan, 9735.

*Plek van byeenkoms:*

Kantoor van die Landdros, Clocolan.

*Datum en tyd:*

17 Julie 1992 om 10:00.

(12 Junie 1992)

**KENNISGEWING 524 VAN 1992****DEPARTEMENT VAN MANNEKRAG**

WET OP ARBEIDSVERHOUDINGE, 1956

**INTREKKING VAN REGISTRASIE VAN 'N  
VAKVERENIGING**

Ek, Gerhardus Coenraad Papenfus, Assistentnywerheidsregistrator, maak hiermee kragtens artikel 14 (2) van die Wet op Arbeidsverhoudinge, 1956, bekend dat ek die registrasie van die Liquor and Catering Trades Employees Union (Cape) met ingang van 5 Junie 1992 intrek het.

**G. C. PAPENFUS,**

Assistentnywerheidsregistrator.

**KENNISGEWING 525 VAN 1992****DEPARTEMENT VAN MANNEKRAG**

WET OP ARBEIDSVERHOUDINGE, 1956

**AANSOEK OM REGISTRASIE VAN 'N  
VAKVERENIGING**

Ek, Gerhardus Coenraad Papenfus, Assistentnywerheidsregistrator, maak ingevolge artikel 4 (2) van die Wet op Arbeidsverhoudinge, 1956, hierby bekend dat 'n aansoek om registrasie as 'n vakvereniging ontvang is van die Federal Council of Retail and Allied Workers. Besonderhede van die aansoek word in onderstaande tabel verstrek.

Enige geregistreerde vakvereniging wat teen die aansoek beswaar maak, word versoek om binne een maand na die datum van publikasie van hierdie kennisgewing sy beswaar skriftelik by my in te dien, p/a die Departement van Mannekrag, Mannekraggebou 123A, Schoemanstraat 215, Pretoria (posadres: Privaat Sak X117, Pretoria, 0001).

**NOTICE 523 OF 1992****DEPARTMENT OF AGRICULTURAL  
DEVELOPMENT**

DIRECTORATE: FINANCIAL ASSISTANCE

NOTICE OF A MEETING OF CREDITORS IN TERMS OF SECTION 22 (1) OF THE AGRICULTURAL CREDIT ACT, 1966, AS AMENDED

A meeting of the undermentioned applicant and his creditors is hereby convened at the place and date mentioned hereunder for the purpose of enabling creditors to prove their claims against the applicant and of considering a proposal for a compromise by the Agricultural Credit Board.

**J. H. SMIT,**

Director: Financial Assistance,  
Department of Agricultural Development.

*Application by:*

Jacobus Andreas Joubert, of the farm Makoadi; P.O. Box 79, Clocolan, 9735.

*Place of meeting:*

Magistrate's Office, Clocolan.

*Date and time:*

17 July 1992 at 10:00.

(12 June 1992)

**NOTICE 524 OF 1992****DEPARTMENT OF MANPOWER**

LABOUR RELATIONS ACT, 1956

**CANCELLATION OF REGISTRATION OF A TRADE  
UNION**

I, Gerhardus Coenraad Papenfus, Assistant Industrial Registrar, hereby notify, in terms of section 14 (2) of the Labour Relations Act, 1956, that I have cancelled the registration of the Liquor and Catering Trades Employees' Union (Cape) with effect from 5 June 1992.

**G. C. PAPENFUS,**

Assistant Industrial Registrar.

**NOTICE 525 OF 1992****DEPARTMENT OF MANPOWER**

LABOUR RELATIONS ACT, 1956

**APPLICATION FOR REGISTRATION OF A  
TRADE UNION**

I, Gerhardus Coenraad Papenfus, Assistant Industrial Registrar, do hereby, in terms of section 4 (2) of the Labour Relations Act, 1956, give notice that an application for registration as a trade union has been received from the Federal Council of Retail and Allied Workers. Particulars of the application are reflected in the subjoined table.

Any registered trade union which objects to the application is invited to lodge its objection in writing with me, c/o the Department of Manpower, 123A Manpower Building, 215 Schoeman Street, Pretoria (postal address: Private Bag X117, Pretoria, 0001), within one month of the date of publication of this notice.

**TABEL**

*Naam van vakvereniging:* Federal Council of Retail and Allied Workers.

*Datum waarop aansoek ingedien is:* 30 Desember 1991.

*Belange en gebied ten opsigte waarvan aansoek gedoen word:*

1. Alle persone in diens in ondervermelde bedrywe in die Republiek van Suid-Afrika:

- (a) Kommersiële Distribusiebedryf;
- (2) Teekamer-, Restourant- en Verversingsbedryf en
- (3) Hotel- en Drankbedryf.

Vir die doeleindes hiervan word bovermelde bedrywe soos volg omskryf:

- (1) "**Kommersiële Distribusiebedryf**" beteken die bedryf waarin werkgewers en hul werknemers met mekaar geassosieer is met die doel om 'n winkel, soos hieronder omskryf, te dryf, en dit omvat alle daarmee gepaardgaande werksaamhede wat deur sodanige werkgewers en hul werknemers verrig word.

"Winkel" beteken enige perseel of enige gedeelte van 'n perseel—

- (a) waarin of waarop persone toegelaat of waarheen persone uitgenooi word met die doel om, uitgesonderd by openbare veiling, die goedere wat daarin of daarop vir verkoop uitgestal of aangebied word, of goedere van die soort wat aldus uitgestal of aangebied word, te koop;
- (b) waarin of waarop die goedere in paragraaf (a) bedoel, in voorraad gehou, geberg, uitgepak of verpak word, of van waar sodanige goedere afgelewer of versend word aan persone in paragraaf (a) bedoel wat sodanige goedere aankoop;
- (c) waarin of waarop goedere in voorraad gehou of geberg word en van waar groot-handels- of kleinhandelsbestellings uitgevoer word vir die lewering van sodanige goedere;
- (d) waarin of waarop 'n vervaardigersverteenwoordiger sy werksaamhede as sodanig verrig, en in hierdie verband beteken "vervaardigersverteenwoordiger" 'n persoon, uitgesonderd 'n werknemer van 'n vervaardiger, wat as 'n agent of andersins goedere of monsters van goedere wat deur die vervaardiger vervaardig is, te koop aanhou, of op enige manier hoegenaamd bestellings vir goedere verkry of ontvang van persone vir die aankoop deur hulle van sodanige goedere en sodanige bestellings uitvoer of sodanige bestellings aanstuur na die vervaardiger vir aanvaarding of andersins;
- (e) waarin of waarop 'n besigheid gedryf word kragens die buiteverbruikvoorregte van 'n hotel dranklisensie in 'n gebied waarin Loonvasstelling 457, Hotel- en Drankbedryf, nie van toepassing is nie, of kragens 'n drankwinkellisensie;

**TABLE**

*Name of trade union:* Federal Council of Retail and Allied Workers.

*Date on which application was lodged:* 30 December 1991.

*Interests and area in respect of which application is made:*

1. All persons employed in the undermentioned trades in the Republic of South Africa:

- (1) Commercial Distributive Trade;
- (2) Tearoom, Restaurant and Catering Trade; and
- (3) Hotel and Liquor Trade.

For the purposes hereof the above-mentioned trades are defined as follows:

- (1) "**Commercial Distributive Trade**" means the trade which employers and their employees are associated for the purpose of conducting the business of a shop as defined hereunder, and includes all operations incidental thereto carried on by such employers and their employees.

"Shop" means any premises or any part of any premises—

- (a) into or onto which persons are admitted or invited for the purpose of purchasing, other than by public auction, the goods displayed or offered therein or thereon or goods of the type so displayed or offered for sale;
- (b) in or on which the goods referred to in paragraph (a) are stocked, stored, unpacked or packed, or from which such goods are delivered or dispatched to persons referred to in paragraph (a) who are purchasing such goods;
- (c) in or on which goods are stocked or stored and from which wholesale or retail orders are executed for the supply of such goods;
- (d) in or on which a manufacturer's representative carries on his activities as such, and in this regard "manufacturer's representative" means any person, other than an employee of a manufacturer, who, as an agent or otherwise, keeps for sale, goods or samples of goods manufactured by the manufacturer, or obtains or receives, in any manner whatsoever, orders for goods from persons for the purchase by them of goods and executes such orders or transmits such orders to the manufacturer for acceptance or otherwise;
- (e) in or on which a business is carried on under the off-consumption privileges of a hotel liquor licence in an area in which Wage Determination 457, Hotel and Liquor Trade, does not apply, or under a liquor store licence;

en "winkelwerkzaamheid" het 'n ooreenstemmende betekenis.

- (2) **"Teekamer-, Restourant- en Verversingsbedryf"** beteken die bedryf waarin werkgewers en hul werknemers met mekaar geassosieer is uitsluitlik of hoofsaaklik met die doel om etes of verversings (hetsy vloeibaar of ander) of sowel sodanige etes as sodanige verversings te bereik, te bedien of te verskaf in of vanuit enige bedryfsinrigting of gedeelte daarvan, hetsy permanent, tydelik, binnenshuis of in die ope lug, en dit omvat sodanige werksaamhede wanneer verrig in of vanuit een of meer klasse persele of gedeeltes daarvan—

- (a) wat gebruik word as openbare restourante, vis-en-skyfie-winkels, kafees, teekamers, padkafees en verkooppunte vir wegneemkos, behalwe wanneer die voorbereiding en/of verskaffing van eetklaar voedsel en/of verversings plaasvind op of vanuit die perseel van 'n huisvestingsinrigting;
- (b) waar etes of niealkoholiese drankte bedien word vir verbruik op die perseel of verskaf word vir verbruik weg van die perseel;
- (c) waar spruit- of mineraalwater in glase of ander houers verskaf word vir verbruik op die perseel; en
- (d) waarin of waarvandaan die werksaamhede hierin bedoel, verrig word ten opsigte van of in verband met enige teater, bioskoop, kafeebioskoop, inryteater of ander vermaaklikheid of enige onthaal;

en dit omvat voorts die verskaffing van drank in enige sodanige bedryfsinrigting of op enige sodanige persele kragtens 'n dranklisensie gehou of geag gehou te word deur sodanige werkgewers of uitgereik kragtens die Drankwet, 1989, maar dit omvat nie hotelhouders, losieshuishouders of huurkamerhuishouders nie, en dit omvat voorts alle bedrywighede wat met enige van voormelde werksaamhede gepaard gaan of daaruit voorspruit.

- (3) **"Hotel- en Drankbedryf"** beteken die bedryf waarin werkgewers en hul werknemers met mekaar geassosieer is met die doel om huisvesting en een of meer etes per dag teen vergoeding te verskaf op persele waar die verkoop van drank bedryf word en in verband waarmee een of meer as een dranklisensie gehou word of geag word gehou te word of uitgereik is kragtens die Drankwet, 1989: Met dien verstande dat vir die doeleindes van hierdie omskrywing die uitdrukking "huisvesting" slaapkamerakkommodasie en die dienste wat gewoonlik daarmee geassosieer word, beteken.

2. Alle persone in diens in ondervermelde ondernemings en bedrywe in die provinsie Transvaal:

- (1) Motorvervoeronderneming (Goedere);

and "shop activity" has a corresponding meaning.

- (2) **"Tearoom, Restaurant and Catering Trade"** means the trade in which employers and their employees are associated wholly or mainly for the purpose of preparing, serving or providing meals or refreshments (whether liquid or otherwise) or both such meals and refreshments in or from any establishment or part thereof, whether permanent, temporary, indoors or in the open air, and includes such activities when carried on in or from one or more classes of premises or parts thereof—

- (a) used as public restaurants, fish-and-chips shops, cafés, tearooms, road-houses and take-away food outlets, except where the preparation and/or supply of ready-to-consume food and/or refreshments take(s) place on or from the premises of an accommodation establishment;
- (b) where meals or non-alcoholic drinks are served for consumption on the premises or are provided for consumption away from the premises;
- (c) where aerated or mineral waters are supplied in glasses or other containers for consumption on the premises; and
- (d) wherein or wherefrom the activities referred to herein are carried on in respect of or in connection with any theatre, bioscope, biotearoom, drive-in cinema or other entertainment or any function;

and further includes the supply of liquor in any such establishments or on any such premises in terms of a liquor licence held or deemed to be held by such employers or issued under the Liquor Act, 1989, but does not include hotel-keepers, boarding-housekeepers or lodging-housekeepers, and further includes all operations incidental to or consequent on any of the aforesaid activities.

- (3) **"Hotel and Liquor Trade"** means the trade in which employers and their employees are associated for the purpose of providing accommodation and one or more meals per day for reward on premises where the sale of liquor is carried on and in connection with which one or more than one liquor licence is held or deemed to be held or has been issued in terms of the Liquor Act, 1989: Provided that, for the purposes of this definition, the expression "accommodation" shall mean bedroom accommodation and the services ordinarily associated therewith.

2. All persons employed in the undermentioned undertakings and trades in the Province of the Transvaal:

- (1) Motor Transport Undertaking (Goods);

- (2) Reklame-, Publisiteits-, Uitstal- en Letterskilderonderneming;
- (3) Bemarkings- en Reisagentskapsonderne-  
ning;
- (4) Wassery-, Droogskoonmaak- en Kleur-  
bedryf;
- (5) Haarkappersbedryf; en
- (6) Huisvestingsinrigtingsbedryf.

Vir die doeleindes hiervan word bovermelde onder-  
nemings en bedrywe soos volg omskryf:

- (1) **“Motorvervoeronderneming (Goedere)”** be-  
teken die onderneming waarin werkgewers en  
hul werknemers met mekaar geassosieer is met  
die doel om een of meer van die volgende werk-  
saamhede teen vergoeding of huur te verrig:

- (a) Die vervoer van goedere deur middel van  
motorvervoer, met inbegrip van die ver-  
voer van grond, gruis, klip, sand, steen-  
kool of water wat vir verkoop bedoel is,  
hetsy sodanige vervoer teen huur of ver-  
goeding geskied al dan nie; en
- (b) die opberging van goedere, met inbegrip  
van die ontvangs, oopmaak, uitpak, in-  
pak, versending, inklaring en uitklaring of  
verantwoording doen van goedere,  
houers of behouerde goedere;

en dit omvat alle bedrywighede wat met enige  
van voormelde werksaamhede gepaard gaan of  
daaruit voortspruit.

- (2) **“Reklame-, Publisiteits-, Uitstal- en Letter-  
skilderonderneming”** beteken die  
onderneming waarin werkgewers en hul werk-  
nemers met mekaar geassosieer is met die doel om—

- (a) reklameborde te vervaardig, te vervoer  
en/of op te rig, en/of om reklamepam-  
flette vir kliënte aan huishoudings af te  
lewer;
- (b) dienste aan kliënte te verkoop en/of te  
verskaf deur die publiserings van hul pro-  
dukte;
- (c) binne-uitstallings van handelsware en  
produkte vir kliënte te ontwerp en op te  
stel;
- (d) reklameborde en vensters te beskilder  
en letterskilderwerk daarop aan te bring  
en die agtergrond van uitstallings te ver-  
sier;

en dit omvat alle bedrywighede wat met enige  
van voormelde werksaamhede gepaard gaan of  
daaruit voortspruit.

- (3) **“Bemarkings- en Reisagentskapsonderne-  
ning”** beteken die onderneming waarin werk-  
gewers en hul werknemers met mekaar geasso-  
sieer is met die doel om—

- (a) dienste aan vervaardigers, invoerders of  
uitvoerders te verskaf vir die verspreiding  
en bemarking van hul goedere teen kom-  
missie of vergoeding;
- (b) ten opsigte van die breë publiek reisfasili-  
teite te verskaf of te bemark;

- (2) Advertising, Publicity, Display and Sign-  
writing Undertaking;
- (3) Marketing and Travel Agencies Under-  
taking; ~~(3)~~ (31)
- (4) Laundry, Dry-Cleaning and Dyeing Trade;
- (5) Hairdressing Trade; and
- (6) Accommodation Establishment Trade.

For the purposes hereof the above-mentioned  
undertakings and trades are defined as follows:

- (1) **“Motor Transport Undertaking (Goods)”**  
means the undertaking in which employers and  
their employees are associated for the purpose  
of carrying out one or more of the following ope-  
rations for reward or hire:

- (a) The transportation of goods by means of  
motor transport, including the transport-  
ation of soil, gravel, stone, sand, coal or  
water that is intended for sale, whether or  
not such transportation is performed for  
hire or reward; and
- (b) the storage of goods, including the  
receiving, opening, unpacking, packing,  
despatching and clearing or accounting  
for of goods, containers or containerised  
goods;

and includes all operations incidental to or con-  
sequent on any of the aforesaid activities.

- (2) **“Advertising, Publicity, Display and Sign-  
writing Undertaking”** means the undertaking  
in which employers and their employees are  
associated for the purpose of—

- (a) manufacturing, transporting and/or erect-  
ing advertising boards and/or delivering  
advertising pamphlets to households for  
clients;
- (b) selling and/or providing services to  
clients in publicising their products;
- (c) designing and mounting interior displays  
of merchandise and products for clients;
- (d) painting and signwriting boards and  
windows and decorating display back-  
grounds;

and includes all operations incidental to or con-  
sequent on any of the aforesaid activities.

- (3) **“Marketing and Travel Agencies Undertak-  
ing”** means the undertaking in which employers  
and their employees are associated for the pur-  
pose of—

- (a) providing services to manufacturers, im-  
porters or exporters for the distribution  
and marketing of their goods, either for  
commission or for a fee;
- (b) providing or marketing travel facilities in  
respect of the general public;

en dit omvat alle bedrywighede wat met enige van voormelde werksaamhede gepaard gaan of daaruit voortspruit.

- (4) **"Wassery-, Droogskoonmaak- en Kleurbedryf"** beteken die bedryf waarin werkgewers en hul werknemers met mekaar geassosieer is met die doel om een of meer van die volgende werksaamhede te verrig:

- (a) Die was, droog, stryk, pars, skoonmaak, kleur of heelmaak van artikels volgens die bestelling van klante in bedryfsinrigtings;
- (b) die beskikbaarstelling in bedryfsinrigtings van munt- of enige selfbedieningsmasjiene of enige soortgelyke was-, droog-, stryk-, pars-, droogskoonmaak- of kleumasjiene vir gebruik deur klante;
- (c) die gebruik van voertuie of die bedryf van depots, ongeag of sodanige voertuie verbonde is aan of sodanige depots deel uitmaak van of verbonde is aan bedryfsinrigtings waarin die werksaamhede vermeld in (a) en (b) verrig word, met die doel om bestellings vir die was, droog, stryk, pars, skoonmaak, kleur of heelmaak van artikels te werf, te vra of op te neem, met inbegrip van die afhaal, ontvangs of aflewering van sodanige artikels;

en dit omvat alle bedrywighede wat met enige van voormelde werksaamhede gepaard gaan of daaruit voortspruit.

- (5) **"Haarkappersbedryf"** beteken die bedryf waarin werkgewers en hul werknemers met mekaar geassosieer is met die doel om toilet-dienste in enige bedryfsinrigting te lewer;

"Toilet-diens" beteken enige een of meer of 'n kombinasie van die werksaamhede wat oor die algemeen en gewoonlik verrig word deur en bekend staan as die beroep van skoonheidskundiges of kosmetiste of kosmetoloë of haarkappers, en dit omvat maar word nie beperk nie tot die volgende werksaamhede:

- (a) Die skikking, kapping, sny, streepbleiking, skeer, krulling, reiniging, skroeiing, sjampoenering, bleiking, kleuring, vleg, tinting, versteling, stilering, golwing (permanent, Marcel of water) van hare, of enige ander behandeling van die hare van die kop of die gesig;
- (b) die massering of ander stimulerende behandeling of oefening van die gesig, kopvel of nek;
- (c) die manikuring van naels, die pluk van wenkbroue, bordwerk, trigologiese behandeling of ander skoonheidskundige behandeling;
- (d) die verrigting van enige werksaamheid bedoel in (a) aan 'n pruik of haarstuk wat deur enigiemand gedra gaan word;

ongegag of enige apparaat, toestel, preparaat of stof by enige van hierdie werksaamhede gebruik word of nie;

"bedryfsinrigting" beteken enige perseel waarin toilet-dienste normaalweg aan lede van die publiek gelewer word.

and includes all operations incidental to or consequent on any of the aforesaid activities.

- (4) **"Laundry, Dry-Cleaning and Dyeing Trade"** means the trade in which employers and their employees are associated for the purpose of carrying on one or more of the following activities:

- (a) Washing, drying, ironing, ~~pressing~~ (31) pressing, cleaning, dyeing or mending articles to the order of customers in establishments;
- (b) making available in establishments coin or any self-operated machines or any similar or any similar washing, drying, ironing, pressing, dry-cleaning or dyeing machines for use by customers;
- (c) using vehicles or operating depots, whether or not such vehicles are connected with or such depots form part of or are connected with establishments in which the activities specified in (a) and (b) are performed, for the purpose of canvassing, inviting or taking orders for articles to be washed, dried, ironed, pressed, cleaned, dyed or mended, including the collecting, receiving or delivering of such articles;

and includes all operations incidental to or consequent on any of the aforesaid activities.

- (5) **"Hairdressing Trade"** means the trade in which employers and their employees are associated for the purpose of rendering toilet services in any establishment;

"toilet service" means any one or more or a combination of the operations generally and usually performed by and known as the profession of beauty culturists or cosmeticians or cosmetologists or hairdressers, and includes but is not limited to the following operations:

- (a) The arranging, dressing, cutting, highlighting, shaving, curling, cleaning, singeing, shampooing, bleaching, dyeing, colouring, braiding, tinting, straightening, styling, waving (permanent, Marcel or water) of hair, or any other treatment of the hair of the head or the face;
- (b) the massaging or other stimulative treatment or exercise of the face, scalp or neck;
- (c) the manicuring of nails, the plucking of eyebrows, board work, trichological treatment or beauty culture;
- (d) the performing of any operation referred to in (a) on any wig or hairpiece to be worn by any person;

whether or not any apparatus, appliance, preparation or substance is used in any of these operations;

"establishment" means any premises in which toilet services are normally rendered to members of the public.

- (6) "huisvestingsinrigtingsbedryf" beteken die bedryf wat uitgeoefen word deur persone wat die besigheid van 'n huisvestingsinrigting dryf deur huisvesting en een of meer etes per dag teen vergoeding te verskaf: Met dien verstande dat vir die doeleindes van hierdie omskrywing "huisvesting" slaapkamerakkommodasie en die dienste wat gewoonlik daarmee geassosieer word, beteken.

*Posadres van applikant:* Posbus 2974, Johannesburg, 2000.

*Kantooradres van applikant:* Derde Verdieping, Elmol House, Delversstraat 93, Johannesburg.

Die aandag word gevestig op onderstaande vereistes van artikel 4 van die Wet:

- (a) Die mate waarin 'n beswaarmakende vakvereniging verteenwoordigend is, word ingevolge subartikel (4) bepaal volgens die feite soos hulle bestaan het op die datum waarop die aansoek ingedien is, en wat die lidmaatskap betref, word alleen lede wat ingevolge artikel 1 (2) van die Wet op voormelde datum volwaardige lede was, in aanmerking geneem.
- (b) Die prosedure voorgeskryf by subartikel (2) moet gevolg word in verband met 'n beswaar wat ingedien word.

**G. C. PAPENFUS,**  
Assistentnywerheidsregistrateur.

#### KENNISGEWING 526 VAN 1992

DOEANE- EN AKSYNSTARIEFAANSOEKE:  
LYS 22/92

Onderstaande aansoeke betreffende die Doeane- en Aksynstarief is deur die Raad op Tariewe en Handel ontvang. Enige beswaar teen of kommentaar op hierdie vertoë moet binne ses weke na die datum van hierdie kennisgewing aan die Voorsitter, Raad op Tariewe en Handel, Privaat Sak X753, Pretoria, 0001, gerig word. Die aandag word daarop gevestig dat die skale van reg wat in die aansoeke genoem word, dié is wat deur die applikante aangevra is en dat die Raad, afhangende van sy bevindinge, hoër of laer skale van reg mag aanbeveel.

#### *Verlaging van die reg op:*

1. Ftaalsuuranhidried, indeelbaar by tariefsubpos 2917.35, van 20 persent *ad valorem* of 120c/kg min 80 persent tot 10 persent *ad valorem*.

[RTH-verw. T5/2/6/2/1 (920183)]  
(Mnr. G. S. Bester)

#### *Applikant:*

British Industrial Plastics (SA) (Edms.) Bpk., Posbus 12, Pinetown, 3600.

2. Maleiensuuranhidried, indeelbaar by tariefsubpos 2917.14, van 15 persent *ad valorem* of 92,5c/kg min 85 persent tot 12,5 persent *ad valorem*.

[RTH-verw. T5/2/6/2/1 (920184)]  
(Mnr. G. S. Bester)

- (6) "Accommodation Establishment Trade" means the trade carried on by persons who carry on the business of an accommodation establishment by supplying lodging and one or more meals per day for reward: Provided that for the purposes of this definition "lodging" means bedroom accommodation and the services ordinarily associated therewith. ~~31~~ 31,

*Postal address of applicant:* P.O. Box 2974, Johannesburg, 2000.

*Office address of applicant:* Third Floor, Elmol House, 93 Delvers Street, Johannesburg.

Attention is drawn to the following requirements of section 4 of the Act:

- (a) The representativeness of any trade union which objects to the application shall in terms of subsection (4) be determined on the facts as they existed at the date on which the application was lodged and, as far as membership is concerned, only members who were in good standing in terms of section 1 (2) of the Act as at the aforesaid date shall be taken into consideration.
- (b) The procedure laid down in subsection (2) must be followed in connection with any objection lodged.

**G. C. PAPENFUS,**  
Assistant Industrial Registrar.

#### NOTICE 526 OF 1992

CUSTOMS AND EXCISE TARIFF APPLICATIONS:  
LIST 22/92

The following applications concerning the Customs and Excise Tariff have been received by the Board on Tariffs and Trade. Any objections to or comments on these representations must be submitted to the Chairman, Board on Tariffs and Trade, Private Bag X753, Pretoria, 0001, withing six weeks of the date of this notice. Attention is drawn to the fact that the rates of duty mentioned in the applications are those requested by the applicants and that the Board may, depending on its findings, recommend lower or higher rates of duty.

#### *Reduction in the duty on:*

1. Phthalic anhydride, classifiable under tariff sub-heading 2917.35, from 20 per cent *ad valorem* or 120c/kg less 80 per cent to 10 per cent *ad valorem*.

[BTT Ref. T5/2/6/2/1 (920183)]  
(Mr G. S. Bester)

#### *Applicant:*

British Industrial Plastics (SA) (Pty) Ltd, P.O. Box 12, Pinetown, 3600.

2. Maleic anhydride, classifiable under tariff sub-heading 2917.14, from 15 per cent *ad valorem* or 92,5c/kg less 85 per cent to 12,5 per cent *ad valorem*.

[BTT Ref. T5/2/6/2/1 (920184)]  
(Mr G. S. Bester)

# Business Warning on effects of mass action

## SA Press Association

AN estimated R97 million a day could be lost by the construction industry if the ANC's mass action campaign went ahead, the Association of the South African Quantity Surveyors warned yesterday.

"Retrenchments and closures could become the order of the day if mass action at this delicate stage of work scarcity was sustained for any length of time.

"Lost wages could exceed R8 million a day, which would result in extreme hardship particularly as work is scarce and job security is threatened," the association said in a statement.

*Sowetan 15/6/92*

## Reduced productivity

"Each element of construction work has, as a part of its cost makeup, an element of labour cost allowance, and a stoppage does not reduce the quantity of work still to be executed in the completion of any construction project," the statement said.

In fact, Asaqs said, days lost in this manner created an atmosphere of reduced productivity followed by the cost of unproductive overtime.

"There is also the ripple effect into allied industries - cement, quarry, brick, steel, timber, electrical and mechanical industries which largely depend upon the regular turnover of work generated by the construction industry," the association concluded.



# Business to monitor harm of mass action

STAR 16/6/92

Staff Reporters

The Johannesburg Chamber of Commerce and Industry has established a monitoring committee to assess the effect on business of the ANC's mass action programme, which starts today.

The JCCI would remain in contact with a representative sample of members in various sectors "so that changes in attitude and effect could be measured", said JCCI president Stuart Morris.

Mr Morris asked that all "action taken will be peaceful and that no lives would be lost or property damaged".

The South African Chamber of Business warned of the "potential economic and human costs which could flow from the action".

Sacob estimated that the

overall economic losses at stake in a total standstill could reach R1,2 billion a day.

But a spokesman added that many industrial companies had already negotiated with their labour forces to recognise today — Soweto Day — as a paid holiday. A precise count of losses due to stayaways today would therefore not be possible.

Sacob said a general strike would cause loss of earnings and fewer jobs at a time when workers could least afford it.

Sacob called on the main players at Codesa to "spare no effort to resolve the present political deadlock".

The Pretoria Chamber of Commerce and Industry said workers could jeopardise their jobs and incomes.

A statement by chief executive Alec de Beer warned that employers were likely to

give no pay for no work.

The Afrikaner Handelsinstituut described the ANC plan for a three-day strike as "economically irresponsible and certainly not in the national interest".

The Northern Transvaal Chamber of Industry said today's mass action was nothing less than "economic warfare designed to cripple South Africa's already tottering economy".

In a statement released in Pretoria yesterday, NTCI executive director John Toerien said the action would scare away foreign investors, cost the country up to R1 billion a day and affect small entrepreneurs "who already have their backs to the wall".

A number of companies contacted yesterday have given their workers today off to commemorate June 16. Others are bringing in casual workers.



Plea . . . for peaceful action, by JCCI's Stuart Morris.

# Master plan to cut unemployment

STAR 16/6/92

31

**W**ITH unemployment at crisis levels, the Small Business Development Corporation has devised a package of proposals that it is convinced could boost the number of new jobs flowing into the labour market by no fewer than 2.5 million over the next five years.

The package envisages a two-pronged assault on the unemployment problem by the creation of more than 50 000 new small and medium business ventures by the late 1990s.

To enable a cautious initial probe of the idea, the SBDC is asking the Government and the private sector to commit no more than a relatively modest R250 million to start a pilot programme to put the proposals to the acid test — a preliminary to a full-scale launch.

What excites the SBDC are the chances of bringing more and more potential black entrepreneurs into the economic

mainstream, with an obvious significant multiplier on the creation of new employment opportunities.

At the core of the package, explains SBDC senior general manager Jo Schwenke, is the provision of a pool of venture capital funds to be made available to small businesses that show promise but are strapped for cash needed for expansion — and to finance the start of thousands of brand-new businesses by budding entrepreneurs.

Even the mention of venture capital could cause many potential investors to make a fast U-turn away from the proposals — especially in view of the long list of casualties that followed the initial launch of experiments with a venture capital market on the Johannesburg Stock Exchange in the 1980s.

Mr Schwenke knows he faces an uphill battle in bringing them round to take a closer look. But he feels that that sad

experience in fact yielded lessons in pitfalls that can be averted in new expeditions.

"Post-mortem analyses of the reasons behind many of the JSE failures of the 1980s have provided vital clues on how to avert a similar crop of errors," he says.

"Also, the tremendous economic potential of new companies formed with venture capital support has been proved in a tidal wave of successes in both the United States and Britain in recent years.

"In South Africa, the mobilisation of venture capital has become vital in view of the necessity to increase the economic tempo. A new South Africa that is expected to grow from economic stagnation could be doomed from the start.

"The creation of more business enterprises, with the promise of more jobs for everyone, is crucial. So, too, is evidence that a new generation of business

**The Small Business Development Corporation has drawn up a plan it estimates could create no fewer than 2.5 million new job opportunities in the next five years — but it needs the co-operation of the Government and high finance, reports MICHAEL CHESTER.**

entrepreneurs can be given the chance to flex their muscles."

Mr Schwenke sees the new proposed strategies running on two tiers — one given a kick-start by financial institutions such as insurance companies and pension funds, the second set in motion by the State.

In South Africa, he says, the cash-flows of institutions (long-term insurers and pension funds) run at about R40 billion a year. "Think of the dramatic impact if only one percent — say R400 million a year — were channelled into properly constituted venture capital funds or into equity investment funds."

That alone, he points out,

objectives of each tier would revolve around the size of turns expected on investment

While the capital profit from institution funds could be expected to reach between 50 and 100 percent after seven years, capital profits from investments, with a different set of socio-economic air should be between 100 and 200 percent.

"Of course, we don't expect either the Government or big financial institutions to act as charities in the exercise of a sound expectation. Naturally both will need assistance of reasonable returns on their investments.

"True, venture capital can be a high-risk business. And they are bound to be failures. But we are convinced we can ensure that the high number of successes will mean that the investments will be recouped a few years — with good turns to follow in the long

would inject R2 billion or more into venture funds over the next five years. The result: 4 000 or more new medium-size businesses, which, if properly vetted, could show excellent profit and export potential and provide no fewer than 500 000 new job opportunities.

In the next tier the State would pump about R2 billion a year into development venture capital funds — R10 billion in five years that would fund the launch of a still bigger total of 50 000 smaller businesses, which between them could create between 500 000 and 2 million new jobs.

The difference between the

# Plan to cut unemployment

STAR 16/6/92

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"Of course, we don't expect either the Government or the big financial institutions to act as charities in the exercise. Naturally both will need assurances of a sound expectation of reasonable returns on their investments.

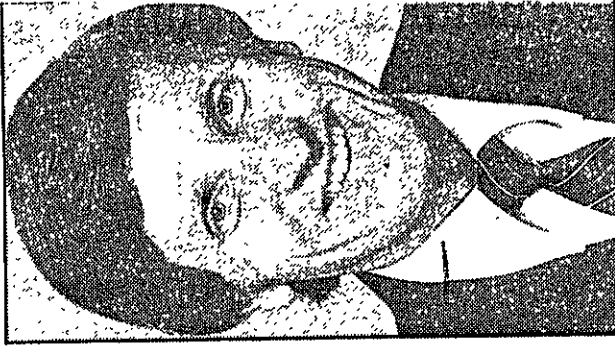
"True, venture capital can be a high-risk business. And there are bound to be failures. But we are convinced we can ensure that the high number of successes will mean that the initial investments will be recouped in a few years — with good returns to follow in the longer

term — if allocations are properly vetted," he says.

Mr Schwenke believes the odds on success have been proved by the experience of the SBDC in providing the finance for the launch of thousands of new business ventures — and hundreds of thousands of new job opportunities — since it started operations 10 years ago.

The corporation has refined a system to select potential winners and losers, with support services to monitor progress, he says. It is more than willing to put its experience to use and select management teams to supervise the allocation of new venture capital funds.

In a deeper pledge of confidence, it is also willing to consider acting as underwriter behind any share issues of companies seeking a listing on the venture capital market of the Johannesburg Stock Exchange, Mr Schwenke says. □



Faces an uphill challenge. . .  
SBDC senior general manager  
Jo Schwenke.

W/Mail 19/6-25/6/92

LABOUR BRIEFS

(31)

**Retail workers' pickets**

■ SOUTH African Commercial Catering and Allied Workers' Union members have held lunchtime pickets nationally to highlight wage and other demands in the past fortnight.

On Thursday, a crucial meeting between employers and the union attempted to reach some agreement on the union demand for a centralised bargaining forum.

And in a related development, Saccawu will take a dispute with the beleaguered Checkers-Shoprite group to a conciliation board on June 24. The possibility of an agreement with the chain remains distant because the company has suggested a 10 percent wage cut. Union relations with Checkers have

been strained in the past year because of Checkers' intentions to close down a number of stores. The dispute has been taken to court on several occasions.

W/Mail 19/6-25/6/92

**More pay for guards**

(28)

■ THE Transport and General Workers' Union this week clinched a healthy wage settlement with Fidelity Guards.

Traditional guards will get 20,3 percent and 21,3 percent increases, while key points guards will get 12,5 percent increases.

The agreement also provides transport allowances for guards, time off for shop stewards to attend to union business and improved training and promotion policies.



## In my view . . .

A daily commentary on current economic affairs by writers of The Star.

# SBDC plan to create jobs worth second look

STAR 19/6/92  
By Michael Chester

Though there were deep frowns in many corporate boardrooms this week as computers busily calculated the cost of production losses caused by the big stayaway on Soweto Day, the general atmosphere was relieved by the relative calmness of Day One of the ANC mass action programme.

Even so, it did little to ease the pervasive anxieties of businessmen over the state of the economy.

With spreading gloom about the prospect of a third successive year of stagnation, new investment has slowed to a crawl.

As pointed out by Naas Steenkamp in a presidential address at the annual meeting of the Chamber of Mines, South Africa's investment attractions are still more than counter-balanced at present by the image of rampant violence, the unsteadiness of transition and universal uncertainties about the future scenario.

South Africa, he said, must confront the blunt fact that the horn of plenty is *not* about to flow in the form of cash injections from overseas.

"We shall have to start developing our industry and our economy ourselves," he said.

One starting point may be a strategy devised by the Small Business Development Corporation, which it estimates could create or expand as many as 50 000 or more small and medium business enterprises — and in the process create 2,5 million new job opportunities in the next five years.

The key, says SBDC senior general manager Jo Schwenke, is the



mobilisation of venture capital in a joint exercise by government and financial institutions.

He suggests an initial budget of around R400 million a year from private sector institutions (after all, equal to no more than one percent of annual cash flows in pension companies and pension funds) and R2 billion a year from government.

To allay fears in the business community at this cost, it could be launched as a modest pilot exercise with, say, R50 million from the institutions and R200 million from the government.

The SBDC, now with a 10-year track record of success with venture capital schemes, is willing to act as fund manager to select entrepreneur candidates and monitor progress.

It is a possible initiative that deserves serious examination if South Africa is going to show a bit more economic dynamism.

26/9/57  
8/0/57  
2/0/57

### Warning to Checkers

THE PAC has threatened to mobilise mass action against Checkers if the company does not resolve its dispute with the SA Commercial, Catering and Allied Workers' Union. Checkers is proposing a 10% wage cut which the union is resisting.

31

REPORTS: Business Day Reporter, Sapa-AFP-AP.

# Sacob meets

By JOSHUA RABOROKO

EMPLOYERS are to consider various options in response to the planned mass stayaway and day of mourning for the Boipatong massacre victims on Monday.

At a media conference in Johannesburg yesterday, the executive director of the South African Chamber of Commerce, Mr Raymond Parsons, said the options included observing a moment of silence at workplaces, lunch-hour meetings, a complete stayaway and donating to the bereaved families. *Sowetan 25/6/92*

These options would be addressed at a meeting today by the South African Coordinating Committee of Labour Affairs.

Sacob president Mr Hennie Viljoen said the chamber had proposed to arrange an early meeting with the President FW de Klerk, ANC president Mr Nelson Mandela and leader of the IFP Chief Mangosuthu Buthe.

# Retail bosses just window shopping

w/mail 26/6-2/7/92

Weekly Mail Reporter

WHAT should have been a watershed meeting between major retail employers and the South African Commercial, Catering and Allied Workers' Union (Saccawu) last week ended a damp squib.

The union sought, but did not find, concrete action on its demands for a moratorium on retrenchments and a centralised bargaining forum. Employers, on the other hand, forced to the meeting through concerted industrial action, maintained a stony silence and made no commitments.

In this atmosphere, strike action seems almost inevitable as workers also attempt to wring a moratorium on

retrenchments from reluctant employers in sectors hard hit by recession and falling profits.

"Employers played stupid," says Saccawu representative Rosalind Nyman of the meeting, adding that employers "were forced to come through mass action."

"The large retailers just kept quiet, the smaller companies were more vocal," said Nyman. Employers only asked for a document outlining Saccawu's plans. They have committed to responding to Saccawu's demands after receiving the document on July 27.

And in a related development, Saccawu has come out strongly

against OK Bazaars' proposal of a wage freeze between April and August. On Friday, members picketed branches and have also threatened strikes on the scale of the 1983, 1987 and 1990 strikes which rocked the country's biggest retail outlet.

The union is also likely to take a strong line against the newly merged Checkers/Shoprite chain where management has proposed a 10 percent wage cut for Checkers workers in order to standardise wages between the two chains. The company also proposed that wage differentials will be standardised over seven years — the union believes it can be done in two years.



# Sacob slams strike

WORKERS would be the ultimate victims of Cosatu's call for general stayaways in August as already suffering business would be forced to fire workers or close down, a spokesman for the SA Chamber of Business said yesterday.

Mr Gerrie Bezuidenhout said in a statement in Johannesburg the business community, suffering the most severe recession since the World War 2, would take a hardline attitude towards strikers. - SA Press Association.

## '10 000 Checkers workers strike'

ABOUT 10 000 workers at 140 Checkers stores are on strike following the suspension of the chairman of their union's negotiating team, according to a union official.

The SA Commercial, Catering and Allied Workers' Union's (Saccawu's) Norman Mokoena had been suspended by Checkers in Heidelberg, union official Roseline Nyman said.

She also said the company notified Saccawu yesterday that it had cancelled its recognition agreement with Saccawu and would dismiss all the strikers — the strike is illegal.

Mokoena was suspended for allegedly stealing a CD from the store. Nyman denied this was true and said the incident had been deliberately abused, which the company knew would enrage workers.

She said although the union and Checkers were in dispute over wage and other issues, good progress had been made in negotiations.

She alleged that management at the Heidelberg store were AWB members and had consistently victimised Saccawu members.

DIRK HARTFORD

"In April a key shop steward at the store received an assassination threat from AWB members. He had to be transferred to another store." (31)

Saccawu is demanding that the suspension of Mokoena be nullified, 14 shop stewards dismissed since October last year, when Pepkor took over Checkers be reinstated, and that the union be allowed access to Checkers stores.

Meanwhile, there have been a spate of strikes in the retail and catering industries.

According to Nyman, 600 WA Chipkins workers were still on strike and staff at three hotels in Natal, including the Palm Beach, were striking.

Saccawu members at the Natal Performing Arts Council were also on strike, as were "some Natal-based catering companies".

Nyman said Saccawu members at Lubners were due to go on a national strike this week.

# 14 strikers sentenced for violence

STAC 14/1/92  
By Rochelle Gosling-Hughes

Fourteen former employees of Clicks, who were dismissed after striking on December 4 1990, were convicted yesterday of public violence and each fined R300 or one year in jail.

Sentencing the 14, Johannesburg magistrate O Rautenbach said public violence was a very serious offence. "Picketing is supposed to be a peaceful, lawful means of settling disputes," he said.

Addressing the accused, he said: "The whole idea of picketing was totally misused here, with the sole intent of forcing your employer to adhere to your demands, with total disrespect for the rights of any other person."

Warrant-Officer Andre van Rhyn said he found similar situations at the Clicks stores in Jeppe Street, Pritchard Street and the Carlton Centre.

He described how strikers armed themselves with tins of spray paint and insecticide and barricaded the shop doors with cash tills. Management and police who tried to negotiate were chased away.

He said gas was sprayed from a tin and then set alight, like a "mini flame-thrower". Traffic police cordoned off the area and teargas was used to disperse the crowd.

Mr Rautenbach said he took into account that the trial began only in July — six months after the strikers had been arrested — and then lasted for almost a year.

"This caused a substantial loss of income on your part," he told the accused.

He said there was an increasing trend whereby demands were set and, if not met, were followed by violence.

"Society loses in the end," he said, adding a further one year in jail suspended for three years to the sentence.

The convicted are Stanley Skinasana, Gaworo Phokojoe, Ben Makhoti, Maria Morulono, Susan Mabata, Johanna Manthata, Ruth Malefetse, Debrah Hadebe, Zama Ndlovu, Ivy Moleko, Magdaline Motsoeng, Dorothy Mfuthi, Veronica Mashinini and Johannes Mngomezulu.

# Employers agree to band together

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~~135~~ ~~135~~ (31)

RAY HARTLEY

EMPLOYER organisations have agreed in principle to a new body, which will be admitted by June next year to the International Organisation of Employers (IOE), after a 10-year ban on SA participation, spokesman Freide Dowie said yesterday.

Saccola, Nafcoc and Fabcos said in a joint statement that visiting IOE secretary-general Costas Kapartis gave his approval to the initiative at a joint meeting yesterday.

The IOE president, Kenyan Tom Owuor, would visit SA with employer representatives from Ireland, the Netherlands and Norway in Septem-

ber as part of SA's re-integration into the IOE, Dowie said in an interview.

Dowie, who is secretary of a joint working party consisting of two representatives from each of the organisations, said Owuor wanted to finalise SA's readmission by June next year, when his term ended.

The working party would visit Kenya and Europe and would meet the IOE in Geneva later this year. The IOE, which was founded in 1919, has 107 affiliated national employer organisations.

No name had been discussed for the new organisation, and the process had to remain open to participation by other employer organisations.

The agreement followed discussions started in Harare in January.

Outgoing Nafcoc president Sam Motsuenyane said his organisation welcomed the new body.

He said that, whereas Saccola was largely a white employer organisation, the new body would be nonracial and would represent black business interests adequately.

"The alternative would be to remain isolated," he said.

## Marches called off

STAR 287192



Planned countrywide marches by the Construction and Allied Workers Union (Cawu) scheduled for today have been called off following successful talks between the union and various employer bodies in the industry.

# Nafcoc pushes for blacks in top jobs

BlOAm 31/7/92

THEO RAWANA

BLACK advancement on the corporate ladder, concern over the protracted violence and the preparedness of blacks to compete in the wider African market dominated Nafcoc's 28th annual conference which ended at Sun City on Wednesday.

"Once we start developing a cadre of qualified people, it would be hard for the companies to hide behind the excuse that high calibre people for board membership are not available," he said.

The 2 500 delegates at the four-day conference gave the National African Federated Chamber of Commerce leadership a mandate to press ahead with the organisation's 10-year plan, a programme designed to see greater black participation in the SA corporate world.

Motsuenyane also said that after the initial corporate criticism of the idea as "unrealistic, asking too much, advocating a quota-system and wanting to promote unqualified people", a number of companies had started seeking Nafcoc's help in developing programmes to meet the criteria set forth in the plan.

The plan, adopted by the organisation's summit conference last year, sought to achieve the following:

The debate on violence ended with a resolution that UN special envoy Cyrus Vance would be asked to recommend to the UN to send a force to monitor violence.

- a 30% black representation on the boards of JSE-listed companies;
- a 40% black representation in the equity structures of such companies;
- that 50% of the external and/or discretionary supplies of such companies should be sourced from black-owned enterprises; and
- that 60% of top managerial structures should consist of blacks.

A permanent structure would be established to meet with overseas personalities and brief them on the SA situation.

Sam Motsuenyane — who retired as president after 24 years — told the conference that Nafcoc had already set the machinery in motion for the training of managerial staff and board directors.

Nafcoc regions were also strongly advised to get fully involved in local civic structures that sought solutions to the violence, of which they were mostly prime targets.

With overseas markets opening up for all SA businessmen, the organisation set out to train blacks to be on par with the best in the world.

Staff Reporters

Most businesses and consumer services — public and private — will open as usual during next week's general strike, despite expectations of severe disruption.

Many businesses will, however, adopt a "no work, no pay" policy which will affect millions of workers.

Municipal, transport and education services expect major disruptions, and in the private sector, deliveries of milk and bread are expected

# Disruptions expected

STAR 3/17/72

to be severely curtailed.

Spokesmen for the SA Communist Corporation and Putco said they would attempt to provide normal rail and bus services on Monday and Tuesday, but this would depend on passenger demand and availability of drivers.

The Southern African Black Taxi Association (Sabta) said it would not dic-

to work extra time.

They would have to decide at local level, in consultation with the organisers of the protests, on the kind of service to be offered.

The SA Chamber of Business (Sacob) said that while many companies would not pay absentees, some were planning to allow employees

Some companies were making alternative sleeping arrangements for workers so they would not have to return to townships.

Sacob would leave disciplinary action to individual companies.

The Afrikaanse Handelssittunt has recommended that employers not pay strikers and should reserve the right to discipline absentees.

Edgars executive director Fred Haupt said the company hoped to keep as many stores open as possible. It had adopted the policy of no work, no pay, but strikers would not be disciplined.

Spar human resources director Richard Dady said each store was franchised and many were family-run, so strike disruption was likely to be minimal.

The Foundation for African Business and Consumer Services (Fabcos) — an

● To Page 3

## Companies expect disruptions

From Page 1

umbrella body of black consumer, taxi, and traders groupings — while supporting "action towards the democratisation of our country" called on the ANC alliance to ensure that Fabcos members not supporting mass action should not be victimised.

A spokesman for the TPA said it planned to provide employees with alternative transport to work. It would adopt a "no work, no pay" policy, and reserved the right to discipline employees.

Atlas Bakery said it

would deliver bread in central Johannesburg only, and Blue Ribbon said it would be closed.

DairyBelle and Clover dairies will not be making milk deliveries, but consumers can collect from factories.

There will be no bread and milk deliveries to Soweto and other townships. Most Soweto shops will be closed, but OK Bazaars, Pick 'n Pay and Checkers will open.

All cafes are expected to be open. Ster Kinekor and Nu Metro cinema theatres will operate as normal. Banks and building so-

cieties in Soweto will be closed, but most doctors' surgeries will be open.

The strike will also affect education following a decision by the Congress of SA Students, the SA Students Congress and the SA Democratic Teachers' Union to call for a student boycott.

● The Johannesburg City Council has set up a 24-hour hotline to keep residents informed regarding the operation of services during the strike. The numbers are (011) 403-3226 and 403-2626. Refuse removal and bus services were likely to be affected.

## LABOUR

## Retailers' tills ring up a strike beat

W/M and 31/7 - 6/8/92.

HERE are rumblings of war in the retail sector where up to 10 000 workers may be out on strike in the next few weeks.

Already the sector has been hit by minor strikes involving a few hundred workers here and there as employees and employers — both hard pressed by the recession — try to squeeze the most out of each other.

Since retail is wholly dependent on the disposable income of consumers, job losses and lack of wage raises in other sectors of the economy affect the profit margins of retailers. Hence the past few months have seen store closures and retrenchments. This is set to continue until the recession is over and employment levels pick up in other industries.

The greatest threats of strike action are at the Wooltru chain and at Metro Cash and Carry stores. A dispute has been declared at these two chains and the South African Commercial, Catering and Allied Workers' Union (Saccawu) is preparing to ballot its members should conciliation fail to resolve the disputes. But the most significant industrial action — if it takes place — will be at the OK Bazars. Negotiations there began this week and indications are that the two will deadlock.

*The recession-hit retail sector is bracing itself for a fresh wave of strikes, reports*

**MONDLI MAKHANYA**

Surprisingly, however, at Checkers Shoprite — which the union as regards a "problem employer" — a solution was reached quite early in the negotiations. Checkers was proposing an 10 percent cut in wages but eventually settled at an 11 percent increase with a minimum wage of R1 023.

But at smaller companies strikes have already been experienced. Workers at Lubners/Melody's furniture stores are in their third week of strike following a deadlock in negotiations. Saccawu is demanding a R230 across the board increase, a R1 200 minimum wage and interest-free housing and education assistance. Saccawu is also pressing parent company Amrel to establish a central bargaining forum for all its companies, which include Cuthberts and Multiserve.

The issue of centralised bargaining on an industry-wide basis is also causing friction in the industry. Saccawu — in line with Congress of South African Trade Unions policy — wants an industry-wide bargaining forum to be set up because this will help it save on its stretched



**Flashback ... An OK employee during the 1990 strike**

resources. But employers are averse to centralised bargaining, mainly because of the competitive nature of the industry which precludes them from sharing ideas. Many employers boy-

cotted a union-organised industry summit on the issue last month. It was only smaller retailers who expressed interest in the issue, probably for the same reason as the union.

Retailers did, however, attempt to co-ordinate their approach to Saccawu this year, but this floundered when some caved in to union demands early.

Because of the recession and general rationalisation that has been occurring in the industry, retrenchments are featuring high on the negotiation agendas. After Pepkor's takeover of Checkers it began a rationalisation programme of shutting Checkers outlets and directing custom to Shoprite which has been merged with the chain. Pepkor management has targeted six Checkers outlets for closure but faced with strike action at a newly acquired outlet, it has decided to slow this down. But a confrontation cannot be ruled out as the company will need to resume its restructuring programme.

At the OK, where 18 outlets have been closed in the past 18 months, workers were willing to sacrifice wages in return for job security. However OK's refusal to consider a moratorium on retrenchments put paid to this. The matter has now been taken to mediation.

"We have begun a process of rationalisation and we have to finishes it. We can't just suspend the process and leave it in the air," says an OK representative.



**RHODES UNIVERSITY**

U



Businessmen offered strike deal

# Mandela in bid to head off dismissals

BIDAY 3/8/92 (31) (circled scribbles)

ANC President Nelson Mandela contacted about 30 top businessmen late last week, hinting at an early return to the negotiating table provided that mass dismissals did not occur during the stayaway.

A senior source in the business community said Mandela had also informed them of the ANC's desire for the early establishment of an interim government of national unity — an issue to which UN envoy Cyrus Vance is understood to have devoted a great deal of attention.

Mandela also assured business that the ANC was taking its economic concerns more seriously.

An ANC source said Mandela would probably undertake to try to ensure that if there were no dismissals today and tomorrow, events for the rest of the week would go off with minimal disruptions.

An ANC statement said on Friday that all companies contacted had undertaken not to take any disciplinary action, including dismissals, against workers who stayed away today and tomorrow. Rather they would adopt a "no work, no pay" principle. This was because employers recognised "the right of workers to participate in the campaign for peace and democracy".

However, the source said, this was not a correct interpretation of what Mandela had been told. Business's position was far more nuanced than that.

In talks with Mandela, many of the business leaders had insisted on reserving their right to take disciplinary action. This was not because they expected large-scale mass dismissals — they generally had no intention of dismissing workers.

However, the source said, if business

ALAN FINE

waived its right to disciplinary action it would leave the impression that workers could participate in political stayaways as often as they liked without fear of penalty. This could not be countenanced.

"Everyone knows it will be a long hard march to democracy, and there will be many disputes and therefore occasions when people may want to use their 'right' to stay away. For business to accept this would put us on the road to perdition," he said.

It was possible that, even if there were no or few dismissals, other forms of disciplinary action could be applied extensively. This was particularly the case where special arrangements had not been negotiated between management and workers.

In many establishments, special arrangements had been made which involved taking leave, adjusted and/or short shifts, extra weekend work to compensate for time lost and, in industries where this was necessary, the performance of emergency work during the stayaway.

The source said Mandela had intimated in his talks with businessmen that a breakthrough in negotiations was imminent so long as business reacted calmly to the stayaway.

In earnestly requesting an undertaking from business that there would be no dismissals, Mandela had used the prospect of an early return to negotiations as a carrot.

Mandela had also implicitly expressed the view that business should be more flexible given his and the ANC's softer line on matters such as nationalisation and,

□ To Page 2

## Dismissals

BIDAY 3/8/92 (31) (circled scribbles)

□ From Page 1

more recently, his slapping down of the bond boycott proposed by the SA National Civics Organisation.

His reference to the interim government could represent a change of policy encouraged by Vance. The ANC has, until now, held the position that it cannot participate in a first phase interim government until negotiations over the second phase and the constitution-making body are complete. It fears, otherwise, being locked into a structure with, possibly, no way out.

Meanwhile, Sapa reports that about 250

Port Elizabeth businessmen held three hours of talks with SACP leaders on Saturday night.

SACP secretary-general Chris Hani described the talks as frank, while party chairman Joe Slovo said the "civilised" discussions augured well for the future.

The ANC/SACP/Cosatu mass action campaign dominated the discussions. Slovo conceded the economy would suffer "some immediate damage" as a result of the campaign. However, he said people had to take a long-term view of the situation.

# Union takes shopping list to retail employers

W. A. W. 21/8 - 27/8/92

Weekly Mail Reporter

ALTHOUGH the retail sector has been relatively quiet this year, industrial action is still likely at some of the big companies. Under particular threat are the OK Bazaars and Checkers/Shoprite, with which the South African Commercial, Catering and Allied Workers' Union (Saccawu) is presently in dispute.

While the wage deal of an R110 across-the-board increase has been clinched with Checkers, the two parties remain in dispute over the issue of retrenchments, with the retail chain insistent on shutting down a number of its outlets.

A similar situation applies at the OK, which is also undergoing a period of rationalisation. The chain is offering R130 a month across the board as opposed to the union's R150. The OK has also proposed to

close up to 80 outlets this year, which could cost about 1 000 jobs.

Shoprite carry this year after being taken over by Pepkor, faces strike action after management proposed a 10 percent wage cut. Management however quickly altered its tune after factory demonstrations. Checkers stores then settled on the R110 raise.

However, this is only valid for eight months, as the company agreed to the increases being applicable only from August rather than April, when it should have been implemented.

But now the two parties remain in dispute over the retrenchments. Pepkor — which is regarded in union circles as conservative — wants to shut down a number of Checkers outlets and keep the less-unionised Shoprite outlets running.

Although Shoprite is poorly organised Saccawu has been making inroads here since the merger.

The union suspects Pepkor wants to rid the group of unionised employees as part of its rationalisation programme. Pepkor has apparently proposed to take give the union three days notice about store closures, which would give it a short cut on the retrenchment path. The dispute is currently at the Conciliation Board but resolution does not seem very close.

"We may have settled the wage issue with Checkers. But there's even a bigger battle against the company, that of preserving jobs," says national bargaining committee chairman Motsumi Mokhele.

At the OK, which has been a regular target of strike action over the past five years, further shopfloor

disruption is likely this year. Workers are rejecting the wage offer as well as planned retrenchments later this year.

The chain's shop stewards will be holding a national conference at the end of this month and most of the metropolitan areas are understood to be itching for a showdown.

Retrenchments are also at issue at Makro, which is in dispute with the union over wages and job cuts. The dispute is before a conciliation board.

Southern Sun's wage agreement with Saccawu may also not be enough to preclude strike action. After initially demanding a R250 rise, Saccawu agreed to the hotel chain's R200 offer. However, it has rejected Southern Sun's assertion that this should only apply from August rather than from April.

# No hospitality for wage bill levy dodgers

By GAYE DAVIS: Cape Town <sup>W/ Mail</sup> 28/8-31/9/92.  
PAY up — or face prosecution. That's the message for food, liquor and accommodation traders refusing to pay a new wage bill levy imposed to finance training in the tourism industry.

Some 225 000 concerns countrywide — ranging from corner fish and chip shops and caravan parks to large hotel chains — are caught in the net cast by the levy.

It involves the payment of one percent of one month's wage bill every three months and is linked to a grant scheme, in terms of which contributors will receive up to 100 percent of what they've paid in, to be spent on training provided by the Hospitality Industry Training Board (HITB).

The HITB, set up in 1981 under the Manpower Training Act by the Federated Hotel, Liquor and Catering Association of South Africa (Fedhasa), the Associated Clubs of South Africa (Acsa), the Catering, Restaurants and Tearoom Association (Catra) and the South African Chefs Association (Saca), has faced a storm of protest over the scheme.

Acsa, representing about 400 recreational and

sports clubs, withdrew from the HITB over the issue, claiming its members should be exempt by virtue of their non-profit status. It now intends setting up its own training board.

Catra has also pulled out of the HITB, describing the levy and grant scheme as "bad in principle, ill-conceived, unmanageable and wasteful" — and is now considering the possibility of going to court if changes it has suggested aren't implemented, according to executive director Frank Swarbreck.

But while Swarbreck maintains that "the entire industry, bar the big hotels and caterers" is against the scheme, HITB executive director Johan Fourie is equally adamant that opposition is limited to "only a few concerns" and that the scheme will go ahead as is.

"The levies received so far are 100 percent on target, so if people say they aren't paying, it must just be individuals." Fourie said the HITB expected to reap about R5,2-million from the levy during its first year of operation, of which 80 percent will be ploughed back into training and the remainder used for administrative costs.

Fourie said the point of the scheme was that "each and every member of the industry should make a contribution to manpower training", instead of this responsibility resting solely on the shoulders of the large hotel chains. "Southern Suns spends R70 000 over three years to train a hotel manager, only to have them poached later," he said. "About 55 percent of the country's qualified chefs are working outside the core industry in private concerns who made no financial contribution to their training, yet enjoy the benefits."

Catra's Swarbreck, however, maintains that the levy and grant scheme is designed to force smaller concerns to finance training which will ultimately benefit "the big guns" the most. "We have had an avalanche of support from all quarters for our stand," he said.

Recently, the HITB decided on certain conditions for exemption from the scheme, including charitable organisations; concerns with annual wage bills of less than R60 000 and certain specific categories of employee, such as laundry and ground staff, who can be exempted when total wage bills are calculated.

Citing this as an example of how "the board has bent over backwards to accommodate those opposed", Fourie said details of exemptions would be sent out soon. "If people find they are still expected to pay the levy and refuse to do so, we will have to proceed against them," he said. "Failure to pay is a criminal offence and the state will take action."

Criticism of the scheme has also come from the 104 000-strong South African Commercial, Catering and Allied Workers' Union which, while "generally supportive" of the HITB "as far as the need for training is concerned", was unhappy that employees were not represented on it, according to Saccawu general secretary Papi Kganare.

# Unionist gets AWWB death threats

BY PORTIA MAURICE

W/ Mail

31/7 - 6/8/92

a sworn affidavit.

*HOU* you news uit ons sake uit. Die AWWB (Afrikaner Weerstandsbeweging) se doen en late is niks van jou besigheid nie. (Keep your nose out of our business. The AWWB's affairs are none of your concern).

This ominous message was but one of a volley of threats which has forced a Transvaal unionist to resign his job at a major supermarket chain, following a confrontation with a store official about his AWWB links.

South African Commercial, Catering and Allied Workers' Union (Saccawu) shopsteward John Makhubo's run-in with the paramilitary fighting group began on March 12, a few days before President F.W. de Klerk's "reform" referendum. In the car park outside the Checkers Heidelberg store, where he has worked as a shelf packer for six years, he spotted assistant store manager Hannes Louw placing AWWB flags on a car "in full view of the public".

While on duty the next day, the slightly-built Makhubo received an anonymous telephone call from an Afrikaans-speaking man who claimed to be from the AWWB. "He told me the AWWB had been observing me for some time, that I was intimidating their members, and that I should count my hours since the AWWB was going to assassinate me," he said in

booked off by his doctor for 10 days. But the deadly saga was to continue on his return to work on March 23.

"At about 9.20am I was packing shelves when I was approached by a white man, who told me I was looking for a John Makhubo," he said. He told the visitor Makhubo had not yet arrived and the visitor refused to disclose his business.

Fearing for his life, he left the store after telephoning Saccawu and store manager Johan Burger, who advised him not to go to lunch alone. On his way out, a security guard handed him a letter from the "AWWB Heidelberg tak (branch)", which had been posted to him at the store.

"Lunster 'Boy' (listen boy)," it read. "Jy is bezig met die verkeerde groep mense (You are busy with the wrong people)..... Ons aanvaar jou houding as 'n direkte dreigement teen ons organisasie. As jy voortgaan met hierdie dinge van jou sal jy die nagevolge daarvan de dra boy'jie. (We accept your behaviour as a direct threat against our organisation. If you carry on with these things you will have to accept the consequences, boykie).

"Wees vriendelik gewaarsku, en sé jou gebede vir die laaste keer. Van die struiders. (Take

this as a friendly warning, and say your prayers for the last time. From — what can only be assumed to mean — the strugglers,")

Despite lengthy negotiations on the issue, Makhubo says Checkers (Heidelberg) refused to offer him any protection. For more than five hours on March 27 his co-workers downed tools, demanding Louw's immediate dismissal.

"When a cashier's till is short they (management) are quick to dismiss her for stealing on a 'balance of probabilities,'" said Saccawu legal unit representative Susan Harvey. "Yet they refuse to accept that by that same rule there is too much of a direct link between the assassination threats and Louw's political affiliations and offer our member protection at work."

Makhubo has since resigned from Checkers, having found his position "ultimately untenable". His brother Richard was killed mysteriously by gunmen outside a supermarket near Sasolburg at the Easter weekend.

Checkers representative Sarita van Wyk told *The Weekly Mail* this week the supermarket chain could offer little comment on the matter, and it should be dealt with by the police. "We do not get involved in political things," she said. "If employees want to have political links that's their own business."

# Council to decide whether to resume train boycott

A MEETING of the ANC-aligned PWV Regional Action Council will decide tomorrow whether or not to resume a boycott of commuter trains in the region, says ANC PWV spokesman Ronnie Mamoepa.

Mamoepa said yesterday the committee, on which the ANC, Cosatu, the SACP and the Civics Association of the Southern Transvaal (Cast) serve with several other organisations, would draft an "elaborate plan" to counter train violence.

A meeting with the SA Rail Commuter Corporation and the ANC was being planned to discuss the matter. This follows a low-key meeting last week.

Mamoepa described a heightened police presence at the station on Friday as a token show of force.

"If you go to Johannesburg station now, you won't see them there," he said.

Meanwhile, two more people were killed in train attacks at the weekend — one at Johannesburg's Jeppe Station — according to police.

Police reported yesterday the deaths of seven more people in other incidents of

RAY HARTLEY

violence, Sapa reports.

Four people were hacked to death and then burned at Inanda near Durban in a revenge attack after a man was killed on Saturday. No arrests were made.

Sapa reports that a young police constable is in a critical condition in hospital after being shot in the head at Meadowlands, Soweto, on Sunday night.

Police said Const Helmut Schubert, 22, had lost an eye and was in a critical condition in the Garden City Clinic. His attacker had not been arrested.

And police found the body of a man killed by the "necklace" method at Sharpville, near Vereeniging. Another man was shot dead at Bekkersdal on the West Rand, the police report said.

Two men appeared in the Maritzburg Regional Court yesterday on several charges of attempted murder and public violence, including the petrol-bombing of the house of Greytown ANC leader Solomon Mzolo.

## Staff theft 'is main cause of shrinkage'

SHOP assistants with their hands in the till were the main cause of shrinkage in the retail trade, Sacob president Hennie Viljoen told a Security Association of SA conference in Johannesburg last week.

He said retailers were having to allow for between

CHARLIE PRETZLIK

1% and 2,4% of turnover for shrinkage.

Worst hit were medicine and beauty outlets.

Security company Lodge Services MD Errol Ashman, also addressing the

conference; calculated that 13 000 trolley loads of goods were pilfered each day.

Viljoen warned that the law was ineffective as a tool to combat shrinkage.

The solution, he said, lay in "sound industrial relations, with a contented and motivated workforce".

# Union threatens Chipkin sit-in

BIDAY 8/9/42  
HUNDREDS of SA Commercial, Catering and Allied Workers' Union (Saccawu) workers have threatened to begin an indefinite sit-in at food merchants Walter A Chipkin in Industria, Johannesburg, as part of a campaign to get dismissed members reinstated.

Saccawu said yesterday the workers had embarked on the strike after their demand that human resources manager Bryan Selvan be "excluded" from negotiations between the

WILSON ZWANE  
union and the company had not been acceded to.

Selvan said Saccawu's threats to occupy his company's premises "are inflammatory, unlawful and in direct breach of an existing interim restraining order issued by the Supreme Court".

The second phase of the reinstatement campaign, to take place in the next few weeks, will be aimed at courts, particularly the Industrial Court.

(30)  
Saccawu said Chipkin dismissed its entire black workforce — about 1 000 workers — in June this year after the workers had been on a week-long strike.

Saccawu official Jacky Masuku said the company, a division of Bidcorp, had refused to accede to the demand about Selvan. Saccawu then declared a dispute, prompting Chipkin to ask for appointment of a conciliation board.

When the union held a strike ballot, the company dismissed workers.

He said it seemed the dismissals were "retrenchments in disguise".

Selvan said Saccawu's statements were misleading, inaccurate and "appear to be designed to heighten tensions between all parties involved".

He said the workers were dismissed after they had ignored repeated requests to return to work, and after the company had unsuccessfully offered workers a grievance procedure.

Hearings were pending.

Masuku said the union had lost faith in the "biased" judicial system.

## LABOUR

By MONDLU MAKHANYA  
INDUSTRY-WIDE strike action is looming in the retail and catering sectors, following the declaration of a dispute over the vexed issue of central bargaining.

The South African Commercial, Catering and Allied Workers' Union (Saccawu) has summoned employers to a "national industry forum" next Tuesday to discuss a range of issues — chief among them, central bargaining and the development of industrial council structures.

This week, the union declared disputes with all employers in the sectors it organises. On the two previous occasions Saccawu called a similar industry pow-wow, there was a poor employer turnout. Those who did

# POW-WOW — or blow out

Monday 11/9 - 17/9/92  
attend made it clear they were not keen on the idea of a central negotiating forum.

But this time Saccawu has taken a significantly harsher approach to non-attendance. It says it will be treated as a rejection of the forum and employers will face industrial action.

In the forum, the union wants more than wages and minimum conditions discussed. Also on its agenda are spiralling food prices, widespread retrenchments in the past two years as a consequence of company rationalisation, and growing casualisation, subcontracting and "flexible" working hours.

# (21) The establishment of a national industry training board should also be subject to negotiation, says Saccawu.

General secretary Papi Kganare says most employers cite the fiercely competitive nature of the industry as the reason why they cannot all negotiate in one forum.

Fedhasa executive director Peter Hearfield — speaking in his personal capacity — gives other reasons: "While there may be beneficial aspects to an industry forum, it is difficult for the industry to go that route. Most employers tend to be small entrepreneurs who like to make their own decisions rather than having an

employer body do so for them. You also cannot expect the small hotelier in the Drakensberg to pay the same rates as a big hotel in central Johannesburg."

Employers who refused to attend previous Saccawu-organised summits also had reservations about the agenda, says Catering, Restaurant and Tea-room Association director Frank Suabeck.

"It seemed the agenda was a forum for rhetoric. It was nowhere near specific enough," he complained.

Some big retail chains have attended past meetings, but prefer to keep their own industrial relations approach. Without their participation, the forum will be stillborn.

# Two sides to Lubners' strike coin

By Thabo Leshilo  
Labour Reporter (31)

Prospects for a speedy end to the countrywide strike by 300 members of the SA Commercial, Catering and Allied Workers' Union (Saccawu) at Lubners Furnitures seem bleak, union negotiating secretary Hilton Thulo said at the weekend.

The strike, affecting all 68 Lubners branches, started on July 10 after numerous meetings had failed to resolve the dispute.

The union and the company have blamed each other for the prolonged dispute over wages, bonuses and education assis-

tance for workers.

According to Mr Thulo, the company has adopted "an intransigent position".

The union, he said, was willing to further negotiate the dispute subject to the company agreeing that settlement be extended to all union members.

Also, Lubners should not intimidate, harass, transfer or take disciplinary action against the strikers.

"The company rejected both demands. It also indicated that it would make deductions from members' annual bonuses proportional to the days spent out on strike," Mr Thulo alleged.

Lubners personnel director Johan van Niekerk disputed

Saccawu's version.

He said Lubners had a problem with Saccawu's demand that no disciplinary action be taken against its members for "unfair and unlawful conduct".

The company, he noted, had obtained an interim court interdict restraining the strikers from intimidating customers and non-striking employees.

"Members of Saccawu nevertheless continued to intimidate customers and other members of staff," said Mr van Niekerk.

● A major strike is looming in the catering, retail and distribution industries after Saccawu, a powerful Cosatu affiliate, declared a dispute with employers last week.



# Union irked by employer snub

8/001 16/9/92

122 31 123  
DIRK WARTFORD

THE SA Commercial, Catering and Allied Workers' Union (Saccawu) threatened a "major showdown" with commercial employers after only 15 out of 200 employers arrived at a dispute meeting called by the union yesterday.

All major employers in the industry, with the exception of CNA-Gallo, ignored the union's request to attend the meeting to respond to the union's demand for a national industrial council.

Saccawu general secretary Papi Kganare said their absence was "clearly co-ordinated". He said it would be unfortunate if the only avenue that employers left the union was confrontation.

Saccawu wants a national industrial council for the industry, with sub-sectors for the liquor and catering trade, restaurants, smaller shops and the big retail stores.

The union feels issues like minimum wages and conditions of employment, job creation, flexibility of labour, casualisation, sub-contracting, food prices and industry training boards must be dealt with at industry level.

It has already held two meetings —

attended by about 80 employers, according to Saccawu — to try to get employers to accept the idea. Saccawu declared a dispute when there was not a positive response.

Most employers feel Saccawu is trying to bludgeon them into an industrial council without taking account of the complexities of the industry, according to employer sources.

They said the fact that Saccawu was so hasty in declaring a dispute on the issue underlined employer fears that the union was working to its own agenda.

By declaring a dispute with all commercial employers, Saccawu was positioning itself for a national strike in the industry, they said.

But Kganare says Saccawu will be responding to every company who has taken a position on the issue to try and find ground for consensus.

In the meantime, the union will report back to its members to "consolidate them for any action which we might be forced to take".

Saccawu has about 90 000 members out of a potential 250 000 in the industry.

# Pick 'n Pay 'treats' workers to big chill

clp/nes 20/9/92 (31)

By DAN DHLAMINI

THREE Potchefstroom Pick 'n Pay workers and a merchandiser from ICS were still shivering the day after they were stripped of protective clothing, locked into a deep freezer and forced to swallow cold wars.

They said this was "punishment" by two managers, who accused them of theft.

Doctor J Matli - who examined Daniel Sebonogo, Hannes Opperman, Percy Ratlhogo and Frank Tsimane - booked them all off for four days for shock and cold-related disorders. The temperature had been below zero, they said.

Opperman, Sebonogo and Ratlhogo said they were members of the SA Commercial and Catering Allied Workers Union (Saccawu) and had worked for Pick 'n Pay for

more than five years. Tsimane had worked for ICS for two months.

The four men said they had not been brought before the company's disciplinary committee.

They said manager Jannie Spies had entered the freeze chamber where they were busy working and he found an opened parcel of food which he accused them of having stolen. Spies had called them to his office and reprimanded them.

Their section manager, Hennie Pietersen, had also given them a serious warning "although we were not given a chance to present our side", they said.

"For the whole week, the management guys told the staff that we were thieves and they kept on threatening to force us to have lunch in the deep freezer," said Sebonogo.

Sebonogo, who still had difficulty moving after the incident, said on Thursday afternoon they were bundled into the deep freezer by Pieterse and Pick 'n Pay assistant manager Clifton Abrahams. They were forced to stay inside for an hour.

Inside they found a makeshift table laden with a huge chicken, rice and steak, sausage, curry and rice, two loaves of bread and two litres of coke.

The four were forced to eat all the food while the managers took photographs.

Abrahams told City Press that he suggested the exercise "to serve as a deterrent to employees with light fingers".

Asked if this was company policy, Abrahams said "F... you!" and slammed the phone down.

Pick 'n Pay head office spokesman Fanie Botha said the matter would be investigated.

## Unionists held for occupations

812 AM  
28/9/92 DIRK HARTFORD  
AT LEAST 34 members and officials of the SA Commercial, Catering and Allied Workers' Union (Saccawu) were arrested on Friday for occupying Lubners stores across SA. (31)

Lubners' head office was also occupied. The union said management had planned mass dismissals on Friday. The occupations were intended to force a negotiated solution to an eleven-week strike. (31)

Although Lubners agreed during one occupation to meet the union, Lubners spokesman Johan van Niekerk said the fact that occupations still continued meant the company was no longer prepared to talk.

The strikers are demanding a R180 across-the-board increase, a minimum wage of R1 100 and bonuses ranging from 60% to 100% depending on length of service.

Lubners is offering R150 across the board.

## Effort to end retail dispute

W/Ment 2/10-8/10/92  
Weekly Mail Reporter

EMPLOYERS are to push the South African Catering, Commercial and Allied Workers' Union to withdraw its industry-wide dispute at a series of meetings this week, as a condition for discussing the union's demands. (S) (31)

Saccawu declared the dispute three weeks ago after its drive for centralised bargaining had been frustrated by employer lack of interest. (S)

There will now be three separate meetings in the commercial, catering and retail sectors where employers will relay their rejection of the Saccawu dispute which they regard as "premature". Several employers have said they want Saccawu to withdraw the dispute before they can begin discussing the union's demands.

Several industry conferences called by the union have been boycotted by employers, with only a few turning up and all the big players staying away. The last meeting called by Saccawu — shortly after the declaration of the dispute — was attended by just 15 companies of a potential 200.

Besides the union's main demand of an industry bargaining forum, a retrenchment moratorium and an end to flexible working hours and to the use of casual labourers are also at issue.

# Union plans boycott

■ Union will occupy company headquarters and stores throughout the country: *Sowetan 8/10/92* (31)

**By Joe Mdhlela**

A NATIONAL consumer boycott is being contemplated against Lubners/Melody Furnishers for failing to meet demands made by the SA Commercial, Catering, and Allied workers Union (Saccawu).

However, the union would call off the strike if the company met its demands, Saccawu official Mr Hilton Toolo said this week.

The demands included a single bargaining unit in the company and the withdrawal of all dismissals.

The union said workers had decided against an ultimatum to accept management's final offer by September 25 or be dismissed.

'The strikers have decided against this final offer,' said Toolo.

He said it was clear management was not prepared to negotiate on workers' demands in good faith.

The union has decided to intensify its strike action against the company.

Over the coming weekend, a national strike support committee would be launched with community groups.

'It is likely that a national consumer boycott would be announced at this launch,' he said.

He said the union would also occupy the company's head office and stores throughout the country.

## Saccawu threatens boycott

THE South African Commercial Catering and Allied Workers Union (Saccawu) may launch a countrywide consumer boycott if Checkers/Shoprite management fails to address the workers' grievances, the union's education officer, Mr Salim Vally, said. (31)

The threat follows the dismissal of over 78 workers at the company's store in Heidelberg last month, Vally said. Sowetan 19/10/92 (10/92)

Checkers said the company would address the problem in the interest of all its 20 000 employees.

# Checkers, Saccawu to meet on dismissals

CHECKERS-Shoprite group and the SA Commercial, Catering and Allied Workers' Union (Saccawu) are meeting today to try to resolve the dispute over the dismissal of workers at the group's Heidelberg store three weeks ago.

Saccawu official Salim Vally said yesterday the union wanted both the Heidelberg workers and more than 100 others dismissed in the eastern Cape reinstated.

But Checkers-Shoprite had told the union it wanted to discuss further retrenchments today,

DIRK HARTFORD

he said.

A Checkers-Shoprite spokesman said the group regarded its relationship with its employees as an internal matter and "did not want to arouse any public debate which may jeopardise the future of their livelihood".

Saccawu is picketing Checkers stores nationally in support of the dismissed workers.

2/10/12  
TODAY

31

## Big protest at store likely

(31) DIRK HARTFORD

THOUSANDS of people are expected to march on Heidelberg's Checkers store today in protest at the dismissal of the store's black workforce three weeks ago, after an illegal strike.

And a national consumer boycott of the Checkers-Shoprite group is scheduled to start on November 1.

SA Commercial, Catering and Allied Workers Union (Saccawu) spokesman Salim Vally said talks with Checkers management broke down this week when Checkers refused to discuss reinstating the dismissed workers.

Saccawu also wants more than 100 workers — dismissed in the eastern Cape in the late '80s — to be reinstated in terms of an agreement Saccawu says it has with Checkers.

But Checkers was only willing to discuss flexibility arrangements and retrenchments, said Vally.

Today's march from Ratanda — the township outside Heidelberg — is expected to be supported by Ratanda's residents.

Checkers would not comment yesterday on an "internal matter". 23/10/92.





On Pick 'n Pay's team: Linda Saacks (human resources GM), Pamela Shippel (Pantry Pride), Anne Seba (marketing), Iris Clausen (Blue Ribbon), Somaya Toefy (human resources), June Hanks (MD's secretary), Gilly Pod (health), Cecily Morkel (consumer affairs), Bea Swart (human resources), Judy Techman (clothing), and in front, Raymond and Wendy Ackerman.

# Pick 'n Pay sets its sights on Gold again

PICK 'n Pay, a past winner of the Gold Award, is hoping to win again in its 25th year.

The chain store considers people to be its greatest asset, something chief judge Philip Bacchioni has picked out as being one of the qualities which gives the group a good chance.

Employees who satisfy the conditions laid down are entitled to apply for a housing loan at an interest rate of 4%.

Pick 'n Pay each year also hands out about R500 000 in non-repayable company bursaries to further the education of employees and their children.

The group has also followed up on another one of Bacchioni's yardsticks for

the award — promotion of women.

The percentage of women at the senior or supervisory level has increased to 32% this year from 24% last year.

There are also two women who are members of the board of directors — Raymond Ackerman's wife Wendy and human resources GM Linda Saacks.

Media liaison and corporate environmental affairs officer Anne Seba says the acceptance of women in senior management positions is growing in the ranks of male management.

Testimony to this is the fact that at the annual Executive of the Year awards ceremony held in

May, 34% of the awards went to women."

Seba adds that women have overturned a previously stereotyped male dominated world by occupying positions such as fresh-produce buyer, systems analyst and store manager.

"The position of chief butcher is also held by women at both the Wonderpark hypermarket and the Secunda supermarket."

The marketing and communications department is staffed entirely by women, who produce such publications as Consumer's Watch, Talkabout and Enviro Facts.

Pick 'n Pay won the Gold Award in 1989 in recognition of its outstanding par-

ental rights agreement, which came into effect in August 1988 and replaced the maternity leave policy.

Seba says the agreement entitles women to 11 months' leave, nine of which are paid.

"Where both parents are employed by the company, they may share the leave," she says.

An additional benefit is the right to return to work and receive the same wage and status as before they left.

Any increases that may have been awarded during their absence are added to their salaries.

Flexible working hours are also permitted for women in several regions of the country.

BIDM 28/10/92 (3)

# Union prepares for Checkers battle

*8(DAY) 28/10/92*  
THE SA Commercial, Catering and Allied Workers Union (Saccawu) said yesterday Checkers-Shoprite had threatened to immediately retrench 400 workers in the Transvaal unless union negotiators agreed to discuss the issue today.

The company also said it would introduce flexibility arrangements for its staff, Saccawu said.

The union insists the company first negotiate the reinstatement of the black workforce at the Checkers Heidelberg store.

And it backed up its demand yesterday by occupying Checkers' regional office near Germiston. The occupying Saccawu delegation included branch officials, shop stewards and workers.

*(31)*  
DIRK HARTFORD

Saccawu official Sue Harvey — speaking from the occupied Checkers office — said they would stay in the building until Checkers agreed to reinstate the Heidelberg workers and negotiate on their grievances.

If the unionists were arrested, they would refuse bail and stay in jail, said Harvey.

Checkers had told the union it was not prepared to discuss the Heidelberg workers at all, according to Harvey.

Last Friday 2 000 workers in Heidelberg marched on the Checkers store demanding the reinstatement of the workers and the dismissal of the store manager.

## Strike at Maponyas

WORKERS at top Soweto businessman Mr. Richard Maponya's supermarket went on strike on Friday to back demands for higher pay. (31) (52)

Maponya said yesterday the one-day stoppage had already crippled business and he alleged intimidation of shoppers.

"At the time when they finish striking there will be nothing to strike for because the business will have been ruined as we can see that people are moving away to buy in the cities," he said. - Sapa.

Sowetan 2/11/92

# Winnie to mediate

THEO RAWANA (31)

FORMER ANC welfare department head Winnie Mandela enters the labour arena today to intervene in a strike gripping black retail giant Maponya Discount Store.

Employees, members of the SA Commercial, Catering and Allied Workers' Union, downed tools on Friday leaving tills at Soweto's largest retail outlet unmanned.

Shop steward Phantel Msimanga said Mandela had met the employees at the weekend and had proposed a meeting with store owner Richard Maponya today.

The store was deserted yesterday as consumers avoided the shop and employees picketed the entrance.

Msimanga said the strike had followed a deadlock in pay talks in which Maponya had declared a "wage freeze" for 1992 due to financial difficulties.

The union was demanding a R180 across-the-board increase or a R600 a month minimum, he said.

"In previous years Maponya has been co-operative, but this year he just declared a wage freeze for 1992 and would not budge," Msimanga said.

Maponya, who could not be reached for comment yesterday, reportedly said at the weekend that the stoppage had already crippled his business. "By the time they finish striking, there will be nothing to strike for, because the business will have been ruined," he said.

Maponya is reputed to own racehorses, a BMW franchise, a filling station, a funeral parlour, a transport and car hire company and a share in a Coca-Cola bottling company. He owns a 22-room house in Dube, Soweto and a mansion in Sandton.



Employees picket Soweto's largest retail outlet, Maponya Discount Store, during industrial action over wage increases yesterday. Former ANC welfare department head Winnie Mandela will mediate today in an attempt to resolve the dispute. Picture: ROBERT BOTHA

B10AM 311192

## Winnie intervenes in strike

THE strike at Maponya Discount Store in Soweto may be resolved today following intervention yesterday by former ANC welfare department head Mrs Winnie Mandela. *Soweto 4/11/92* (31)

After yesterday's meeting in Soweto between Mandela, the supermarket's owner, Mr Richard Maponya and officials of the SA Commercial, Catering and Allied Workers Union, Maponya said he was optimistic that a solution to the crisis was imminent. More than 50 workers have been on strike for better pay since Friday.



No wage freeze ... Striking Saccawu members picket Maponya's Discount Stores this week

Photo: GUY ADAMS

## Winnie fails to end Maponya dispute

By FERIAL HAFFAJEE

WINNIE MANDELA went to the negotiating tables this week — trying to persuade Soweto millionaire Richard Maponya's striking workers to return to their posts.

Her efforts to broker a settlement were unsuccessful; she attempted to persuade the workers at Maponya's Discount Stores to accept a wage freeze this year with the promise of a split increase next year.

But the striking workers will not settle for less than a R650 minimum wage, R150 across-the-board increases, annual bonuses, paid maternity leave and gazetted overtime pay.

Many employees earn R400 a month while the best-paid earn R700. They get bonuses based on length of tenure and the three months maternity leave available to women workers is unpaid. Since 1990, Maponya has refused to sign a recognition agreement with the South African Com-

mmercial, Catering and Allied Workers Union (Saccawu).

The strike began on Friday when workers did not clock in and instead picketed the store, shouting to customers not to enter.

By Tuesday this week, the shop was empty and those workers not on strike sat reading and painting their nails while Maponya and Mandela met Saccawu officials in the basement.

Maponya confirmed that turnover was down to almost nothing and said he had not put a counter-offer on the table because negotiations were continuing.

The strike turned ugly last Friday when the police came to deliver a court order to picketing workers. Maponya secured the court order to prevent strikers from harassing and intimidating customers.

The police opened fire and a Saccawu shop steward, Louis Dnugela, suffered a birdshot wound. About 26

workers were arrested and released the next day at lunchtime, after paying R100 admission of guilt fines.

Maponya said allegations that he had threatened workers with a gun were "absolute nonsense". The allegations were made to *The Weekly Mail* by the union and striking workers questioned independently.

It was rumoured that Maponya, who is a close friend of the Mandela family, called in Winnie Mandela hoping that the striking workers would defer to her. But Maponya said that Mandela had "come of her own accord" when the person she sent to do her shopping had been prevented from entering the shop.

Maponya, who has been an African National Congress member "all my life", owns a string of businesses — including the Soweto BMW franchise, a Coca-Cola bottling plant and garages. His six racehorses run in ANC colours.

W/M on 6/11-12/11/92

(31)

# Saccawu adds fuel to boycott

Sowetan 11/11/92 (31)

## ■ Ban on supermarket extends to chain of furniture stores:

THE South African Commercial Catering and Allied Workers' Union has called for the intensification of a consumer boycott against several chain stores and furniture shops.

The boycott, which started at the Checkers store in Heidelberg on November 1, is to be extended to the group's other stores throughout the country.

Also targeted for the action are Lubners-Melodys Furniture shops and the Maponya Discount Stores in Soweto.

Speaking during a Press briefing in Johannesburg Saccawu's Salim Vally said political organisations spoken to fully supported the consumer boycott. These included the ANC, PAC, Azapo, SACP and Wosa.

Vally accused the police and the companies' management of racism and intimidation of workers, some of whom had charges

of intimidation brought against them.

"There's been a pattern of intimidation and harassment of legal strikers and the charges of intimidation must be laid on the police and the companies who always call on the police at the drop of a hat," said Vally.

He said the union's immediate programme of action included a march on Tuesday next week to the offices of the Anglo American Group and the Checkers head office.

According to Saccawu shop steward Mr Fanuel Masinga, the union rejected Maponya's offer of a split increase of R60 and R40 in February and August 1993 respectively.

Said Vally: "Maponya is now pleading poverty while we know for a fact that he owns several franchises with big companies."

# Union clashes with Sun International

STEPHANE BOTHMA

THE SA Commercial, Catering and Allied Workers' Union (Saccawu) last night declared a dispute with Sun International's Wild Coast Sun and Ciskei Sun following the hotel corporation's refusal to negotiate the retrenchment of 4 000 workers at central level.

Sapa reports that Saccawu yesterday also warned that retail chain Checkers/Shoprite was facing a nationwide boycott following the continued boycott at the Checkers supermarket in Heidelberg to demand the reinstatement of sacked workers.

Cosatu, to which Saccawu is affiliated, had been asked to intervene to ensure that Sun International negotiated in good faith, union general secretary Papi Kganare said yesterday.

Kganare said Saccawu was mobilising its membership and would announce plans next week. Sun International had retrenched about 3 000 workers in Bophuthatswana, Swaziland and at the Riviera Sun, he said.

Kganare said Sun International intended retrenching an additional 1 000 workers in Transkei and Ciskei.

Saccawu official Sallim Vally told a news conference yesterday that calls for a Checkers/Shoprite national boycott in support of the Heidelberg dispute, which began on November 1, had the support of the ANC and PAC.

And in an unrelated labour dispute, Saccawu accused Soweto millionaire Richard Maponya of having a belligerent attitude towards the union.

Some 50 workers at Maponya's discount store in Soweto have been on strike since October 31, demanding higher pay and a minimum wage of R600.

ANC spokesman Roy Martins told the news conference that the organisation supported the strike at Maponya's store, and added that the ANC was investigating the Soweto businessman's status as an ANC member.

Maponya accused Saccawu members of intimidating potential customers, and said he had been an ANC member his whole life.



## Union says auditors will inspect Maponya books

THEO RAWANA

31

~~THE~~ strike at Soweto-based Maponya Discount Store was suspended yesterday, 19 days after 45 SA Commercial, Catering and Allied Workers' Union (Saccawu) members stopped work to back pay, bonus and additional leave demands.

Saccawu said in a statement yesterday a condition of the suspension was that the company would allow the union's auditors to inspect its books.

Workers would return to work today and negotiations on wages, bonuses and additional annual leave would resume soon after the auditors had submitted their report.

Saccawu spokesman Hilton Toolo said the report was expected to be ready in about three weeks.

The union and the company committed themselves to negotiate parental rights and procedures as soon as agreement had been reached on the other issues, Saccawu said. *B/DAM 18/11/92*

Sapa reports issues to be negotiated include that wage increases be effective from September 1 1992, and January 1 1993.

The strike, which resulted in the supermarket closing for some time, involved picketing by union members and failed mediation attempts by former ANC social welfare department head Winnie Mandela.

Owner Richard Maponya, who at the initial stages of the strike was quoted as saying the labour action would cripple his company, could not be reached for comment yesterday.

## Soweto strike suspended 31

THE two-week strike by South African Commercial Catering Allied Workers Union members at the Maponya Discount Stores in Soweto has been suspended. *Sowetan 20/11/92*

This followed negotiations between Saccawu officials and Mr Richard Maponya on Monday.

The parties agreed that the strike would be suspended the following day.

They also agreed that:

- The company would allow union auditors to inspect its books; and
- Negotiations would proceed immediately after the auditor's report had been submitted.
- Issues to be negotiated include wages, bonuses, additional annual leave and a minimum wage.

# A step up the ladder for human resources

S/Times (Buss) 29/11/92

By ADRIAN HERSCH

GENMIN intends to ensure 56 000 of its workers become "functionally" literate in the next seven years.

The programme underlines the important role human resource departments are assuming in general business strategies.

Human resource practitioners are spending less time "putting out fires" in labour relations and are becoming more involved in relationship building exercises.

Genmin human resources senior manager Bryan Phillips says there has been a "shift from the reactive mode" to a policy of medium- and long-term development which involves a continuum of growth among all employees.

There are several levels of literacy training.

If Genmin's plan is successful, all of its employees will be "functionally" literate by the end of 1999. This is the second level of literacy and includes basic computation and English.

Mr Phillips stresses that the human resources department is involved in ensuring that all employees "from those on the lowest grade to executives" are provided with opportunities for further learning.

Foodcorp manpower general manager Ivan Lätti says the more

effort a company puts into matters of an "integrative" nature, such as social investment, so the disputes in labour relations — sometimes about trivial matters — tend to diminish.

Mr Lätti says: "For example, in our discussions with unions about housing projects a lot of trust has been built up. Joint decision making on an issue like this has meant that we have progressed to know and respect one another."

## Ride

"There have been fewer labour relations incidents on the shopfloor requiring hasty 'reactive' responses."

Mr Lätti says building of trust has made for a better climate in wage negotiations.

But he warns: "Obviously, in pay talks each side has to do the best for its constituency. One should never expect an easy ride in wage negotiations. The prospect of industrial action as a last resort is always there."

"But at least where there is trust, a lot of unnecessary haggling is avoided and chances of settlement are enhanced."

Pick 'n Pay personnel director Rene de Wet agrees that the "fire-

fighting" stage appears to be over for several companies.

"We are moving beyond that and into relationship building, concentrating on matters such as good service in stores."

"We have held many cross-cultural workshops involving middle management and union shop stewards. Fairly good results have been achieved."

"Another important development is that the company is even training union representatives. The issues include disciplinary and grievance procedures. It is a breakthrough when you consider that there was a certain degree of suspicion in the past."

Mr de Wet says the human resources department "is deeply involved in goal setting" for affirmative action.

"We have 145 stores and 85% of managers are white males. We expect that in the year 2000 there will be 200 stores and about 40% of managers will not be whites."

"There are expansion opportunities for all. It does not mean that opportunities for white males will be blocked."

Mr de Wet says that although several of those selected will come from outside, such as matriculants who will be trained, Pick 'n Pay is embarking on training lower-level

employees for promotion.

"These workers will take longer to train, because they do not have higher education. But with the right training, support and monitoring we expect some of them to be managers and assistant managers in about four of five years."

Mr Lätti says it is crucial that affirmative action be implemented.

"It can't be done immediately because of the state of the economy — there is little scope for promotion at present. But planning for the medium- and long-term has begun."

## Salaries

Richard Pruett, director of consultants and placement agency Garry Whyte Associates, says the important role of the human resource practitioner has at last come of age.

"They are becoming part of the executive management team, and even on the board, on an increasing scale."

Mr Pruett says salaries of senior human resource practitioners have improved with their enhanced status. But their pay has not increased relatively to those of other professionals.

"The significant increases have occurred where the practitioner is part of the executive team — he is being paid accordingly."

th other business groups

# All is well at Fabcos, says boss Ngcoya

■ Reports of 'disintegration' rejected:

By Mzimkulu Malunga

FOUNDATION for African Business and Consumer Services (Fabcos) president James Ngcoya says his organisation will survive.

He was responding to media reports that the organisation was disintegrating.

He said a consultative conference was held together with the annual general meeting where members rejected speculation about the collapse of the organisation.

"In fact, we are stronger than ever before. The rationalisation programme has put us on a healthier financial footing.

"Some people mistook these measures for bankruptcy, hence slanderous allegations that Fabcos is collapsing. We are now able to reopen some of the closed offices and have re-employed some of the workers we retrenched," said Ngcoya.

## Five re-employed

According to an official of Fabcos five people have been re-employed. He would not give their names.

After last Thursday's meeting Ngcoya extended a hand of friendship to former senior officials of the organisation who were now "apparently trying to disrupt the organisation".

"Our doors are open for any of Fabcos' former employees who might have grievances against the organisation," he said.

Ngcoya who is also president of Fabcos' biggest affiliate, the Southern Africa Black Taxi Association (Sabta) rejected reports that the association was in tatters.

He said at an emergency meeting held on November 14 almost all Transvaal regions with the exception of the Pretoria United Taxi Association (Putu), rallied behind the marketing arm of the association, Taxi SA Marketing.

Putu had drafted a memorandum - which it claimed had the support of 13 Transvaal regions - demanding the resignation of the Sabta executive and the severing of ties with Taxi SA Marketing during the AGM of the Transvaal Taxi Association.

However, Peter Manamela of region one said the regions had not distanced themselves from the grievances. Instead they only resolved not to get embroiled in an internal dispute of Taxi SA Marketing.

"The grievances still stand. Even the TTA executive agreed that they were genuine.

"The executive only wanted them to come procedurally," he said.

On the situation in the Western Cape, Ngcoya said two senior officials who recently dissociated themselves from Sabta had been summoned to the national office to explain their "unprocedural" resignations from the association.

The two, Clement Ramatlakane and Basil Nagel, were yet to respond to the executive's call.

However, despite the confidence reflected in Ngcoya's statements there was still some concern within the hierarchy as to the signals the media reports had sent to the corporate world.

Another source of worry was the fact that two former employees of the organisation, James Chapman and Gaby Magomola still jointly owned 36 percent of the shares in Taxi SA Marketing.

This effectively meant that no major decisions could be made without their consent.

With animosities running high between Chapman, Magomola and the company, there were doubts whether the business would operate smoothly before the matter was resolved.

When the "giant" was born in July 1988, strong emphases were put on the sharing of resources and the creation of a "black rand".

In Fabcos' structures, provisions had been made for chambers of commerce to be easily integrated into the family - a move which was seen by many as ideally marked for the National African Federated Chamber of Commerce and Industry.

Since among all the affiliates, Sabta had the best resources, it had to carry the burden while others were catching up and efforts were being made to raise funds from the private sector.

Things did not go according to plan. The organisation wanted to raise R2 million within two years to reduce the burden on Sabta but the target could not be achieved, prolonging the dependency, one of the sources of the alleged discontent within the Sabta membership.

Also, though in theory Taxi SA Marketing was operating under a mandate from Fabcos' executive, in certain instances the leadership took the back seat while officials of the company ran the show.

Power struggles and personality clashes aside, Fabcos.

# Disgruntled managers mobilise into union

8/0A9 4/12/92 31  
MANAGERS in the retail industry — and at Checkers-Shoprite in particular — had organised themselves into a trade union to stop themselves from being used as “cheap labour”, a Retail Managers’ Association spokesman said yesterday.

He said managers had formed the association because they were worse off than ordinary workers.

The association, with branches in the Cape, Transvaal and Natal, is organised among mainly Checkers-Shoprite managers and has several hundred members.

The spokesman claimed that since the

DIRK HARTFORD

merger of Checkers and Shoprite early this year, managers had been victimised, retrenched and demoted. He said four branch managers had been demoted for joining the managers’ association, most of its committee members had been demoted, transferred or retrenched and others had been told to “leave the organisation — or else”.

He said managers’ conditions of service had been changed unilaterally. New managers were no longer given company cars;

petrol cards had been withdrawn; “kick-back” on store purchases had been reduced from 15% to 10%; an allowance for Saturday afternoon work had been withdrawn and managers were no longer given alternate Friday afternoons off in return for working the previous weekend; and the extra week’s leave had been withdrawn, as had bonuses for improving targets.

The spokesman said managers were demoralised and many would even consider joining the SA Commercial, Catering and Allied Workers’ Union. Checkers-Shoprite had not responded by last night.

### Blackchain dispute ends

THE South African Commercial Catering and Allied Workers' Union this week ended a dispute with the Blackchain stores in Kaitshong and Diepkloof in Soweto in a conciliatory joint statement with the company.

The union undertook to refrain from any industrial action "whatsoever" and also called on the public "to support Blackchain, especially over the Christmas period".

The union also said: "We apologise to customers of Blackchain, for any inconvenience caused to them during the past two weeks."

W/over 4/12-10/12/92

LABOUR

By Ferial Haffajee  
COMMERCIAL sector workers from Lichtenburg to Lusaka are planning a joint set of non-wage demands to standardise working conditions at multinationals in the region.

Trade unions from Botswana, Lesotho, Mozambique, Namibia, South Africa, Swaziland, Zambia and Zimbabwe recently met in Johannesburg to map out a programme.

Southern African unions come together

21/12 - 4/12 - 10/12/92

They plan to target companies like Edgars, Clicks and Wooltru which have interests throughout the region.

Negotiators from the same companies will meet regularly to draw up the joint demands.

A resource centre will be set up where company reports and the vari-

ous recognition agreements will be kept to "build up an understanding of pay and conditions in the sector and to develop a collective bargaining strategy".

Unions will also develop a separate political strategy for multinationals and will train members on trade rela-

tions in the region.

The unions also resolved to establish greater links with the Southern African Development Community's Labour Commission.

If the Commission ratifies a union campaign, all SADC countries have to legislate its provisions into law.

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Although South Africa is not a member of the SADC, it is represented by the Congress of South African Trade Unions.

The conference was arranged by Afro-FLET, a regional branch of the International Federation of Commercial, Clerical, Professional and Financial employees representing 11 million workers in 375 unions in 107 countries.

STAR 15/12/92

31

# 100 000 formal sector jobs lost in painful '92

By Thabo Leshilo  
Labour Reporter

Close to 100 000 formal sector jobs were lost during 1992 and workers experienced a sharp decline in real wages, experts have told The Star.

The South African Chamber of Business put the number of jobs lost in the private sector at 85 000 and the public sector at 5 790 by the second half of this year.

A spokesman said the mining industry shed 29 000 jobs, manufacturing 35 000, construction 18 000, commerce 3 500 while the service sector, which includes finance, banks and insurance, employed 2 220 more people.

Steel and Engineering Industries of SA (Seifsa) executive director Brian Angus said the metal and engineering industries had, since the beginning of the year, cut staff by 49 000, bringing the industry to its lowest workforce in 20 years.

According to the Chamber, 300 000 jobs have been lost

since the second half of 1989, which marked the beginning of SA's longest recession.

The situation is even bleaker considering that only 4 percent of the country's approximately 250 000 matriculants are expected to find employment in the formal economy in 1993.

Research by industrial relations consultants, Andrew Levy and Associates, shows that on average, wage increases were far below the inflation rate for the first time in six years — from 16,1 percent in 1991 to 12,6 percent this year.

However, there was still some hope that things would shape up next year said Cosatu negotiations co-ordinator Jayandira Naidoo.

"Although the National Peace Accord was grounded this year, it has now been consolidated, raising hopes for a political settlement next year, which is vital for an up-swing in the economy."

Naidoo hailed the creation of the restructured National Manpower Commission

(NMC) and the National Economic Forum (NEF) and the talks between Cosatu and the SA Consultative Committee on Labour Affairs as "the most positive" developments.

"A big plus for the labour movement was the extension of Basic Conditions of Employment Act to farm and domestic workers."

Added Angus: "It has been a very difficult year for employers in the metal and engineering industries, marked by a lot of confrontation and resort to legal proceedings"

Due to a deterioration in the economy, the industries were forced to settle for the "quite low" wage increase of 9,1 percent after strikes by the National Union of Metalworkers and the Metal and Electrical Workers' Union.

"Now that events of 1992 are behind us, we hope to make progress regarding the future of the industry and training next year."

Angus predicted the economy would pick up during the first half of 1993 if negotiations were back on track early in the new year.



## NEWS IN BRIEF

### Maponya settles (3)

THE wage strike at Soweto-based Maponya Discount Store ended after management agreed to pay higher wages, the SA Commercial, Catering and Allied Workers Union (Saccawu) said yesterday.

The strike, suspended on November 17 to enable union auditors to examine the company's books, resumed last Tuesday after the auditors experienced difficulty in obtaining all the books, the union said.

Saccawu spokesman Hilton Tooto said yesterday the settlement provided for businessman Richard Maponya to grant a R50 a month across-the-board increment effective from September. A further R50 increment would be paid from next February.

Maponya had previously said he could not pay higher wages because the company had no money.

BIDAY 18/12/92

COMMERCE - LABOUR

1993

# NEWS Bloemhof's peace deal collapses as consumer

## 29 ANC members to appear in court

Sowetan 116193

By Ike Motsapi

THE 29 members of the ANC who were arrested during a protest march at Bloemhof will appear in court today on charges of public violence.

Of the 29, 11 were minors released into the custody of their parents.

The remaining 18 were released on bail of R100 each.

They were arrested when they marched to Bloemhof to protest against a meeting of farmers which was held in the town on May 21.

The situation has been tense in Bloemhof since a consumer boycott was implemented.

Blacks have been banned by whites from coming into town. Residents of Boitumelong countered by also banning whites from entering their area.

Meanwhile, a deal that was brokered by the ANC and representatives of white businesses collapsed at the weekend.

The deal called for the unconditional release of the 29, one of them a mother with a four-month-old baby.

**Definitely still on**

General secretary of the Boitumelong ANC branch Mr Andrew Hank said: "As far as we are concerned the boycott is definitely still on. The Attorney-General has not dropped charges against those arrested — a precondition to lifting the boycott."

Youths in the township originally refused to honour the fragile peace brokered last Wednesday night between the ANC and its allies and the Bloemhof Town Council and representatives of the business sector in the town.



Mr Jacobus Brown, man replaced her son's stole

## Checkers strike drags on

■ Management refuses to comment on labour dispute:

By Ike Motsapi

Sowetan 116193

THE national strike by more than 10 000 workers at Shoprite-Checkers stores is continuing after attempts to resolve the dispute through mediation failed last week.

Mr Jeremy Daphne, who is a spokesman for the South African Commercial Catering and Allied Workers Union strike co-ordinating committee, said a meeting on May 25 and 26 between the union and the management of Pepkor, which is the holding company of Check-

ers-Shoprite, failed to reach an agreement on how to end the strike.

Daphne said the union was now waiting to hear from the company whether it was reconsidering its position on reinstating the recognition agreement which was terminated in 1990 when Pepkor took over control of Checkers.

This led to a national strike which started on May 8.

Daphne said: "The industrial action will now be intensified."

Management is still refusing to comment on the strike.

# Busi

of st



ictims ● Protest action mooted by unions

# Work without pay for Mathunyane

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Sowetan 2/2/93

By Josias Charle

■ **OUTSTANDING DEBTS** Salesman

now operates spaza shop to feed family:

**A** FATHER OF FOUR IN NEBO, Groblersdal, said he worked at a local chicken wholesaler for a full year without pay.

Mr Peter Barry Mathunyane (33), who is also looking after his sister's four children, said he was employed as a driver and sales representative at Top Chicks in Groblersdal since 1989.

He was never registered with the Department of Manpower, nor were the other 15 employees at the firm.

Mathunyane said his problems started in December 1991 when his employer, Mr Henry van Staden, withheld his sal-

ary.

"He told me that until such time as I had collected outstanding monies from our clients I would not get paid. This was in spite of the fact that the company had a credit arrangement with its clients and there was no suggestion that outstanding accounts would not be settled," Mathunyane said at his home.

"I spent a miserable Christmas and I did not know what to do."

He also said he had not reported for

duty this year and was seeking legal advice.

Mathunyane said he has been forced to open a spaza shop to keep the home fires burning.

A spokesman at Top Chicks said Mr Van Staden was not available but she confirmed there were "problems" with Mathunyane's salary.

"The matter could be amicably resolved once he comes back to work," she said.

# Checkers boycott looms as mediation talks fail

Star 21/6/93  
By Paul Bell  
Labour Correspondent

Mediation between Shoprite/Checkers and striking employees has failed and the Congress of SA Trade Unions is expected to back a call for a nationwide consumer boycott of the chain (3)

The strike involves between 6 000 and 10 000 members of the SA Commercial, Catering and Allied Workers' Union (Saccawu). The action has entered its fourth week as the union and manage-

ment continue at loggerheads over management's decision to terminate a long-standing recognition agreement with the union. (1/20)

Cosatu is expected to support the strikers. (1/20)

Saccawu's action has thus far included sit-ins, sleep-ins, pickets and boycotts. There have also been reports of intimidation of shoppers and "scab" workers. Management retaliation has included calling in police, and at least 500 strikers have been arrested and 25 injured.

**Union to continue strike**

THE SA Commercial, Catering and Allied Workers' Union national strategy committee yesterday resolved to continue the strike at Shoprite/Checkers.

A Shoprite/Checkers spokesman said the company was very disappointed. He said there had been an increase in intimidation of casual workers, including the abduction and attempted burning of a worker at Midrand. Drivers had been assaulted at Amanzimtoti and an arson attempt was reported at The Bluff in Durban. The company brought an urgent application for an interdict to prevent strikers from harassing customers and employees at Amanzimtoti. (31)

BIDAM 3/6/93

# 1 nation

Star 315/93 (15) 31

## Boost for Pick 'n Pay staff

Agreement has been reached between Pick 'n Pay and the South African Commercial, Catering and Allied Workers' Union on wages for all full-time employees, with an across-the-board increase of R160 a month. (226) (11/85)

## Toddler drowns in pool

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### NEWS IN BRIEF

#### Church faces test

World Alliance of Reformed Churches president Dr Jane Dempsey Douglas is in SA with other alliance executive committee members to see if they should reinstate the Dutch Reformed Church as a member.

Douglas told reporters in Johannesburg yesterday they would determine if the NGK had met readmission conditions set in 1982. A decision will be taken in July.

BIDAY 4/13/93

#### R100 000 surf revamp

NEARLY R100 000 is to be spent on a "surf amphitheatre" at Durban's North Beach, upgrading what has already become a world surfing venue. This year's Gunston 500 in July will be extended to 10 days and will include lifesaving, boogie-boarding and jet-ski events.

#### Workers bury hatchet

LANGEBERG Foods, the Food and Allied Workers' Union (Fawu) and the United Workers' Union of SA (Uwusa) have signed a code of conduct aimed at ensuring a climate of tolerance and fair play at Langeberg's East Rand factory in the future following eight violent deaths in union rivalry.

BIDAY 4/13/93

#### RSC gets new boss

LEONARDUS de Wet was appointed chairman of the Witwatersrand Regional Services Council by Transvaal Administrator Danie Hough yesterday.

BIDAY 4/13/93

#### R520m Post Office

# Labour-intensive projects favoured

BIDAY 4/13/93

GRETA STEYN

THE construction industry has made a strong plea for labour-intensive building as a means to create jobs.

Submissions to the National Economic Forum will be used by the forum's short-term working group to draw up a consensus document on employment which could form the basis of government policy.

The document is expected to be finalised by the end of April.

The working group this week heard verbal submissions from 16 organisations chosen from more than 60 responses to requests for written suggestions.

Government, labour and business delegations would study the tabled submissions and oral testimony, the forum said yesterday.

Each would draw up a report which would then be considered by the working group with a view to reaching consensus.

Submissions chosen by the working group included those from the National Committee for Labour-Intensive Construction and consulting engineering firms Soderland & Schutte and B S Bergman & Partners.

The committee said the SA Federation of Civil Engineering Contractors was "completely" in favour of labour intensive construction projects and would do "everything possible" to ensure their success and viability. The construction method uses as much labour as technically possi-

ble without compromising standards.

The Small Business Development Corporation and the Sunnyside Group submissions focused on small business development.

The Sunnyside Group argued that elements of entrepreneurial and small business development had to be built into programmes such as housing projects.

Other submissions focused on small-scale farming.

AgriLink argued small-scale agricultural development created jobs at less than the cost of job creation in formal industry.

Common themes in submissions were housing projects, electrification, road building and provision of infrastructure in labour-intensive ways.

The Standing Committee on Water Supply and Sanitation noted job creation opportunities in rural and urban areas.

Improvement of rural sanitation could create an initial 2 000 jobs.

On financing, Nedcor/Old Mutual's Professional Economic Panel suggested the creation of an independent public works trust which received annual state grants.

The trust should absorb or co-ordinate job creation activities currently undertaken by institutions such as the IDT, DBSA and the Urban Foundation.

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### Checkers dispute

■ **MEDIATION** this week failed to solve the month-long strike at Checkers/Shoprite by South African Commercial, Catering and Allied Workers' Union members. (AS) (3)

Instead, the Congress of South African Trade Unions is gearing up to put its weight behind calls for a consumer boycott.

W/moul  
4/6-10/6/93

# Cosatu calls for boycott of stores

■ Strike is over recognition agreement:

By Ike Motsapi

THE Congress of South African Trade Unions has called for a consumer boycott of Checkers-Shoprite stores in support of workers who are on strike over a terminated recognition agreement. *Sawetan 4/6/93*

More than 10 000 workers at Checkers-Shoprite stores have been on strike since May 8 this year. *(3)*

Management has informed the union that it will be lodging an urgent application in the Rand Supreme Court to declare the strike illegal. *(12) (13) (31)*

The grounds for the action has been cited as the contravention of Section 65 of the Labour Relations Act with regard to balloting for the strike.

Mr Jeremy Daphne, a co-ordinator of the Checkers-Shoprite strike, said the union viewed management's actions as "posturing instead of coming to reality and solving the problem".

The Cosatu call, which came into effect yesterday, will affect all companies which are subsidiaries of Pepkor, the holding company of Checkers-Shoprite stores. These companies include Pep Stores, Cashbuild, Smart Centres, Stuttafords, Greatermans, Garlicks and Kappa. Mr Zwelinzima Vavi, Cosatu's national organising secretary, said they had informed all their affiliates and regions of the dispute and would be requesting them to back the struggle of Shoprite-Checkers workers for basic human and trade union rights.

# Slabbert accepts post, just for now

*Sawetan 4/6/93*

By Mzimasi Ngudle *(2)*

DR Frederik Van Zyl Slabbert will continue as chairman of the new SABC board until the end of July.

Announcing his acceptance of the controversial position after the first meeting of the board at the SABC's headquarters yesterday, Slabbert said he would steer the board through its initial stages.

"Those present (members of the new board) unanimously prevailed on me to continue as chairman until the end of July.

"During this period the State President and other interested parties should pay attention to the current vacancies and the impending vacancy of the chairperson," he said.

Slabbert said all other board members, except former KaNgwane Chief Minister Mr Enos Mabuza and Mr Franklin Sonn, principal of the Cape Peninsula Technikon, had indicated they would take part in the new board.

Mabuza and Sonn, who were not on the original list proposed by the panel but were appointed when President FW de Klerk's intervened, resigned from the board before its first meeting.

Slabbert said the board would continue as presently constituted and called on interested groups to direct their objections to those responsible for the crisis.

"Give us a break so that we can get on with the job and test us by our results," Slabbert said.

The new board's first meeting had agreed that it was elected constitutionally and appointments had followed guidelines agreed upon, he said.

He blamed political intervention and ineptitude for the the controversy surrounding appointments and the composition of the board.

# Checkers 'to lay off staff and shut stores'

Buss. Day 4/16/93

SHOPRITE/Checkers was to begin closing stores and retrenching staff, industry sources said yesterday.

They said the SA Commercial, Catering and Allied Workers' Union (Saccawu) would be informed today of the developments, which would affect Shoprite/Checkers stores nationwide, with some outlets being closed immediately.

It is thought that about 2 500 jobs will be lost. The union is expected to be asked to meet on Monday to discuss these issues.

Yesterday Cosatu announced its involvement in trying to resolve the strike by about 10 000 workers which began on May 8. Cosatu has called on regional structures, its tripartite allies and "all fraternal organisations" to implement a national consumer boycott of all Pepkor subsidiaries — Shoprite and Checkers stores, Pep Stores, Cashbuild, Smart Centres, Stuttafords, Greatermans, Garlicks and Kappa (31)

Cosatu organising secretary Zwelinzima Vavi accused Pepkor of making the "fatal error" of forgetting the importance of communities to its business and that the communities would not sit back while families and workers were "brutally treated".

Meanwhile, Shoprite/Checkers has applied for a Supreme Court declarator to establish whether the strike is lawful.

ERICA JANKOWITZ

The application is expected to be heard next week. (452)

A company statement yesterday called the strike "purposeless" and said industrial action together with "boycotts, intimidation and arson" would not result in the reinstatement of the cancelled agreement.

"The company wishes to negotiate a new agreement to which it will bind itself in honour and in law. The union refuses to negotiate a new agreement," it said.

Saccawu spokesman Jeremy Daphne said the union had received a clear mandate from members to continue with industrial action unless Shoprite/Checkers reconsidered its position on reinstatement of the recognition agreement. (457)

He said the union had started balloting meat market workers who had been excluded from the strike on a technical issue.

Daphne said union plans included pickets of directors' homes and a march to the Johannesburg Stock Exchange to demand that shareholders sell Pepkor shares. Saccawu would also call for the dismissal of Callie Burger, Shoprite's group personnel manager, as he was deemed to be the "creator of the industrial unrest".

## Construction industry pleas for building jobs

(31)  
JOHANNESBURG. — The construction industry has made a strong plea for labour-intensive building as a means to create jobs.

Submissions to the National Economic Forum will be used by the forum's short-term working group to draw up a consensus document on employment which could form the basis of government policy.

The document is expected to be finalised by the end of April.

CT 4/3/93

Star 416193

# Call to boycott Checkers

~~WSP~~ (31) ~~32~~

By Paul Bell  
Labour Correspondent

Cosatu yesterday offered its support to striking Shoprite/Checkers workers, calling for a consumer boycott of all the chain's stores and those of sister organisations in the Pepkor retail group.

The chain has told the SA Commercial, Catering and Allied Workers' Union it intends to seek Supreme Court relief by having the strike declared illegal. Union officials said this could open the way for large-scale

firings if the dispute escalated.

Saccawu's 10 000 members in the chain's employ have been on strike for four weeks in support of their demand that management reinstate a terminated recognition agreement. Two attempts to mediate the dispute have failed.

An escalation seems inevitable with yesterday's announcement of the boycott by Cosatu national organising secretary Zwelinzima Vavi

Cosatu and Saccawu

will be targeting Pep Stores, Cashbuild, Smart Centre, Stuttafords, Greatermans, Garlicks and Kappa.

Saccawu's Witwatersrand organiser, Ivan Molefe, formerly employed by the chain until it fired him, announced other measures, including marches to the Stock Exchange to call on shareholders to sell Pepkor group shares.

Reacting to reports of intimidation and abductions at stores, union officials said such action would not be condoned

# Strikers to march on homes of directors

By JOHANNES NGCOBO

**STRIKING** supermarket workers have threatened to march on the homes of their bosses.

Checkers/Shoprite workers, members of the South African Commercial, Catering and Allied Workers Union, have been on strike for the past four weeks.

Saccawu's Patricia Khumalo said the union had applied for permission to march on white suburbs in Johannesburg, Cape Town and Pretoria.

"We are going to march to the homes of the directors with a memorandum demanding the reinstatement of our recognition agreement with the company," she said.

Meanwhile, Cosatu has called for a consumer boycott of all Checkers/Shoprite stores.

A Checkers/Shoprite statement this week said the strike was "purposeless" and industrial action, "boycotts, intimidation and arson" would not result in the reinstatement of the cancelled agreement.

# Rationalisation talks with union

BUSINESS DAY 7/6/93  
ERICA JANKOWITZ

SHOPRITE/Checkers will meet the SA Commercial, Catering and Allied Workers' Union today to thrash out the company's rationalisation plans involving a limited number of store closures and job losses.

The company said the strike, now in its fifth week, had "aggravated already adverse trading conditions in some areas". This had forced Shoprite/Checkers to consider closing some stores and retrench workers "in the long-term interests of the majority of employees, suppliers and their employees and the wider community".

"The union was advised early in May that such events would be a direct consequence of strike action," the company said.

The union said the company had indicated two stores would be closed on June 12 and about 2 500 workers would be retrenched from other stores.

The company also informed the union it would unilaterally implement a wage increase which Saccawa labelled as indicating a "dictatorial attitude which would further aggrieve workers".

The union said it had received notification of store closures in March, and interpreted the company's announcement as "a strategy to apply pressure on the union".

Meanwhile, industrial action would continue until today's meeting, the union said.

# Clash of visions and cultures

Steer 1/16 lag

(21)

**BIG COMPANY** mergers are difficult under the best of circumstances.

Employees must come to terms with a host of changes — new visions and cultures, revised conditions of employment, and new insecurities of status as employees from either side of the line jockey for position.

But when, as so often happens, one side of the merger has a troubled financial history, the "turnaround imperative" creates additional performance pressure on management.

And when turnaround strategy includes rationalisation — especially the shedding of jobs and the closing of unprofitable retail outlets — workers shudder.

## Struggle

That much at least is part of the story of Shoprite/Checkers' deteriorating relationship with up to 10 000 of its 17 000 workers, represented by the SA Commercial Catering and Allied Workers Union (Saccawu) — a situation that has degenerated from uncertainty, when Pepkor bought Checkers 20 months ago, into a strike now entering its fifth week.

The struggle involves management's effort to give effect to — a new recognition agreement which, in the company's view, reflects the rea-

**At Checkers, even in the bad times, union shop stewards had status and wage settlements were high. But since the Pepkor takeover in 1991, management's efforts to reinvigorate its troubled acquisition have shaken up the company's labour relations badly. PAUL BELL examines the background to the Shoprite/Checkers strike.**

lities of the new group as well as new labour law and precedent that has grown up in the almost 10 years since the old agreement was drawn up.

But the union believes this amounts to a serious derogation of workers' rights, aimed at reducing the influence of the union on the shop floor.

Managers are still smarting over an Industrial Court decision 16 months ago requiring Checkers to consult fully with workers before selling or shutting unprofitable stores — a notion they find extraordinary, and inimical to their efforts to restore the chain to profitability.

And shop stewards tell of key managers who at key points in the protracted — and now suspended — negotiations, all but blamed the workers for the R8,3-million loss Checkers incurred shortly before the takeover, as if to say: "You did them in. Don't expect to escape the consequences."

And there's the rub. Personnel from one or other side of the merger were bound to take the brunt of whatever

cuts were required. And in the very nature of things it wasn't going to be Shoprite — no doubt quite rationally, in many respects.

Senior managers have privately made clear their view that before the merger with Shoprite, Checkers had had "a long history of appeasement of its workers".

For nearly five years, they claim, while Checkers earnings were poor and even negative, it granted wage increases higher than it could reasonably afford — indeed, virtually in line with Pick'n Pay which was making money hand over fist.

Saccawu unblushingly testifies to the truth of this. "In the Checkers days, our shop stewards enjoyed considerable authority and status — sometimes in equal measure with line managers," said an official.

By contrast, says Saccawu, Pepkor has chosen to impose its will on the union by force, has campaigned to drive key Checkers shop stewards out of the chain's employ, and wishes to return industrial re-

lations in the chain to the bad old days before the reforms of the Wiehahn Commission.

The chain rebuts this, saying other Pepkor companies have conducted successful agreements with Saccawu that were among the most progressive in this sector.

The trouble began almost immediately after the Pepkor takeover, when it was announced that between six and 10 stores might have to be closed.

When management tried to close a store in Rodepoort, Saccawu sought to have re-trenchment negotiations handled at central bargaining level.

Matters went to the Industrial Court, which ruled that Saccawu would have to be properly consulted before the company could close a store. Later, the court set its own ruling aside.

At Heidelberg, nine shop stewards were fired for their involvement in wildcat strikes. Eventually the entire staff was fired and 14 stores in the Southern Transvaal went on strike as a result.

Another sticking point is the chain's insistence that a Cape-based union, the National Union of Distributive and Allied Workers (Nudaw), with 2 000 members mostly from the Shoprite side of the merger, be included in national collective bargaining. Saccawu agreed to it last year, then Nudaw cut a separate

deal and settled for less.

This year Saccawu is determined to cut Nudaw out because it suspects management of trying to play Nudaw off against it.

The recognition agreement, central to the dispute, had been under renegotiation prior to the takeover. But, according to management, the need for a new one became additionally pressing as the unified company moved to eliminate anomalies and reduce differentials in service conditions.

The company also took the view that a much streamlined agreement was all that was necessary, given the advances in labour law, and that no less than the Industrial Court had said that such agreements were no longer vital to collective bargaining.

## Hardening

Since termination last December, the company has been conducting itself under the terms of its proposed new agreement. In the meantime, says the union, there is now serious confusion over disciplinary procedure.

Two weeks ago, as workers began to receive their first heavily reduced pay-packets, there was a flurry of media attention. It came to nothing, Shop stewards have since reported a surprising hardening of attitudes on the part of the strikers, more than 500 of whom have been arrested and another 25 injured since the action began.

Worse — ugly, racist undertones have begun to pollute the atmosphere. Even strike committee members refer to the chain's Pepkor-grounded all-white, all-Afrikaans negotiators — and say their membership now refers to managers — as "boere", an epithet reserved until now for police and white farmers.

The company dismisses this as an attempt to smear management, and says this mood is being fuelled by a group of shop stewards who resent their diminished influence as the company fights to return to profitability. □



Star 8/16/93

# Checkers, strikers' union agree to meet

By Paul Bell  
Labour Correspondent

31/1/93

As clashes between police and striking Shoprite-Checkers workers continued at several stores yesterday, the SA Commercial, Catering and Allied Workers' Union and representatives of the chain agreed to meet tomorrow for two days of talks.

The decision to hold talks follows the chain's announce-

ment on Friday that it was considering store closures and the retrenchment of up to 2 500 workers. These will be the first substantive talks since the strike began a month ago.

The union claims that only its members would be affected by the proposed retrenchments and considers the announcement a management pressure tactic. "If the chain proceeds with these retrenchments we will

consider that an industrial action," Saccawu strike coordinator Jeremy Daphne said yesterday.

The parties were due to meet yesterday to discuss the proposed retrenchments. Instead, they exchanged proposals on an agenda for a meeting tomorrow because the union, believing the issues to be wider than the retrenchments, refused to accept a limited discussion.

The talks, to be mediated

by a representative from Independent Mediation Services of SA, will carry over to Thursday.

Last Saturday the company served papers on the union, declaring its intention to have the strike declared illegal. The union is expected to reply this week.

Meanwhile, 22 strikers were arrested at a store in Standerton yesterday after the arrest of 57 at nine stores at the weekend.

# Women the underdogs

By Tsale Makam

SOUTH African women, who constitute 53 percent of the population, are among the worst victims of apartheid and violence, the Commonwealth Observer Mission says in a report.

According to 1991 figures, one out of every two South African women and girls will be raped in her lifetime. One out of six women are battered by their male partners. Most of these women do not report the crimes, so statistics may be underestimated.

Despite the fact that 43 percent of

■ Law ignores worst victims of apartheid and violence:

*Sowetan 8/6/93*

African and 52 percent of coloured women are single mothers, almost all title deeds in South Africa are in the hands of men.

Less pay

Women in the same jobs as men often earn less.

The National Party is drawing up a number of Bills which include prevention of domestic violence, the abolition of discrimination against women and the promotion of equal

opportunities.

Although there is provision for maternity leave, women are still not guaranteed their jobs back. Maternity benefits are only 45 percent of the weekly earnings for six months if a woman has been with a particular company for three years.

The Women's National Coalition, launched on March 8 this year, has launched a research programme on a women's charter that would be incorporated into the new constitution.

## Two Checkers shops to close

*Sowetan 8/6/93*

By Ike Motsapi

■ 2 500 other staff to be retrenched, says Pepkor:

THE management of Pepkor, owners of Checkers-Shoprite stores, has told the SA Commercial, Catering and Allied Workers Union that it intends to close two stores this week.

This announcement comes in the wake of a national strike by about 10 000 members of Saccawu over a terminated recognition agreement.

The strike is now in its fifth week.

Mr Jeremy Daphne of Saccawu said the union has also been informed that about 2 500 of its members are to be retrenched in other stores.

Daphne said: "The union takes exception to the company raising this matter at this stage and views it as a managerial strategy to put pressure on the labour movement.

"Management attributes the need

to retrench the 2 500 members to current sales levels.

"While the industrial action has dramatically reduced sales, the solution does not lie in retrenchments," Daphne said.

Management spokesman Miss Adele Gouws said the company would issue a statement later about the two stores.

## Strikers want white support

ERICA JANKOWITZ

THE SA Commercial, Catering and Allied Workers' Union (Saccawu) yesterday called on the "white community" to support the Shoprite/Checkers workers who are on strike. 816193

Saccawu spokesman Jeremy Daphne said workers were "sick of whites acting as if they're above everything that's going on in the country. . . . While some sections of the white community are supporting Saccawu, most of them walk through picket lines with impunity." 31 0 52

The union and management are due to meet tomorrow on the dispute. 31 0 52

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### CNA strike ballot

WORKERS at CNA will conduct a strike ballot today after they recently declared a dispute over wages, the SA Commercial, Catering and Allied Workers' Union confirmed yesterday. CNA refused to comment.

### Meeting on strike

SHOPRITE/Checkers and the SA Commercial, Catering and Allied Workers' Union will meet today in an attempt to end the month-long strike by about 10 000 union members over the company's cancellation of their recognition agreement. Last month mediation failed to resolve the dispute.

REPORTS: Business Day Reporters, Sapa.

9/6/93  
18/10/93

# NEWS Electricity supply tariffs normal

## news in brief

*Sowetan 9/6/93*  
**Clover denies claims**

MANAGEMENT of Clover Dairies in Mayfair, Johannesburg, yesterday denied allegations that a white supervisor had poured toxic acid into a tea urn used by blacks. ~~(S) (S) (S)~~

On Monday more than 800 workers downed tools demanding the dismissal of the supervisor. Company chairman Mr Ronnie Botha said the store supervisor, Mr Johan Berger, had washed the urn with citric acid.

*Sowetan 9/6/93*  
**Bid to end strike**

MANAGEMENT of Checkers/Shoprite stores and the union representing striking workers will meet today to try and resolve the five-week long industrial action. ~~(S) (S) (S)~~

Spokesman for the SA Commercial, Catering and Allied Workers Union Mr Jeremy Daphne said yesterday: "The

*Sowetan 9/6/93*

meeting will be held to address the total situation that centres on the present dispute." A management spokesman confirmed the meeting. ~~(S) (S) (S)~~ (31)

### ANC on death penalty

THE African National Congress has warned the Government not to reimpose the death penalty as the organisation marks the 10th anniversary today of the execution of three MK cadres.

Jerry Mosololi, Simon Mogoerane and Marcus Motaung were executed at Pretoria Central Prison on June 9 1983 after being convicted of treason relating to attacks on the Wonderboom police station in Pretoria and the Orlando and Moroka police stations in Soweto.

The ANC said: "Mosololi, Mogoerane and Motaung were part of MK's Transvaal urban machinery involved in guerilla operations which instilled confidence in our people."



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### Strike talks

SHOPRITE/Checkers and the SA Commercial, Catering and Allied Workers' Union are expected to carry on discussions today aimed at resolving the month-long strike by about 10,000 workers. Yesterday's meeting was chaired by Independent Mediation Services of SA mediator John Brand, who will also chair today's meeting.

DIXON 10/12/75  
**CNA action ballot**

THE SA Commercial, Catering and Allied Workers' Union will be conducting a strike ballot of members at CNA next week over a wage dispute it declared with the company earlier this week. The union's demand is for a R230 across-the-board increase, about 18%, compared with the company's 12% offer of R160.

REPORTS: Business Day Reporter, Sage-Reuters

(10A) (35) (10) (3)

# Plans to ease labour law for small business

6/10/92 21/4/92

31

ALAN FINE

THE National Manpower Commission has recommended the easing of labour laws and regulations applicable to small businesses as part of a strategy to encourage economic growth.

The call for a special dispensation for small business has the support of Cosatu, whose commission representatives have signed the report.

In the report, a summary of which was published in the Government Gazette last week, the commission said a balance between employer and employee interests was "of the utmost importance".

The aim of the investigation, commissioned by the Manpower Ministry in April 1989, was to "stimulate small business development and the creation of employment without detracting from the basic rights of employees".

The commission was therefore opposed to granting small businesses blanket exemptions from labour legislation — including wage-regulating instruments. But its recommendations would streamline the process by which they were exempted if they could provide adequate reason for this, and also reduce to a minimum the red tape involved in complying with labour law.

Acting commission chairman Frans Barker said yesterday that, while the recommendations were not dramatically far-reaching, he hoped they would encourage a process which would bring more concessions in the future.

The initial draft was more drastic, but it had to be adjusted in an effort to seek consensus, he said. Not only the unions, but also big business which feared unfair competition, were opposed to comprehensive exemptions for small businesses.

The recommendations, if accepted,

would apply to "micro businesses" defined as units employing no more than five people with an annual turnover of up to R250 000 measured in 1990 terms. They should be independent, and managed and controlled by the owner.

The report proposed that each industrial council agreement include a provision stating that its purpose was not to restrict entrepreneurial initiative. Where it could be shown that this was occurring, the council could grant exemptions from specific provisions of its agreement. Unless the councils complied with this, or agreed to call for and consider representations from small businesses covered by them, the Minister should refuse to promulgate wage-regulating agreements.

As regards the Basic Conditions of Employment Act, the commission proposed the retention of the existing ad hoc system for granting exemptions to the Act's minimum standards, except that a set of guidelines be drafted. These guidelines should take into account the nature of the specific business, its size, how long it had been in operation and whether an agreement existed between the employer and employee.

The commission proposed that micro businesses and new small businesses (employing, say, up to 20 people) should be automatically exempted from particular provisions of the Act, especially administrative requirements.

This should apply not only to industrial council requirements, but also to particular laws. For example, there could be rationalisation of the repetitive information which had to be provided in terms of

□ To Page 2

## Small business From Page 1

the Unemployment Insurance Act and the Workmen's Compensation Act.

The commission recommended that, to lighten their administrative burdens, micro businesses be permitted to pay their Unemployment Insurance, Workmen's Compensation and Industrial Council-imposed social security contributions quarterly or even annually.

The report suggested the appointment of a "facilitator" to monitor the exemption process and recommend improvements.

The report also proposed a simplified dispute-settling procedure in terms of the Labour Relations Act. Greater emphasis should be placed on alternative dispute resolution through mediation and arbitra-

tion — subsidised by the state — rather than the normal procedures involving industrial councils, conciliation boards and the Industrial Court.

It also proposed that micro businesses be exempted from aspects of the Machinery and Occupational Safety Act, including regulations relating to sanitary and washing facilities, dining rooms and provision of seats. Further investigation was required into regulations on lighting, thermal requirements, noise, windows and fire precautions.

The Manpower Department has called for comment and representations on the report within 90 days.





## LABOUR

# Checkers strike was avoidable

Bungling on both sides led to a strike that could have been averted at

Checkers/Shoprite,  
reports **FERIAL HAFFAJEE**

w/maill 11/6-17/6/93.

**O**NE of the saddest things about the month-old strike at Checkers/Shoprite by 10 000 South African Commercial Catering and Allied Workers Union (Saccawu) members is that it was avoidable.

If negotiation — the golden rule of good labour relations — had been adhered to, a strike could have been averted. Instead, the strike is a tale of bungling, both by the newly merged retail chain and by the union.

The union and the company were yesterday involved in a last-ditch bid to resolve the situation. Checkers/Shoprite announced on Monday that it would retrench 2 500 of the striking workers and close two stores later this month. It also announced that it would apply to the supreme court to have the strike declared illegal and will implement salary increases.

The Checkers/Shoprite management team erred by unilaterally cancelling a nine-year-old recognition agreement it held with Saccawu — a majority union. It was an unfair labour practice which threw the union into disarray.

Saccawu was suddenly stripped of its majority union status, its stop-orders were not deducted, its officials were denied access to stores and a negotiated grievance procedure was ignored.

Coming soon after the buy-out of Checkers by Pepkor and the merger with Shoprite — which had brought reduced pay packets and a less progressive labour relations regime in its wake — it



French revolution ... Strikers at Checkers Hillbrow try to persuade a shopper not to enter the store. Their notices are in French to get the message across to the many immigrants from francophone Africa in the area

Photo: LUANNE CADD

made an insecure workforce militant.

But the union was informed of the company's intention to scrap the recognition agreement in September last year and failed to take the lead in negotiating a new agreement and limiting the damage before differences became irreconcilable. (The union acknowledges that the merger requires new recognition agreements.)

Instead, Saccawu was wracked with internal politics and diverse strategies.

Early last year, an industrial court judgment ordered the company to negotiate store closures

with the union and was promptly overturned on appeal. After a year of conflict, involving retrenchments and threatened store closures, the union called for a national boycott of Checkers in November last year.

The day after this announcement, Saccawu general secretary Papi Kganare sent out another statement denying the boycott.

Faced with a trade union that obviously did not have its act together, Checkers/Shoprite exploited the gap. It cancelled the recognition agreement and dug in its heels.

Sources suggest the company intended to lead the union into strike action to affect its restructuring needs. They point to a Checkers/Shoprite announcement this week that bad trading conditions dictated the retrenchment of 2 500 workers and the closure of two stores.

And, although Saccawu had many months to challenge the cancellation of the recognition agreement and the change in working conditions in the courts, it did not.

The dispute was only really taken up concretely when Saccawu chief negotiator Jeremy Daphne returned from sabbatical in April.

Daphne this week denied that the union had been led into a trap. He said: "The company did not believe Saccawu would conduct industrial action on the level and intensity which we have. (This has) impacted on their trading and image."

The union's leadership had been mandated to continue with the strike, despite the fact that the union has no strike fund and no relief money is being collected by strike support committees.

This illustrated the degree of "militancy and aggression" of the Checkers workers, said Daphne.

## Countdown to a strike

●1984: Recognition agreement concluded between Saccawu and Checkers. Prior to this strike, there has only been one other six-day strike at the company by Saccawu members.

●October 1991: Checkers workers picket to protest against the sale of the grocery chain to Pepkor

●December 1991: Two months after the sale, the union alleges key shop-stewards are being systematically dismissed.

●January 1992: An industrial court judgment compels Checkers to negotiate all store closures with Saccawu, but is overturned when the company seeks an urgent review.

Checkers says some rationalisation is imperative. The company lost R8,3-million in 1991, at the time 40 stores were in the red and 10 of its warehouses were unprofitable.

●March 1992: Checkers proposes a wage freeze saying that 130 stores are running at a loss.

●September 1992: Checkers/Shoprite alerts Saccawu to its plans to cancel the recognition agreement.

●October 1992: The dismissal of workers who went on

strike to protest against a "racist campaign" at the company's Heidelberg store sparked nationwide industrial action.

Workers at the store, alleged that the manager displayed a photograph of himself in full Afrikaner Weerstandsbeweging regalia in his office and unfurled an AWB flag to incite them.

Managers offices, till points and cash offices around the country were occupied, while most stores were picketed.

●November 1992: Saccawu announces a nationwide boycott of Checkers/Shoprite, but its general secretary denies this in a public statement.

●January 1993: Checkers/Shoprite unilaterally cancels a recognition agreement with Saccawu.

●May 8 1993: National strike by Saccawu members begins at Checkers.

●June 8 1993: Strike is intensified after a month of sleep-ins, arrests, the break-up of pickets by police and in one case, the use of prison labour at a Checkers/Shoprite store.

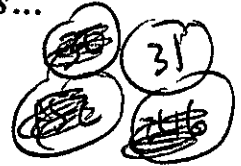
●June 9-10 1993: The parties meet to attempt to resolve the strike by mediation for the second time in two weeks.

●See PAGE 14

**FOCUS:** When you next buy a can of baked beans from Checkers...

# Remember the workers

Wimail 11/6-17/6/93



**C**ONSUMERS doing their shopping just up the street will have noticed Checkers workers outside their stores with placards stating they are on strike.

To many consumers this is pure nuisance value. To others, it means they may be intimidated. Still others will not give it another thought.

But consumers from the black communities hit by the strike may well be boycotting the store already by the time this piece appears.

This Critical Consumer believes those who are not thinking about the issues need to give them some thought.

When one buys a can of baked beans from a supermarket shelf, one is not just buying the can and the beans. It comes with a package. Sometimes the store pushes the package, using motives other than price or quality to get consumers to buy. So Pick 'n Pay is "green" conscious and supports worthy causes such as helping the physically handicapped.

Many years ago, so the tale goes, OK Bazaars was the first large store to accept that the colour of money counted more than the colour of the consumer. Many Africans have shopped at the OK since, although the company has been through phases when its management appears to have forgotten its history.

The process is not confined to supermarket chains. Nedbank pushes its conservation theme, for example, while First National Bank tried hard to abolish its politically broad-minded image during the State of Emergency.

It all serves to push consumers in various directions basically unrelated to the commercial concern's major activity — but ultimately directed at making them buy.

South Africa's black consumers have established a worthy tradition (in this columnist's opinion) of showing just how much power the rands in their pockets carry. And a well-timed and well-placed consumer boycott has forced even the most recalcitrant to better behaviour; the strategy is by and large more efficient in effecting change than is the use of AK47s.

Which is where Checkers comes in. The store has been bedevilled by poor management for

## CRITICAL CONSUMER

Pat Sidley's weekly column on controversial issues



many years; in reality, there can be little other reason for its consistent losses.

When the company changed hands, it appeared as though it had turned the corner financially. Practically speaking, from a consumer's point of view, not much changed. But from the staff standpoint, a good deal changed.

The new owners, Pepkor, brought with them a new era of conflict with the union.

Through the eyes of this Critical Consumer there seems to be a rather crude attempt to close unprofitable stores and dismiss workers, using a strike provoked by a management which may be gifted in making money but is not noted for its gifts in managing people.

The basic issue is a recognition agreement — the document by which the relationship between the management and the union is regulated. It sets up the basic manner in which the two will relate to one another, resolve disputes and carry on business so that workers feel secure and less exploited and management can count on the co-operation of its staff as it carries out its task of making money. It is this document which Shoprite Checkers has scrapped, offering to negotiate a new one — curtailing many rights that the union had in the old one.

Shoppers may want to know some of the union's gripes. According to a spokesman for the South African Commercial Catering and Allied Workers' Union:

●Checkers in Potchefstroom use prison labour to replace strikers; the legality, not to mention the morality, of this move is dubious.

●Shoprite workers are obliged to buy their own uniforms, which can cost R150, and if they

do not wear them they can lose their jobs.

●When Pepkor took over the Grand Bazaars group two or more years ago, workers' wages were cut substantially — without any union negotiations.

●In Kimberley, a Shoprite store tried to open with a notice expressing the desire to hire only coloured labour but was forced by an immediate consumer boycott to amend its policies.

●Some strike-hit Checkers shops are using coloured labour to replace strikers. The union says it is not upset by the use of coloured staff per se but believes management has introduced racism into the picture.

●The union fears its present good maternity leave benefits in Checkers, after management imposes its new regime, will resemble those at Shoprite: Female workers are effectively fired when they go to have a baby.

These accusations and others were put to Shoprite Checkers, which declined to comment on them. Instead, the company sent copies of the few press statements it has made on the strike and a copy of the letter it sent to the union — copies of which it also sent to Cosatu, what it referred to as the National Peace Commission, African National Congress general secretary Cyril Ramaphosa and the Institute of Mediation.

Among other things, the letter says the firm will not be taking legal action against the strike.

The letter is seven pages of ugly invective couched in legal terminology. But the fight between management and the union has little to do with legal issues. For both sides, it is a war about power. And from the union's point of view, it involves allegations of *baasskap* and other similar issues.

Black shoppers, who used to frequent Checkers in larger numbers than Pick 'n Pay, will have cast their votes in this dispute by boycotting in large numbers. White shoppers, who do not have as much at stake in their communities, and do not believe they have to make similar choices, should ponder the issues next time they buy a can of baked beans from a store shelf.

# Free breakfast, just up your street ...

By Edwina Booysan

THE BEST THING since sliced bread is a protest feast on a supermarket floor.

That was the scene at the Shoprite/Checkers store in Mitchells Plain on Wednesday morning, prompting management to close shop for several hours.

Souter

12/16-

16/16/19

The action was part of a campaign by the Western Cape Unemployed Workers' Union (Wecuwu) for bread and milk.

The store's manager was unable to stop more than 30 hungry workers who decided that a whole loaf was better than none. They workers entered the store,

headed straight for the fridge and shelves and settled down in the aisles to enjoy their breakfast.

Wecuwu's regional secretary Mr Mongezi Bobelo claimed Shoprite "promised" the organisation free bread and milk.

"When we entered the shop the manager closed the doors and

refused to listen to our demands or accept our memorandum," he said. "He called the police and two of them tried to get us to leave."

Wecuwu's members later tried to leave with their "shopping". But they were stopped by the manager who used his loaf and said they should finish the food on the spot.

In response, several union members emptied the contents of milk cartons on the floor.

Bobelo said Wecuwu's action was also in support of members of the South African Commercial, Catering and Allied Workers' Union (Saccawu), on strike against Shoprite/Checkers.

By **Edwina Booysen**

**SHOPRITE/Checkers and Pep Stores** are among the shops that face a national boycott called by the South African Catering and Allied Workers Union (Saccawu) and the Congress of South African Trade Unions (Cosatu). (21)  
Cosatu has called for a boycott of all Pepkor companies in support of Saccawu's national strike at Shoprite/Checkers.

The shops affected are Shoprite/Checkers and Pepkor subsidiaries — Pep Stores, Cashbuild, Smart Centres, Stuttafords, Greentmans and Kappa. (11)  
"Shoprite/Checkers management are among the most backward and reactionary employer groups in South Africa," a Cosatu spokesperson said.

"Their handling of the strike, including brutal harassment of striking workers and calling in security forces and prison labour in an attempt to crush the strike, has shown that they can only be shaken by decisive mass action."

About 80 Saccawu members picketed outside Shoprite/Checkers in Mitchells Plain on Wednesday.

A Saccawu spokesperson said the industrial action will continue until Saturday.

Strikers gathered at Bishop Lavis Magistrate's Court on Tuesday in support of 22 workers appearing on a charge of intimidation.

The charge followed a picket outside Shoprite/Checkers in Charlesville last week.

Workers were released on R200 bail each and are to appear in court again on July 30.

Saccawu spokesperson Mr Jeremy Daphne said Shoprite/Checkers management has applied for a

# and there's a boycott too

South 12/6 - 11/6/93



**WALKING THE LINE: Striking Shoprite workers in Mitchells Plain urge shoppers to take their business elsewhere**

Supreme Court order to declare the strike illegal, on the grounds of irregular balloting.

"Preparations to oppose the application are underway," Daphne said.

Saccawu and Shoprite/Checkers management are to meet on

Wednesday to address the dispute.

● Pepkor group communications manager Mr Hennes Schreuder said it was unfortunate that Pep Stores was being targeted for boycott action.

"Our people, as far as Saccawu and Sactwu (South African Cloth-

ing and Textile Workers Union) are concerned, are happy people," Schreuder said.

"We are strides ahead of other companies and have made wonderful deals where both the union and the company get involved and are happy."



**MAKING THEIR POINT:** Striking Shoprite/Checkers staff who handed in a memorandum at the JSE yesterday.

## Checkers Star 12/16/93 protest

**STRIKING** ... Shoprite/Checkers workers held a peaceful march through the streets of Johannesburg yesterday.

Workers handed over a memorandum to Johannesburg Stock Exchange officials, asking that pressure be put on Shoprite/Checkers management to get them "to update their industrial relations" (31)

The chain has terminated its recognition agreement with the union and plans to retrench about 2 500 workers.





# Pyrrhic victory for Saccawu

ERICA JANKOWITZ

WHEN management at Shoprite/Checkers reviews the five-week strike which ended this week, they may well conclude they have allowed the union to claim a "victory for the working class" not borne out by the facts.

The claim by the SA Commercial, Catering and Allied Workers' Union (Saccawu), however, is undisputed because management, as so often during the lengthy and acrimonious strike, will not comment. Saccawu may be battered and bruised, but it clearly won the media war.

The union portrayed the company's cancellation of the recognition agreement as a "union-bashing" exercise. It claimed its rights had been violated and said the strike was a matter of principle.

It conceded that members had lost about R13m in wages during the strike, but said it had been worthwhile. In the words of strike co-ordinator Jeremy Daphne, "how do you quantify principles?"

Journalists were invited by the union to numerous briefings and it issued statements on a regular basis. The union made claims of intimidation and harassment, arrests and detentions, boycotts and community support. It even suggested company turnover was adversely affected, saying trading dropped by about 60%.

In response to these allegations the company remained silent. Its general comment was "no comment", and statements issued were curt. No background was offered, no questions answered and no initiative taken. So a distorted

picture of the strike was presented. The company allowed Saccawu to convey the impression of having defeated it by winning back all its cancelled rights.

Union officials were jubilant at a briefing on Monday, saying the company had underestimated members' resolve on the issue of the unilateral cancellation of the recognition agreement. They said the strike unified membership within Saccawu in the form of solidarity action by workers at other companies.

Saccawu was racked by factionalism a few years ago and has never fully recovered. But on Monday it presented a unified front in claiming its "victory".

The fact is that both parties agreed more than a year ago that the nine-year-old agreement was outdated, cumbersome and no longer appropriate to the new company structure. Negotiations on a new agreement started, but the union's proposals were very different from those of management.

As a result, talks broke down and, in an attempt to force the union back to the table, management gave three months' notice of termination of the agreement. It was entitled to take this step in terms of the agreement and made numerous attempts to sit down with union representatives within the notice period to thrash out a new agreement.

After the old agreement expired, the company still granted Saccawu access and stop order facilities, recognised shop stewards and

so on. At no stage had Shoprite/Checkers withdrawn recognition of the union or substantially changed rights contained in the old agreement.

And so, after 34 days on strike, has Saccawu actually emerged victorious? A source close to the company said the details of the agreement, reached in the early hours of Sunday morning, would suggest the strike had achieved little, if anything. In terms of the settlement, some insignificant clauses of the old recognition agreement will be reinstated for a period of 120 days. Within this period a new recognition agreement will be negotiated by the parties.

The interim agreement does not cover the issue of retrenchment — about 2 000 jobs are set to be lost over the next couple of months. Two stores closed at the end of last week. More store closures are said to be in the pipeline.

The interim agreement also covers a new disciplinary and grievance procedure which is far less cumbersome than the old code. Management will, therefore, spend less time hearing petty disciplinary matters.

The source says these concessions could have been made five weeks ago — before the acrimonious strike which saw about 600 arrests, pickets, sleep-ins, intimidation and lockouts throughout the country.

The effect of the consumer boycott is difficult to gauge. However, the union's costs are easier to assess: about R13m in lost wages, admission of guilt fines paid on behalf of arrested members and a financially weaker company even less able than before to offer improved wages and working conditions.



Saccawu's Jeremy Daphne addressing a news conference earlier this week. Picture: ROBERT BOTHA

# Shoprite/Checkers dispute 'nearly over'

8/15/97 1416193  
HOPES are high that a settlement can be reached soon in the dispute between Shoprite/Checkers and the SA Commercial, Catering and Allied Workers' Union.

Both parties expressed optimism that talks which resumed over the weekend would resolve the five-week, countrywide strike by about 10 000 workers. Neither side would comment on how the meetings had gone, but both hoped a settlement could be reached early this week.

The meetings were chaired by Independent Mediation Services of SA panelist John Brand, but were not officially de-

ERICA JANKOWITZ

scribed as "mediation". However, full mediation could be invoked later.

Sapa reports that a march by several hundred Saccawu members to the JSE on Friday went off peacefully. A memorandum was handed to a JSE representative demanding reinstatement of a cancelled recognition agreement; that planned store closures not lead to job losses; that the company negotiate in good faith; and that it recognise Saccawu as the sole bargaining union.

(31) (400) (151)

By Paul Bell  
Labour Correspondent

Ten thousand striking Shoprite Checkers employees will return to work on Thursday following a major climbdown by the chain after a five-week battle with the South African Commercial Catering and Allied Workers Union (SACCAWU).

In a statement, Shoprite Checkers — which mostly refused to comment on the strike — confirmed the settlement, saying it hoped the resolution of the strike would restore “a healthy industrial relations environment for the benefit of the company, its employees and customers”.

The strike has seen at least 600 arrests; clashes between strikers, police and in some instances, right-wing activists; as well as a consumer boycott which, Saccawu claims, saw chain trading volumes slump by up to 60 percent.

The union has won its battle for the reinstatement of the recognition agreement management terminated six months ago, but the question of retrenchments — the chain has warned of its intention to close stores and let go 2 500 of Saccawu's members — remains subject to negotiation.

### Soft-pedal

The union expects, however, that Shoprite, having taken a drubbing, will soft-pedal on this issue.

The chain and the union entered mediation last Wednesday and Thursday, resumed on Saturday and pursued their negotiations — despite a temporary collapse — until 8 am on Sunday when a deal was struck.

The two sides are expected to enter wage negotiations within a week — but this time without the National Union of Distributive and Allied Workers, a Cape-based minority union from the Shoprite side of the chain to whose presence in wage negotiations Saccawu had taken strenuous exception.

The basis on which Saccawu members will return suggests a significant victory for the union. The agreement includes anti-victimisation clauses and loan facilities to workers, who are estimated to have lost up to R13 million in wages.

Disciplinary action against strikers will be handled “with sensitivity and understanding”.

The union will in turn allow management's approach to guide its attitude towards its own allegations of misconduct by some managers.

An exhausted but “extremely satisfied” Saccawu strike team said the union had achieved all its major objectives.

# metro Union claims Checkers victory

Start 15/6/93



# Strikers will go back to work

Sowetan 15/6/93

■ **DISPUTE RESOLVED** Mediation service

referees talks between Saccawu and Pepkor :

By Ike Motsapi

31

**T**HE strike by more than 10 000 Shoprite-Checkers workers is over and they are expected to return to work on Thursday. Pepkor management, which is the holding company of Shoprite-Checkers stores, and the South African Commercial Catering and Allied Workers Union reached agreement on Sunday after hours of negotiations.

The talks were refereed by the Independent Mediation Service of South Africa.

Members of Saccawu have been on strike since May 8 over the termination of a recognition agreement by management.

Pepkor cancelled the agreement in December 1992, after it took over control of Checkers stores. Shoprite-Checkers spokesman Miss Adele Gouws and Saccawu's Mr Jeremy Daphne said lock-outs, consumer boycotts and the industrial action would end immediately.

The settlement included the following:

- Reinstatement of the recognition of the union;
- Reinstatement of the major sections of the recognition agreement which included access to company facilities, shop steward rights, negotiation rights and industrial action provisions;
- Wage negotiations would now proceed between the union and the company without the National Union of Distributors and Allied Workers. Management previously insisted that Saccawu and Nudaw jointly negotiate on the same forum during wage talks;
- Interim, grievance and disciplinary procedures, involving quick processing of grievances and appeals against discipline, had been established until new procedures were negotiated;
- Anti-victimisation clauses which also cover casuals;
- A return to work on June 17 and that workers be paid from June 16;
- All scabs employed during the strike be removed.

# Chain store denies Star 17/16/93 climbdown claims

Staff Reporter

Shoprite/Checkers has reacted angrily to claims by the SA Commercial, Catering and Allied Workers' Union that the chain store backed down, resulting in an agreement which ended a gruelling six-week strike.

It has also objected to reports in The Star in which Saccawu claimed it had achieved a victory over the chain store — described as a "major climbdown" by Shoprite/Checkers.

Human resources director Callie Burger said in a letter to The Star that, contrary to claims by the union, the me-

diation process which led to the conclusion of the strike had been a success.

Burger accused The Star of biased reporting.

"Without the intervention of a mediator... it is unlikely that the dispute would have been settled at this stage," Burger wrote.

He added that the chain had not reinstated the recognition agreement.

According to Burger the interim agreement was put in place purely to end the strike and result in a new recognition agreement, which needs to be drawn up within 120 days.

Notwithstanding a joint statement on the strike, the union had held a press conference within 36 hours to

claim "a victory for the working class" and implied that the company's agreement had been a massive surrender, Burger stated.

He said the company hoped this was not the manner in which the union planned to adhere to other important clauses in the agreement.

Burger added: "There is little in the interim recognition agreement which was not offered to the union before the commencement of the strike action some six weeks ago."

● The Star's Labour Correspondent, Paul Bell, has taken careful note of Shoprite/Checkers' comments. He stands by his interpretation of the settlement.

~~14/10/93~~ ~~17/16/93~~ (31)

# Shoprite/Checkers strikers return to work

Star 18/6/93

Labour Correspondent

Employees of the Shoprite/Checkers chain, who have called off their strike after five weeks, have returned to work. (31)

A chain spokesman said the chain was conducting business as usual, although reports reaching union and management offices earlier yesterday suggested there had been a degree of confusion in some stores about the return to work. (4:01)

SA Commercial, Catering and Allied Workers' Union strike co-ordinator Jeremy Daphne has meanwhile complimented the Independent Mediation Service of SA for its work in mediating between the parties.

The process had, he said, "opened up communication channels... in a situation where a highly antagonistic relationship prevailed between the parties, and where meaningful dialogue was almost impossible". (15)

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**LABOUR**


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# Five-week Checkers strike ends

By FERIAL HAFFAJEE

IT took an all-night mediation session and John Brand — one of the country's top labour brains — to end the 36-day national strike at Checkers/Shoprite last weekend.

Union and management negotiating teams sat through Saturday night trying to hammer out a settlement. Though negotiations broke down at 6am on Sunday, a last-ditch attempt saw an agreement clinched two hours later.

The 10 000 South African Commercial, Catering and Allied Workers' Union (Saccawu) strikers returned to work yesterday.

Anti-victimisation clauses are in place to protect these workers and the recognition agreement, which had been cancelled by the company, has been temporarily reinstated. The union and the company will negotiate a new recognition agreement over the next four months.

Wage negotiations also began again this week — increases should have been implemented in March, but negotiations did not take place because Saccawu was in dispute with the company. Workers will be given back-pay once an agreement is reached.

The union has also successfully negotiated interim grievance and disciplinary procedures which should speed up the solution of workplace grievances.

In effect, the settlement returns Saccawu members to the conditions they enjoyed before the Pepkor buy-out of the grocery chain. In a statement, the union said: "Power relations between the union and Shoprite/Checkers have been shifted significantly."

The successful settlement of the strike has also buoyed the union, which has suffered low morale following the loss of a number of head office officials and spiralling retrenchments of its members.

This week, both the union and the company counted the damages of the strike. Saccawu estimates that Checkers/Shoprite trading volumes were down by 60 percent (the company will not say how much though management did hint that a consumer boycott had bitten).

Taken at an average wage of R1 000 a month, workers lost R10-million in wages.

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# Angels dancing on pinhead

**T**HERE are, in the main, no angels in an industrial dispute. The Star wrote in a leader on Wednesday. There is, I discover, an exception: when they dance on a pinhead.

The dispute between Shoprite Checkers and the Allied Workers' Union, which ended last week, was full of pins and dancing angels.

Arch among the angels was the recognition agreement, the termination of which by management last December offered, ostensibly, the *casus belli* for a 34-day strike that was very damaging to the chain and cost the union's members up to R13 million in lost wages.

The dispute over the recognition agreement has masked a much deeper conflict between Shoprite Checkers and Saccarw, since the two-chain merger in March 1992, over the new Pepkor-owned group's turnaround imperative and the union's attempt to protect its members' jobs.

## Unnecessary

Some observers believe the strike was unnecessary, given the relatively narrow importance of the *casus*

*belli*, the recognition agreement. Even so, the agreement has been the cause of claim and counter-claim by both sides in the aftermath of settlement, as to whether "victory" or "defeat" can be construed in its resolution.

The angel that danced (so inelegantly) on the pin is more or less as follows. Both sides had agreed up to a year ago that the recognition agreement was outdated. But when negotiations failed to produce a new one, management gave notice in October of its intention to terminate in three months. Throughout that time the union did nothing.

Management terminated the agreement in December. The union demanded its reinstatement, saying management had attacked its rights.

Early in the strike, during the first round of mediation, the union indicated that it would water down its demand that the agreement be reinstated in its entirety, saying it would accept verbal reinstatement of certain clauses instead.

Management did offer verbal reinstatement of certain clauses but not on others. In the settlement that fol-

**Labour Correspondent PAUL BELL reviews the recent bitter dispute between the SA Commercial, Catering and Allied Workers' Union and Shoprite Checkers.**

21

lowed, management accepted verbal reinstatement of all the clauses it had no problem with.

Who climbed down? Was it a climb-down? In retrospect, these are harder questions than they seemed at first. Certainly, the way in which the propaganda war was waged has much to do with the answer.

After the weekend mediation which resolved the dispute, the union held a press conference on Monday, offered an exposition of its "gains" and claimed victory.

Management, which had offered very little to the press throughout the strike, issued a subdued three-sentence "joint statement" that morning, worked out with the union as part of the weekend agreement and intended to be the sole statement from the

parties, saying settlement had been reached, all industrial action had ceased, and negotiations would continue with a view to restoring harmonious industrial relations.

Later in the day, surprised by Saccarw's independently issued "victory" statement, and construing this as a breach of the weekend agreement, the chain attempted to undo the impression that it had, by implication, suffered a "defeat".

It issued another statement, more upbeat, saying the interim agreement reached with the union fully addressed the company's major concerns with particular provisions of the defunct old agreement.

But the damage had been done. The company — having managed its publicity throughout the strike in a manner described by observers as naive, and on the basis of "the less said the better" — found itself outplayed once again by a union well versed in self-promotion.

Far more distressing, however, is the fate of the workers, who were hostages to intransigence by both their

union, with its own history of fission between moderates and militants, and their employer, a troubled company whose new bosses must make tough cost-cutting decisions if their charge is to be returned to profitability.

Observers of the dispute say the strike should never have happened, and that while it may have been folly for the union to claim victory, the damage to Checkers has been huge.

But for an explanation of the "dour, gladiatorial stand-off" that developed between the two sides, they testify to the "outdated, cloth-cap class-struggle rhetoric" that marked Saccarw's attitude throughout the clash, and to the "rights-oriented, Thatcherite hard line" of the Cape managers.

Who cracked? The union when its members had gone without pay for five weeks, stores were already closing, and retrenchments coming? Observers say the union was desperate to settle.

## Prognosis

Or was the company becoming increasingly concerned about the violence at many stores, the drop in custom, which it has never quantified, although the union claimed a 60 percent drop in sales volume, and the longer-term prognosis for the financial health of the chain?

Shoprite faces a war in the market with powerful Pick'n'Pay, with an OK Bazaars returning to health.

The real work begins now. Management has been accorded its right to manage. Workers, in turn, seek greater job protection. Wage negotiations will doubtless initiate a protracted but deeper debate between Shoprite Checkers and the union over the extent of sacrifice management can expect from the workforce in rebuilding the chain. □

# focus on strikers

Sowetan 23/6/93

**T**HE SHOPRITE-CHECKERS strike is over. And the South African Commercial Catering and Allied Workers Union claimed victory and warned big business that this was a sign that no boss could "push organised labour around any more".

Saccawu said the fact that management again recognised the union was a victory for the more than 10 000 workers who had been on strike over a terminated recognition agreement since May 8.

Management and Saccawu both issued a joint Press statement declaring that hostilities that existed between them were now over.

The consumer boycott and strike action was discontinued with immediate effect. Workers returned to their jobs on June 17 but will be paid from June 16.

After 34 days of industrial action and a final 18-hour marathon session of mediation and negotiation, agreement was reached to end the dispute and hostility between the management of Pepkor and Saccawu on Sunday at about 8am.

The talks between management and Saccawu, which were near breaking point last Friday, were saved from total collapse by the Independent Mediation Service of South Africa.

## Talks failed

Previous talks between the two parties failed to yield dividends. Instead, a lot of hostility existed between the two parties.

The management of Pepkor, which is the holding company of Checkers-Shoprite stores, was threatening to lodge an urgent application in the Rand Supreme Court to declare the strike illegal.

The management also said Saccawu should take responsibility for any consequences that may flow from this action. Instead, Saccawu, which was backed by the Congress of South African Trade Unions, began with its programme of action aimed at putting pressure on management to accede to its demand.

Saccawu was locked in a dispute with management over a terminated recognition agreement in December 1992. This happened after Pepkor took over control of Checkers stores two years ago. Saccawu at that time proposed to Checkers' management that the recognition agreement needed to be amended, to conform to changing conditions.

In September 1992, about six months after the merger of the more than 17 000 Checkers and over 5 000 Shoprite workers, covering 235 stores nationwide, management introduced its own proposals to renegotiate the recognition agreement.

Saccawu claim the company argued that the old disciplinary procedures did not fit the new management structure.

Management also argued that the agreement

Hostility between Checkers-Shoprite management and staff led to a national strike and talks failed twice. Labour Reporter **Ike Motsapi** reveals how a third breakdown was avoided at the last minute:



did not accommodate conservative unions recognised by the company. Management wanted Saccawu and the National Union of Distributors and Allied Workers Union to jointly form a forum that would be involved with it during negotiations.

The union said the underlying aim of the proposals was to dilute its strength as the majority union and open the door to job-flexibility-type-work practices which enable managers to get more work for less pay from a reduced and partly casualised workforce.

The union asked management to go for mediation at the beginning of May to avert a costly national strike but this was refused.

Miss Adele Gouws, management spokeswoman, accused Saccawu of not wanting to negotiate a new agreement with it. Gouws said: "The company is committed to negotiations but will not be intimidated into agreeing to something which it cannot honour in good faith," she said

"This, together with the fact that negotiations with the union have continued on a wide range of other issues, indicates that the current strike action appears totally unnecessary and futile.

"The union's intransigence has not only delayed the commencement of any talks to resolve the issue at hand but has affected the granting of wage increases as Saccawu have refused to negotiate salary talks which could have been normally implemented by the company in May," said Gouws.

In a letter dated May 7 to Saccawu, personnel manager Mr Callie Burger informed the union that management gave it a proper and lawful notice to terminate a nine-year-old recognition agreement and simultaneously offered to negotiate a new one and that this was not an attempt to "de-recognise the union".

Burger said the old agreement was no longer appropriate to the structure of the new enlarged company which had resulted from Shoprite taking over Checkers.

Mr Jeremy Daphne, Saccawu's spokesman, said: "Management delays and objections, particularly to the proposed fair retrenchment procedures, caused these negotiations to stall, forcing the union to go to the Industrial Court over

the job security issue."

Daphne said by March 1992, when Checkers and Shoprite managements announced their merger, the union declared a dispute with the company over its refusal to negotiate with it at central level on collective bargaining and other issues, especially retrenchments.

The union is of the opinion that the company has been making a series of threats to maintain only a core of profitable stores and then retrench many workers.

Daphne said: "Management also refused to integrate Shoprite and Checkers workers on the basis of equal conditions, saying they will only raise the low pay of Shoprite workers over seven years." The union allege that 14 shop stewards were dismissed by the company during July last year in what it described as a deliberate attempt to break Saccawu.

"Workers' anger boiled over into a three-day nationwide work stoppage when the leader of the national shop stewards' team was suspended," said Daphne.

The union waged a campaign to unite all Checkers and Shoprite workers and also succeeded in winning nearly 15 percent wage increases for its members.

Shoprite workers were given nearly 30 percent salary increases with equal maternity, leave, study and bonus benefits plus management's agreement to negotiate one rate for all workers by August last year.

"However, by the end of October last year tension had escalated to a call for a national Checkers and Shoprite stores consumer boycott from November 1 to spread to Pep, Ackermans, Smart Centre and Frasers stores," said Daphne.

Many workers were dismissed and the worst incident was reported at Checkers in Heidelberg, where racist insults were traded between white and black workers.

Daphne said: "This is probably one of Saccawu's most important and successful campaigns to date, with management being faced with an un-anticipated show of force.

"The union achieved all major strike objectives, both at a principled and practical level," said Daphne.



LABOUR FM 25/6/93  
**Checking progress**

The Shoprite/Checkers dispute with the SA Commercial, Catering & Allied Workers' Union (Saccawu) was not about obsolete agreements. It was a battle between management and union over who controls the retail chain. It was also about wages and wage policies, productivity and attitudes between union and management.

Though the war has yet to be won, the price exacted for this skirmish — a five-week strike which affected 160 stores — was more than R10m in lost wages. Checkers says turnover fell by about 13% during the strike; Saccawu claims a figure nearer 60%.

Officially, the dispute revolved on the issue of a suspended union recognition agreement, which included the issue of multiunion wage negotiations. However, this foundation for the strike — involving 7 000 employees (according to Checkers and 10 000 according to the union) — seems flimsy. Both sides recognised the need to replace the agreement concluded in 1984 — long before the Shoprite/Checkers merger in October 1991.

However, after several failed attempts to renegotiate it, management in November served notice of its intention to suspend the agreement — which both sides agree was legally permissible. It was eventually suspended in January. The company insists there was no question of "de-recognising the union" and no privileges or union rights were withdrawn, even during the strike. The union insisted on the reinstatement of the original agreement before resuming negotiations.

FM 25/6/93  
31  
The company then told the union in April that it was proceeding with wage negotiations on the basis of a multiunion bargaining forum. However, while the retailer may have been on solid legal ground, it broke a fundamental rule by going ahead and scrapping the agreement before a replacement was found, observes Pat Stone of labour consultant Andrew Levy.

Says Stone: "Classical theory is that strikes are unlikely at times of high unemployment, within financially fragile companies which are clearly struggling for profitability. The reality, as this case shows, is that if there is a principle at stake and a union is put under threat, members will make that sacrifice."

Saccawu eventually took to the streets on May 9. Five bitter weeks followed before the deadlock was broken on June 13 by a mediated interim (120-day) agreement. This reinstates much of the old agreement, along with new clauses dealing with issues such as wage bargaining — which will not be on a multiunion basis this year.

Needless to say, views vary on the origins of the strike and its consequences. A Shoprite/Checkers public affairs spokesman says the strike was a direct result of failure of the union to renegotiate the recognition agreement. "In order to restore the group to profitability we need a workable agreement with our employees. Our attitude is not confrontational. However, there was no other choice in this situation."

However, other sources in the Shoprite/Checkers camp put it more strongly. They maintain that the group took a substantially harder line after the Shoprite takeover, in order to reverse the Checkers slide into unprofitability in the past decade. This decline was at least in part brought about by incompetent management, coupled with formidable shop-steward power bases unparalleled elsewhere in the retail sector.

Saccawu campaigns co-ordinator Jeremy Daphne blames management's antiquated labour relations attitudes. "No major retailer has ever terminated a recognition agreement and we don't perceive management's action as constructive industrial relations."

Daphne continues: "It is a bit strong to suggest that the issue was really about who runs the company, though it was proactive action by the union to halt an extremely dictatorial and totalitarian industrial relations regime, which Pepkor had tried to introduce by sweeping away hard-gained rights."

Views are equally divergent in the market. Chris Gilmour of brokers Senekal Mouton & Kitshoff says there is a widely held belief that the strike was well handled by the company.

"The issues are really all about wages and productivity. Management took a hard line, like most industrial concerns these days, and thrashed a reasonable deal out of the dispute. Now that the wage gap has narrowed considerably across the board, productivity is the core thrust that must be reflected in union

CURRENT AFFAIRS

closing of the gap.

The answer, says Vianello, is that Shoprite/Checkers must get its act together and become more productive in its own business. It must produce better returns on existing trading space. It must get its sales/m<sup>2</sup> up to competitive levels — and that means closing more grossly unprofitable stores. "SA is overtraded. OK Bazaars came a cropper first, now it's Shoprite/Checkers' turn."

presentation suggested evasiveness and withholding information. The company argues that this was because the company was in the midst of sensitive negotiations and couldn't say too much.

Vianello says a revelation of wage disparity between the Shoprite division and the rest of the group also created a market perception that the company intended prolonging the dispute in order to delay the inevitable

agreements," says Gilmour.

According to Syd Vianello of Ed Hearn Rudolph: "It could be argued that the union won because it attracted attention to the wage problem and the attitude of Shoprite/Checkers management as a whole towards its employees, which, we understand, has bordered on hostility since the merger."

Furthermore, he adds, management's response to strike questions during an investor

FM 25/6/93  
31

\* COW ?

# Hundreds in sit-in at store

Sowetan 29/7/93

By Ike Motsapi

BUSINESS was disrupted yesterday when hundreds of Morkels furniture chain employees staged sit-ins countrywide to protest against management's alleged refusal to accede to wage increase demands.

The workers are members of the South African Commercial Catering and Allied Workers Union.

However, workers are set to return to their jobs today and will consider strike action if talks between the union and management did not produce fruitful results.

Mr Isaac Pile, a spokesman for the workers, confirmed that all employees would be back at work today.

Mr Ernest Harvey, general manager, human resources at Morkels, said management and the union agreed that all workers should return to work today while further negotiations were taking place.

Pile said workers demands were:

- Sales staff ... a minimum of R2 000 plus 10 percent commission.
- Administrative staff ... a minimum of R2.000.

He said management was instead offering a basic wage of R1 100 across the board plus a 2,88 percent commission for sales staff.



# Negotiations as usual at Saccawu's offices

ERICA JANKOWITZ

THE SA Commercial, Catering and Allied Workers' Union (Saccawu) was involved in several labour disputes and negotiations with companies despite the Rand Supreme Court's application to liquidate the union.

Yesterday was set down as the return date for the application but the union requested a postponement to give it time to respond, said Saccawu general secretary Papi Kganare.

Last week, Saccawu brought an urgent application to have its six suspended executive members evicted from their offices, but this failed as their suspension had lapsed. However, the union would conduct an internal disciplinary inquiry on Sunday against four of the six suspended members, Kganare said. The four were accused of "defying a national congress decision".

Meanwhile, it was business as usual at Saccawu, and plans had been made to conduct a strike ballot at Metcash Trading Limited today, spokesman Jeremy Daphne said. The dispute was connected to wages, with the union demanding a R200 a month increase in response to the company's R150 offer. About 5 000 Saccawu members at CNA/

Gallo started balloting for wage strike action last week and the process would end soon. More than 1 000 members at Dion Discount Centres were depending on a conciliation board to resolve their wage dispute.

Kganare said Shoprite/Checkers had given notice of plans to shed 1 500 jobs, but the union had called for a new approach and a 12-month plan.

The Pick 'n Pay dispute about 3 500 retrenchments continued and the parties were still discussing the key issues of job flexibility and mobility, he said.

At Lennon Peterson Agencies, the wage strike entered its 42nd day today with a march planned from Zoo Lake to the company's Rosebank head office this morning, Daphne said.

The union was also involved in campaigning for the reinstatement of the 100 dismissed Gill and Ramsden workers whose wage dispute had been resolved.

Mediation at Gamre had not resolved the two parties' differences on wage increases, but a further meeting was scheduled for Monday.

On the organisational front, Daphne said Saccawu had adopted programmes to ensure industrial councils in each of its sectors by December 1994. It would also ensure empowerment of women in union ranks and initiatives to "engage management regarding new approaches to work organisation and production".

Sapa reports a commission to investigate the empowerment of women in Saccawu had been set up to determine and analyse the position of women in the union and on shopfloors and formulate recommendations.

"This will include investigating the sexual division of labour training and career path opportunities, the internal functioning and environment of the union, the effectiveness and status of gender forums and interpretation of women's subordination," Saccawu said.

Discussions on reorganisation of the workplace, changing methods of production and new relations in production had begun within the union.

It was hoped that the union could play an active role in the restructuring of its industries, the union said.

## Union declares wage dispute with Game

THE SA Commercial, Catering and Allied Workers' Union (Saccawu) yesterday declared a wage dispute with Game Discount World, a division of McCarthy Retail, with the company offering a R65 across-the-board increase in response to the union's R237 demand. *8/Nov 9/9/93*

Other issues on the table were a laundry allowance, staff discount and unconditional day off per month, all rejected by management.

Saccawu spokesman Bukani Mngoma warned that if a conciliation

ERICA JANKOWITZ

board could not resolve the dispute, a national strike would be called. The union represents about two thirds of the 1 500 workforce. *(S)*

Meanwhile, Saccawu's Jeremy Daphne said the union was balloting members at CNA in preparation for a wage strike. Saccawu declared a dispute with the group weeks ago, but was unsuccessful in its first strike attempt. *(S) (31)*

Star 11/10/93  
Strike at  
Game looms

■ BY ABDUL MILAZI

Workers at the Game furniture chain stores nationwide are set for a showdown with management before the end of the week if tomorrow's wage negotiations fail.

More than 1 000 workers voted in favour of a strike when the South African Commercial Catering and Allied Workers' Union (Saccawu) balloted its members last week after three months of wage negotiations had deadlocked. (31)

However, Saccawu spokesman Bukani Mngoma said the union had temporarily put the strike on hold after management agreed to meet the union tomorrow. (32)

Mngoma said the union would go ahead with the strike if management did not change its stance at the meeting. He said if talks failed this would be the first national strike at the furniture chain's stores since the Natal strike in 1989. (33)

The union is demanding a R200 across-the-board increase and a minimum monthly wage of R1 400, while the company is offering a R120 increase and R1 320 monthly wage.

The union is also demanding a R15 laundry allowance, 14 percent staff discounts and unconditional days off.

# Game workers ready to strike

Sowetan 11/10/93

By Lulama Luti

A NATIONAL strike by workers at Game Stores throughout the country is on the cards.

This follows a decision in which members of the South African Commercial, Catering and Allied Workers' Union at the stores voted in favour of the strike. (31) (320)

And according to Saccawu spokesman Mr Bukani Mngoma, the strike would affect well over a 1 000 workers in the Transvaal and Natal.

"Workers are now gearing themselves for what could be the most devastating and humiliating strike the company has ever experienced," the union said in a statement. Mngoma further lashed out at the company's management for pressing ahead with retrench-

ments and said the move was meant to threaten workers. The union is demanding, among other things, a R200 across-the-board increase, a minimum wage of R1 400 a month, a laundry allowance of R15, discounts of 14 percent for staff and unconditional days off.

The company has offered an increase of R120 across-the-board and a monthly minimum wage of R1 320. It has also asked that the union drop all its demands. Mngoma said the two parties would meet tomorrow in a last-ditch attempt to avert the strike.

"The decision to meet them is despite the fact that the strike ballot results entitle the union to immediately call on its members to implement the strike.

"Depending on the outcome of tomorrow's meeting, we may have to continue with the action from Wednesday," he said.

Star 12/10/93

# Game's wage talks break down

The three-month wage talks between Game retail chain and the SA Commercial, Catering and Allied Workers Union broke down yesterday, following the union's rejection of a final wage offer. ~~(S)~~  
Game MD Dan Barrett said

the company's wage offer ensured that no employee in the bargaining unit would receive an increase less than the inflation rate. In the event of a strike, the "no-work-no-pay" policy would be followed, he said. — Sapa.

(31)

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# Crippled Lebowa is ready to explode

Sowetan 14/10/93

AN explosive situation is developing in Lebowa, crippled by 60 000 government employees on strike.

The strike is to show sympathy for 15 colleagues dismissed by officials of Mr André Fourie's Department of Regional and Land Affairs.

Government employees massed outside government buildings in Lebowakgomo yesterday demanding a meeting with Fourie.

Urgent talks between Lebowa government department heads and officials delegated by Fourie began in Lebowakgomo yesterday in an effort to defuse the tense situation, which has been deteriorating since the South African Government's takeover of Lebowa's financial affairs on September 1.

The homeland's public servants last month expressed dissatisfaction

with salary cheques paid out after the takeover.

An official in Lebowa's Department of Home Affairs confirmed yesterday that all work in local government departments had stopped.

The 15 Lebowa officials, members of the civil service organisation and the Interdepartmental Co-ordinating Forum, were allegedly ordered out of their offices for allegedly obstructing the work of seconded officials instructed to speed up the processing of claims from businesses to whom large amounts had been owing since June.

The Pietersburg office of the Department of Regional and Land Affairs, which is helping to process the claims, yesterday refused to disclose the total amount involved.

ICF chairman Mr Moseamo Sebola said the Works Department

officials had refused to pay white suppliers of services to Lebowa because thousands of labourers and general assistants on the Lebowa payroll had not been paid their August salaries.

Civil servants at a meeting later decided that they would all go on strike in solidarity with the dismissed workers, he said. "We are saying that if SA is so eager to pay the white suppliers why is it not ready to pay the labourers their meagre R500 salaries?"

"The strike will continue for as long as our members are walking the streets," he said.

A spokesman for Chief Minister Nelson Ramodike said there had been no talks between Fourie and the Lebowa cabinet on the future of the homeland's administration.

*Sowetan Reporter and Own Correspondent.*

Sowetan 14/10/93

# 1 000 workers strike

By Lulama Ludi

ABOUT 1 000 workers at Game Stores countrywide began an indefinite strike yesterday after negotiations with management collapsed.

The workers, all members of the South African Commercial, Catering and Allied Workers' Union, decided on the strike action after management refused to accede to their demands.

Stores already affected by the strike are

in Pietersburg, Nelspruit, Bruma Lake in Johannesburg, Game City in Durban and Alberton.

Union spokesman Mr Bukani Mngoma said the union was demanding an increase of R165 across the board, a minimum salary of R1 400 a month, a monthly laundry allowance of R15, discounts of 14 percent for staff and unconditional days-off. He said management was instead offering a R120 across-the-board increase, R1 320 minimum a month and that the union drop all its demands.



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# Game workers on strike

ABOUT 600 SA Commercial, Catering and Allied Workers' Union (Saccawu) members began a legal wage strike at most of the 15 Game Discount World stores in Natal and the Transvaal yesterday after talks deadlocked on Tuesday night, Game MD Dan Barrett said.

But workers were expected to report for work as usual today pending management's response to a revised wage demand sent by the union on Wednesday, he added.

The parties had deadlocked with the company offering R150 across-the-board or 10% and the union demanding R200 or 17%, Barrett said.

On Wednesday sit-ins started, but by yesterday more than half the 1 000 Saccawu members had joined the strike which had badly affected the West Street and Bruma stores and the Durban Warehouse, he said.

About 200 picketers had prevented shoppers from entering the West

ERIC JANKOWITZ

Street branch, but the company had applied for and was granted a court interdict to prevent this behaviour.

Barrett said not all stores at which Saccawu had members had joined the action, making it difficult to estimate the exact number of workers affected.

Saccawu spokesman Bukani Mngoma said the union had suspended the strike pending Game's response to a union letter sent on Wednesday in which a revised demand of R165 was tabled. Game had been unable to respond because of the strike and the union had extended its deadline to today.

Mngoma said "close to 1 000 members" were on strike, but would be persuaded to suspend industrial action until the new deadline.

Barrett said stores were trading normally and would continue to do so even if the strike continued.

15/10/93

# Bosses refuse to play the Game with union

BY ABDUL MILAZI

There is no end in sight to the strike by more than 1 000 workers at the Game Discount World stores as the SA Commercial Catering and Allied Workers Union (Saccawu) yesterday vowed to fight to the finish.

Workers downed tools at the Game stores countrywide on Wednesday after the three-month-old wage negotiations ended in deadlock.

Saccawu national organiser Bukani Mngoma said: "We will continue to strike until we flatten them (management). We cannot accept their offer."

Managing director Dan Barrett said Game was not prepared to raise its offer of a R120 across-the-board increase. The workers demand a R200 increase and a minimum wage of R1 400 a month, while the company is offering R1 320. Other demands include a R15 laundry allowance, 14 percent staff discount and unconditional days off.

Barrett said all his stores had employed casual workers and things were back to normal. Strikers intimidating customers and casual workers had stopped after six court interdicts.

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## Plan to save jobs

THE GIANT supermarket group, Pick n Pay, is to introduce an alternative to retrenchment at its stores nationwide.

The new "flexibility and mobility" practice would be implemented once the company had reached agreement with the retail union Saccawu (SA Commercial Catering and Allied Workers Union), union spokesman Mr Lee Modiga said this week. 3/11/93

Negotiations have been underway since January when 3 000 retrenchments were announced. (31)

In terms of the new plan, staff will be trained in all sections of the store and moved from one store to another when required.



On patrol . . . a policeman guards the Checkers supermarket in Emmarentia, Johannesburg, after a strike by workers forced the store to close yesterday morning.

Picture: Karen Fletcher

## Strike shuts <sup>31</sup> Checkers store

A strike forced an Emmarentia supermarket to close for about 1½ hours yesterday morning. *STAL 27/1/93*

Management of the Shoprite/Checkers store in Barry Hertzog Avenue declined to give details of the industrial dispute, saying the company would address the problem in the interest of all its 20 000 employees, "having due regard for the financial position of the company and the current state of the economy".

A spokesman for the SA Commercial, Catering and Allied Workers' Union said the work stoppage was called after a union shop steward was summarily dismissed yesterday instead of being allowed to take part in a promised inquiry. — Staff Reporter.

STAR 4/2/92

## Bosses urged to be sympathetic

The Johannesburg Chamber of Commerce and Industry (JCCI) yesterday urged employers to treat with "sympathy and understanding" employees who failed to attend work. (31)

JCCI chief executive Marius de Jager made his call amid fears that the taxi dispute and declaration of Johannesburg as an unrest area would inflict a fresh blow to the ailing property rental market.

De Jager said while it was difficult to give exact figures, feedback received by the JCCI was that the disruption had slashed the turnover of some retail businesses.

SA Property Owners' Association executive director Brian Kirchmann said the unrest would have far-reaching effects. "Business owners are bound to think twice about locating in an area subject to major disruption." — Staff Reporters.

and secret operations... runs... jail sentence

# Pick 'n Pay in layoff talks

ALAN FINE

PICK 'n Pay is preparing to enter talks with the SA Commercial, Catering and Allied Workers' Union (Saccawu) on the company's first retrenchment exercise, made necessary, according to management, by a failure of the parties to reach an agreement on flexible work practices.

And the two parties are to enter mediation today over a wage dispute involving 15 500 full-time, 272 part-time and 8 770 casual employees. Pick 'n Pay wage talks generally set the tone for the retail sector.

Pick 'n Pay labour relations GM Frans van der Walt said yesterday he had been talking to Saccawu since 1990 about job flexibility and mobility as a way of controlling wage costs. The union, however, "has given us a runaround since then and we are now left with no choice but to

implement retrenchments". He was unable to say how many employees might be retrenched since studies were still being conducted. The company also did not wish to use the threat of retrenchments as a wage bargaining tactic.

The wage deadlock arose with Saccawu demanding a R250 across-the-board monthly increase (equivalent to an average 19.2% increase) while management was offering R150 (11.2%). The union was also demanding a guaranteed 13th cheque. Present policy, negotiated last year, provided for a bonus related to years of service, with employees qualifying for a full 13th cheque after eight years' service.

Columbus awards R350m in contracts

8/10/93 26/12/93

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# Skills training courses for the small retailer

Blommy 10/3/93

ANDREW KRUMM

SHOPPING centre managers Coreprop have taken an industry initiative and established a non-profit educational organisation to address the under-performance of independent retailers in shopping centres. (31)

Known as The Retail College, the section 21 company offers skills training for the small retailer, whose performance often influences the outcome of large retail ventures.

Coreprop CE George Skinner said the project owed its origins to concern about the performance of independent retailers.

The college was first planned as an inhouse project to develop the business skills of smaller shopping centre tenants as a service to Coreprop clients. However, as interest grew, the college was set up independently of Coreprop to cater to broader industry needs.

Retail College head Jocelyn Daly said the school aimed to address not only the needs of independent retailers but offer programmes for larger groups as well.

"We intend to design courses for some of the larger groups, and will

offer to replace certain inhouse training programmes more cost effectively." (32)

The college had also attracted some institutional interest. This could result in institutions insisting that certain tenants signed up for Retail College courses as part of the leasing agreement, Daly said. (33)

The college currently offers only one four-day course at R1 800. Courses are tailored to the needs of the group attending and can be offered anywhere in the country. (34)



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## Plan to create 800 000 jobs

The creation of more than 800 000 new jobs in the next three to five years is envisioned in a plan devised by the Building Industries Federation of South Africa (Bifsa) to give a fresh start to a mammoth low-cost housing programme.

Bifsa executive director Ian Robinson will meet National Housing Minister Sam de Beer in Cape Town tomorrow to discuss the proposals.

● Blockbuster building scheme — Page 9

# Alusaf village given go-ahead

33 (148)

13/04/93 10/3/93  
Reports by  
PETER GALL

ALUSAF has reached agreement with the House of Delegates to house the 4 000 construction workers for its new R7,2bn Hillside smelter project in Richards Bay in a mini-town at Brackenham for the duration of the construction phase.

The House of Delegates administers the land in Brackenham and has agreed to allow the land to be used for the proposed construction village.

The Housing Development Board will lease the land to Alusaf, which will develop the suburb at its own expense.

After the construction phase the board will buy back the entire village at predetermined prices and sell the homes to people who qualify for low-cost housing.

Prices of these homes are expected to be considerably lower than the cost of construction and this saving will be passed on to the new homeowners.

Rather than break down the construction

Alusaf has committed itself to not only providing adequate housing but also to providing additional services such as catering and entertainment facilities, a post office, bank and sports grounds.

A study, which evaluated the effects of the proposed Alusaf smelter on the environment and community of Richards Bay, recognised that an additional 4 000 workers could severely disrupt the lifestyles of local residents.

It recommended that the construction village to house the artisans and workers for the smelter project should be a permanent village rather than a temporary settlement.

Alusaf endorsed this recommendation and investigated many sites.

Brackenham was finally chosen because of a Housing Development Board "buy-back" arrangement and being in a situation to meet a tight schedule.

The houses left behind by Alusaf will be sold to applicants who qualify for low-cost housing.

camp on completion of the building phase, as is the norm with projects, Alusaf will leave the community with something of value," says Hillside Smelter project manager Norman Green.

The decision to pursue the Brackenham option was taken following considerable negotiation and a door-to-door survey which indicated that the majority of the Brackenham community favoured the scheme.

Green says a developed suburb will be left behind for Richards Bay residents when construction work is completed.

"Alusaf is proud to be the main player in what is essentially a 'win-win' situation.

"Brackenham is ideal as it already has some houses, the necessary basic services and is close to the site where the smelter will be built."

# 70 000 building jobs on the line

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27/12/93

From ANDREW DUFFY

JOHANNESBURG. — Up to 70 000 construction jobs — one job in five — could be lost this year, the industry's trade body warned at the weekend.

With building's R15bn turnover forecast to fall 10%-20% this year, the Building Industry Federation of SA (Bifsa) said many companies would be forced to cut staffing heavily to stay afloat.

Retrenchment over the past two years had already cut the labour force from 420 000 to 350 000, Bifsa said. But this had not halted a steady decline in operating margins as contract awards dried up.

Though many contractors posted profits in their latest accounts, this was mainly due to contracts won before the recession took hold.

Bifsa executive director Ian-William Robinson said these cash-generating contracts had not been replaced, leaving firms with little option but to cut operations.

"I don't believe building companies are making any money at all," he said. "Anything that the contractors have managed to replace is not profitable. There is going to be a real cashflow problem."

The federation, which represents companies accounting for about 80% of SA building activity, said private sector work had declined drastically in the face of oversupply and political uncertainty. Spending on public sector building had fallen to its lowest level since records began in 1946.

## 'Disastrous'

A fall in total activity of just 10% this year would still reduce building work to the level of 1969, Robinson added. "It's disastrous."

Bifsa's warning follows grim results for SA contractors, with few escaping a fall in operating margins and earnings per share (eps). Last week Group Five reported profitability on sales had fallen from 4.5% to 3%, with eps down 71% for the six months to December.

Operating margins for Murray & Roberts slipped from 7.2% to 6.8% for the year to December, with eps hit by acquisitions, down 13%. Concor saw a near 10% fall in eps for the six months to December. A 3% rise in sales, coupled with a 12.8% fall in operating income, suggests its profit margin also slumped.

LTA reported a higher margin and eps.

Recovery hopes are pinned on housing, which currently accounts for just 7% of industry turnover. Bifsa wants government to produce a pump-priming programme to finance the construction of 300 000 low-income houses a year, increasing current production tenfold.

Figures due this week from the SA Federation of Civil Engineering are expected to confirm that construction has been hit across the board. The civil engineering sector, which in recent years has cut its workforce by more than a third to 60 000, is thought to have suffered an 11% fall in activity last year.



# Home improvement sector booming to tune of R3-bn

Star 16/8/93

33

By Meg Wilson  
Property Editor

South Africans are expected to spend at least R3 billion on improving their homes this year — and provide almost 300 000 jobs in the building industry.

And, a new survey shows the amount could easily grow to almost 15 times the sum now being spent on affordable housing — if political circumstances improve and if black home ownership continues to grow.

The investigation into the potential of the segment was conducted by building industry research organisation BMI-BRSCU, which also found that 60 percent of work done in the additions and alterations market was contracted out — to “an army of small builders and subcontractors”.

In fact, evidence is that 65 jobs are created for every R1 million spent in this market.

Dr Llewellyn Lewis, head of the research team, says it is estimated that white homeowners will spend R2,8 million on improvements this year.

Although this is significantly lower than the R4,3 million reported last year, he says the discrepancy is mostly in extensions and alterations (as opposed to repairs and maintenance or alterations and improvements).

These obviously require a commitment, on the part of homeowners, to major expenditure, “which is difficult to predict, especially in the prevailing uncertain political circumstances”.

The estimate of black expenditure in 1993 is based on records of improvements, additions and alterations made in the past five years, which translate into R250

to R350 million a year.

However, Dr Lewis says, this can be expected to grow exponentially — “possibly quadrupling in the next four to five years” — as the ownership of black housing stock doubles from its present 35-40 percent and other new owners are added.

The survey found that maintenance and repairs to white-owned homes already accounted for R800 million a year — most of it spent on repainting.

Decorative alterations and improvements represented a market worth more than R1,5 billion a year, while additions and alterations were worth R1,8 billion last year.

Types of materials mostly purchased in the past year were paint, electrical fittings, plumbing fittings and pipes.

Paint was also the material most purchased in the black sector, but here windows, doors,

flooring, ceilings and roofing were bought in large amounts, as well as baths, toilets and taps.

Dr Lewis says the improvements market has been underestimated as a source of work for those in the building industry, where there are now about four people informally or self-employed for every one formally employed.

The segment, he says, represents an even more attractive opportunity for those in the industry if they remember that most expenditure on improvements is made after a decision at the grassroots level of the individual homeowner, and out of existing household budgets, so is not dependent on the availability of bond or other loan finance.

And, even in cases where finance does have to be obtained, the customer is most likely to have an existing bond and a track record of payment.

## Technihire bounces back to strength

HUMAN Resources group Technihire rebounded sharply in the year ended January, more than doubling its attributable earnings compared with the previous year's annualised figure.

Technihire, controlled by French company Ecco since last year, saw its earnings increase to 8,07c a share (3,82c) from which a dividend of 3,2c a share was declared. *BIDAY 23/3/93*

The group did not declare a dividend last year. *(33)*

CE Jack Eliasov said certain core businesses had experienced excellent growth during the year.

### DUMA GOUBULE

But the past year's "excellent performance" would not be repeated in the coming year as a result of the uncertain political and economic climate.

Turnover was not disclosed, but the company said it was up 15% over the previous year's figure. Operating income before tax increased by almost a half to R1,8m (R1,2m). *(15)* *(12)*

The tax rate fell to 43%, previously 58%, and attributable earnings increased 111% to just more than R1m (R484 000).

# Schools scheme aids locals and professionals

BIDAM 2573193

THESE days, if professional practitioners do not get out of their offices and look for appointments, they end up working for the council or in the unemployment queue. The professions that rely on construction are particularly poorly off. Government as a source has all but dried up and little is forthcoming from private sector developers.

Perhaps, in a perverted way, some good has come from this otherwise depressing situation. It has forced attention on one area of work that is socially beneficial and which still attracts what finance is available: the construction of schools for disadvantaged communities.

Not that the professional engineers, architects and quantity surveyors who have become involved in this area are doing it simply because there is no other work. That would be denying their real concern for the social reconstruction of the country and the value of their contribution. It is possible, however, that under different circumstances, the volume of more conventional work would have

taken precedence over this type of project.

The Independent Development Trust (IDT) has allocated R300m to the construction of new schools, the backlog of which is estimated to stand at 50 000 classrooms. To ensure the real needs of communities are addressed, the IDT has established 11 regional trusts which interact with the local community, forming bodies called Community Schools Associations. These bodies are charged with evaluating and setting regional educational priorities. They then formulate a proposal and apply to the IDT for funds. The IDT will consider finance up to 90% of the contract amount. The local community body must find the balance.

Once funds are allocated the IDT devolves responsibility for planning and construction of the schools to the local trust. An important feature of the conditions laid down by the IDT is the appointment, by the local trust, of professional consultants including architects, quantity surveyors, land surveyors and engineers.

early calculated and controlled.

A typical example is the Empulukheni school recently opened in the Witbank township of Kwa-Guqa.

The contract cost of building this 42-classroom school was R3 195 380. It was completed in four-and-a-half months, within the budget that was set and opened in time for the 1993 academic year.

What makes the achievement of being on time and within budget exceptional was that the individuals who formed the Kwa-Guqa African Builders' Association, the contractors, had previously built nothing more complex than simple township houses.

The association was brought together specifically to tender for the job. A training programme was established to train unemployed and retrenched workers in building skills prior to commencement of the project. The training was of a practical nature in that the trainers themselves undertook to build nine classrooms as part of the overall project. The quantity surveyor assisted with

the budgets, documentation and negotiation of the tender and financial management of the project.

Having completed this 4 459m<sup>2</sup> complex under the guidance of a team of professionals, the seven small contractors had learned skills that would in future empower them to undertake work which normally would require the employment of outside contractors.

The benefits to the community are considerable. Not only does it now have its own sophisticated construction resource, but the work it will generate will be to the benefit of the community in the form of employment and the reinvestment of profits among its own people.

This IDT-brokered scheme will achieve more than the core objective of providing educational facilities and skills to the local community, it also stimulates much needed work for hard pressed but experienced professionals.

□ The author is a senior partner in quantity surveying firm Walker Maré.

## ANDRÉ TEN KROODEN

The possible inexperience of local communities in dealing with professional consultants is obviously of concern to the IDT, which has set out criteria to be used by the local community in making its selection.

These require the professional, among other things, to be locally resident, to be sensitive to the needs of the local community and to be prepared to consider solutions that are outside conventional methods of contracting.

This is not to say that the projects are a way of enriching existing construction professionals and building firms. The objective is very clear. The need to provide schooling for the youth of the area must be used to provide employment and training to members of the community; the use of professionals is essential to ensure the construction is soundly designed and built and that the costs are prop-

## LETTERS

# Report on St Lucia to come under fire

RAY HARTLEY

THE CSIR's report on the viability of mining and ecotourism at St Lucia will come under fire in two documents to be released next month as part of a renewed campaign by environmentalists to put pressure on government to prohibit mining.

The Natal Parks Board, a proponent of the ecotourism option in the CSIR study, would release its full response to the CSIR report in April, a board official said at the weekend. *810AM 29/3/93.*

And the Zululand Environmental Alliance is planning to produce an alternative version of the CSIR's executive summary, which it says is biased because Richards Bay Minerals — which wants to mine the estuary dunes — paid the salaries of most of those who drafted it.

The two organisations both said they believed the report was fundamentally flawed and the critical finding — that no irreparable damage would be done to the environment by dredge mining — had been reached before studies into water flows had been completed.

Richards Bay Minerals (RBM) has argued that mining would not disturb the complex process by which fresh water flows into Lake St Lucia from the dunes, which the CSIR report fully endorsed.

Parks Board head of planning Bill Bainbridge said: "I personally believe that, despite what the CSIR said, there has been bias. I believe that it is totally untenable for RBM to sit on the Assessment Management Committee (which managed the drafting of the report)," he said.

Zululand Environmental Alliance chairman Wally Menne said yesterday the alternative summary would be based on the same research papers and the CSIR version, but would not be biased in favour of mining.

The alliance had already collected "close to 300 000" postcard petitions calling on government not to allow to mining at St Lucia, he said. If mining were to go ahead, the alliance would subject the company to "unprecedented scrutiny" and expose its mining track record.

A 110-page submission by the alliance to the CSIR had largely been ignored in the executive summary, he said.

People in the St Lucia area were aggrieved by the way in which RBM was using land with little compensation. Menne said two RBM employees had been shot at recently by members of the local community and an RBM bus had been raked by AK-47 fire.

RBM had ignored recommendations made by the alliance on how to improve the rehabilitation of indigenous vegetation along their mining paths in the past, he said.

An Inkatha statement in favour of mining was probably a kneejerk reaction to an earlier ANC statement which opposed mining, Menne said.

## Unions in fight for council

ERICA JANKOWITZ

THE threatened collapse of the Transvaal Building Industrial Council would be aggressively opposed by the three union parties to the council.

The Master Builders' Association decision to pull out of the council came as a surprise to the unions which say they were not consulted on the move.

The building council is SA's second largest and the ripple effects of allowing its collapse were enormous, said Amalgamated Union of Building Trade Workers national organiser Jose de Oliveira. *810AM 29/3/93*

Other building councils could follow the same route, as could industrial councils in other sectors, thus rendering government liable for the provision of

social benefits, he said.

The council controls a pension fund with about R800m in assets, as well as sick benefit, medical aid and unemployment funds.

It also administered quality and safety — the two major concerns of the industry, De Oliveira added. *(33)*

He said the influx of subcontractors harmed the industry as workers were exploited and quality control ignored. However, deregulation was no solution.

The Construction and Allied Workers' Union, the White Builders' Union and the Amalgamated Union were working together to prevent the council's demise, he said.

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# More layoffs in building — BER

By MAGGIE ROWLEY  
FURTHER retrenchments in the building industry can be expected in the current quarter, according to the latest survey by the Bureau of Economic Research in Stellenbosch.

According to BER, the architectural and quantity surveying professions performed so badly that many highly qualified workers were retrenched.

33 21 30/3/73  
The lack of work experienced in these professions obviously spells near disaster for those lower down the stream as it takes months to proceed from sketch plan commissions to contracts awarded.

A relatively large percentage of architects expect a relative improvement during the current quarter which has resulted in confidence in the sector rising from 12 to

16 on a scale fluctuating between zero and 100.

About 77% of building contractors surveyed in the non-residential sector reported that competition in tendering was keener than a year ago.

The situation with regard to residential building contractors is less depressing with replies suggesting that the situation has actually improved since the fourth quarter of last year.

# Bid to generate construction jobs

8/10/93 3/13/93  
A FRAMEWORK agreement designed to boost labour intensive construction methods will be implemented within months to create thousands of jobs in the civil engineering industry, says National Committee for Labour Intensive Construction chairman Graham Power.

Speaking at an SA Institution of Civil Engineers symposium, Power suggested the "inevitable" switch to labour intensive construction could create 120 000 jobs in the industry over the next few years.

He said a preliminary draft of a February 25 1993 "framework agreement" between his committee and Cosatu, covering employment practices and other issues, would be ready for implementation in June. This would set in motion labour intensive pilot projects which would provide input for a final agreement.

Power said government had been drawn into

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ANDREW KRUMM  
the process in late 1992 and Manpower Deputy Minister E C Carelse was preparing a memorandum for Cabinet approval.

Cosatu's Tony Ruiters said the framework agreement would be put forward to the National Economic Forum.

The amount spent on labour in urban development currently amounted to about 10% of contract value.

This could be increased to at least 40% through effective labour intensive projects. In rural areas, the labour portion of contract value could be increased to 25%.

A Development Bank of Southern Africa paper presented at the symposium suggested 40 000 jobs could be created if 10% of current civils expenditure were undertaken on a labour intensive basis.

# Pick 'n Pay to retrench workers

*De Wet* 27/4/93  
SUPERMARKET chain Pick 'n Pay has given the South African Commercial, Catering and Allied Workers Union notice that it intends retrenching about 3 500 workers.

However, human resources director Mr Reni de Wet said in Cape Town yesterday the group hoped to reduce the number substantially through negotiation and agreement with the union.

He said Pick 'n Pay had had a "no retrenchment policy" for the past 26 years

■ 3 000 might lose jobs at supermarket chain; *(De Wet)*

*(SACCWU)* *(SACCWU)* *(31)*  
and had been trying to negotiate an agreement to allow for "flexibility and mobility" of staff with Saccawu for three years.

De Wet said a series of meetings to discuss retrenchments had been arranged with the union and Pick 'n Pay was giving Saccawu all the information necessary on the situation. — *Sapa*.

# Strike looms over recognition

81 DAY 27/4/93  
THE SA Commercial, Catering and Allied Workers' Union (Saccawu) will today assess the outcome of a national strike ballot among members at Shoprite/Checkers over the firm's withdrawal last year from the parties' recognition agreement.

Meanwhile, Pick 'n Pay has announced plans to retrench 3 500 of its 15 500 employees.

The Saccawu ballot at Checkers/Shoprite was the union's second. The validity of the first was challenged by the company several weeks ago.

Saccawu spokesman Jan Masemola said yesterday the union would decide by the end of the week whether to embark on a strike.

Shoprite withdrew from the recog-

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ERICA JANKOWITZ

...nition agreement about seven months ago after the required notice period because the pact was "outdated and pertained only to the Checkers operation". The union, which declared a dispute only after the notice period expired, was demanding that the agreement be reinstated.

The union recently walked out of a company-initiated joint wage bargaining forum incorporating a minority union, the National Union of Distributive and Allied Workers.

Masemola said Saccawu wanted sole bargaining rights for its members because the two unions had submitted separate wage demands and

had different priorities. "We are not fighting the same battle."

The Pick 'n Pay retrenchments, detailed yesterday, would be the company's first in 26 years of operation, Sapa reported.

It was essential that staff costs be contained so that competitiveness could be maintained. Retrenchment had become necessary because Saccawu refused to negotiate a job flexibility and multiskilling agreement, the company said.

However, human resources director Reni de Wet said in Cape Town that the group hoped to reduce the number of retrenchments substantially through negotiation with the union.



# Union protest at Pick 'n Pay

BLOM 29/4/93

ERICA JANKOWITZ

MEMBERS of the SA Commercial, Catering and Allied Workers' Union (Saccawu) protested outside about 30 Pick 'n Pay southern Transvaal stores yesterday.

The protest was against proposed re-trenchments as well as a deadlock in wage negotiations.

At least 5 000 workers also marched on a new Pick 'n Pay store at The Bridge development in Johannesburg. They handed a letter of demand to a general manager in which their demands were outlined.

Pick 'n Pay's human resources director Rene de Wet said a stalemate on the re-trenchment issue was reached in January when the union refused to agree to job flexibility and multiskilling.

De Wet said the company had indicated to the union the need to restructure to cut down on excess staff numbers in certain stores. However, the details of the staff reduction exercise were still to be agreed upon with the union.

In a meeting on Tuesday Pick 'n Pay tabled its unchanged final wage offer of a R155 across-the-board increase, he said. This represented an 11,9% increase on the average rate of pay — above the less than 10% growth in retail sales.

De Wet said although sales figures had fallen off dramatically the company had not revised its pay offer.

At the same meeting the union proposed a R160 across-the-board increase but withdrew its demand for a full 13th cheque.

Meanwhile, a Saccawu spokesman said the union had not received all ballot papers from the strike ballot conducted at Checkers last week. Industrial action was planned following the company's unilateral cancellation of a recognition agreement.

He said all branches had been advised to submit papers and a count was expected to be conducted early next week.

20/4/93

**Agreement on pay**

AGREEMENT was reached between Pick 'n Pay and the SA Commercial, Catering and Allied Workers' Union on wages for all fulltime employees, with an across-the-board increase of R160 a month, Pick 'n Pay announced in Cape Town yesterday. The average wage of weekly paid employees will rise by 12,3% to R1 463 a month in terms of the settlement, while the minimum starting wages for new employees will be raised to R1 040 a month.

R&S (31)

W/m and 30/4 - 6/5/93

## LABOUR BRIEFS

### Pick 'n Pay job cut plans

■ PICK 'N PAY this week said it plans to retrench 3 500 workers — about 20 percent of its staff complement. (31)

The announcement, however, might be only a lever to get the South African Commercial Catering and Allied Workers' Union to negotiate multiskilling and job flexibility arrangements. The union has refused to accede to the company's request since last year.

A company representative said the number of retrenchments could be "substantially reduced" through negotiations with the union.

# Saccawu in wage deal

*Sawetan 30/4/93*  
PICK 'n Pay and the SA Commercial, Catering and Allied Workers Union reached an agreement yesterday on wages for all full-time workers with an across-the-board increase of R160 a month.

The supermarket chain announced that the average wage for weekly-paid employees would increase by 12,3 percent to R1 463 a month, while the minimum starting wage for new workers would rise to

## Workers get increase:

R1 040 a month. *(31)*

Pick 'n Pay general manager of industrial relations, Mr Frans van der Walt, said it was important to recognise that this was a "generous package in view of the depressed economy and low average wage increases currently being offered by other employers". — *Sapa.*

# Edgars hit by strike

*2w2t2m b1s1q3*  
■ Workers stand by fired colleague:

**By Bafana Khumalo**

ACCUSATIONS of racism have led to 50 workers at the Southgate branch of Edgars going on strike.

According to South African Catering and Allied Workers Union organiser Mr Jacky Masuku a cashier, Lina Mawela, mistakenly put an extra garment into a customer's bag on March 29 and sealed it ~~with~~ **31** ~~the~~.

When this was discovered by the store security, management laid a criminal charge against her and she was subsequently arrested and later dismissed.

Masuku said, however, that when a white employee later made the same mistake "nothing was done".



## Mediation is last hope for Shoprite/Checkers

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ERICA JANKOWITZ

THE SA Commercial, Catering and Allied Workers' Union (Saccawu) confirmed yesterday that its members had voted in favour of industrial action at Shoprite/Checkers stores nationwide because of the unilateral withdrawal of a recognition agreement.

Saccawu spokesman Jeremy Daphne said about 10 000 members would embark on legal strike action if the issue was not resolved at mediation, tentatively scheduled for next week.

He said the union had suggested mediation. In an unusual step, the company had set the precondition that the union agree in writing to be flexible in this process.

Daphne said he hoped the dispute over the cancellation of the agreement would be resolved quickly as "the membership was sending a strong message that its patience was running out".

He said any action embarked on by members would be legal as the majority had voted in support of the strike and the union had complied with all legal requirements.

Daphne said there was also a separate, but linked dispute, over the issue of multi-unionism.

The company refused to negotiate wages with Saccawu, insisting that a minority union, the National Union of Distributive and Allied Workers (Nudaw), be a party to the negotiations. Nudaw represents fewer than 3 000 Shoprite/Checkers workers.

Daphne said Saccawu was committed to majority unionism. Nudaw's policies and principles also differed so fundamentally from those of Saccawu that sharing a platform would be counterproductive.

The company refused to comment, saying this was an internal matter it did not wish to escalate.

## AIDS policy deal in reach

ERICA JANKOWITZ

AN AIDS policy for the mines, which the NUM and Chamber of Mines have been negotiating for about 18 months, will probably be signed shortly, according to a union spokesman.

Both parties agreed they were "very close to agreement" on the issue, but had yet to resolve two points of contention. *BIDM 10/5/93*

One involves certain categories of workers the chamber insists should be tested automatically "on medical grounds". The union maintains that automatic and pre-employment testing could be extended to all workers and is not acceptable.

Chamber medical adviser Dr Isaak Fourie saw this as "a procedural aspect" and said it was not a fundamental point. He said the parties had agreed employees had the right to refuse testing and were now thrashing out the extent of the agreement.

The second point is individual responsibility. The union is arguing for a lifestyle change, saying the hostel and migrant labour systems contribute to the spread of AIDS.

The chamber, however, says employees must accept co-responsibility for the spread of the disease as an individual is not going to become infected unless he has unprotected sex with an HIV-positive person.

Fourie said the two parties had gone a long way towards devising "broad guidelines to protect the rights of the HIV-positive worker in the mining industry". The whites-only Mine Workers' Union had been invited to discussions on the policy, but had "shown no enthusiasm".

## Shoprite/Checkers warns against strike

*BIDM 10/5/93*

SHOPRITE/Checkers on Friday gave notice to the SA Commercial, Catering and Allied Workers' Union (Saccawu) that the union would be responsible for "whatever consequences may flow from strike action" planned to start this week.

In a hard-hitting letter to the union, group personnel manager Callie Burger said it was clear the union had a fixed intention to embark on strike action and would only abandon this when the company acceded to its demand for the unconditional reinstatement of the cancelled recognition agreement.

On Saturday, thousands of Saccawu members engaged in industrial action over the unilateral termination by management of its recognition agreement with Saccawu, the union said in a statement.

It said this followed a majority vote in favour of industrial action and the company not agreeing to mediation unless certain preconditions were met.

It said 14 workers were injured by police dogs after they had handed a memorandum to the management of Shoprite/Checkers in Hillbrow. A police spokesman said police had dispersed more than 200 workers because the march was illegal. He said one man was arrested.

In his letter, Burger said the company had given "proper and lawful notice" of the termination of the agreement which was "no longer

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ERICA JANKOWITZ

appropriate to the structure of the new and enlarged company".

Despite attempts, the union had been unwilling to negotiate a new agreement.

Burger said the company had requested a joint bargaining forum with the National Union of Distributive and Allied Workers in accordance with "the prevailing national tendency to accommodate and tolerate minority groups" and to promote orderly collective bargaining.

This had been rejected by Saccawu whose "failure to deal with the issue had led to an indefinite delay in granting the annual wage increases".

Burger said the two strike ballots conducted by Saccawu had "resulted in numerous incidents of illegal strike action, serious disruption to business and a large number of serious irregularities" and that any strike action embarked on would be deemed unlawful by the company.

Burger said as it was clear the union "is in an advanced stage of planning its industrial action and has devoted considerable time, energy and finance to this" the company would "take whatever practical steps it deems necessary to protect the interests of its employees, shareholders and the wider community".

He said strike action would have a detrimental effect on the company's financial recovery.

# Lockout at supermarkets (31)

ERICA JANKOWITZ

SHOPRITE/Checkers yesterday locked out workers at five stores in a run-up to threatened national strike action by the SA Commercial, Catering and Allied Workers' Union over the company's withdrawal of a recognition agreement and attempted enforcement of joint bargaining.

This followed an incident at the Hillbrow store on Saturday in which several hundred workers attempted to stage a march. This was thwarted by police who said the march was illegal. In the process, 14 workers were injured by police dogs.

Union spokesman Jeremy Daphne said the company had implemented the lockout at selected stores — Nelspruit, Barberton, Florida, Witbank and Welkom. He added that the company had sent the union a letter yesterday offering not to conduct further lockouts.

Daphne said all members had returned

to work yesterday as part of the agreement with Shoprite/Checkers that there would be no further industrial action yesterday and today.

However, the company had rejected the union's suggestion that the issue go to mediation today, "unless the union met certain preconditions". As the union was not prepared to withdraw from its position on the reinstatement of the cancelled recognition agreement, it seemed obvious mediation would not go ahead, Daphne said.

The union would meet today to decide on further action. Last week it said the majority of its 10 000 members at the company had voted in favour of striking.

The company would not comment on the lockouts or on whether it was planning to attend the proposed mediation.

B10M 11/5/93



## Shop workers locked out

(31)

Own Correspondent

JOHANNESBURG. — Shoprite/Checkers yesterday locked out workers at five stores in a run-up to threatened national strike action by the South African Commercial, Catering and Allied Workers' Union over the company's withdrawal of a recognition agreement and attempted enforcement of joint bargaining.

Union spokesman Mr Jeremy Daphne said the company had implemented the lock-out at stores in Nelspruit, Barberton, Florida, Witbank and Welkom and had offered not to conduct further lockouts.

The company would not comment on the lockouts.

CT 11/5/93

# Pause in dispute at Checkers

By Paul Bell  
Labour Correspondent

Despite lock-outs at five Shoprite/Checkers stores in the Transvaal and the Free State yesterday, a lull has fallen in the battle between the chain and the South African Commercial Catering and Allied Workers' Union (Saccawu).

Both sides are considering their positions after a series of worker protest actions in major centres around the country at the weekend.

Management has, it is understood, refused to entertain Saccawu's proposal for mediation unless the union accepted certain preconditions.

In turn, Saccawu has refused the company's terms and will decide today how to proceed with its planned programme of action against the chain, which employs some 10 000 of its members.

No comment could be obtained from Shoprite/Checkers, which made clear in an earlier statement that it is "reluctant to be drawn into media debate" over the dispute.

Most weekend protests proceeded peacefully, although one in Hillbrow, Johannesburg, turned ugly when 200 workers were allegedly set upon by police dogs, and teargassed.

# OK Bazaars, union agree on wages

FOR the first time, the OK Bazaars and the SA Commercial, Catering and Allied Workers' Union (Saccawu) have settled the annual wage agreement without a dispute.

The wage agreement, signed yesterday, grants a R123 across-the-board increase to all permanent employees who are union members, representing about a 14% rise for the lowest category of workers.

A minimum salary of R980 was negotiated for all full-time, permanent employees with 12 months' completed service. Part-time workers will get two-thirds of this. Increases were backdated to April 7.

One week's compassionate leave, funeral assistance, the recognition of traditional healers, the non-forfeiture

of discounts on HP instalments in arrears, and an increased laundry allowance were also agreed on.

The company agreed "to facilitate the process of negotiations on the extension of stop-order facilities to Bophuthatswana".

The union's Modise Mokhine said a relationship-building exercise conducted in the company recently had focused on resolving past "continuous disputes" in wage negotiations.

He said the 1990 dispute over the payment of 13th cheques was still before the courts, and last year the OK unilaterally implemented its final offer despite not reaching agreement with the union.

However, there had been a discernible improvement in the industrial relationship between the two parties, Mokhine said.

Meanwhile, Saccawu would appear to be on a collision course with Shoprite/Checkers over the unilateral termination of its recognition agreement and attempted enforcement of a joint bargaining forum.

Union spokesman Jeremy Daphne said six Checkers stores were still locking out workers. These stores, were in the "conservative areas" of Welkom, Florida, Boksburg, Nelspruit, Barberton and Witbank.

He would not comment on the possibility of industrial action, but strikes were expected to be called today in certain stores.

8/08/93

ERICA JANKOWITZ

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# 10 000 stop work at supermarkets

By Paul Bell,  
Labour Correspondent

Up to 10 000 union members at Shoprite/Checkers stopped work at stores throughout the country yesterday, the SA Commercial, Catering and Allied Workers Union (Saccawu) claimed last night.

Workers at between 120 and 150 stores reported for work as normal, then moved into store canteens at 9 am, remaining there until clock-out time. A police presence was observed at some stores, said Saccawu spokesman Jeremy Daphne, but the action proceeded without incident.

Other stores are expected to join the action today. Meanwhile, lock-outs continued at six stores in Barberton, Boksburg, Florida, Nelspruit, Welkom and Witbank. Management has reportedly withdrawn its offer of Tuesday night not to extend the lock-outs, and more could follow.

Shoprite/Checkers has refused since Friday to make any comment on the progress of its dispute with Saccawu — caused ostensibly by its decision to terminate a

nine-year-old recognition agreement with the union.

For its part, Saccawu will not disclose details of planned actions in advance, keeping management at a disadvantage.

Shoprite has been trying for some time to negotiate a new recognition agreement but the union had resisted this — principally because Saccawu is unwilling to share the bargaining table with a Cape Town-based minority union, the National Union of Distributive and Allied Workers.

## Sidelined

The dispute has sidelined wage negotiations between the two parties, although the other two major retail chains, Pick 'n Pay and OK Bazaars, have both successfully concluded wage agreements.

Progress so far in this sector has taken place against the backdrop of an extremely difficult negotiating climate, say industry sources. Union-management discussions have been hampered by rumours of threatened re-trenchments, which have led to several wild-cat actions — pickets, sit-ins and the like — or threats of action around the country.

Regarding wage agreements, Pick 'n Pay agreed to a R160 across-the-board wage increase for its permanent employees, while its part-time workers will receive an additional R68,89. The company minimum for full-timers has risen to R1 040 per month, and R692,64 for part-timers.

It is understood the company faces an important round of secondary negotiations within a week on job flexibility (moving workers to different jobs), job mobility (moving workers among different stores) and greater flexibility in the use of shifts. Both sides are acutely aware of the volatility of the issue and are keeping a low profile on it in the run-up to the resumption of talks.

OK human resources director Keith Hartshorne confirmed yesterday that his group had granted a R123 across-the-board increase to all permanent employees who are union members. All employees with more than 12 months' service will earn a minimum of R980, and part-timers will get two-thirds of this. Hartshorne made a point of noting the company's "encouraging progress towards an improved relationship with Saccawu".

# 10 000 strike at Shoprite/Checkers

THE SA Commercial, Catering and Allied Workers' Union (Saccawu) embarked on a nationwide strike at Shoprite/Checkers stores yesterday, sparked by the group's termination of a recognition agreement.

The union said last night about 10 000 members had taken part in yesterday's action. "The small percentage of stores that are not withholding their labour are expected to join in (today)," spokesman Jeremy Daphne said.

Daphne, who said the strike was fair and lawful, added that the union was calling for a boycott of all Shoprite/Checkers outlets.

ERICA JANKOWITZ  
and WILSON ZWANE (31)

He said Saccawu had reaffirmed its commitment to resolving the dispute through mediation, but the group had continued to set preconditions to the process, which showed it had "little understanding of the purpose of mediation".

The dispute also concerns the company's attempts to form a joint bargaining forum incorporating minority union the National Union of Distributive and Allied Workers. Shoprite/Checkers refused to comment on whether there was a strike at its stores.

13/5/93



# 10 000 take to the canteens

Sowetan 13/5/93

■ Strike hits up to 150 supermarkets:

**Sowetan Correspondent**

MORE than 10 000 union members at Shoprite-Checkers stopped work at stores throughout the country yesterday, the SA Commercial Catering and Allied Workers Union claimed last night.

Workers at between 120 and 150 stores reported for work as usual, then moved into store canteens at 9am, remaining there until clock-out time.

A police presence was observed at some stores, said Saccawu spokesman Mr Jeremy Daphne, but the action proceeded without incident.

Other stores are expected to join the action today. Meanwhile, lock-outs continued at six stores in Barberton, Boksburg, Florida, Nelspruit, Welkom and Witbank.

Management has reportedly withdrawn its offer not to extend the lock-outs. More lock-outs could follow.

Shoprite-Checkers has refused since last Friday to make any comment on its dispute with Saccawu, caused ostensibly by its decision to terminate a nine-year-old recognition agreement with the union.

For its part, Saccawu will not disclose details of planned action in advance, to put management at a disadvantage.

**NEWS** Union demands reinstatement of recognition agreement

# Call to boycott Checkers stores

*Sowetan 14/5/93*

■ **Management in dispute with union over recognition:**

**By Ike Motsapi**

THE SA Commercial, Catering and Allied Workers Union yesterday called for a national consumer boycott of all Checkers-Shoprite stores and the products of their holding company, Pepkor.

The call follows a national strike by more than 9 000 members of Saccawu at Checkers-Shoprite stores throughout the country over demands that management reinstate an agreement recognising the union cancelled in 1990.

Management terminated the agreement after it took over Checkers in 1990 and insisted that a new one be negotiated by the company and the union.

Saccawu has called on political organisations, other trade unions, civic leaders and the international community for support.

The strike started on Wednesday when workers staged sit-ins in the company's canteens.

By yesterday management had locked out striking workers at eight plants, a union spokesman said.

Mr Callie Burger, a company spokesman who has been negotiating with Saccawu, referred all inquiries to the company's public affairs department. But a spokesman for the department said they had no comment at this stage.

Saccawu spokesman Mr Jeremy Daphne told a Press conference in Johannesburg yesterday that 160 shops and outlets had been affected.

He said only 600 of their 10 300 members were not on strike because they were "bound by other decisions". These members are employed in the meat sections of Checkers-Shoprite.



Cross 1615193

### Pick 'n Pay workers stage march

ABOUT 3 500 Pick 'n Pay employees took to the streets of Johannesburg this week to protest against the possible retrenchment of workers at the beginning of June.

A deadlock arose last month when representatives of the workers presented a memorandum demanding the withdrawal of proposed retrenchments and a settlement over a wage dispute.

According to Pick 'n Pay spokesman Rennie van de Wet, the company had gone a long way towards reaching agreement with the workforce.

(31)





# Police disperse Hillbrow protesters

THE South African Police on Saturday dispersed more than 200 workers who were protesting in Hillbrow against Shoprite/Checkers' management decision to terminate its recognition agreement with the SA Commercial, Catering and Allied Workers' Union. (31)

Confirming the incident, police spokesman Major Eugene Opperman said the gathering and march to the

## ■ Union claims 14 injured in 'unprovoked' action by SAP:

Checkers supermarket in Pretoria Street was illegal as no official permission had been obtained by the organisers.

"Police duly warned the leaders and the marchers that they should disperse peacefully. This warning was ignored and police with dogs were forced to move in and disperse the

group. One man was arrested during the action," said Opperman.

However, Saccawu spokesman Mr Jeremy Daphne said the police action was unprovoked. (31)

"After workers handed over a memorandum to management, the police set dogs on them, injuring 14 workers. Teargas was also released."

**I**NDUSTRIAL relations in the retail sector are undergoing a sea-change as management reshuffles in the big three chains interact with a trade union which lurches between pragmatism and ultra-left-wing posturing.

The retailers are Pick 'n Pay, OK Bazaars and Shoprite/Checkers; the union is the SA Commercial, Catering and Allied Workers' Union (Saccawu).

Union-management relationships are likely to remain least affected at Pick 'n Pay, primarily because René de Wet became joint MD with Gareth Ackerman after the retirement of Hugh Herman at the end of April. De Wet is Pick 'n Pay's former human resources director who pioneered the group's relationship with Saccawu.

From around 1983, De Wet built what was to become a healthy relationship with Saccawu. His main initial task was to transform Raymond Ackerman's paternalistic, though benevolent, attitude towards labour into a modern industrial relationship. Thereafter, following an unpleasant wage strike in 1986, Pick 'n Pay was able to use its commercial success to become by far the highest payer of the big three and avoid the endemic conflict afflicting its competitors.

**T**he current threat of 3 500 retrenchments, the first in the company's history, is mainly a function of an uncompromising union stand over management's proposal for flexible work arrangements as an alternative to the layoffs. So far the union has refused to display the kind of flexibility shown, for example, by the NUM in times of crisis. However, the threat may yet be sufficient to galvanise Saccawu into seeking agreement on the issue. The parties are due to meet today in an attempt to thrash out a solution.

Saccawu's main foe over the past 10 years has been OK Bazaars. The relationship has been highly adversarial. Aside from dozens of wildcat strikes there have been three nationwide strikes — a particularly bitter and violent one in 1988. Until 1992,

# New style brings labour conflict to Checkers' floor

Bloem 17/5/93

ERICA JANKOWITZ and ALAN FINE



each annual wage round went into dispute before resolution.

This, however, appears all to have changed since Gordon Hood's replacement by Mervyn Seburo at the beginning of this year.

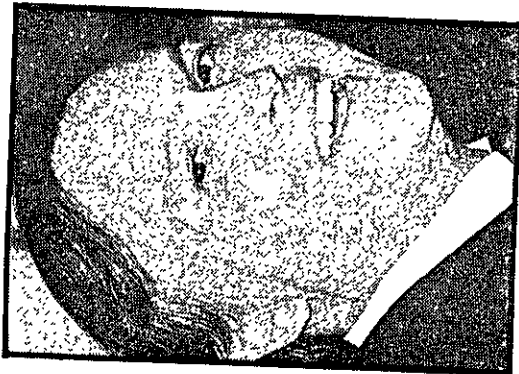
The management reshuffle was followed in short order by an intensive relationship-building exercise conducted by the Independent Mediation Service of SA and substantial wage increases this year despite the company's poor performance.

The move seems to have paid off as wage negotiations between OK and Saccawu ended amicably on May 7, with agreements reached in record, five-day negotiations. However, both sides agree it's early days and the new-found positive relationship still has to be cemented.

Management maintains the generous wage increases have been awarded because workers are the most important part of its business.

Exactly the opposite process has occurred at Checkers since the group's takeover by Christo Wiese's Shoprite/Checkers, where last week Saccawu members embarked on countrywide industrial action.

The old Saccawu-Checkers relationship was often stormy, but this was due mainly to Checkers' poor commercial performance and lack of resources which made it an inferior employer in terms of wage levels.



WIESE

The previous management tried to compensate by attempting to build a co-operative relationship with the union. The industrial relations atmosphere and culture has now changed markedly.

The immediate issue which triggered the strike was the company's cancellation of the recognition agreement which regulated the Saccawu-Checkers relationship be-

turning to the tactics of the '70s. Daphne says that since Pepkor bought Checkers at the end of 1991 and the merger of Shoprite and Checkers, management has adopted a much more hardline approach. In fact, only one senior Checkers personnel man is still in the management structure. Pepkor, he says, is perceived as "challenging established industrial relations practice and attempting to spread unenlightened precedents".

This, he argues, is evidenced by Shoprite's technical and legalistic approach to labour relations. Daphne cited the group's acceptance of the all-comers approach as being directly opposed to the union's moralitarian approach. "It is the union's prerogative to establish joint bargaining forums and not up to the company to impose a change to established bargaining practice."

However, it would appear to be not only the company which is adopting this inflexible line. The union also is refusing to budge from its stand on certain issues. For example, the company has proposed a compromise on the issue of joint bargaining. It suggested that negotiations take place separately, but on consecutive days so as to cut down on time and costs. But Saccawu maintains an inflexible approach to the setting of dates, which will render this proposal meaningless.

The dispute over the recognition agreement is a curious one. The new company structure would seem to justify a management request for changes to the old Saccawu-Checkers agreement. However, a combination of a new, more adversarial management style, combined with a union which tends towards intangibility became an explosive mixture.

It is a moot point whether the union will be able to sustain a strike over an issue of little immediate material importance to workers. A recognition dispute, although important to the union bureaucracy, nowadays does not have the same resonance as a wage dispute on the shop floor.

Daphne maintains, however, that workers' ill-feeling towards management runs deep because of events preceding this dispute, and that the strike will be well supported.

## Strike hits Shoprite

MOST members of the South African Commercial Catering and Allied Workers Union at 160 Shoprite-Checkers outlets have gone on strike, a union spokesman said on Friday. (3) ~~(2) (1) (0)~~

The spokesman reported also that Saccawu members at an outlet in the Bophuthatswana town of Mafikeng were detained by the authorities. He said sit-ins, marches and other industrial action were staged at Shoprite-Checkers stores throughout the country on Friday.

Source: 17/5/93



**Strike in sixth day**

THE Shoprite/Checkers strike enters its sixth day today, but the SA Commercial, Catering and Allied Workers' Union (Saccawu) and the chain store group are tightlipped about the dispute.

The strike was sparked by Shoprite/Checkers' termination of its recognition agreement with Saccawu.

Saccawu spokesman Jeremy Daphne said yesterday 90% of the union's membership was participating in the strike. And the company had locked Saccawu members out of 26 stores to date.

18/5/93

B/WAF

(310)

# Checkers strike still nation-wide

■ Saccawu members locked out  
of 24 stores;

By Ike Motsapi 18/5/93

THE national strike by over 10 000 members of the South African Commercial Catering and Allied Workers Union at Checkers-Shoprite stores enters its seventh day with no end in sight.

Saccawu and management are in dispute over a terminated recognition agreement. Management wants Saccawu to negotiate a new agreement.

Saccawu spokesman Mr Jeremy Daphne said yesterday the strike was now affecting more than 170 outlets. (S2) (S27) (S1)

He said management had locked out workers at 24 outlets around the country.

"All Saccawu members in the Checkers-Shoprite store in Mafikeng were detained by the bantustan authorities and taken to the local police station on Saturday.

"In the Western Cape town of Grabouw the Shoprite-Checkers store has been closed down. All other stores in the town, except one, went out on a sympathy strike.

"In Cape Town about 500 workers marched to the company's head office. There was a heavy police presence and attempts were made to stop the march."

## Retail chain mum on workers' strike

SHOPRITE/CHECKERS yesterday was tight-lipped about a national strike by nearly 10 000 workers at about 164 outlets nationwide.

More than 20 stores in the Western Cape have also come out on strike as a result of the company's "inexplicable and unwarranted" decision to end their recognition agreement with the South African Commercial, Catering and Allied Workers' Union (Saccawu), union spokesman Mr Jeremy Daphne yesterday said.

He said that management had changed the format for disciplinary hearings, "which will tremendously impare the union's ability to represent our members. Their actions have left our members exceptionally vulnerable to dismissal and retrenchment." (31)

The Grabouw store had to close yesterday as employees refused to work. CT 18/5/93

# Saccawu strikers injured, arrested

Sowetan 19/5/93

■ Checkers-Shoprite calls in cops to evict workers:

By Lindiwe Ngakane

MORE than 300 members of the SA Commercial, Catering and Allied Workers Union who staged sit-ins at various outlets of Checkers-Shoprite were arrested and others evicted yesterday.

And the management of Checkers-Shoprite are still refusing to comment on the strike by more than 10 000 Saccawu members which enters its eighth day today.

Saccawu spokesman Mr Jeremy Daphne said yesterday workers were evicted after management called in the police.

A spokeswoman for Checkers-Shoprite, Mrs Sarita van Wyk, said yesterday the company had "nothing

to say".

She said management would probably issue a statement after "assessing the whole situation".

A lawyer acting for Saccawu said 54 workers in Barberton sustained dog bites and sjambok injuries and 18 were hospitalised after police confronted striking workers.

A Far East Rand police spokesman said 85 people were arrested in Barberton and four "sustained normal scratches and wounds".

The sit-ins follow the termination of a recognition agreement between the company and the union. Saccawu negotiator Mr Jan Masemola said management had told the union the agreement was "outdated" and certain clauses ambiguous.



## Police injured our members — union

31 ~~AMERICA~~ JANKOWITZ ~~2008~~  
THE SA-Commercial, Catering and Allied Workers' Union (Saccawu) charged yesterday that police arrested and injured its members who tried to stage sleep-ins at certain Shoprite/Checkers stores on Monday night. *BIDAM 19/15/93.*

Spokesman Jeremy Daphne said 19 Saccawu members were hospitalised as a result of the confrontation with police. Eighteen of these workers were employed in Barberton and one in Ridgeway.

Daphne said workers were teargassed, batoned and sjambokked by police, who had been called in by management to remove workers from the stores.

According to Daphne, the workers, who had remained in canteens after closing time, were "forcibly evicted from more than 20 stores, with more than 300 arrested on charges of trespass". He accused management of showing no concern for workers' safety after their eviction.

Shoprite/Checkers said no notice had been given of the proposed sleep-ins. That made it necessary for police to intervene in the interests of "hygiene and security in a foodstore environment".

"These ejections took place without incident and the company denies the union's claims of management brutality."

Police spokesman Col David Bruce said he was unaware of any police action against strikers. He said if the union had received such reports they should lay

□ To Page 2

## Checkers *BIDAM 19/15/93*

charges or inform the police reporting officer of the incidents. Police were no longer issued with sjamboks, he said.

The incident came as the strike, called by Saccawu in protest against Shoprite/Checkers' unilateral termination of a recognition agreement and its attempt to install a joint bargaining forum between Saccawu and minority union, the National Union of Distributive and Allied Workers' Union, continued.

Shoprite/Checkers estimated that "less than a third of the 18 000-strong workforce" was taking part in the strike.

Saccawu estimated that 90% of its 10 000 members had joined the strike by yesterday. The union was planning pickets at a

31 ~~2008~~

□ From Page 1

number of stores and would hold marches "in various centres" on Saturday.

The union had also called on the national peace secretariat to monitor the situation.

Meanwhile, stores appeared to be operating normally yesterday. In Killarney, a lone worker attempted to collect money for "unfairly dismissed workers" outside the centre.

The only sign of the strike inside was a notice on the manager's booth "apologising for disruptions during labour protests".

"Things run much more smoothly when they're on strike," the manager said, indicating tills operated by workers from Strike Force, a company which provides temporary staff during industrial action.



# Strike rights at Shoprite

By PHILIPPA GARSON

ONE of the biggest strikes to hit industry this year entered its third day today with thousands of Shoprite/Checkers workers staging sit-ins at store canteens around the country.

Close to 10 000 South African Commercial, Catering and Allied Workers Union (Saccawu) members stopped work in protest against the termination of the union's recognition agreement by the food chain's holding company, Pepkor.

Management has imposed lock-outs at 12 of the affected stores. Saccawu, charging Pepkor with "conducting an all-out war against the union", has called for a boycott of Shoprite/Checkers.

The strike is likely to pitch the already-beleaguered Shoprite/Checkers into further economic straits. The food chain, which has refused to comment on the dispute, began closing stores last year after announcing its intention to shut down half of its operations.

The union, which denies having breached the nine-year recognition agreement, is willing to negotiate a new contract but demands that the existing one be reinstated before mediation begins.

"We find it completely unacceptable that during the process of negotiating a new agreement ... there is no protection for workers," said Saccawu official Jeremy Daphne at a Johannesburg press conference yesterday.

Saccawu has charged Checkers/Shoprite with "unilaterally" imposing its own recognition agreement, which would significantly weaken existing union rights.

The strike, affecting 160 stores, is the culmination of a two-year dispute which has intensified since Shoprite and Checkers merged in March last year. According to Saccawu, the merger signalled the beginning of a "strategy to impose baasskap on the union" and dilute its strength by forcing it to align with a minority union, the more conservative Cape-based National Union of Distributive and Allied Workers, in wage negotiations.

Daphne said it was significant that Pepkor management had not attempted to rein in another minority union in the industry, the more militant Federal Council of Retail and Allied Workers (Fedcrow), into the negotiations.

After the merger Shoprite/Checkers wanted to negotiate a new agreement on the grounds that the existing nine-year contract was no longer appropriate to the enlarged, restructured company. It terminated the agreements when negotiations for a new one failed.

The union charges that shopfloor conditions have deteriorated rapidly since the recognition agreement was cancelled in January, with management refusing to allow hearings before imposing punishments, dismissing scores of shop stewards, preventing shop stewards from attending union meetings and quashing complaints over racist employers.

The union has accused Pepkor of taking the industrial dispute into the political arena by sending its reply to the union to other players, including the African National Congress, the Congress of South African Trade Unions and the National Peace Accord.

## Strike-hit shops use prisoners, says union

ERIC JANKOWITZ

SHOPRITE and Checkers stores were using prisoners and workers from labour brokers during the current strike action by about 10 000 members of the SA Commercial, Catering and Allied Workers' Union, union spokesman Jeremy Daphne alleged this week.

"In Potchefstroom prisoners are being used in the back area of the store," he said.

He said the union believed it had "no option but to intensify its strike action" at Shoprite/Checkers stores countrywide because of the company's refusal to agree to "the union's offer of mediation".

Daphne said the union was planning marches in major centres tomorrow to present memoranda to selected stores' management. Pretoria, Johannesburg, Durban and Cape Town are among the centres targeted for marches "to demonstrate against Pepkor's recalcitrant and confrontational attitude".

He said during the week union members intensified their picket protests which were being staged "in most regions".

About 50 picketers outside the Hillbrow, Kagiso, Bryanston and Pretoria stores were arrested for holding illegal gatherings, he said. Also, workers picketing outside the Yeoville outlet were threatened with arrest by management, Daphne said.

Strikers outside the Bryanston and Jules street stores were told they had been placed on an "AWB hit list", Daphne said.

Meanwhile, management has locked workers out of more stores in the Witwatersrand, eastern Transvaal and Free State regions, Daphne said.

Solidarity action was expected both locally and internationally, Daphne said. Cosatu's alliance partners were expected to initiate some action. Also, Pepkor's Scottish chain store would "initiate solidarity action".

Shoprite/Checkers could not be contacted for comment.

lets ● Checkers row smoulders on

# Bosses ready to talk

Sawetam 21/5/93

■ Union won't accept condition and threatens to intensify strike:

By Joe Mdhlela

(31) (scribbles)

of compromise and flexibility".

SHOPRITE-Checkers has declared its willingness to negotiate a settlement with the South African Commercial Catering and Allied Workers Union to end the two-week-old national strike.

He said the strike was as a result of the union's insistence that the company reinstates a recognition agreement terminated by the management in 1992.

However, the company made it clear they are not prepared to agree to something which they could not honour in good faith.

Saccawu spokesman Mr Jeremy Daphne said the strike would be intensified, with workers engaging in picket protests throughout the country.

"This, together with the fact that negotiations with the union have continued on a wide range of other issues, indicate that the current strike action appears totally unnecessary," a spokesman for the company said.

Daphne said scores more than 10 000 union members had been harassed and picketers arrested.

The spokesman said his company was willing to enter into talks "in an attitude

He alleged that the store continued to undermine the strike action by employing scab labour, including prisoners.

"In Potchefstroom, prisoners are being used," Daphne said. He said the union had mobilised international support for the strike.

LABOUR

By Ferial Haffajee  
A NATIONAL strike over recognition at Checkers/Shoprite is deteriorating into one of the ugliest industrial conflicts this year. It is also one of the biggest, involving about 10 000 workers at 160 stores.

Striking workers in the Transvaal were sjambokked, teargassed and arrested when police removed them from shops they planned to sleep in on Monday night.

Picketers were arrested this week and the union has asked the National Peace Secretariat to monitor the two-week-old strike.

Workers were evicted from 19 stores in the Transvaal by the police, more than 300 were arrested on trespass charges and 19 injured strikers had to be hospitalised in Barberton, Ridgeway and Randburg.

The gulf between Checkers/Shoprite management and the South African Commercial, Cater-

ing and Allied Workers' Union (Saccawu) is growing.  
The union says it has offered to halt industrial action for two days and take the recognition dispute to mediation. The company has refused.

In its first communication, Checkers/Shoprite management said that Saccawu members represented "less than a third of the 18 000-strong labour force".

It said two strike ballots at the grocery chain "displayed massive irregularities" and that the strike was unlawful. Police had been called in to evict workers sleeping in at stores because of "hygiene considerations".

Checkers/Shoprite added that the recognition agreement it had with Saccawu provided for termination

Ugly dispute just up your street  
Wim Mat 21/5-27/5/93  
Steel and Engineering Industries Federation of South Africa (Seifsa)

this week. "The atmosphere is much less confrontational now and initial prospects are good," he said.

But he added that employers would find it difficult to negotiate a three-year increase with the National Union of Metalworkers of South Africa (Numsa) — one of the union's key demands.

Seifsa has agreed to reduce the number of job grades in the industry to nine and employers are receptive to Numsa's education and training demands.

Negotiations in the clothing industry also look promising. A South African Clothing and Textile Workers' Union (Sactwu) representative said workers received increases of 12.5 percent on aver-

age. A major breakthrough was the recognition of the union as an equal partner on the clothing industry training board. A mass dismissal at four textile plants of the Da Gama company has been successfully reversed.

All workers were reinstated and they received 13 percent increases. The union also signed up 273 new members.

"It was one of the most successful strikes in a long time," said Sactwu media officer Shabied Teladia.

But, a potentially serious dispute is looming in the tanning industry. Sactwu official Mark Bennett said employers were trying to smash the industrial council by insisting on negotiating work conditions at plant level. Tanning employers also want to negotiate wages at plant level next year, he said.

Mining industry negotiations begin on Monday.



Different approach ... Farms cannot be treated like the shop floor

Photo: RUTH MOTAL



**WE STRIKE-RITE:** Saccawu workers stand up for their rights outside the Sea Point branch of Shoprite  
 Photo: Yunus Mohamed

# Sit-ins and teargas, just up your street

South 22/5 - 26/5/93

By Edwina Booysen

Shoprite and Checkers workers occupied stores and conducted sleep-ins nationwide on Monday night (22) (31)

The action was part of a strike by members of the South African Commercial Catering and Allied Workers Union (Saccawu) employed by the supermarket chain. (10/2)

In Johannesburg, workers were hospitalised after police teargassed, forcibly evicted and allegedly assaulted demonstrators.

In the Western Cape, six union members were arrested in Grabouw on Tuesday after confrontations with police when workers were locked out of stores.

Last week Saccawu members marched to the Shoprite/Checkers head office in Parow to deliver a memorandum.

On Tuesday they held a picket in Sea Point.

The strike, which began last Wednesday and involves 10 000 workers, was a result of Shoprite/Checkers management cancelling the recognition agreement with the union, said Saccawu national coordinator Mr Jeremy Daphne.

Daphne said Shoprite/Checkers management argued that the old disciplinary procedures did not fit the new management structure.

Saccawu wanted to negotiate new clauses to be added to the agreement without scrapping the old

one.

"While we were still negotiating retrenchments, the company refused to withdraw the cancellation of the recognition agreement. The union declared a dispute," Daphne said.

Union members voted in a national ballot to take strike action.

In a statement issued by Shoprite/Checkers the company said it is committed to negotiations, but "would not be intimidated into agreeing to something which it cannot honour in good faith".

"Ejections from stores where strikers were holding sleep-ins took place without incident and the company denies the union's claims of police or management brutality," the statement said.

# Strike set to spread,

## Checkers warned

By Paul Bell  
Labour Correspondent

The Shoprite/Checkers strike enters its 17th day today with indications that other unions could be called on to support the action if management does not respond within 72 hours.

SA Commercial, Catering and Allied Workers' Union (Saccawu) spokesman Jeremy Daphne said Cosatu had given the chain "72 hours to respond favourably to the union's demands, or the federation will engage all its affiliates in the dispute".

And in Hillbrow, Johannesburg, on Saturday ANC Youth League president Peter Mokaba, who attended a demonstration by Saccawu members outside the local Checkers branch, pledged the support of his organisation for the strikers.

"We will support any community action and shut down Checkers, if it comes to that," he is reported to have told several hundred Saccawu members.

The action began on May 8 in an effort to persuade the chain's management to reinstate a nine-year-old recognition agreement which management claims is outdated and inappropriate to conditions in the group since the Shoprite/Checkers merger more than a year ago.

The union claims management is trying to force it to accept joint wage bargaining with a minority union, the National Union of Distributive and Allied Workers.

# Checkers dispute might go to mediation

ERICA JANKOWITZ

THE SA Commercial, Catering and Allied Workers' Union and Shoprite/Checkers are exploring the possibility of calling in mediators later today in a bid to resolve a two-week strike over the company's termination of a recognition agreement.

A company spokesman said indications were that the union was prepared to abandon its demand for unconditional reinstatement of the cancelled agreement.

The company was awaiting formal confirmation of this and hoped settlement of the dispute would follow, he said.

Union spokesman Jeremy Daphne said strikers were getting support from com-

munities such as in Grabouw, where residents staged a demonstration outside the store at the weekend. (31)

He said members were mobilised and determined to carry on with the strike if necessary. (leaf) (31)

Meanwhile, Cosatu spokesman Neil Coleman said the federation had thrown its weight behind the strike through its affiliates and regional structures.

Cosatu had canvassed structures and advocated that stores be boycotted, and was exploring solidarity action in Pepkor subsidiaries.

31/05/93

# Retail sales will sag further expert

BLOOM 25/5/93 GERALD REILLY (31)

PRETORIA — Real retail sales volumes in May are expected to sag further because of still shrinking disposable incomes and depressed consumer confidence, according to economists.

Central Statistical Service figures show real total retail sales at constant 1990 prices for the three months to end-May declined by 0,6% compared with the previous three months.

And when May last year is compared with May this year, sales were expected to increase by 7,3%, which in real terms represented a decrease of 3,8%.

AHI economist Nick Barnardt said retail sales were boosted artificially during March and part of April by pre-emptive buying before the VAT increase.

The backlash would be apparent in May and June figures, Barnardt said.

The effect of VAT and the increase in the CPI from 9% in February to what is expected to be 12% for April would make further inroads into disposable incomes and directly affect retail sales volumes.

The socio-political uncertainty would continue to adversely affect sales.

In the short term, said Barnardt, there was little hope of improved conditions in the retail trade.

However, if the gold price continued to be strong and there was perceived progress in political negotiations, then an upturn in sales might become apparent towards the year's end.

Another factor supporting this, he said, was the favourable agricultural year and the growth of spending power it meant for farmers.

However, Barnardt said, wage and salary increases were the lowest for years and retrenchments were continuing in many sectors.

The short-term outlook, in particular for the sale of luxury and durable goods, was grim, he said.

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**NEWS** Union invites support for strikers

# Workers appear on charges of trespassing

*Sowetan 28/5/93*

■ Appearance follow demonstrations by Checkers-Shoprite members of Saccawu in Durban this week:

TWENTY-THREE striking Checkers-Shoprite workers appeared in the Durban Magistrate's Court yesterday on charges of trespassing.

Mr Ernest Zulu and 22 fellow workers were arrested this week on Checkers' premises in Durban after picketing and demonstrating. (31)

The workers have been taking part in a country-wide strike by about 10 000 members of the South African Commercial, Catering and Allied Workers Union which began this week. (32)

They appeared before Mr K McIntosh and were released on warning until June 10 for the senior public prosecutor to consult with Saccawu's legal representatives.

A legal officer of Saccawu, Mr Ronny Pather, said the strike was about the withdrawal of the recognition agreement between Saccawu and Checkers-Shoprite.

Meanwhile, the strike, which enters its 20th day today, continued yesterday after Saccawu and the management of Checkers-Shoprite failed to reach agreement on the company's recognition of the union.

In a statement issued yesterday, Saccawu

said industrial action would be intensified after attempts to resolve the dispute through mediation had failed.

The union also claimed "arrests and harassment of picketers by management and the police continues at many stores".

Saccawu said it was waiting for Checkers-Shoprite to reconsider its position regarding the reinstatement of the recognition agreement. (33)

The agreement was cancelled in 1990 when Pepkor, which is the holding company of Checkers-Shoprite stores, took control of the stores.

Management wanted Saccawu to negotiate a new agreement because of the new developments. Saccawu was not opposing the move but declared a dispute with management when it cancelled the existing recognition agreement.

Mr Jeremy Daphne, Saccawu's spokesman, said the union tried everything it could to resolve the problem but management ignored "our pleas."

Daphne said Saccawu then called on political organisations and other trade unions for solidarity support.



## Strike tempo to increase after talks fail

ERICA JANKOWITZ

THE strike by about 10 000 SA Commercial, Catering and Allied Workers' Union (Saccawu) members at Shoprite/Checkers stores nationwide would be intensified after the two parties failed to agree during mediation this week, the union said yesterday.

The union would contact political organisations and Cosatu about calling for a national boycott of Shoprite/Checkers stores, a Saccawu source said.

A company spokesman said that in an effort to resolve the issue, the company had agreed to use the services of a mediator on the understanding that the union would display some flexibility.

It was clear the union was not yet ready to abandon its months-old demand for the reinstatement of the previous recognition agreement, he said.

The company nonetheless remained open to any proposal made in good faith which would lead to the negotiation of a new recognition agreement.

Union spokesman Jeremy Daphne said further harassment of strikers had occurred in Durban.

Management had locked strikers out of the Mdantsane store from Wednesday.

More than 2 000 workers were now locked out of about 30 stores.

He said the union was "waiting upon the company to reconsider its position".

Star 28/1/93  
⑤ ③

## Checkers, union strike talks fail

Mediation between management and striking workers at the Shoprite/Checkers chain has failed and the SA Commercial Catering and Allied Workers Union said yesterday the union would intensify its industrial action. Management had hoped that SACAWU would drop its insistence that the recognition agreement terminated by the company, be reinstated before negotiations on a new agreement can resume. But efforts over the past two days to mediate on this have failed. — Labour Reporter.

By JESSICA  
BEZUIDENHOUT

THOUSANDS of Shoprite/Checkers employees were dismissed this week after refusing to sign a letter intended to "force" them to accept the company's decision to cancel their union's recognition agreement and "return to work on the company's terms".

The company's hard-line attitude is in response to a national strike called by the SA Commercial, Catering and Allied Workers' Union (Saccawu).

Employees were told that by signing the letter they would "unconditionally" agree to accept the company's termination of the recognition agreement.

Further negotiations would then be conducted with the union, the letter added.

Thousands of members of staff, mostly members of Saccawu, embarked on the strike earlier this month after the company terminated a nine-year-old recognition agreement.

One employee, Ms Nazareen Davids, from Bellville, participated in

# Food chain axes staff

the strike, but returned to work on Monday, because she feared dismissal.

"I know that I have a right to strike, but I need my job."

She claimed that she reported for work, but was given a notice terminating her services which would take effect unless she signed and agreed to return on the company's terms.

She refused to sign "away my rights".

Ms Davids, the sole breadwinner in her family, has been employed by the company for two years.

Saccawu spokesman, Mr Jeremy Daphne, claimed that more than 2 000 of its members had been locked out nation-

wide by the company.

The union did not challenge the lock-out, but saw it as an "unhealthy practice which could only enhance the possibility of violent actions by angry employees," he said.

The legal strike — the union complied with all the procedures of the Labour Relations Act — will continue, he said.

Shoprite/Checkers refused to give an indication of how many employees were issued with the lock-out notices.

A statement released by the company said that less than a third of its labour force were engaged in strike action.

Meanwhile the Independent Mediation Services of SA (Imssa), who is currently facilitating the negotiations between the union and the company, said that they are cautiously optimistic that a settlement on the dispute could be reached soon, said Imssa regional director, Mr Dave Douglas.

Star 11/16/93

## Checkers, union talk for 2 days

Labour Correspondent

Mediation between Shoprite/Checkers and the SA Commercial, Catering and Allied Workers' Union, representing about 10 000 striking employees of the chain, continued for a second day in Johannesburg yesterday. ~~(11/16/93)~~

Neither side issued statements yesterday, but while the talks were expected to continue into the evening, there were apparently no plans to continue into a third day.

The chain has terminated

its recognition agreement with the union and announced plans to retrench about 2 500 union members. (31)

The parties have been in dispute for more than six months, the strike is now in its fifth week, and a consumer boycott has been called against the chain. ~~(15/11)~~

There is no indication of a result from this week's talks but the fact that they have endured through the scheduled two days suggests some progress has been made.

## Union set to review strike

Byss-day 2/6/98  
ERICA JANKOWITZ

THE SA Commercial, Catering and Allied Workers' Union national strategy committee will meet today and tomorrow to "re-evaluate" the Shoprite/Checkers strike involving about 10 000 workers which started on May 8, spokesman Jeremy Daphne said.

He said the union expected increased community support and intervention now that mediation had broken down.

Daphne said there had been a huge increase in police harassment and arrests of picketers in outlying towns.

As a result, the union had called off picketing and was communicating with the authorities to ensure the safety of participants before picketing would be resumed, Daphne said.



Striking SA Commercial, Catering and Allied Workers' Union members protesting outside the Johannesburg Stock Exchange yesterday where they presented a memorandum about their wage dispute with Game Discount World. Picture: ROBERT BOTHA

BIDAY 9/11/93

## Game strike set to end

ERICA JANKOWITZ

GAME Discount World management indicated last night that settlement between the group and the SA Commercial, Catering and Allied Workers' Union (Saccawu) was imminent after an almost four-week, long wage strike.

Game MD Dan Barrett declined to give details of the settlement as the parties would probably sign a wage agreement only today. Union spokesman Bukani Mngoma also declined to comment saying he would only know today if his members had accepted the proposal.

Barrett said Saccawu had indicated some of the 600 workers on strike would return to work today in some of the 14 affected stores.

He said trade within the group had been affected marginally by the action.

Meanwhile, Saccawu members marched from the union's head office in Johannesburg at lunchtime yesterday to present a memorandum at the JSE concerning their dispute with Game.

Saccawu said the march had been well attended by about 1 000 members of the union employed in various retail chains in Johannesburg. Saccawu officials from Durban joined in the march, which was peaceful.

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Bombs go off

... fraud or

## Union will not sign wage pact as Game strike ends

*Biscay 10/11/93*  
THE SA Commercial, Catering and Allied Workers' Union said yesterday it had retreated on the 24-day wage strike at Game Discount World, but would not formally sign a wage agreement. (3)

Union spokesman Jonathan Gumbi said the union would instead send a letter to Game indicating agreement on the final wage offer. The union reserved all its rights in calling for a return to work.

Workers were returning to work and all stores would be back to normal by Friday, Gumbi said.

However, Game had started retrenching workers and 66 had received termination letters, despite

the union not having been properly consulted.

Gumbi said the union was to seek legal advice and would meet Game's management today.

He said the union had accepted a R120 or 10% across-the-board increase retrospective to July 1. Workers in the lowest category would receive R200.

A shrinkage agreement which could pay up to R24 a worker a month had also been agreed.

The union would formally sign a full wage agreement if Game did not carry out its decision to discipline workers accused of intimidation during the strike.

ERICA JANKOWITZ



# Game workers to end strike

Star 11/11/93

More than 1 000 striking workers at the Game Discount World stores will return to work tomorrow after their union and management reached an informal settlement this week following more than three weeks of wage ne-

gotiations. South African Commercial, Catering and Allied Workers' Union national organiser Bukani Mngoma said although the union had initially demanded a R200 across-the-board increase, it had

accepted an offer of R120, or 10 percent, across the board.

It had also agreed to a wage of R200 a month for the lowest-paid category workers, as a deadlock-breaking mechanism. — Staff Reporter.

31

# Retailer, union set to clash

Star 3/12/93

■ BY CHANTELE  
OOSTHUIZEN

Allegations by the SA Commercial Catering and Allied Workers' Union (Saccawu) that about 1 500 Shoprite/Checkers workers face retrenchment today have been dismissed by the company as "premature".

But Shoprite/Checkers operations director Serge Martinengo conceded that 40 workers of the now closed Daspoort store had been given notice of retrenchment with effect from today.

Saccawu general secretary Papi Kganare said notice of the intended retrenchment of 1 500 workers had been announced by the company on Wednesday at a meeting with the union regarding overstaffing.

Kganare said Saccawu was heading for another confrontation with the company because of its intention to retrench the workers without proper consultation with the union. (3) ~~(3)~~  
Employees embarked on a six-week national strike earlier this year.

B/D 3/12/93  
**Union warns  
grocery chain**

WORKERS have warned Checkers/Shoprite it will face an unprecedented campaign if it continues with alleged plans to retrench 1 500 employees by the end of next year.

A Checkers/Shoprite spokesman denied 1 500 workers would be retrenched, saying 40 would be retrenched today because the company had been unable to find work for them after closing a store four months ago.

But SA Commercial, Catering and Allied Workers' Union general secretary Papi Kganare said 183 workers in the northern Transvaal would be retrenched today. ~~2 325~~

He said the union declared a dispute with the company last month because it had not been given proper notice of the intention to retrench. — Sapa.

(31)



COMMERCE LABOUR - 1994

## Saccawu claim 'total lies'

KATHRYN STRACHAN

ALLEGATIONS by the SA Commercial and Catering Allied Workers' Union (Saccawu) that about 1 500 Shoprite/Checkers workers face retrenchment this week have been dismissed by the company as "total lies" and a political ploy on the part of the union. *BIDCM*

Saccawu general secretary Papi Kganare said on Friday the company had indicated its intention to retrench the 1 500 workers in a press release but had failed to provide the union with proper notice. *3/11/94*

He said the action was provocative and the retrenchments an attempt to drive Saccawu out of the company.

Kganare said the union had already declared a dispute with Shoprite/Checkers and would be mobilising its members to resist this latest attack. *(S) (S) (S)*

## Checkers, union meet

ERICA JANKOWITZ

THE SA Commercial, Catering and Allied Workers' Union (Saccawu) and northern Transvaal representatives of Shoprite/Checkers met yesterday to discuss overstaffing at certain stores and possible retrenchments. **BIDON**

Discussions were expected to resume today, Saccawu spokesman Henry Ngcobo said. **11/194**

The discussions stemmed from the closure of a Pretoria store in August, which led to 40 workers being left jobless. The workers were kept on the company's payroll until December 31 as every effort was made to place them in other stores.

Ngcobo said they would now be put on unpaid leave until the retrenchment consultations were finalised.

Shoprite/Checkers said overstaffing problems at certain stores and store closures had been discussed by the parties since its takeover by Pepkor. **(31)**

But it was only when the company issued retrenchment notices to about 200 workers that the union attempted a serious consideration of alternatives to job shedding.

"The number of 1 500 was tabled early last year, but there are no plans to retrench that number of workers," a company spokesman said.

Ngcobo said stores that had been identified as overstaffed were those in Ermelo, Secunda and Standerton, and notification letters had been issued to some of their workers.

# Staff must be 'free to chose' parties to hear

CAPE TOWN — No undue pressure should be put on employees to listen to representatives of any political party, be it the ANC, NP or DP, Cosatu secretary-general Sam Shilowa told a Cape Town Chamber of Commerce voter education seminar yesterday.

Shilowa suggested a code of conduct for employers, including

Allowing free political activity, and

Allowing employees the right to exercise choice.

Referring to Cosatu's alliance with the ANC, Shilowa said trade unions worldwide supported political parties.

Reuter reports that Jacob vice-president Philip Krawitz said employers should play an active role in voter education but not allow electioneering during working hours.

If employers allowed parties to hold lunch-time meetings, workers should not be forced to attend them, Krawitz said.

He said it was only democratic and fair that if any party was allowed onto work premises, all parties should be, "including those which are not standing in the elections".

Krawitz said employers could contribute to training staff to help in voter education, and could offer voter education programmes the use of company resources on a shared-cost basis. "It is paternalistic to say you will pay for everything."

If workers wanted to help political parties on polling days, they should be given unpaid leave to do so.

Although April 27 had been declared a public holiday there "could be intimidation and staff could still need to take time off to go and vote," Krawitz said.

Wits University's Centre for Applied Legal Studies director Prof Denis Davis said the business community should promote the electoral process.

Meanwhile, Cosatu has urged employers to negotiate with unions about granting workers time off during the elections.

"Resistance of many employers, and in some cases flagrant contravention of the Independent Electoral Commission Act, is leading to growing tension in the workplace."

Cosatu said mechanisms should be negotiated to "maintain emergency services during this time."

Report by D. van Zyl, Sapa, Press Gallery, Parliament, Cape Town; and M. Schmegele, Sapa, 141 Commissioner St., Jhb.

# BUSINESS with Ali Mphaki

## 'New deal' wanted

WORKING conditions, let alone wages and salaries, are notoriously despicable at black-owned companies.

And with the new South Africa drawing near, organised black business is calling for a "new deal" to be developed between it and labour.

Ways in which this could be done were suggested by Nafcoc vice-president Gabriel Mokgoko when he addressed the Unisa Business School graduation ceremony recently.

Labour, Mokgoko warned, must not overlook the fact that black business is still in its for-

mative stage.

"To insist on a policy of high salaries generally means to underdevelop black business. Labour must not deal as ruthlessly with black business as it does with white business, which has largely survived on cheap labour," Mokgoko said.

Calling for more support of black business and other small and medium-sized businesses (SMEs), Mokgoko urged for a ministerial post to be created for SMEs at both regional and national levels.

If affirmative action did not become a policy of the new government, Mokgoko warned, black

people would skirt around the periphery of the economy forever. (31)

The quota system used in the US could work in South Africa, he said, "if we are really serious about sharing the wealth of the country."

"Big business should not stand by idle and await government to implement the programme. They should now be making the necessary in-company adjustments."

Acknowledging that there was in-depth debate over the role the government should play in private sector affairs, Mokgoko said the new government should play a

key role to help black business develop rapidly.

It would be important, he said, to attract investments into disadvantaged areas of South Africa so that black businesses and communities there would not be by-passed by development - as they had been for many decades.

"It is ridiculous to imagine that Soweto, Mamelodi, KwaMashu and So-shanguve, with a population of over a million people each, have no downtown or CBD areas - while many one-horse towns and dorpias with far smaller populations have downtown areas and 'sakesentra'," he said.

He called for the new administration to ensure that:

■ There is an aggressive move into agriculture to transform subsistence and peasant farming.

■ Black business moves into areas such as production, manufacturing and exporting are strongly supported.

■ All types of services in urban and rural areas are exploited and developed.

■ Infrastructural development, particularly the construction of roads, is given special attention.

■ Central Business Districts and downtown areas are created in disadvantaged areas.

CIPress 13/3/94



# Checkers mediation collapses

Star

■ BY JOVIAL RANTAO  
LABOUR CORRESPONDENT

Mediation between Shoprite/Checkers and the South African Commercial, Catering and Allied Workers' Union (Saccawu) to resolve the protracted illegal strike at the company's 24 stores collapsed yesterday and the union announced it would conduct a strike ballot. S18194

The Witwatersrand region of Cosatu announced yesterday that the planned stayaway on Monday had been cancelled and a consumer boycott of Shoprite/Checkers stores would start on Monday.

Shoprite/Checkers said Saccawu had walked out of mediation and appealed to Labour Minister Tito Mboweni to appoint an arbitrator.

Saccawu media officer Sithembele Tshwete said his delegation did not see the point of continuing as the Shoprite/Checkers delegation had refused to negotiate terms of reference for the arbitrator.

Saccawu members are to march to the Hillbrow branch of Shoprite/Checkers today.

The dispute concerns the illegal strike and an inquiry into allegations of racially abusive language used by a Saccawu national shop steward.

(31)

# Heated exchange sparks strike

Star 18/8/94

**RACIAL conflict at Killarney's Shoprite-Checkers results in a three-month strike at 37 stores, writes Christina Stucky**

**B**ursts of anger and hatred have sparked a three-month-old strike at Shoprite/Checkers, which has cost workers and store owners millions of rands.

Although both Shoprite/Checkers and the SA Commercial and Catering and Allied Workers' Union (Saccawu) have not yet reached agreement, the one thing they can agree on is that an incident took place on May 9 at the Killarney, Johannesburg, store between a shop steward and a store manager which has pushed relations to a breaking point.

This is the chronology of the strike:

**May 9:** At the Killarney Shoprite/Checkers store, national shop steward Monty Jika and an unnamed store manager are engaged in a dispute.

According to the union, Jika tells the manager: "You are a f... Jew... I am not a f... donkey. F... stop what you are doing to me. I am not your slave."

According to Shoprite/Checkers, Jika also said to the manager: "You are a f... Palestinian. F... off back home." A Saccawu spokesman says

this outburst followed a series of incidents of unfair treatment by the manager and the use of such racial slurs as "kaffir".

That same day, Monty Jika launches a grievance action.

May 16: Jika's grievance against the manager is turned into a disciplinary hearing against himself, says the union. "A grievance hearing cannot be conducted by a disciplinary hearing. At a disciplinary hearing, only Monty can be punished, not the manager," the union says.

The company says that a notice of inquiry into the dispute was first issued in mid-May. It says it is prepared to ignore internal procedures and, "in a spirit of compromise and reconciliation", offers third party intervention in the inquiry as well as arbitration, a company spokesperson states.

The offer is refused. Killarney becomes the first of 37 stores to begin illegal strike action at the beginning of June.



June 28: A meeting between the union and the company ends in deadlock "because the union refused to consider any disciplinary action", according to a company statement.

The company schedules an inquiry into allegations of racially abusive language for the next day. Workers start a campaign to reinstate dismissed workers.

June 29: Strike action takes place at 24 stores. The union does not endorse the strikes but understands that they "arise out of frustration of the workers who feel that enough is enough", it says. According to the union, 500 workers from the Lambton, Killarney, Epsom Downs, Edenvale and Balfour Park stores are fired after participating in the strike.

At least 166 workers from these stores — except for Balfour Park — are fired. The company says they "will gladly be taken back," as long as they agree not to participate in illegal strike action.

July 3: Jika is dismissed after a disciplinary hearing at which he was not present, the union says. The company affirms that after the union rejected the offer to mediate, the inquiry proceeded and Jika was dismissed. The dispute has still not been resolved. The strike enters its fourth week.

July 25: A meeting between company and union representatives ends in deadlock.

August 2 and 3: Mediation in Jika's case fails. According to the company, the union walks out after a day and a half of talks.

August 4: A conciliatory board hearing takes place, attended by the union, the company as well as the Department of Manpower. It, too, fails.

August 10: Three days after the union approves the company to discuss balloting procedures for a legal strike, mediation begins.

August 11: The strike, which involves 850 workers, enters its 68th day.

August 16: A union spokesman describes the talks as "sense", but will not disclose any further information on the deliberations in order not to jeopardise the mediation process indefinitely.

## Checkers strike ends

The illegal strike at 24 Shoprite/Checkers stores in the Transvaal ended last night with an agreement between the company and the SA Commercial Catering and Allied Workers Union.

*Star*  
The walkout nine weeks ago was sparked off by an incident at the company's Killarney, Johannesburg, store: a senior shop steward was alleged to have racially abused a Jewish store manager.

*1918/94*  
According to the company, the shop steward had persistently refused to attend a disciplinary inquiry into the incident.

Last night's agreement allows for workers dismissed during the strike to be reinstated, but without pay.

Workers who had participated in "serious misconduct" during the strike would face disciplinary action, but not dismissal.

The dismissal of the shop steward in the original incident would be subject to arbitration.

—Sapa

(3)

## Deal could save Pick 'n Pay jobs

THE SA Commercial Catering and Allied Workers Union (Saccawu) has yielded to pressure from Pick 'n Pay for flexible working arrangements after several months of resistance. (31)

The union was likely to sign a flexibility agreement with Pick 'n Pay this week, a union spokesman said at the weekend.

Pick 'n Pay industrial GM Frans van der Walt said the jobs of 3 405 workers retrenched in September last year could have been saved had the agreement been signed at that time. However many jobs could be saved and jobs could even be created once the agreement was signed.

A similar agreement was signed earlier this year with Shoprite Checkers, preventing about 1 500 retrenchments.

Van der Walt said the agreement would include internal transfers of staff and, possibly, flexibility in shifts.

JACQUIE GOLDING

Saccawu assistant general secretary Bones Skulu admitted that the union's campaign against flexibility in the workplace was "narrow minded".

Skulu said the flexibility agreement would secure jobs and reduce retrenchments by using workers to their full capacity. There were certain points which needed to be thrashed out before the agreement was signed.

He was confident, however, that Saccawu would sign the agreement.

Meanwhile, the eastern Transvaal Saccawu branch is planning a mass stayaway today by all eastern Transvaal Shoprite/Checkers workers in protest against 30 dismissals coupled with alleged racism and victimisation. Saccawu spokesman Sithembele Tshwete said a march through Witbank was planned.

# Pick 'n Pay and trade union break new ground

Risey 14/4/94  
 (31)

THE SA Commercial Catering and Allied Workers' Union (Saccawu) has entered new terrain at Pick 'n Pay with agreements involving far-reaching changes to the organisation of shopfloors and enhanced job security. The agreements also stand to shift shopfloor power relations, and redefine Saccawu's involvement in the running of the company.

The possibility of retrenchment is all but removed, realising the union's policy position regarding a moratorium on retrenchments. Non-permanent work at Pick 'n Pay stands to be dramatically reduced. A task team of shop stewards and management will examine aspects of working conditions, structures and functioning of each of the workplaces. Negotiations are pending on worker empowerment programmes aimed at restructuring and developing shopfloor relations and conditions.

Workplace reorganisation involves more flexible working practices, and increased shopfloor mobility. This entails multitasking, transfers within and between workplaces, and changing shift patterns.

This poses a potentially difficult transition for the workers involved, and for the task team responsible for implementation. With this in mind, the agreements include arrangements for full consultation.

In the run-up to these developments, a process agreement was signed in October 1993. It involved two negotiating phases: the first addressing job security, flexible working practices and mobility, minimising casual work, and customer courtesy; and the second worker empowerment and related issues, including job grading, skills development and information disclosure.

This agreement stemmed from a notice to the union of 3 500 retrenchments of permanent workers at Pick 'n Pay in April 1993, followed by discussions and consultations with union membership on approaches to adopt. The company argued that declining growth rates in profits between 1990 and 1993 culminated in a negative growth rate in after-tax profit in the 1993 financial year; this, in combination with a rationalisation study, had indicated that more than

## JEREMY DAPHNE

3 500 permanent employees had to be retrenched unless alternative solutions were found. It also maintained that overstating levels were such that the company's viability was threatened, and that this situation was aggravated by fulltime staff members' inflexibility, resulting in large numbers of casual workers being employed.

After months of discussions, the union entered into job security (rather than retrenchment) negotiations, resulting in the process agreement.

As part of implementing the first phase of the process agreement, the union and the company have concluded, but not yet signed, a job security, flexibility and mobility of labour agreement. This aims to protect the jobs of all Pick 'n Pay employees through workplace reorganisation. The agreement stipulates that arrangements must be fair and mutually acceptable, and be im-

plemented without workers being subjected to exploitation, abuse or victimisation. The agreement also recognises the company's need to meet changing trading patterns and customer expectations.

The main aspects of the agreement include:

- Withdrawal of retrenchment notices;
  - Where it is agreed that staffing levels need adjusting, this will be carried out through transfers and attrition, not by retrenchment; and
  - A task group of union and company representatives will review each workplace, in consultation with the shop steward committee and management, to establish appropriate staffing levels and shift patterns.
- An important dimension to this agreement is that in addition to the removal of retrenchment notices, future possibilities of retrenchment are remote, with overstating being addressed through transfers and attrition. Only in exceptional circumstances would retrenchment be a possibility.

An agreement minimising casual labour is being negotiated. It involves the conversion of more than 50% of casual workers to permanent status — an important step in achieving trade union rights and job security for all.

The task team will determine the exact number of casual workers to be converted to permanent status.

Agreement should be reached within weeks, followed by the task team implementing the job security, flexibility and mobility agreement in each workplace by September 1994. The process agreement on worker empowerment, training and disclosure is to be negotiated within six months, and also implies that the above agreements can be reviewed.

The union has addressed the threat of job losses and the likely implementation of management-dominated workplace restructuring by embarking on this process. For its successful implementation, all aspects of the agreement will need to be in place.

Daphne is Saccawu campaigns co-ordinator.

# Full alert as SA girds for the election

S Times (Bus)

NO work, no pay — and no disciplinary action. This appears to be the attitude business and industry will take during and after election week.

The SA Chamber of Business (Sacob), the Institute of Personnel Management (IPM) and the Steel and Engineering Industries Federation of SA (Seifsa) have advised their members to adopt a flexible policy to employee conduct in election week when tension will be high and political tolerance low.

The IPM says employers should provide for extraordinary events and ensure the safety of employees. But they should also try to maintain productivity.

A survey by Andrew Levy & Associates finds that 13% of companies will close for election week. Employees will either take leave or make up for lost time. The decision to make up for lost time must be approved by 75% of employees.

Employers should accept that it might not be possible to make up for all lost production.

Most industries intend to close only on Wednesday.

Lack of transport could be a problem for workers and employers are urged to be lenient on late-comers or those who fail to report for

By DON ROBERTSON

duty. Essential workers should be provided with accommodation away from their homes. 24/4/94

Cosatu is encouraging workers to return to work on Thursday because it believes people sitting at home could heighten tension.

Companies are advised not to adhere stringently to some of their rules for workers.

Employees who try to disrupt work, canvass for a political party, hold meetings or rallies or intimidate others should be reported to an electoral tribunal.

It is suggested that companies provide employees with transport to and from polling stations on Wednesday and Thursday.

Sacob advises members to review contingency and other plans. It suggests that this be done as calmly as possible to avoid anxiety among workers.

It suggests that contact be made with police stations before Wednesday. Communications, fire-fighting, alarm and security systems should be checked. Power, water, fuel and raw-material supplies should be secured. Stockpiling is suggested.

A review of insurance cover is essential to ensure

that all risks are provided for. Cover is available from SA Special Riot Insurance Association (Sasria). Loss of profits should be covered, accounting records should be removed from the premises and a stock count should be taken. (29)

Large warehouses containing food may be vulnerable to attack and stocks should be reduced. (31)

Major stores will carry on as usual, but will close on Wednesday.

Rene de Wet, joint managing director of Pick 'n Pay, says that although some shops open on public holidays, it is considered wise to close on Wednesday. Security will be increased.

Norman Nunan, operations director at OK Bazaars, says all stores will be open, except on Wednesday. Candles, tinned fish and meat are in short supply.

Bakeries plan to bake every day, but deliveries could be disrupted.

The JSE will be closed on Wednesday and will reopen on Thursday.

Disruption of business is inevitable, but some operations have scored in the run-up to the elections. Car-rental companies have done great business. Imperial Car Rental, for instance, has acquired an additional 1 700 vehicles.

Newspapers, radio and television have benefited from political advertising.

## Pick 'n Pay hit by go-slow on Reef

*2 Day 18/15/94*  
PICK 'n Pay stores on the Reef were disrupted by go-slow action yesterday with workers reporting for duty but refusing to wear uniforms, according to company spokesman Frans van der Walt. *(31) (132)*

The varying degrees of industrial action at 34 Reef stores were sparked by a wage dispute declared by the SA Commercial, Catering and Allied Workers' Union (Saccawu) prior to a meeting scheduled for yesterday.

ERICA JANKOWITZ

Van der Walt said in the past wage disputes were normally resolved prior to the parties establishing a conciliation board, but this year the company had refused to continue with discussions until Saccawu agreed to get their workers to comply with their employment contracts. Pick 'n Pay refused to pay workers for yesterday as the action was illegal.

# Union declares dispute with Shoprite/Checkers

8 May

2016/14

ERICA JANKOWITZ

THE SA Commercial, Catering and Allied Workers' Union (Saccawu) yesterday declared a wage dispute with Shoprite/Checkers after three days of negotiations left the two parties almost R200 apart, Saccawu spokesman Jeremy Daphne said.

Daphne said it was unusual for a dispute to be declared so early in negotiations, but he attributed this to "a combination of the relationship history with Shoprite/Checkers and increased expectations after the change of government. As a new society starts to emerge in SA, workers are expecting improvements in their working lives," he said.

When the dispute was declared, Saccawu was demanding a R250 across-the-board increase and a minimum wage based on the Checkers minimum of R1 140 a month.

The company had offered a R65 increase and a minimum based on the Shoprite minimum of R805 a month, Daphne said.

A Saccawu shop steward said the union would be pushing hard for parity between the two companies as well as the elimination of the rural/urban wage differential pursued by

the company.

The union's demand represented about a 24,5% increase on the average wage and the company's offer about a 6,4% increase, he said.

Other issues still on the table were a 13th cheque, staff discount, annual leave, funeral scheme, long service award, salary advance, uniform allowance, compassionate leave, parental rights and casual staff.

Daphne said the dispute had been referred to conciliation board and industrial council hearings, but no dates had been set.

A Checkers/Shoprite spokesman said the company was surprised that the dispute was declared at this stage, "particularly in view of the flexibility agreement we reached and recent relations with the union".

The company urged the union to engage in constructive negotiation. The spokesman said the group had a "genuine intent to resolve the dispute amicably, and as soon as possible".

He said the union was intransigent and not willing to negotiate past the initial wage increase management had suggested.



Star 3/16/94  
**Racial probe  
sparks strike**

More than 4,000 Shoprite/Checkers workers at 30 stores country-wide stopped work yesterday in protest against an inquiry to be held into an allegedly racial incident at one of its stores.

The SA Commercial, Catering and Allied Workers' Union said other branches could join the action.

The supermarket group said the illegal strike followed allegations of racially abusive language used by a Sacawu shop steward against a Jewish manager. — Staff Reporter.

Star 9/16/94

# Deal ends wildcat strike at 37 stores

A wildcat strike at 37 Shoprite/Checkers stores was suspended when workers returned to work yesterday after an agreement between the company and the SA Commercial, Catering and Allied Workers' Union (Saccawu).

■ Six unions agreed yesterday to suspend a strike by train controllers, according to Spoornet's Metro commuter division on the Witwatersrand.

The strike by the 40 controllers, began at about noon yesterday and delayed rail traffic during the afternoon.

The controllers went on strike

over the evaluation of their posts. They agreed to return to work after an appeal by the unions, a Metro statement said.

■ About 3 000 Saccawu members plan to march to the Spar Warehouse on the West Rand on Saturday to protest against the dismissal of 58 workers, who, the union says, lost their jobs be-

cause they attended President Mandela's inauguration.

Management could not be reached for comment.

■ Police were called to the Norwood branch of Pick 'n Pay, which was closed for up to three hours yesterday as workers demonstrated inside the shop.

Saccawu said workers were in negotiation with management

when the police were called.

"Workers were dissatisfied that no action was being taken against a member of management staff, who for the second time, was caught stealing a trolley. (3) (S)

"During negotiations to address management's hesitancy to take action against the staff member, police were called in and this upset the workers," Saccawu publicity officer Sithembele Tshwete said.

Pick 'n Pay management could not be reached for comment. — Labour Correspondent and Sapa.

# Shoprite/Checkers, union conclude wage agreement

THE SA Commercial, Catering and Allied Workers Union (Saccawu) and Shoprite/Checkers agreed on a R130 across-the-board wage increase on Tuesday, Saccawu said yesterday.

The nearly month-long wage dispute between the parties began last month with Saccawu demanding R250 across-the-board and a minimum wage based on the Checkers minimum of R1 140 a month.

The company had offered a R65 increase and a minimum based on the Shoprite minimum of R805 a month.

When Shoprite bought Checkers, the difference between the minimum wages in the stores was marked, with the lowest paid workers in Checkers receiving substantially more than Shoprite workers.

After a four-day final round of negotiations at a conciliation board meeting, agreement was reached on Tuesday, Saccawu said, adding that wage agreement on an average wage of R1 140 a month, was an effective 11,4% increase for workers. (31) (31)

This was a 4,3% increase above the most recent inflation rate of 7,1%, the union said.

Saccawu spokesman Jeremy Daphne said this meant that an average workers' income would keep up with inflation, but

JACQUIE GOLDING

real increases in take-home pay would probably be relatively low.

Shoprite/Checkers yesterday said the wage increase was 10% with a minimum salary of R940.

The parties also agreed on a minimum wage of R940 per month which was R135 or a 16,8% increase on the previous negotiated minimum of R805 a month.

Workers employed since the signing of last year's wage agreement earning R600 a month would now receive R340 or 56% a month increases the union said.

Casual workers earning R5,30 an hour would receive 60c or 11,3% increases an hour while other casuals would receive 40c increases.

The parties also agreed to a 13th cheque of 100% of salary after seven years' service while workers with less than seven years would be paid 10% of their salary for each completed year of service.

Other issues agreed on included R500 contributions by the company towards funeral transport assistance, improvements to long service awards and compassionate leave of four days in the event of an immediate family member's death.

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# Pick 'n Pay managers to march

BIDAY 117194  
ERICA JANKOWITZ

PICK 'n Pay middle management will march to the company's Johannesburg head office today to demand the recognition of their newly established union, the Joint Affirmative Management Forum.

Forum executive chairman and Pick 'n Pay Bedford Plaza assistant manager Linda Khuzwayo said the forum planned to act as a trade union representative for monthly paid workers who currently fell outside existing bargaining structures.

He said the forum was effectively a branch of the Cosatu-affiliated SA Commercial, Catering and Allied Workers' Union (Saccawu) and hoped to expand to include management workers from other companies.

Khuzwayo insisted the forum was nonracial although it was initially established to represent affirmative action appointments (31/11/94)

He claimed a membership of at least 700 in southern Transvaal stores and hypermarkets, with significant membership in other areas including KwaZulu/Natal and the Eastern Cape. However, recruitment had been slow in the Western Cape.

Pick 'n Pay labour relations GM Frans van der Walt confirmed the existence of the forum, but said it had failed to convince management of its representativeness of middle management echelons which numbered

about 6 500 salaried staff. He said a meeting of the parties was scheduled for July 11 to establish whether the union deserved recognition.

He dismissed claims that middle management had been threatened with dismissal if they joined the forum, saying the company supported freedom of association.

Van der Walt believed mostly clerical workers had joined the union and said if it wished to represent that category of workers it would need to establish representivity of about 4 500 workers.

□ Meanwhile, balloting began in Pick 'n Pay stores yesterday to determine whether a wage strike would be called by Saccawu.

# Pick 'n Pay staff to strike

21 Day 12/7/94

ERICA JANKOWITZ

ABOUT 15 000 SA Commercial, Catering and Allied Workers' Union (Saccawu) members would begin a legal wage strike at 350 Pick 'n Pay stores on Thursday, a union spokesman said yesterday.

This followed a Saccawu national executive committee meeting at which the nationwide ballot supporting rejection of management's final offer was discussed.

Wage negotiations broke down in May, with management offering R165 a month across the board in response to the union's R229 demand. Conciliation board meetings and mediation failed to resolve the issue.

During negotiations, some Reef stores were disrupted by go-slows. Workers refused workers to wear uniforms in a bid to expedite the process.

This will be the first national strike at

Pick 'n Pay since 1986. It will also be the first major industrial action since the new government took power. Saccawu represents about 15 000 of the group's 29 000-strong workforce. Many members work in crucial positions as cashiers and packers. Disruption could be exacerbated if Saccawu gains consumer support.

The spokesman said just more than 5 000 workers would be involved in industrial action in the southern Transvaal region. The remainder would be in stores around the country. (31) ~~31~~

Pick 'n Pay's projections of 10% sales growth this year could be affected.

Pick 'n Pay spokesman Frans van der Walt was not available for comment.

# 15 000 chain store workers on strike

By Ike Motsapi

**M**ORE THAN 15 000 Pick 'n Pay employees yesterday went on a national strike in support of a demand for better pay and working conditions.

The workers, who are members of the South African Commercial Catering and Allied Workers Union, embarked on the industrial action after holding meetings at various outlets of the chain store yesterday.

Black managers employed by Pick 'n Pay have also given management until today, to respond to their demand that they be treated on the same basis as their white counterparts.

A spokesperson for the black manag-

Sowetan 13/1/1994  
■ **SHABBILY TREATED** Black

managers demand equal treatment:

ers said they had been "shabbily treated" (31) (32) (33) increases on March 1 this year.

The striking workers are demanding an across-the-board salary increase of R200 a month while management has made a final offer of R175.

## Demand a minimum

The workers also demand a minimum monthly salary of R1 200 while management said it was prepared to pay R1 080 a month.

Wage negotiations between management and Saccawu started last year and workers were due to receive their salary

Mr Bones Skulu, assistant general secretary of Saccawu, confirmed that the strike had started.

He said: "Parties to the dispute — the union and management — completed counting the ballot on Monday.

"It was established that the majority of the workers had opted to go on strike.

"We have tried our best to get the matter settled with management but our talks always ended in failure," he said.

Mr Frans van der Walt, Pick 'n Pay's industrial relations officer, could not be reached for comment.

# Pick 'n Pay takes legal action against strikers

CAPE TOWN — Pick 'n Pay had sought industrial court interdicts to protect customers and non-striking employees but was open to discussion, joint MD Gareth Ackerman said yesterday.

By 4pm yesterday about 80 of the group's 150 stores had been "adversely affected" by striking workers, with 15 stores, predominantly in Eastern Cape and PWV, closed for periods during the day.

He said legal steps were taken yesterday against strikers who disrupted stores, and although the outcome of court proceedings were not known before going to Press, he hoped interdicts would take effect today.

Urging the SA Commercial, Catering and Allied Workers' Union (Saccawu) to reconsider an offer of a R175 monthly increase for a 16-month period, he warned that if strikers disrupted stores, the company would have to reduce its offer to cover costs of the strike.

Ackerman said Pick 'n Pay could not meet a Saccawu R229 across-the-board demand without store closures.

The company had tabled three options: a 16-month deal from March 1 of an increase of R175; a 15-month deal of R165, also from March 1; or R175 from March 1 to May 31 1995 with a payment of R580.

"This equates to 11,5%, which should be

EDWARD WEST and  
ERICA JANKOWITZ

seen against a 7% to 8% inflation rate and 4% to 5% growth in business."

Ackerman said the offer would increase the group's R441m-a-year wage bill for weekly-paid staff by R50m. Saccawu's demand was "completely beyond our financial capacity".

Saccawu spokesman Sithembile Tshwete said the union would stage marches countrywide tomorrow. In the PWV region members would march from Eastgate to the company's Bedfordview head office. ~~(31) (450)~~

On Friday workers would march from Nugget Street to the JSE. Tshwete said if a revised offer was not tabled, workers would start a legal strike on Tuesday.

Ackerman warned of negative consequences of a strike on foreign investment.

Meanwhile, Sapa reports that Pick 'n Pay's Norwood, Johannesburg, outlet was among the stores at which shopping was disrupted yesterday.

Casual workers manned tills as queues of shoppers formed. Security staff watched protesters and turned shoppers away.

Some placards told Ackerman not to waste money sponsoring televised coverage of the soccer World Cup in the US.



NEWS, Union demands a R200 a month increase • No differences of opinion

# Scores of striking workers arrested

Sowetan

14/7/94

## WAGE DISPUTE Police act after

### supermarket chain is granted order:

**S**cores of striking Pick 'n Pay employees were arrested yesterday after management had obtained an order restraining them from disrupting business.

A number of strikers — members of the South African Commercial Catering and Allied Workers Union — were injured in a confrontation with the police.

The order restraining the strikers was granted by Mr Justice DR van Schalkwyk at the Industrial Court in Pretoria.

In papers before the court, Pick 'n Pay management applied for an order interdicting and restraining Saccawu from organising and orchestrating, and individual respondents from conducting, the following:

- Marches on to the trading areas;
- Occupation of trading areas;
- Eviction or ejection of customers entering the stores;

Warrant-Officer Andy Pleike said police were acting on behalf of management in respect of an order issued by the court. Pleike said workers, who had occupied some of the Pick 'n Pay outlets, were asked to disperse. He said some refused and they were arrested.

- Conducting sleep-ins; and
  - Damaging to property.
- Witwatersrand police spokesman Warrant-Officer Andy Pleike said police were acting on behalf of management in respect of an order issued by the court. Pleike said workers, who had occupied some of the Pick 'n Pay outlets, were asked to disperse. He said some refused and they were arrested.

### Tense situation

Pleike said the situation was tense but calm. Police were monitoring all the big Pick 'n Pay outlets.

At Highgate workers blockaded all the entrances leading into the store from 9am. Police were called in to restore order but workers would not allow them to get near the building.

An ugly situation was averted when a management representative asked the

police to leave.

At Southgate the store was empty with only three cashiers on duty when Sowetan visited the centre yesterday morning.

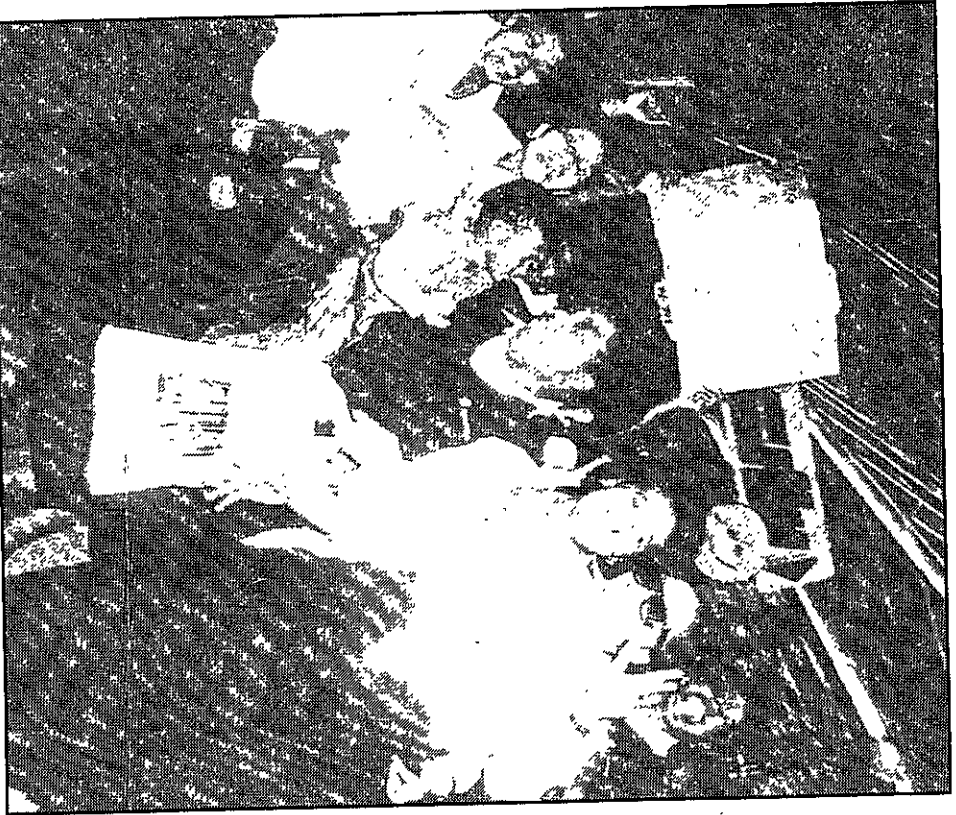
At Steeldale police allegedly set dogs on workers who were toyi-toying and singing on the shop premises.

At Norwood about five workers were wounded when police allegedly opened fire on them.

At Northgate about 300 strikers were taken into custody.

Pleike said it was too early to say how many people had been arrested. He confirmed that three were taken into custody at the Randburg outlet.

Management and Saccawu are in dispute over wages. Saccawu demands an across-the-board salary increase of R200 a month for its members. Management made a final offer of R175.



Highgate shopping centre in Johannesburg was brought to a standstill yesterday when Pick 'n Pay workers went on strike over wages. Police reinforcements were called in but they failed to stop the workers. A number of workers were arrested at other branches.

pic: MBUZENI ZULU

*Pick 'n Pay action turns ugly*

# Hundreds of strikers arrested

Star 14/7/94

■ BY JOVIAL RANTAO  
CHERYL HUNTER  
and DUNCAN GUY

Up to 1 000 South African Commercial Catering and Allied Workers Union (Saccawu) members were arrested and 20 injured at various Pick 'n Pay branches when their strike turned ugly yesterday.

SA Police Service spokesman Warrant-Officer Andy Pieke said police had to use three stun grenades and 28 rubber bullets at the Norwood and Ormonde branches of Pick 'n Pay to disperse rowdy strikers. "We were called in and forced to act," he said.

Pieke said a security guard was injured at Norwood after he was allegedly hit on the head by the strikers.

Union branches around the country reported that workers were being arrested en masse. Arrests occurred in Uitenhage, Port Elizabeth, Queenstown, Potchefstroom, Klerksdorp and in several centres in the PWV.

Saccawu publicity officer Sithembele Tshwete said most of the 15 000 strikers were unaware of an interdict banning protests on the company's premises, because the union did not have time to inform them of the ruling.

He said the union was still

**WE DID not have enough time to inform members of interdict banning protests on company premises, union leader says**

collecting statistics of arrests. The conduct of the police was unacceptable, he added. However, Saccawu was willing to meet Pick 'n Pay to seek a solution. (3) (4)

Gareth Ackerman, Pick 'n Pay's joint managing director, condemned reports of vandalism by Saccawu members and appealed to them to accept the company's wage offer.

## March planned

However, prospects of the resolution of the strike seemed remote yesterday when Pick 'n Pay management told Saccawu it would not resume negotiations until strikers abided by the conditions of the Industrial Court interdict.

Saccawu members went on strike on Tuesday, demanding an across-the-board pay rise of R229. Pick 'n Pay has offered R175.

Strikers plan to march to Pick 'n Pay regional headquar-

ters in Bedfordview today.

The Industrial Court has ordered strikers to stay at least 500 m from Pick 'n Pay supermarkets for the next month. They were also prevented from conducting sleep-ins and intimidating customers, damaging company property or interfering with the supermarket chain's ability to trade.

Randfontein workers were arrested for violating an Industrial Court order preventing them from staging demonstrations inside Pick 'n Pay store premises. Forty-six of them appeared in court and their case was postponed to next month.

At the Norwood Pick 'n Pay yesterday, furious voices and clenched fists greeted curious shoppers when striking workers banged on the glass doors at the entrance to the store, demanding to be allowed in.

Panic broke out when members of the Johannesburg Internal Stability Unit (ISU) arrived and forced workers out with teargas and rubber bullets.

An injured worker, Belinda Maseko, said she was hit by an ISU member after falling down during the stampede to leave the store.

Her arm swollen, she said: "The police just hit us and never asked us to leave."

# Hundreds of Pick 'n Pay strikers arrested after violence at stores

HUNDREDS of Pick 'n Pay workers were arrested yesterday after a national strike turned violent.

About 20 000 members of the SA Commercial, Catering and Allied Workers' Union (Saccawu) went on strike over wages at all of the company's 350 stores, sales director Martin Rosen said.

After violence erupted the union accused management of brutality, and management accused the union of intimidation and harassment.

While the strike is legal, management obtained an Industrial Court interdict on

Tuesday night barring strikers from gathering within 500m of Pick 'n Pay stores.

Yesterday's events followed sporadic action on Tuesday in about 100 stores. The strike was called in support of a R229 a month wage increase demand with management offering R175. The company's offer would translate into a minimum wage of R1 650 a month, Pick 'n Pay said.

Most stores were trading using casual labour, but there was a high degree of intimidation and 15 stores had been closed.

Rosen said the intimidation was scattered throughout the country with the ex-

Management met Saccawu representatives to brief them on the interdict, which barred workers from conducting sleep-ins at stores and interfering with customers.

Pick 'n Pay joint MD Gareth Ackerman said he was shocked and saddened by yesterday's events and, in terms of the interdict, union officials and shop stewards would have to explain what steps they had taken to control the bad behaviour of some union members. Strikers had deliberately attempted to "obstruct, harass and intimidate not only customers of certain stores,

—□ To Page 2

Biday 14 7 1977  
ERICAJANKOWITZ

ception of the Free State where the strikers' mood was described as calm.

Sapa reports that police used rubber bullets and stun grenades to disperse strikers outside stores in Norwood, Steeldale and Ormonde. Seven strikers were reported bitten by police dogs and one policeman was struck on the head by a brick thrown by strikers. Some damage to property was also reported.

Witwatersrand police spokesman Andy Piete said police had warned strikers "to

disperse in terms of a court order" but were ignored. Police began arresting workers after they "became aggressive".

At Ormonde strikers barricaded entrances and exits to the building with trolleys and customers had found themselves trapped inside.

More than 200 employees were arrested on the West Rand. In Vereeniging, 165 strikers were arrested and released on warnings with 79 workers in Durban and Maritzburg receiving similar treatment. Two strikers were arrested in Norwood for being in breach of the interdict.

## Pick 'n Pay

but also non-striking workers".

JACQUIE GOLDING reports that Saccawu's joint affirmative management forum last night accused Pick 'n Pay of brutality. Spokesman Mgcineni Mhlavivana said it was necessary to take action against the company's use of force.

Saccawu members were scheduled to march to the company's head office today to present their wage demands and to the Johannesburg Stock Exchange tomorrow.

YURI THUMBRAN reports that Pick 'n Pay's share price has tumbled 19% in the past three weeks. It ended a further 50c down last night at R12.75.

Market sources said under normal circumstances Pick 'n Pay's current price

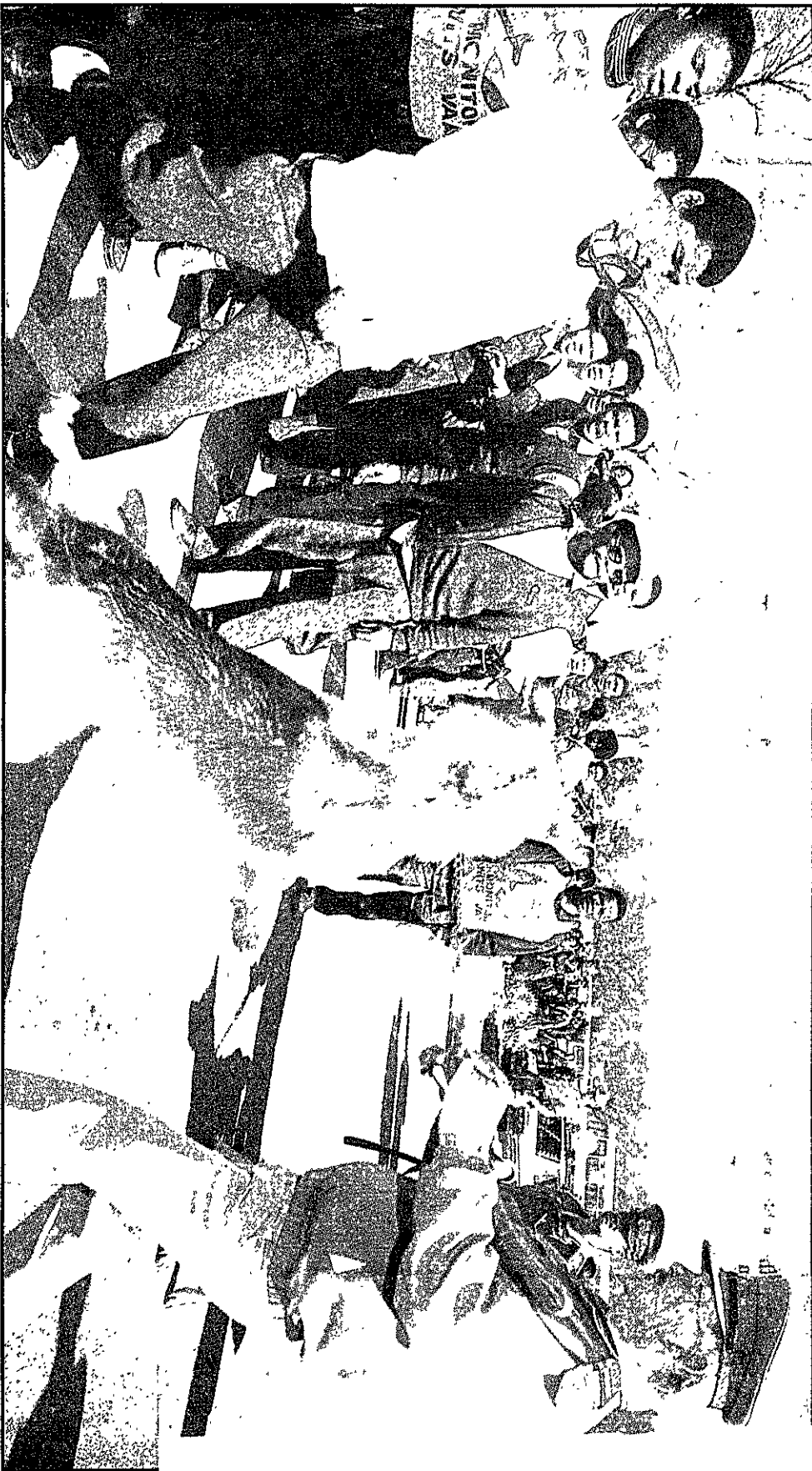
Biday 14 7 1977 □ From Page 1

would have been attractive to investors, but the strike would scare them off.

□ Meanwhile, about 600 Saccawu members have been on strike at 23 Shoprite/Checkers southern Transvaal stores since June 29 protesting against victimisation of union members.

A Saccawu shop steward said the company had fired all members at five stores: Killarney, Epsom Downs, Balfour Park, Lambton and Edenvale. Go-slows were taking place in other stores and the industrial action could escalate to all stores nationally unless Shoprite/Checkers took steps to address workers' grievances.

Company spokesman Adele Gouws said stores were trading normally.



Strike action . . . dogs, police and angry strikers square up at Pick 'n Pay's Bedfordview head office yesterday.

PICTURE: GARY BERNARD

## Growing concern over supermarket strike violence

### STAFF REPORTERS and OWN CORRESPONDENT

Union leaders, Pick 'n Pay senior management and Government were moving today to take the growing anger out of the increasingly violent and confrontational strike that has

hit the national food retailer. Joint managing directors of the company Gareth Ackerman and Rene de Wet flew from Cape Town to Johannesburg early today to join negotiations which reopened yesterday.

The behaviour of Pick 'n Pay

strikers during this week's countrywide wage strike will top the agenda during today's talks.

Labour Minister Tito Mboweni has stepped into the issue warning that he strongly opposed "the brutalisation of

the strike and any use of violence, either by the police or strikers".

It appeared, however, that Pick 'n Pay was sticking to its line of no improvement in its final pay offer of about 11,2 percent on its total wage

bill and its expectation that the police must protect the company's property, staff and customers from "misbehaving" strikers.

This follows further clashes between strikers and police at

► To Page 3

## Strikers' behaviour will top talks agenda

Star 15/7/94

### From Page 1

the Southgate branch in Johannesburg.

At least 21 people were treated for dog bites and four for gunshot wounds at Baragwanath Hospital and 150 were arrested

hours after a mass march on the Bedfordview head offices.

The strikers disobeyed a court interdict banning them from Pick 'n Pay premises when, after returning from the march, they discovered that scab workers

had taken their places.

Marketing director Martin Rosen said striking workers had chased Southgate store manager Sakkie Verster and regional accountant George Comrie into an office in which they were held

hostage.

Police with dogs were called in and 150 were arrested.

Workers accused police of using excessive force — they were shot with teargas and rubber bullets.

(31) (18) (35)

# Mboweni intervenes in Pick 'n Pay strike as violence continues

LABOUR Minister Tito Mboweni intervened yesterday in the Pick 'n Pay strike as violent incidents, including the hostage-taking of two managers, continued for a second day.

Although no conclusion was reached after his mediation efforts, Mboweni told both sides that their differences were sufficiently narrow to make a settlement possible. He strongly opposed "the brutalisation of the strike and any use of violence, either by police or strikers."

"We must be careful not to criminalise industrial conflict."

Company executives fly to Johannesburg today in an attempt to end the strike, during which about 700 workers have been arrested defying an Industrial Court interdict barring SA Commercial, Catering and Allied Workers' Union (Saccawu) members from company premises.

Management said it believed a deal could be struck today. Marketing director Martin Rosen said Mboweni had spoken to management and union leaders at the company's headquarters in Bedfordview while workers demonstrated outside.

At Southgate, store managers George

ERICA JANKOWITZ

Comrie and Saki Verster were briefly held hostage. Rosen said the managers had been chased into an office and threatened by about 150 workers who had returned to the store from the company's headquarters.

The police were called and the crowd dispersed. But Saccawu said police had fired on strikers, injuring at least 60.

In another standoff with police, union members were stopped from marching through Bedfordview to the company's head office, as no permit had been granted.

BONILE NGQIYAZA reports that hundreds of union members delivered a memorandum to the head office after being driven there in taxis and buses.

In a show of support for the strikers, Cosatu general secretary Sam Shilowa accompanied them. He said the police had no right to "stop workers from marching in the streets."

Rosen said intimidation and the prospect of damage to property had led Pick 'n Pay to take the "regrettable action" of getting an interdict, which "had nothing to do with the workers' right to protest".

Meanwhile, JACQUIE GOLDING reports Pick 'n Pay denied Cosatu's claims that the company was reluctant to disclose its financial files to union auditors.

Rosen said Saccawu had been invited on "numerous occasions" to inspect company files. The company would welcome the union's auditors as this would help create a better understanding of the company's inability to meet union wage demands.

Rosen said disinformation had contributed substantially to the current situation.

● Picture: Page 3  
● Comment: Page 10

# Cosatu, Mufamadi, chain store to meet on industrial disputes

□ Aim to curb clashes between police, strikers

LIBBY PEACOCK  
and JOSEPH ARANES  
Staff Reporters

COSATU general secretary Sam Shilowa is scheduled to hold talks today with Safety and Security Minister Sydney Mufamadi and Pick 'n Pay officials to curb confrontations between police and strikers.

Mr Shilowa was due to join representatives from Pick 'n Pay and the South African Commercial, Catering and Allied Workers Union (Saccawu) at the police ministry in Pretoria early this afternoon.

It is hoped the talks will provide guidelines to deal with industrial disputes in various sectors.

Today National Education Health and Allied Workers' Union (Nehawu) Western Cape chairman Wilfred Alcock accused the management of Highlands House, the Oranjezicht old-age home, and the catering giant Fedics of using intimidatory actions against union members during a workers' march yesterday.

Health and supermarket

workers, using siren fanfare from sympathetic traffic officers, joined forces on a strike tour of the city centre yesterday afternoon.

Members of the National Education Health and Allied Workers' Union (Nehawu), protesting against dismissals at Highlands House old-age home in Oranjezicht, joined the ranks of Pick 'n Pay strikers at the nearby Gardens Centre.

And at Red Cross Children's Hospital a small band of protesters persuaded a medical superintendent to call Highlands House to demand the reinstatement of fired workers.

Nehawu's Highlands House protest was marked by a strong police presence — reinforced by razor wire — and by anti-Semitic statements by worker representatives.

Police cordoned off Highlands House to prevent the strikers, who included Highlands House health workers, Pick 'n Pay workers and health workers from several other institutions, from entering.

Highlands House workers were demanding that 219 Nehawu members who had

been dismissed be reinstated, while the other health workers were protesting in solidarity.

Highlands House earlier obtained a Supreme Court interdict forbidding any march on the home.

Union leaders were not allowed to enter the grounds to hand over a memorandum to management.

Union leaders later read out grievances and then handed over a memorandum to Highlands House executive director Noreen Gruskin through the razor wire barrier.

Reaction unit police armed with shotguns monitored the situation closely while workers, carrying placards and singing freedom songs marched down Upper Buitenkant Street from Highlands House.

Police formed a barrier, blocking the marchers from turning into Mill Street, but using a slightly different route they bypassed the cordon and swarmed into the centre.

Inside the centre, casual Pick 'n Pay staff, management and security guards watched the placard-waving protesters through glass doors from inside the locked store.

● Speaking for Nehawu workers today, Mr Alcock said: "The union believes the interdict is nothing other than intimidatory actions on the part of Highlands House and Fedics."

● Sapa reports from Johannesburg that a total of 530 striking Pick 'n Pay workers were arrested in the area yesterday.

## Constantia pickets restrained

Staff Reporter

ABOUT 150 Pick 'n Pay workers picketing both entrances of the Constantia supermarket were prevented from entering the shop by a chain of policemen today.

The doors remained open and customers were allowed in but scuffles broke out between police and workers, who wanted the store to be closed.

Hundreds of shoppers watched the protest while traders next to Pick 'n Pay closed their shops.



Clash of interests ... Police and management locked out striking workers at the Norwood Pick 'n Pay Hypermarket this week

PHOTO: STEVE

## Ominous violence as workers picket for pay

31 AUG 15 - 21/7/94

Violence erupted at Pick 'n Pay stores this week as workers downed tools following the failure of pay talks. **Vuyo Mvoko** reports

**P**ICKET line violence and the mass arrest of union members this week are ominous portents for the nationwide strike at retail giant Pick 'n Pay.

The violence, following the failure of pay talks between the chain store and the South African Commercial, Catering and Allied Workers' Union (Saccawu), is particularly alarming in the context of the long, constructive relationship between the two in a strife-torn industry.

Market leader Pick 'n Pay was last hit by a national strike in 1987. Since then it has built a reputation for being one of the best payers in the industry, with an enlightened industrial relations policy.

Close to 1 000 workers were arrested this week, and 20 injured, when police swooped on demonstrators who had defied a court interdict barring protests and sit-ins on company premises. The upheavals ominously recalled the strike wave in the commercial sector in 1990, which was marked by large-scale violence and arrests arising from sit-ins.

This week's protests were intend-

ed as a curtainraiser to a nationwide strike at Pick 'n Pay's 350 stores, due to begin on Tuesday next week. However, when the 75 percent "yes" vote in the strike ballot was released this week, workers spontaneously downed tools.

Management said about 80 stores had been "adversely affected", with 15 — predominantly in the Eastern Cape and the PWV — having closed. Pick 'n Pay joint managing director Gareth Ackerman warned that if store disruption continued, the company would reduce its wage offer to cover its costs.

On the Reef, police said seven workers had been injured by police dogs at the Steeldale Hypermarket, and that rubber bullets and stun grenades had been used at the Norwood Hypermarket and Ormonde Pick 'n Pay. Police spokesman Lieutenant Colonel Eugene Opperman said police action had been sparked when a security guard had been hit on the head with a brick. Norwood strikers claimed the acting general manager of the store, Charles van Collier, had asked police to unleash a volley of rubber bullets on hundreds of workers staging a sit-in on the shop floor, and that no warning had been given. Van Collier said the strikers had been given two minutes to move.

At Ormonde, police said strikers had trapped customers in the store by barricading exits.

Saccawu's Sthembele Tshwete

said the workers' pay claims — a R229 across-the-board monthly increase, as compared to the R175 offered by management — were motivated by what they considered their fair share of company profits. At least one other chain store paid better than Pick 'n Pay, and they were convinced the latter could afford their demand.

"Loading managers were earning big salaries," he said, charging that directors were earning R5 000 a week, senior managers R3 000, and line managers R2 000, while the average worker was earning R350.

Ackerman said the company's offer amounted to 11 percent, and should be seen in the context of a seven percent inflation rate and the company's five percent growth rate.

While Ackerman condemned the union for doing nothing to control its members, Saccawu general secretary Bones Skhulu complained the company had given the union only two hours before enforcing the interdict. Before arresting the workers, police should have read the interdict to them, he said.

Skhulu said Pick 'n Pay should not be deceived by "the euphoria of a new South Africa" and think that forms of pressure historically open to the unions were exhausted.

Responded Ackerman: "We are saddened that despite an excellent industrial relations track record, the union has seen fit to target Pick 'n Pay as a soft touch."



# Pick 'n Pay talks collapse

ARG 16/7/94

TALKS to end strike action by Pick 'n Pay workers have collapsed. A statement yesterday by the supermarket giant said the South African Commercial, Catering and Allied Workers Union had withdrawn from talks.

The walkout followed union accusations that management had conspired with police against workers.

Pick 'n Pay said in a statement the union had backed out of an agreement which would have ensured "appropriate standards of good strike conduct".

It said the union withdrew from a meeting where the wage dispute could have been resolved and also cancelled the agreement on the behaviour of strikers.

"This regrettable decision could have the potential of setting a very dangerous precedent which could mislead strikers that SACCAWU condones unlawful behaviour," said Pick 'n Pay managing director René de Wet.

The union said it had suspended talks with management to end a week-long walkout marred by violence because the supermarket chain conspired with police forcibly to disperse strikers.

But, Mr De Wet said: "This latest allegation is nonsense. Pick 'n Pay's discussions with police were a direct response to threats made by certain union officials and shop stewards that the strike would be vicious and would result in the closure of stores and our recent experience of past unlawful behaviour ... bears this out."

He said the company remained committed to resolving the dispute.

Meanwhile, Sapa reports that at a Press conference in Johannesburg, the union's assistant secretary-general, Herbert Mkhize, alleged management had approached senior police in the PWV in June to undermine the strike.

Pick 'n Pay, however, denied the allegations and said the June meeting with police had been an attempt to clarify the company's position with regard to any unlawful industrial action.



# Wage talks break down

By Russel Molefe

THE nationwide strike by Pick'n Pay workers is set to continue after talks between management and the South African Commercial Catering and Allied Workers' Union broke down on Friday.

The talks, which were aimed at breaking a wage deadlock and ensuring appropriate standards of good strike conduct, ended following a walkout by Saccawu delegates. They accused management of conspiring with police against the workers. Saccawu assistant general secretary Mr Herbert Mkhize alleged that management "had secret meetings with police".

## 18/7/94 Secret deals

Police action during the strike, which resulted in about 1 000 workers being arrested and scores injured, was proof of the secret deals, Mkhize claimed.

Police have clashed with workers in most parts of the country since the strike started on Wednesday.

Mkhize said the union became aware of the "secret meetings" after the Congress of South African Trade Unions met government officials to discuss the role of police in labour disputes. Pick'n Pay co-managing director Mr Gareth Ackerman disputed Saccawu's allegations.

He said the union's withdrawal from the meeting was "regrettable".

This latest allegation is nonsense. Discussions with police were a direct response to threats made by certain union officials and shop stewards that the strike would be vicious and result in the closure of stores," Ackerman said. He said the Saccawu action was a delaying tactic in the light of heavy criticism of violence by strikers.

## More strike action likely this week

ERICA JANKOWITZ

THE retail sector faces more strike action this week, with the Pick 'n Pay strike far from resolved and the threatened escalation of a strike at Shoprite/Checkers.

The Spar Group may also be headed for protest action after SA Commercial Catering and Allied Workers' Union (Saccawu) members applied to the Industrial Court regarding alleged unfair dismissals, naming all Spar store holders as respondents. *BiDay 18/7/94*

The union's withdrawal from negotiations with Pick 'n Pay on strike behaviour on Friday could mean the escalation of the acrimonious strike unless the union can restore discipline among members. All 350 Pick 'n Pay stores were affected last week when about 20 000 workers downed tools in support of the union's wage demand.

Pick 'n Pay joint MD Rene de Wet said the union's withdrawal from a strike behaviour agreement on Friday was regrettable. It could set a dangerous precedent and "mislead strikers into thinking that Saccawu condones unlawful behaviour".

About 700 Saccawu members have been arrested and several injured, with reports of damage to company property. *(31/52)*

Cosatu general secretary Sam Shilowa said the union believed Pick 'n Pay management had discussed the possibility of police action against strikers rather than trying to negotiate a settlement with the

□ To Page 2

## Strikes

*BiDay 18/7/94*

□ From Page 1

union. Once it became obvious strike action was likely, management had approached the police and not tried to thrash out a solution with Saccawu.

Company management disputed this, saying it had been left with no option but to call in security forces after workers intimidated shoppers and trashed stores.

"Meetings with police were held to clarify our legal position in the event of unlawful actions such as assault, damage to company property and threats to employees and the public by striking workers," De Wet said. *(31/52)*

Shilowa said the union movement was concerned by what he called the current circumscribed right to strike. Although this right was enshrined in the Bill of

Rights, other legislation — including urban bylaws — prevented picketing within a certain distance of premises.

This would be investigated urgently during an examination of labour legislation by government.

This week could also see the escalation of a dispute at Shoprite/Checkers over the dismissal of workers at five stores. If negotiations do not bring agreement, Saccawu has threatened national action.

Meanwhile, Seifsa and its recognised trade unions are scheduled to meet tomorrow in a further bid to resolve the wage dispute declared by the National Union of Metal Workers of SA when Seifsa's final offer of 8% was rejected and the union refused to budge from its 15% demand.

# Managers join P 'n P strikers

Sowetan

By Ike Motsapi

THE strike by more than 15 000 Pick 'n Pay workers took a dramatic turn yesterday when more than 3 000 managers joined the industrial action in support of a wage increase. 19171014

The strike enters its sixth day today. Workers are demanding an across-the-board salary increase of R200 a month. Management has made a final offer of R175. (3) (1014)

The managers, who operate as the Joint Affirmative Management Forum, decided to throw in their lot with the striking workers after a meeting with management to address their grievances deadlocked in Pretoria on Sunday.

And yesterday, South African Commercial Catering and Allied Workers Union and Pick 'n Pay management reopened wage negotiations.

The two parties were locked in talks late yesterday, according to Mr Sithembele Tshwete and Mr Caps Stickdale, spokesmen for Saccawu and Pick 'n Pay, respectively.

Mr Siphwe Mazibuko, spokesman for Jamafo, told *Sowetan* that the man-

agers, who consist of black and white personnel, decided to join the strike yesterday. The managers conduct sit-ins at the Pick 'n Pay regional head offices in Bedfordview, Johannesburg.

Mazibuko said: "We submitted a memorandum listing our grievances to management on June 30 and have so far received no reply. We pointed out to management that our members were victimised on a daily basis in all different forms and also pointed out that management should stop the union bashing tactics immediately."

Some of the demands include:

- Creation of job opportunities for all South Africans;
- A fair sharing of profits;
- An end to exploitation;
- Recognition of Jamafo; and
- An immediate review of all salary increases below bread level.

Mazibuko added: "Our members were also disturbed by the brutal way in which management dealt with the strikers who are demanding a living wage."

Stickdale said management would respond to the allegations after studying them.

President supports workers' rights, criticises violent confrontation

Star 19/7/74

# Mandela calls for



**FEARS grow that Shoprite/Checkers and Spar Group workers could join Pick 'n Pay in strike action**

BY JOYAL RANTAO  
LABOUR CORRESPONDENT

President Mandela yesterday came out in support of workers' right to strike but voiced disapproval at the violence that has accompanied the Pick 'n Pay strike. He also called for restraint from the police.

Mandela's statements come amid growing fears that two other retail chains — Shoprite/Checkers and the Spar Group — might face strike action by workers over disputes about dismissed colleagues.

"We feel very strongly that the workers have the right to strike... but we disapprove of violence in the course of their demonstrations," Mandela said.

Mandela was addressing reporters at his Houghton, Johannesburg, residence after a "regular" meeting with Sam Shilowa, general secretary of the Congress of South African Trade Unions, to discuss, among other things, the Pick 'n Pay strike.

He announced that he and Shilowa had formulated proposals on how the Pick 'n Pay strike could be resolved and that these would be presented to the leaders of the South African Commercial Catering and Allied Workers' Union (Saccawu) and management.

More than 15 000 Pick 'n Pay workers have been on strike for a week in support of Saccawu's demand for a R229-a-month wage increase. Pick 'n Pay has offered R175.

The strike widened yesterday when some monthly paid staff and management joined the strike. Union-management talks had by last night not resolved the dispute.

Mandela said employers had a duty to engage in honest and serious negotiations with workers.

Calling in the police should be a last resort, he said. Police fired teargas and rubber bullets at workers and detonated stun hand-grenades last week after strikers violated an Industrial Court interdict.

Shilowa described his meeting with Mandela as constructive. Meanwhile, Pick 'n Pay joint managing director Gareth Ackerman warned administrative staff who joined the strike that they were engaged in illegal industrial action, reports Duncan Guy. According to a memorandum, the protesters' demands include the recognition of Saccawu's joint affirmative management forum (Jamafu). The memorandum also questioned promotions at Pick 'n Pay, alleging that they were not based on merit. Ackerman said the company was treating the latest addition to the industrial action as a totally separate action. Jamafu members occupied offices at the Norwood Hypermarket, where 21 of the 65 tills were in operation yesterday.

# Pick'n Pay in move for talks with Mandela

The Argus Correspondent

31 1977/94  
ARG 19/7/94  
JOHANNESBURG. — Pick'n Pay management moved today to arrange a meeting with President Mandela in an effort to resolve the week-old strike by 15 000 employees as wage talks collapsed yet again yesterday.

Negotiations became deadlocked after the South African Commercial Catering and Allied Workers Union (Saccawu) scaled down its demand from R229 to R196 a month and Pick'n Pay remained steadfast on its R175 offer.

Mr Mandela came out yesterday in support of workers' right to strike but voiced disapproval of the violence that has accompanied the Pick'n Pay strike. He also called for restraint from the police.

Mr Mandela's statement came amid growing fears that two other retail chains — Shoprite/Checkers and the Spar Group — may face strike action by workers over disputes about dismissed colleagues.

"We feel very strongly that the workers have the right to strike . . . but we disapprove of violence in the course of their demonstrations," Mr Mandela said. He was addressing reporters at his Houghton, Johannesburg, residence after a "regular" meeting with Sam Shilowa, general secretary of the Congress of South African Trade Unions, to discuss, among other things, the Pick'n Pay strike.

He announced that he and Mr Shilowa had formulated proposals on how the Pick'n Pay strike could be resolved and that these would be presented to the leaders of Saccawu and management.

Pick'n Pay joint managing director Gareth Ackerman warned administrative staff who joined the strike that they were engaged in illegal industrial action.

● Proceedings at courts across the Peninsula were disrupted as interpreters embarked on a week-long strike.

The strike, which began today, is the second in three months by members of the South African Court Interpreters and Allied Workers Union (Saciawu).

Interpreters are demanding the same non-pensionable annual allowance as clerks.

● Workers at International Harbour Services (IHS), demanding an increase in wages, went on strike at the company's premises in Cape Town docks today.

Star 13/7/94

# Court rules against strikers

■ BY JOVIAL RANTAO  
LABOUR CORRESPONDENT

Pick 'n Pay has been granted an Industrial Court interdict to prevent industrial action by its 15 000-strong workforce.

But planned work stoppages and marches scheduled for today are to go ahead.

Yesterday disruptions during shopping hours by workers at 30 Pick 'n Pay stores prompted the company to turn to the Supreme Court and Industrial Court for the protection of customers.

Pick 'n Pay joint managing director Gareth Ackerman said the stores had been "adversely affected by striking workers and the company had resorted to

legal action against workers for contravening customers' constitutional right to shop".

He said the company was hoping that the South African Commercial Catering and Allied Workers' Union (Saccawu) would reconsider the company offer of a R175-a-month increase. The union had demanded R229.

Ackerman warned that if the strikers went ahead with disrupting stores, the company would have to reduce its offer to cover the costs of the strike.

"We still regard our offer as fair and generous in the light of the average increases being offered by comparable companies," Ackerman said.

(31) (13)

# Lobour Emergency

By **DESMOND BLOW** and **SAPA**

C.P. 17/7/94

CIPress

17/7/94

THE GOVERNMENT of National Unity is facing its first crisis in the conflict between labour and big business and is walking a tightrope, trying to retain union support while not antagonising the industrialists.

The unions are flexing their muscles, believing they have the support of the government and this has placed it in an impossible dilemma.

Strikes and threats of strikes have mushroomed, but the worst scenario was the violence this week at Pick 'n Pay stores in which workers, the public and police clashed.

Former Cosatu leader, the Minister without Portfolio, Jay Naidoo, yesterday said the wave of worker action was a sign that democracy alone could not meet workers' high expectations. He said the collective bargaining system had to be urgently improved to ensure SA's economic growth.

Meanwhile, workers were reported to have injured customers, and to have smashed and trashed property. In one incident a baby's arm was injured after being caught in a door during chaos.

One manager said he had a knife held to his throat and two others said they were chased by about 150 strikers.

Police, called in in terms of a court order, were accused of acting too robustly in a manner reminiscent of the old SAP, by firing rubber bullets and teargas at workers.

## Riots

Critics have pointed out that in riots overseas police in most democratic countries did not use their guns, even to fire rubber bullets.

In an effort to defuse the situation Safety and Security Minister Sydney Mufamadi held urgent talks with a Saccawu delegation. They later released a joint statement expressing "regret" at the incidents and stating that long-term and interim measures would be taken by all parties to avoid a repetition.

Pick 'n Pay successfully sought a court order preventing striking workers from entering its offices and intimidating non-striking employees.

However, Saccawu claimed it was not informed of the order and that its members were confronted by police, resulting in the arrest of about 700 and injuries to 60.

In the statement Mufamadi said he would exhort all police officers to satisfy themselves that all parties involved in a dispute were aware of details of any court



**PAY MORE ... Militant Pick 'n Pay workers take to the streets to punch home their wage demands.**

■ **PICANDRIES MCINEKA**

order before enforcing it. It was also agreed that negotiations had to be held to ensure compliance with court orders before any action was taken against workers, and that arrests would only be made if workers refused to co-operate.

The statement said the incidents highlighted the need to review public order policing and that government and civil society would have to co-operate to normalise relations between police and the community.

An important aspect would include ensuring that all rights guaranteed to workers by the constitution were respected. It stated: "Any role the police may be called upon to play in situations such as the Pick 'n Pay strike would have to be carried out so the rights of all citizens would be protected, and would be seen to be protected." Despite the meeting, hopes that the matter would be defused and that the four-day strike would be resolved were shattered when union leaders walked out of a meeting with management on Friday night, ac-

cusing them of conspiring with police against workers. At a press conference in Johannesburg, Saccawu assistant secretary-general Herbert Mkhize claimed management had approached senior police in the PWV in June to undermine the strike.

Pick 'n Pay denied the allegations and said the meeting with the cops had been an attempt to clarify the company's position with regard to any unlawful industrial action.

Mkhize alleged the meeting took place in secret and without the knowledge of PWV Safety and Security MEC Jessie Duarte. He said the union refused to accept bilateral meetings between management and police in matters which directly involved workers.

But Pick 'n Pay joint managing director Rene de Wet said the union wanted the talks to collapse and had used the conspiracy claims as an excuse. He said: "The meeting was called in response to that strike and threats from union officials and shop stewards that the purpose of the strike was to cripple the company."

## March

It was announced on Friday that a meeting with Shoprite/Checkers was on the cards following a month-long Saccawu strike involving about 500 workers. Saccawu said about 5 000 workers had marched to the company's Johannesburg head office and that management had agreed to meet the union to discuss workers' demands.

In Alexandra on Friday striking municipal workers agreed to end their strike after PWV MEC for local government Dan Mofokeng accepted salary adjustment proposals.

Two trade unions yesterday appealed to thousands of Western Cape construction workers to end a five-day wildcat strike and go back to work tomorrow so that wage talks could continue.

The call by the Construction and Allied Workers Union and the SA Woodworkers Union followed an attack on Friday in which five non-strikers were hurt. The walkout started on Monday, stopping production at Peninsula building sites, according to a union official. Affected companies included construction giants Murray and Roberts, Julius Cohen, Stocks & Stocks, LTA and Ovcon.

In Welkom mine workers living in the Anglo-American Pioneer Hostel threatened to strike over a dispute about having to register all visitors to the hostel. They claimed that white employees living in a similar hostel did not have to register their visitors and that this was discrimination and not in keeping with the new South Africa.



Pick 'n Pay rejects wage compromise

# Threat of mass PWW stayaway

BY JOVAL RAMTAD  
LABOUR CORRESPONDENT

Johannesburg and the entire PWV could be hit by a mass stayaway on August 8 if the region's employers do not act swiftly to resolve labour disputes in the area by July 30, Cosatu's Wils region warned yesterday.

Langa Zitha, Cosatu's regional secretary, said the decision had been taken at Cosatu's regional congress and communicated to employers.

He was speaking at an SA Commercial Catering and Allied Workers Union (Sacaawu) media briefing at which he also pledged his region's support for the demands of Pick 'n Pay workers.

"Bosses in the region, including Pick 'n Pay, must resolve all the disputes or else we will have to call a stayaway, which is one element of our planned mass action," he added.

Zitha said the Pick 'n Pay strike and other strikes highlighted the need for centralised bargaining. He said all labour disputes in the PWV would be co-ordinated by Cosatu's regional strike co-ordinating committee, which is to meet today.

Negotiations between Pick 'n Pay and Sacaawu broke down on Monday night and both parties have shifted the responsibility of resolving the strike on to the other.

Thousands of Sacaawu members marched to the JSE yesterday to seek support for their demands.

Mike Twala, head of Sacaawu's national negotiating team, accused Pick 'n Pay of arrogance and 'rigidity', and said the union had failed to resolve the week-old strike.

**WORKERS march on JSE as Cosatu warns that labour disputes must be resolved before July 30 to avert mass action**

2014

Sacaawu yesterday reduced its demand from R229 to R196 "in a spirit of compromise" but reverted to R229 after Pick 'n Pay refused to move from its final position of R175.

Twala said: "The company is not prepared to settle. The leadership of this union went into negotiations with an intention to settle, but was met with resistance from management."

He challenged the company's statement that it paid better wages than its competitors. "We have signed agreements with Edgars (R212) and Woolworths (R243), to mention but a few, and Pick 'n Pay cannot claim to pay better," he said.

Pick 'n Pay deputy managing director Sean Summers said his company could not move from its final offer of R175 and the strike would continue until the union was prepared to sit down again with the company.

"If the strike continues, the company will find it difficult to afford its current offer," Summers said, adding that Pick 'n Pay had suffered substantial losses as a result of the strike.

In a statement last night, Pick 'n Pay joint managing director Rene de Wet said his company's offer of a R175-a-month increase would take the group's average salary to R1 650 — "well beyond the R1 400-R1 500 average wage band for companies where Sacaawu negotiates remuneration."

According to De Wet, the company had been holding 3 500 excess workers in jobs during the past 12 months, at a cost of R80 million annually, as an act of good faith and proof of its commitment to sound relations.

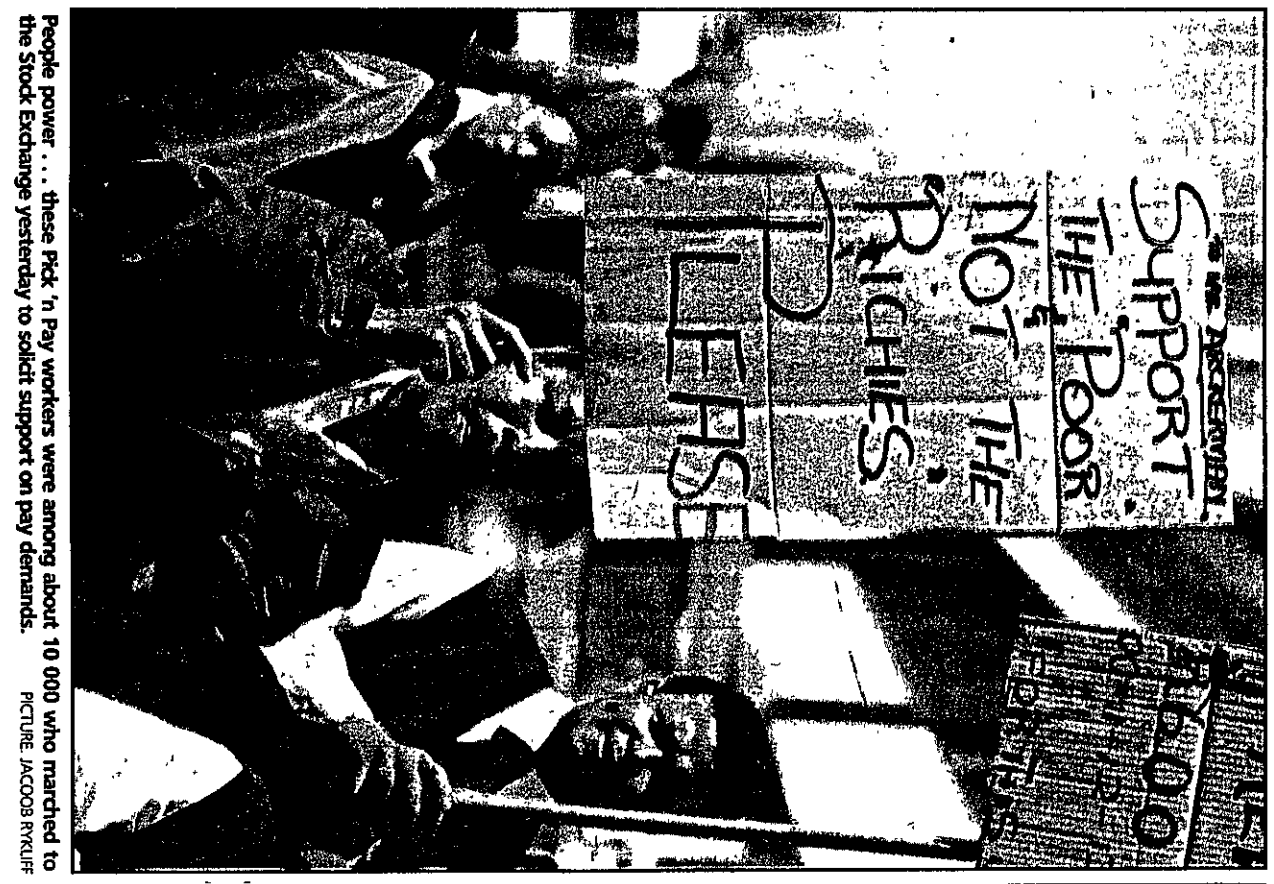
The company had also agreed to retain nearly 100 employees, at a cost of R2 million for two years, while the Mabopane branch which was burnt down during the Bophuthatswana uprisings was being rebuilt.

Justice Malala reports that 18 representatives of the Joint Affirmative Management Forum (JAMF) — a body of managers at Pick 'n Pay stores — were last night negotiating with police who wanted them to leave the store's Bedfordview headquarters.

Spokesman Rose Nkosi said the body was supposed to hold a meeting with Pick 'n Pay management but the managers had left the premises at about 6 pm while Jaramo was still meeting.

Earlier in the day, police arrested 120 workers who occupied Pick 'n Pay's Nigel branch.

"Strikes a threat to investment" — Page 6



People power ... these Pick 'n Pay workers were among about 10 000 who marched to the Stock Exchange yesterday to solicit support on pay demands. PICTURE: JACOBS RYKULF



# Pick 'n Pay losses at R10m

PICK 'n Pay had lost about R10m in turnover by Sunday night as a result of an eight-day strike and might have to revise its final wage offer downwards, sales director Martin Rosen said yesterday. <sup>B/Day</sup> 2017/194

Management and the SA Commercial, Catering and Allied Workers' Union (Saccawu) met until late on Monday night in a vain bid to settle the dispute. During talks, the union dropped its demand to an across-the-board R196 for 15 months.

The company maintained its offer of R175 for 16 months, which Rosen said would add R50m to the annual wage bill. The union's demand would push this up an extra R11,6m. <sup>(31/152)</sup>

Although only R21 separated the two positions, the company could not meet

ERICA JANKOWITZ

Saccawu's settlement demand and the union reverted to its R229 across-the-board position yesterday afternoon.

Saccawu spokesman Sithembele Tshwete said Pick 'n Pay's arrogance in rejecting the compromise had prompted this move and the union would embark on its "second phase" of industrial action today if the dispute was not resolved.

He would not elaborate, save to say fraternal organisations and business had been approached to apply pressure on the company in such forms as consumer boycotts.

Tshwete said the strike would become a national issue. However, by yesterday only

To Page 2

## Pick 'n Pay

<sup>B/Day</sup> 2017/194  From Page 1

Cosatu's Wits region had threatened solidarity action in the form of an August 8 stayaway if employers and police did not agree to refrain from using force during strikes. Employers and police were given until the month-end to agree to this or face a mass withdrawal of labour.

Rosen said some monthly paid workers had joined the strike, which meant additional casual workers had been employed to keep stores open. He estimated that strikers had lost an average of R70 a day and this would soon negate the effect of any increase agreed upon. <sup>(31/152)</sup>

Yesterday about 4 000 Saccawu members marched from the union's head office to the JSE to present a memorandum to JSE president Roy Andersen, requesting pressure be applied on Pick 'n Pay to meet the strikers' demands. Traffic was disrupted for several hours during the march.

Sapa reports that 120 strikers were arrested at Pick 'n Pay's Sharon Park, Nigel,

branch yesterday for illegally occupying the store, while the Adelphi Centre in Cape Town was picketed by about 300 toyi-toying workers, disrupting trade.

Saccawu spokesman Jeremy Daphne said the company's offer amounted to only a 9,4% increase because its duration was longer than the normal 12-month period. This should be compared with Woolworth's R243 wage increase, the R212 given by Edgars and R182 by Makro.

Cosatu said the current wave of strike action should be seen within a recessionary context and expectations fuelled by evidence of an economic recovery. "Industrial conflict is increasingly over wages, but also about racism, the need for democratisation at the workplace, human resource development and various benefits."

The SACP yesterday condemned both management and police in the strike and defended workers' right to strike.

● Comment: Page 8



# Industrial turmoil looming

31  
Aug 20/194  
From page 1

tween strikers and Pick'n Pay widened.

The Witwatersrand region of the Congress of South African Trade Unions (Cosatu) has threatened a one-day mass work stoppage on August 8 unless employer organisations settle all outstanding labour disputes by the end of the month. But Cosatu's national headquarters has distanced itself from the threat, saying the stayaway is a regional decision and not national.

Employer organisations say strikes are claiming almost double the working hours lost last year.

The gap between Pick'n Pay and the South African Commercial, Catering and Allied Workers Union (Saccawu) has widened with the union returning to its original demand of a R229 a month across-the-board increase and Pick 'n Pay threatening to move back to its original offer of R120.

As the strike entered its second week, Pick 'n Pay joint managing director Gareth Ackerman said the company had lost nearly R10 million.

Union negotiator Lee Modiga said the union had dropped its demand for an average monthly increase from R229 to R196, but "Pick 'n Pay refused to budge".

But Mr Ackerman has rejected the claim, saying his company moved from the original offer of R120 a month across the board to R175 while the union had not moved at all.

● See page 11.



**FORCED ENTRY:** Striking workers at Pick 'n Pay in Bellville try to force open the store's door which was eventually smashed.

## Strikers smash glass door at Pick 'n Pay in Bellville

Staff Reporters

ARLT 20/7/94  
ABOUT 100 striking Pick 'n Pay workers smashed the glass entrance to the Bellville store today as they tried to force their way in at the end of a march.

The workers, who had earlier massed at Cape Town railway station, marched from Bellville station to the Voortrekker Road store.

When they tried to enter the store, the management closed the doors. During a scuffle a glass door was smashed.

During this confrontation several

customers were trapped inside the store while other shoppers sat in their cars in the parking area waiting for the situation to ease.

Police in three vehicles arrived to monitor the situation as workers chanted they should leave.

In another violation of the Supreme Court order restraining strikers from demonstrating within 500m of stores, workers repeatedly entered the Sea Point store in the Adelphi Centre yesterday.

Meanwhile further industrial turmoil loomed today as the gap be-

To page 5

# Strike goes to mediation

PICK 'n Pay and the South African Commercial, Catering and Allied Workers Union yesterday agreed to mediation to end a dispute over wages. *Sowetan*

A statement by the Labour ministry said Mboweni had viewed the strike with growing concern and had recommended mediation to the two sides.

"The Minister of Labour has recommended to the parties that the dispute be referred to mediation and that a mediator be appointed as a matter of urgency.

"This recommendation has been accepted by both Pick 'n Pay management and Saccawu," the statement said.

## Local collective bargaining

It added that Mboweni had advised the parties to accept mediation when it became clear that negotiations had completely broken down and the "strike could move beyond the parameters of local collective bargaining".

"The ministry reiterates its full recognition of the constitutionally enshrined right to strike and the right of management and unions to seek appropriate and mutually acceptable mechanisms

to resolve collective bargaining disputes. 2117194

"In this regard, the ministry would not dictate to either party the terms of a possible solution, but would recommend and support mechanisms to resolve disputes.

"Furthermore, the ministry would like to stress that the right to strike does not extend to violence, either from workers on strike, police or management. (SIX)

"In the current wage negotiations and disputes, great care should be taken by all parties to protect the integrity of the collective bargaining system build over many years of struggle," he added.

● The 18 executive members of the Joint Affirmative Management Forum, who staged a sit-in at the Pick 'n Pay offices in Bedfordview on Tuesday, left the building yesterday.

Mr Siphwe Mazibuko, Jamafo's spokesman, said about 3 000 members of the organisation who have declared a dispute with management, were likely to go on a full-blown strike after an emergency meeting to be held tomorrow. — Sapa

# focus on labour

**A**LL IS NOT WELL at Pick 'n Pay. The wage strike by about 15 000 employees is just the tip of an iceberg.

Tension is mounting daily between managers, supervisors and monthly paid staff, who call themselves the Joint Affirmative Management Forum, and senior management.

When the 15 000 weekly paid workers — most of them members of the SA Commercial Catering and Allied Workers Union — went on strike eight days ago, about 3 000 Jamafo members were engaged in talks with management regarding, among other things, the recognition of the organisation.

Jamafo spokesman Siphwe Mazibuko said the organisation submitted a memorandum to management on July 1 listing their grievances, and to date they had received no reply.

This led to Jamafo members joining the strike on Monday in support of workers' demands for better wages, working conditions and recognition of the organisation.

"An urgent meeting between management and 18 Jamafo officials was held at Pick 'n Pay's regional head offices in Bedfordview, Johannesburg, last Monday but did not produce results," said Mazibuko.

"The 18 decided to stage a sit-in at the offices until our demands have been met.

"Management called in police to remove us but this did not happen because we had a written agreement that they would come back to us."

"We are not going to move out until our demands have been met. Our 3 000 members at various outlets will also occupy offices of senior managers," he said.

Pick 'n Pay spokesman Caps Stickdale promised to respond to Jamafo's allegations.

However, co-managing director Mr Gareth Ackerman on Tuesday warned Jamafo members that their action was illegal.

The agreement signed by Pick 'n Pay deputy managing director Mr Sean Summers and Jamafo executive chairman Mrs Linda Khuzwayo reads:

"As a result of the discussions held today on matters arising from previous meetings between Jamafo and Pick 'n Pay, both parties accepted and agreed to hold a meeting on July 19 at 10am to respond to Jamafo's demands and other outstanding issues."

However, this meeting deadlocked and Jamafo accused management of "walking out" on them.

In a memorandum presented to management on July 1, Jamafo demanded that:

- Management withdraw sponsorship for the World Cup;
- Management stop union-bashing tactics;
- Freedom of association and speech be allowed as a right and not a privilege;
- Workers be consulted about wage and salary increments;
- A 40-hour a week be implemented, and that the company should embark on job-creation

The decision by Pick 'n Pay line managers to join striking workers indicates the wage issue may be the tip of an iceberg. Beneath lies a list of grievances and bitter rivalry, writes Labour Reporter **Ike Motsapi:**

*Seaborn 21/7/94*



Mr Siphwe Mazibuko of Jamafo.

initiatives;

- The racially-based executive come to an end;
- Company profits be fairly shared;
- Intimidation of the democratically elected leadership of Jamafo be stopped;
- There should be free and fair representation;
- Promotions be decided on merit;
- Jamafo be recognised; and
- All salary increases below the bread level be immediately reviewed.

These demands have heightened tension between management and Jamafo.

Jamafo comprises white and black line managers at Pick 'n Pay.

Negotiations are underway to form such structures at Shoprite-Checkers, OK Bazaars and other chain stores.

Mazibuko said Jamafo was formed to:

- Eradicate racism and sexism by destroying the patriarchal system of management;

- Promote participative management;
- Build, develop and motivate workers throughout the country;
- Encourage the sharing of ideas to maximise productivity and improve customer service;
- Establish mechanisms to motivate people in their jobs and social life;
- Make available resources to empower workers in their jobs; and
- Emancipate workers in South Africa and abroad.

Talks between management and Saccawu, initiated by State President Mr Nelson Mandela and Congress of SA Trade Unions general secretary Mr Sam Shilowa, resumed yesterday.

However, the big question is: will the meeting between Jamafo and management resolve the burning issue of racism at the workplace, which it seems, is hurting Pick 'n Pay's assertion that it is a leader in the field of progressive industrial relations?

Only time will tell.

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The biggest, most bitter post-April industrial dispute, pitting the leading supermarket chain against the main catering union, ended on Wednesday. Glenda Daniels spoke to the broker of the settlement

# Relief as bruising battle ends

Star S1819q

The resolution of the Pick 'n Pay strike, the first major industrial dispute of the post-election South Africa, was met with collective relief by all, particularly the protagonists who endured a bruising three-week test of power.

The end, at about noon on Wednesday, seemed to come as suddenly as the beginning. But before that came many long hours of bargaining. And in the midst of that was Charles Nupen, the 44-year-old national director of the Independent Mediation Services of SA (Imssa).

Back in his neat, simply furnished Richmond, Johannesburg office, and nearly 24 hours after settlement, Nupen still bore the tell-tale signs of many days of conveying demands and counter-demands between Pick 'n Pay and SA Commercial, Catering and Allied Workers' Union (Sacoawu) negotiators.

Dressed in a grey suit and still looking stressed, he could afford to smile. Being in the middle of the most bitter and longest labour dispute had been as challenging as it was stressful. "I'm pleased it's over."

He is now concerned about the rebuilding of relations between Pick 'n Pay management and Sacoawu members.

"I sincerely hope that the parties will be able to (implement) the key agreements contained in the settlement and reconstruct their relationship. If their public announcements are anything to go by, both parties seem to see positive elements in the settlement."

At his height, the strike evoked strong emotions not only among workers and management, but also from the public and sections of the media. Does he think this reaction was warranted?



Pleased it's over... Charles Nupen is now concerned about rebuilding relations between pick 'n Pay management and union members. PICTURE: RUVAN BOSHOFF

"Strikes are not an alternative to the negotiation process. They are a feature, an aspect of collective bargaining. People tend to focus on the fact that strikes damage relationships but they also need to recognise that strikes are an instrument to focus the mind on compromise."

"We would do better as outsiders not to denounce the participants of industrial action but rather to dispassionately give support to settle to those involved."

Who does he think deserves credit? He mentions Labour Min-

ister Tilo Mboweni, for his "pro-active" role of facilitating a settlement. Nupen was appointed mediator by Mboweni.

"It was the first time I experienced the Minister using his powers under section 44. My sense is that his timing and approach to the parties was right."

He has no regrets about the work he does because of the wonderful camaraderie that makes it worthwhile because of the mutual support among his colleagues. He mentions, for instance, a night during the Pick 'n Pay mediation when he and

friend and fellow mediator Dave Douglas visited another mediator, John Brand, and brainstormed the dispute until the early hours. This kind of support happens all the time, he says.

Nupen, a mediator for 10 years, is a lawyer who has worked for the Legal Resources Centre and as an attorney in Cape Town. In his student days in the '70s he was a president of the Students' Representative Council at the University of Cape Town and of the National Union of SA Students. Most recently he was an IEC commissioner.

Imssa, an independent, non-profit conflict-resolution agency, celebrates its tenth anniversary this year. Since its inception in 1984, its mediations and arbitrations have increased steadily. In 1984, for example, there were 39 mediations and five arbitrations. This rose to 353 arbitrations and 464 mediations last year. The corresponding figures for this year currently stand at 294 mediations and 371 arbitrations.

Nupen explains mediation as the intervention of an acceptable third party to assist negotiating parties who are in difficulty or have deadlocked. The mediator does not determine the outcome — the power lies with parties. A mediator would normally deal with issues such as wages, while an arbitration attempts to resolve disputes over rights, for example a dismissal. The role of an arbitrator would be to determine an outcome at the request of the disputing parties.

In the mid-80s Imssa began providing a balloting service to employers and unions, and from that a major service developed — the Election and Balloting Service, which runs elections in industrial and political settings. Nupen says they are now involved in running a massive postal ballot over a provident fund. Recently they organised the auto industry ballot for thousands of employees. They also assisted the ANC to elect its national and regional lists in 54 different sets of elections throughout the country. They have also run civic association elections in communities.

"In 1989 we started mediating conflicts in the communities at the request of organisations and in response to actual and perceived need the Community Conflict and Resolution Service was born, with two major components — mediating conflict and, in the peace structures, violence reduction." This unit is now involved in "facilitating the delivery side of reconstruction and development initiatives."

Imssa also has a training division which this year alone will run 150 courses. The courses are for training mediators and to train unions, employers, non-governmental organisations, community organisations and government departments in conflict resolution.

The panels of mediators and arbitrators come from professions like lawyers, academics, psychologists, industrial relations practitioners as well as community-based people.

At the end of the interview Nupen takes the trouble to mention mediator Thabo Molewa, who was killed in December in Tokoza on Immasa business.

"Thabo was Immasa's most successful mediator in the way he worked with people, not only through his technical skills, but in the way he managed to break down barriers while often working in a hostile environment."

ADVERTISING

# Strike's bitter after-taste



ARLT 6/8/74

**A** DEEP disappointment and almost unforgiving attitude pervades the senior management of Pick'n Pay after the bitter strike that neither labour nor management expected to take place.

And when it did, Pick'n Pay, which has always considered itself an enlightened employer, was shocked at the depth of anger and the violence of some of the strikers.

In a post-strike interview, joint managing director of Pick'n Pay Gareth Ackerman, who was in the thick of the negotiations, said he was convinced that it was not the past treatment of staff which had sparked the dispute.

In fact, past leniency had contributed to the strike, as union members had not expected the company to draw a line and stand firm.

On top of this, said mediator Charles Nupen: "There is an enhanced sense of entitlement among workers. They want a bigger slice of the cake."

Mr Ackerman said the company had realised that there had been a "paradigm shift in labour" after the election. "But the shift was far greater than we expected. We didn't expect the staff to go on strike."

He added: "We tried everything to avoid it. In fact, agreement was reached at one stage with the union, but the members rejected the settlement."

"When the strike started we had to fight it like a war. We had to counter propaganda war at all levels."

Mr Ackerman conceded that Pick'n Pay benefited from the money it spent on advertisements giv-

■ The 3½-week Pick'n Pay strike was fought like a war, but no one won and the combatants now have to face each other over the cash tills in an uneasy truce. Business Editor **BRUCE CAMERON** looks at the issue.

ing its side of the argument, but he said this did not help at worker level, where the real war was being fought.

In the end settlement was reached, with both sides suffering significant losses.

The average worker who went on strike lost about R1 560 for the year against the R2 160 gained from the wage settlement. This meant the average worker would only get an extra R50 a month, instead of the R180 a month for the 15-month period.

Pick'n Pay lost R70 million in turnover during the 3½ weeks, but expects turnovers to continue to be lower for some months.

Mr Ackerman said the company would now have to undertake major campaigns to restore staff stability and to win back customers who had been lost during the strike.

Of the future, he said the starting point would come when workers reported back for duty on Monday. There would be "a lot of bitterness on both sides".

He added that management had decided to change its approach to one of "an iron fist in a velvet glove".

"We will be very firm on discipline, but we will continue to care for our employees and their problems.

"The biggest thing we have learnt is that we have got to go into a partnership with staff.

"Staff must have a vested interest to increase the size of the cake. We have also got to get them locked into an agreement on this basis," Mr Ackerman said.

He said Pick'n Pay was considering revising its approach to labour relations, including the conduct of workers, job security and flexibility in the use of labour.

The company intended introducing a number of new approaches to improve relations. These included:

■ An incentive scheme under which employees would benefit directly from improved profits.

■ Improved employee training and development with career pathing. This would range from basic literacy training to financial skills.

■ Greater transparency, so employees would know how the company was performing.

Against this, the company wanted:

■ A courtesy agreement. This was considered essential. Mr Ackerman said in the Transvaal during the strike many shoppers had said they hoped the strike would continue because the replacement staff were so courteous.



*ATM Successful banking innovation has bred a new kind of crime*

# How to beat the ATM crooks

**A**UTOMATIC TELLING machines have probably been the most successful banking innovation since the credit card.

They have given you 24 hour, 365 days a year banking just around almost any corner you might find yourself on in the country.

Sadly, they have also set the stage for a new kind of crime: ATM-related theft, which is steadily increasing throughout South Africa, affecting young and old from all walks of life.

Most of us fall into the trap of believing that "it" will never happen to us — odds are it probably won't.

And when it comes to ATM-related theft, you really can stack those odds in your favour just by staying alert and following a few simple rules.

Money can only be stolen from your card account if the thief has your card and your personal identification number (PIN) in his possession. Statistics show that this happens mainly in three ways: in outright robbery (when your house is broken into or your bag or wallet is snatched); when you actually give your card and PIN to someone, like a friend or family member, who thereafter abuses it; or when you have been the victim of a confidence trick while at an ATM.

The latter seems to be the most common occurrence, with perpetrators watching you key in your PIN and then tricking your card away from you, often swapping it with someone else's card. This is the worst kind, because it could be weeks or even months before you

## CARDS SWITCHED Stay alert and follow a few simple rules:

realise that your card has been switched, by which time most of your money has been stolen.

Most banks have cautionary messages at their ATMs, but people stop reading them after the second time.

Follow a few simple steps and you can change your PIN at any ATM and we recommend you do this often, taking care to choose a new number you will easily remember; and finally, report lost or stolen cards immediately, either to your nearest branch or by calling toll free 0800-110-132.

FNB is continually exploring ways to enhance ATM security but it seems that almost every possible solution has a loophole that some devious mind could unearth. The most effective solution, however, is for you to do everything in your power to ensure that your card and your PIN never fall into the wrong hands. Take care out there!

### Some hints on preventing ATM fraud

1. Always stand close to the ATM when keying in your PIN, ensuring that other people cannot see your number.
2. Never give your PIN to anyone — not even family, friends or colleagues.
3. Never keep a record of your PIN with your card. It's best to keep your

PIN simple and memorise it.

4. Change your PIN on any BOB machine frequently, especially if you suspect that someone might know it. Select a number which is easy to use but don't use birth dates and telephone numbers.

5. Be alert and don't be distracted when using the ATM. Be particularly on your guard if you feel you are being crowded or jostled.

6. Never help out a stranger at an ATM — your card could be switched in the blink of an eyelid. Similarly if you have any difficulties operating the ATM ask the FNB branch staff for assistance.

7. Always retrieve your card from the machine after completing a transaction.

8. Be aware of card swapping tricks. Make sure the card in your possession is your own immediately before and after your transaction. For easy identification of your own card, sign or mark the blank strip provided on the back of your card.

9. Always put your card away safely in your wallet-handbag before walking away from the ATM.

10. Immediately cancel lost or stolen BOB cards. There are three ways to cancel your card:

1. At any BOB ATM by simply keying in the card number recorded on the top of your BOB slip. To keep a record of this and other important numbers at

hand there is a special Service Careline card available from any FNB branch which you should keep at home, in the office or even in your car.

1 Report to any FNB branch during office hours.

2 Call our 24 hour toll free number — 0800-110-132 to request card cancellation.

3 When cancelling a card via the branch or toll free number ensure that you are given a reference number.

11. If any suspicious looking characters are hanging around the ATM avoid using that machine and report the matter to the branch staff or to the nearest police station.

12. Remember to read the special messages on the screen while performing a transaction. They often contain special hints and valuable information.

13. FNB offers immediate free card reissue and a new PIN at any branch should your card be stolen or lost.

### Future ATM technology in pilot at FNB

In its constant exploration of new technologies which might enhance security at its automatic teller machines (ATMs), First National Bank is testing a voice centred ATM at one of its branches in central Johannesburg.

This will be only the third test of this technology worldwide and the first at a financial institution.

"The Personal Identification Number (PIN) is, unfortunately, a method of identification and access which can be,

and sometimes is, abused by criminals," says Mike Jarvis, general manager of information technology at FNB.

"Our urgent goal is to implement a means of identifying our customers at the ATM which will effectively prevent anyone else from gaining unauthorised access to their account, even if they have possession of our customer's card."

FNB is exploring the field of biometrics, whereby natural characteristics unique to individuals are used for identification purposes. Apart from voice prints, other examples of biometrics would include fingerprints, retina scanning and image digitisation.

Recognition of fingerprints has, in fact, already been used successfully to pay out pensions to senior citizens in KwaZulu, KANdebele and KwaNeywane by FNB and Datskor's joint venture company, Cash Paymaster Services.

"We at FNB see biometric technology as the most secure means of activating financial transactions," says Jarvis. The voice activated ATM, which is developed by the world's largest telecommunications company, AT&T together with NCR, grants access by recognising each cardholder's distinctive voice print.

The voices of the customers participating in the pilot are recorded and the templates of their voice prints stored on a database. The ATM software will scan the database to locate a corresponding voice print whenever a card is inserted into the machine. Once a voice match has been made, the cardholder will continue with the transaction as normal.



PICK 'n PAY STRIKE

Fun 22/7/94

# Testing times

**Confrontation with** unionised workers is the last thing the ANC, as government — or even Cosatu, its most cohesive alliance partner — wants at this stage of transition. For one thing, it would cloud the far more important task of implementing the RDP, in which the business sector is expected to take part.

The ANC and Cosatu are in a sense being drawn into the acrimonious strike by the SA Commercial, Catering & Allied Workers' Union (Saccawu) at Pick 'n Pay against their will. But it may mean that the inevitable crunch with reality will come sooner than expected, which will not be a bad thing.

So far, however, President Nelson Mandela, who has urged restraint by workers and management, appears to have put off making an unambiguous choice — like the one Robert Mugabe made in the first year of Zimbabwe's independence, when he ordered strikers back to their jobs, sending the signal potential investors want to see.

Though it cannot be said that cracks have appeared in the ANC's alliance with organised labour, observers such as Duncan Innes of *Innes Labour Brief*, see the issue as being how far unions can push the new government and get it on their side. It is hardly surprising that the new government is handling the issue with great sensitivity.

Andrew Levy & Associates' Pat Stone believes we are seeing natural teething troubles and should not read into the strike an attempt by the union, much less Cosatu, to bring SA to its knees. Mandela's involvement has been statesmanlike, he adds, but it is crucial that Manpower Minister Tito Mboweni, who intervened early on, should not become embroiled in this or other wage disputes, unless he wants to be kept busy doing nothing else.

The Minister's role, which he outlined at the weekend, should be to provide a sound basic framework for industrial relations, not be perceived as taking sides.

Though primarily a wage dispute, the week-old strike — the first major industrial action under the new order — needs to be seen in the context of certain "environmental" factors that have aggravated it, says labour consultant Gavin Brown.

First, Saccawu has a long history of mili-

tancy and factionalism and has, like unions in general, been hard hit by the departure of top officials to government and elsewhere.

Former Saccawu general secretary Papi Kganare is now in charge of police in the Free State. He has been succeeded by former Port Elizabeth branch secretary Bones Skulu, described by one private sector man as a "D-team player." Veteran Kaiser Thebedi has resigned to become a consultant.

At the end of last year, a new split occurred with a breakaway group setting itself up under the union's former name, Ccawusa. So there's a leadership vacuum in Saccawu in particular, which has made it largely shop steward-driven. Some say this is symptomatic of most unions after the election.

Membership loss and reduced income have added to union problems. This weakened state could leave them at their most dangerous — hence, perhaps, the near anarchy in the way Saccawu handled the strike in the first week, with a restraint interdict not getting filtered down to union members and more than 700 strikers arrested on trespassing and intimidation charges.

A second factor results from the April election, which delayed many wage negotiations and led to shop floor frustration.

Third, news of the economy moving out of recession has led to the belief among workers at Pick 'n Pay (which had its last strike eight years ago) that increases higher than inflation can and should be paid.

According to Gavin Brown, there are unrealistic expectations among the rank and file of what the advent of the new government means. Nonetheless, perceptions of a shift in the balance of power towards black and worker interests appear to be a factor.

Saccawu spokesman Jeremy Daphne rejects all this. He says the claim of a union leadership vacuum is overplayed and the "prevailing dynamic in the labour

market" is at the root of the strike, which would have occurred under any leadership cadre.

"The strike is due more to a manifestation by workers of their experiences in Pick 'n Pay, in combination with dramatically in-

creased confidence, assertiveness and militancy of workers, as opposed to union officials, around the negotiating table," says Daphne. He does not, however, believe there is a significant move away from the ANC alliance or that we are seeing different class interests being played out — yet.

"The cracks have not started; we are only seeing the union exercising its independence and making healthy criticism."

Daphne says the Pick 'n Pay experience for workers is not as rosy as is sometimes implied. They allegedly encounter "racist and arrogant" attitudes from management. It is not because they see the company as a soft touch or particularly liberal and progressive that they have gone on strike.

"The strike is about inequality, not affordability. This is the key reason," he says, adding that SA has the highest Gini coefficient (the worst income distribution between rich and poor) in the world and that Pick 'n Pay workers' experience is an aspect of this unacceptable inequity. "Workers are comparing their remuneration with managers' and owners' and the inequality is stark."

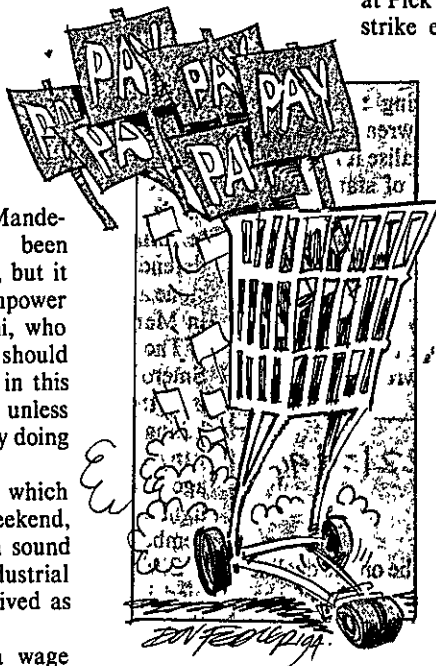
Worker anger has apparently been fuelled by the union having reached a productivity agreement with the company, with management subsequently turning to lower wages. "If this is the reward for flexibility and productivity, we've got a problem," says Daphne. He adds that the union has won comparable or better increases from Edgars, Makro and Ellerrines.

Pick 'n Pay joint MD Renee de Wet says it is only partially correct that the strike is *prima facie* because of unrealised wage demands. The strike has been coming for a long time. Since the 1986 strike, the union has taken the company to the brink each year before settling. This year, it is felt that the union was determined to go over the edge if the company did not meet the demand for a minimum increase of R229 or 15%. The group's offer is R175 a month, which would take the average wage to R1 638 and the minimum to R1 150.

De Wet says he was told by the union that "a fight is a fight" and that "they will close the business down if necessary to get what they want."

Other joint MD Gareth Ackerman says unions are under pressure from members to ensure minimum wages rise enough for them to be able to pay rentals they have been boycotting when the payments again become enforced.

Management believes some good will come from the strike. Consequences will include: strike rules; clarifying the position for the police, as the law of trespass regarding strikers is unclear; and the co-operation of



31

# Cosatu's problem child throws a tantrum

③1 Wm 5-11/8/94

Saccawu, one of the country's biggest unions, is a headache for Pick n Pay — but it's also a headache for Cosatu, writes **Drew Forrest**

**CW** have no problem with Jews as a religious group," explained the union official on radio, in defence of strikers who had hurled anti-Semitic slogans at a Jewish old age home in Cape Town, "only with Jewish bosses."

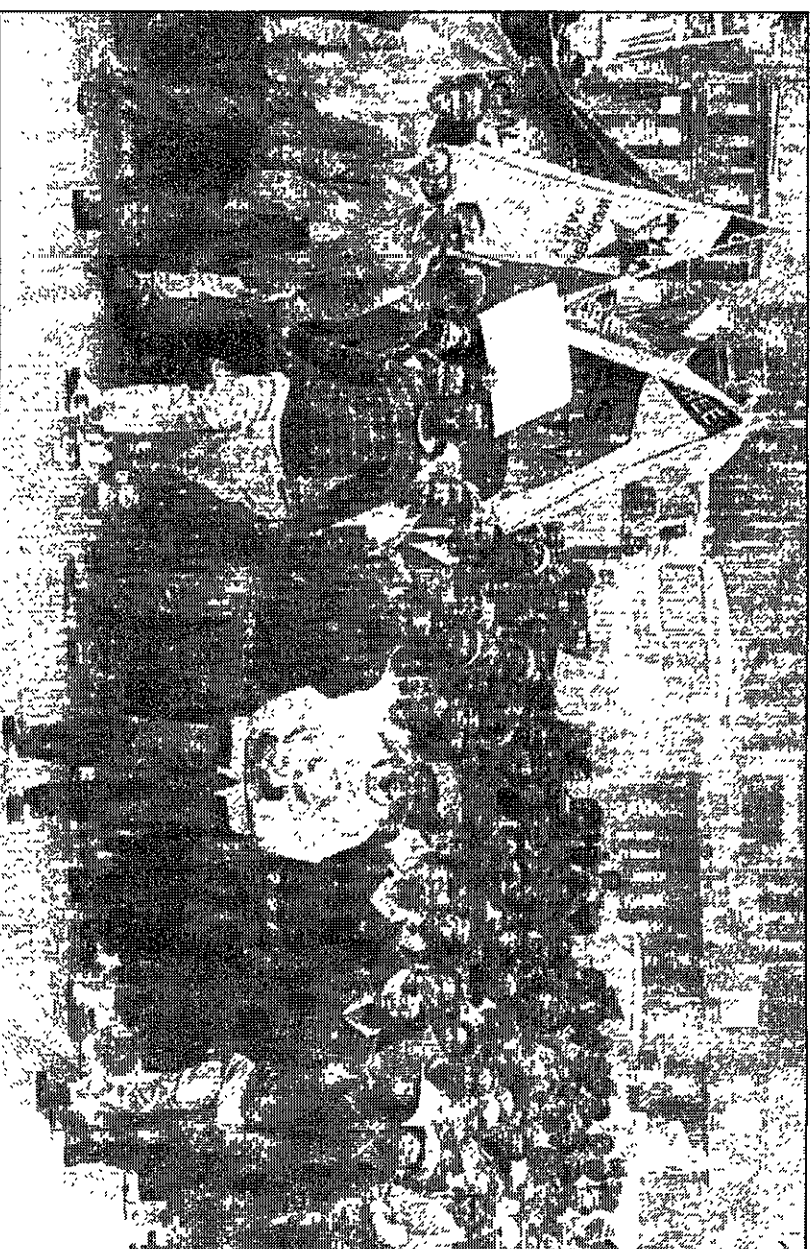
A clear reference to the Ackermans of strike-bound Pick n Pay, the pronouncement seemed to encapsulate the woes and weaknesses of the South African Commercial, Catering and Allied Workers Union (Saccawu).

A similar pandering to indefensible worker conduct — a symptom of feeble and incoherent leadership — has run through the Pick n Pay dispute. No one is in doubt that groups of workers have used violent intimidation of customers and replacement employees as a deliberate tactic to close stores. But union officials continue to insist the violence is an entirely understandable response to police provocation.

Either because they cannot deliver or have no real interest in orderly industrial action, officials refused to negotiate strike rules in the run-up to the strike. On two occasions since the violence erupted, they have spent hours negotiating a code of conduct only to balk at signing it.

Saccawu's Sifthembele Tshwete explained this was because the union's priority was the wage demand, while strike conduct was "a side-issue".

With 105 000 members, Saccawu is one of Cosatu's biggest affiliates — and its biggest headache. It has some dedicated staffers and has clinched some uniquely important agreements, notably in the parental rights area. But fierce ideological and personal infighting at the top have sapped its energies and robbed it of direction and strategic coherence.



Saccawu members march through Johannesburg, but infighting in the union has left it leaderless and rudderless

PHOTOGRAPH: THEMBA HADESE

leaving it "leaderless and rudderless", according to one employer who knows it well.

"There has never been a personality or group of personalities — like Cyril Ramaphosa or Ebrahim Patel — with the credibility and influence to take charge," he added. "Sactwu and Numsa (Cosatu's textile and metal affiliates) certainly aren't weak, but they're professional and disciplined. With Saccawu, a combination of stubbornness and mindless militancy make it very difficult to do rational business."

The saga of Saccawu's internal ructions began in 1987 when it fractured into two unions, the first broadly pro-ANC and the other a witch's brew of Africanists and far leftists which controlled the powerful and wealthy Johannesburg branch. Cosatu's second congress witnessed the bizarre and — for the federation

— deeply embarrassing spectacle of both splinters standing up and claiming to be "official".

"For many workers the dispute was one between leadership," writes Jeremy Baskin in *Striking Back*, a history of Cosatu. "Ordinary members tended to remain loyal to the union as they knew it — through the shop stewards, organisers and union offices closest to it. ... The appeals of rival factions to 'higher' political principles usually fell on deaf ears."

Commentators believe that under the weak and bureaucratic hand of former general secretary Emma Mashinini, the union had become ripe for penetration by political axe-grinders of all stripes. The recruit-ment of township youth activists, instead of workers, as organisers heightened the politically supercharged atmosphere in the union, they say.

In a union always marked by an absence of pluralism and free debate, both sides were intent on "winning". Typically fueling division and

obstructing compromise was a handful of Trotskyists with disproportionate influence in the Johannesburg region, many of them middle-class non-Africans. "They were more interested in striking revolutionary postures than deals," recalls one insider. "More than anyone else, they were responsible for the blinkered confrontationalism, this belief that you have to have constant uproar, which still pervades Saccawu."

Over the next three years, until Cosatu brokered a re-unification process in 1990, the split spawned legal battles, a further rift and hive-off from the "socialist" faction, shop-floor fistcuffs and the ludicrous practice of joint negotiations based on separate mandates and report-

backs. But despite the fanfare surrounding it, the merger failed to heal the breach. By 1992 the Johannesburg local, boycotted by shop stewards fed to the back teeth with the conflict, had collapsed. Charges of corruption flew at the union's national congress. Johannesburg office-bearers were suspended by the National Executive Council. Then in a tragicomic climax to the feud, the far left faction fell back on bourgeois justice, approaching the supreme court to have the union dissolved.

"Given their power base in about three companies, this was amazingly arrogant," was one insider's comment. "No more than 20 hardliners caused all the shit in the union."

Most of the ultras have resigned, or in the case of arch-sectarian Salim Vally, were fired in controversial circumstances. But one of their number, key Johannesburg negotiator Mike Tsotetsi, provided a fitting tail-piece to the farce by setting up a rival union, the Commercial, Catering, Clerical and Allied Workers Union of South Africa (CCCAWUSA).

With the departure of former general secretary Papi Kgarebe to become minister of safety and security in the Free State, the debilitating ideological convulsions which have gripped the union seem finally to be over.

But the consequences live on. Rumour has it that Cosatu's textile affiliate has begun organising in a range of chain stores. Saccawu's stamping ground, in response to complaints of poor service. Cleaning workers in the Transport and General Workers Union, due to be transferred to Saccawu in line with Cosatu policy of one union one sector, are said to be leath to move. Saccawu's embryonic push for central bargaining in its sectors appears to have evaporated in the intense heat of its leadership tussles.

Commented one employer: "A major adjustment is going to be needed if this union is to become a constructive force. Supplying leadership and resources, I think Cosatu has to step in."

Turnover of at least R70m lost

# Wage deal ends strike at Pick 'n Pay

BiDay 4/8/94

ERICA JANKOWITZ  
and VERA VON LIERES

THE acrimonious three-week strike at Pick 'n Pay stores countrywide ended yesterday with the company and the SA Commercial, Catering and Allied Workers' Union (Saccawu) signing a 12,3% wage agreement. (31) (15)

The parties settled on a R180 across-the-board increase for 15 months, pushing the average wage to R1 643 a month back-dated to March 1. The company had originally offered a R175 across-the-board increase, while Saccawu had shifted from its R229 demand to R196,16. (35)

Pick 'n Pay joint MD René de Wet estimated that the strike had cost the company about R70m in turnover, but this could not be calculated definitively yet. He hoped this would not translate into higher prices for consumers.

Workers had lost about R1 560 each as a result of the no-work, no-pay rule.

"Neither side really won and now the task is to rebuild our relationship and our customer share," De Wet said.

The agreement package included worker training and development and career pathing; affirmative action; worker empowerment; information disclosure; and a courtesy agreement.

Saccawu campaigns co-ordinator Jeremy Daphne said the agreement represented an "important breakthrough".

Both sides had mapped out a process to

rebuild their relationship. In terms of this they agreed to set up task forces with representatives from the union and management. Among the issues to be investigated were worker participation in the company, employee incentive schemes, the conduct of future industrial action and a revision of the recognition agreement.

The task forces would meet within 14-30 days and should complete their work by the end of January.

"The fact that task forces have been set up, and the implementation of these issues in the wage agreement, is a clear sign that all is not well in the company. These issues delve deep into workplace reorganisation and the extension of workers' rights at Pick 'n Pay," Saccawu said.

Labour Minister Tito Mboweni said he was "encouraged by the final settlement" and thanked mediator Charles Nupen for his skilled handling of a difficult task.

The parties also agreed on a minimum wage of R1 110 a month — a R17 or 7,7% increase — and reached a return-to-work agreement emphasising that there would be no victimisation.

Workers would go back to work tomorrow, giving the union "time to communicate with their members and to issue a

To Page 2

## Pick 'n Pay

BiDay 4/8/94

From Page 1

statement where both the company and the union record their opposition to all forms of discrimination, including anti-Semitism", Pick 'n Pay said. (31) (15)

Management had also agreed to withdraw all trespass charges, review criminal charges laid and to give workers a R100 advance on back pay, Daphne said. (35)

Both sides will meet next week to address discipline and grievances arising out

of the strike — an issue they could not reach consensus on. De Wet said the company would review disciplinary action with a view to reconciliation and a speedy resolution of the strike's aftermath.

Daphne said the union had called on Safety and Security Minister Sydney Mufamadi to institute a judicial commission of inquiry into police action during the strike. Saccawu had also called for compensation for all strikers who had been injured.

# Employment policy 'drives wedge'

By DAN DHLAMINI

PECULIAR politics are emerging in the Pick 'n Pay strike in Potchefstroom.

Permanent staff on strike there are angry with "casuals" who defied the call for industrial action - but the casuals, some of whom have been working at the chainstore for eight years, say the permanent workers have never lifted a finger to help them in their struggle for permanent status:

The permanent workers, meanwhile, accuse management of sow-

ing division among workers - and they accuse casual workers of not showing "worker solidarity".

A spokesperson for the "casuals" said most of them had between three and eight years of service at Pick 'n Pay and that "not even our trade union bothered to challenge management on the issue of hiring us permanently.

"We have endured this hardship for many years. The Pick 'n Pay management seems to be employing a strategy of keeping permanent casual staff, so as to render any industrial action ineffective."

Meanwhile, 49 of the Potchef-

stream strikers have been arrested and charged with trespassing. They were not asked to plead and were released without bail pending their re-appearance on August 16.

This week furious strikers accused the store manager, Johan Wagner, of being provocative, saying that after their release Wagner taunted them daily and intimidated them by videoing toyi-toying strikers. (31)

Wagner denied taunting and intimidating strikers, but confirmed that he videoed toyi-toying workers, saying this was for the "record".



# Strike lost but there's still hope

WM 5-11/8/94



Workers didn't win many concessions in the Pick 'n Pay strike but there is hope for better relations with management, writes **Drew Forrest**

**P**ICK 'n Pay workers have lost their bitter three-week wage strike — but the settlement package holds out the prospect of reconstruction of union-management relations at the retail giant.

And Labour Minister Tito Mboweni has said government will not intervene in labour conflict. "The Pick 'n Pay dispute was an exceptional case and intervention here was only at the level of recommending mediation," he told the *Weekly Mail & Guardian*.

The Pick 'n Pay deal, reached after mediation between the company and the South African Commercial, Catering and Allied Workers Union (Saccawu), entails a R180 across-the-board increase for 15 months, or 12.3 per cent. This is a marginal improvement on management's pre-strike offer and contrasts starkly with the union claim of R229 over 12 months.

But the settlement also comprises a commitment to investigate worker training and development and career pathing, affirmative action, worker empowerment and disclosure of information at Pick 'n Pay, where Saccawu insists labour relations are much more

conflict-ridden than generally portrayed.

Saccawu campaigns co-ordinator Jeremy Daphne said that on the wage issue, the strike had not succeeded. But he added: "As a learning process for both sides, it was successful. Management now understands that everything is not rosy on the Pick 'n Pay shopfloor." He stressed that leadership problems in Saccawu could not explain the intense acrimony and conflict surrounding the strike. Pick 'n Pay had been hit by more wildcat stoppages than almost any other company in the sector in recent years, and had narrowly escaped a national pay strike in 1993. This year's wage offer had been the lowest in five years.

In addition, workers had been led to understand that the recent deal with Pick 'n Pay on job flexibility and mobility would bring improved wage levels.

**P**ick 'n Pay industrial relations manager Kevin Wynne said the return-to-work agreement involved a programme to minimise further conflict. Management had offered cash-strapped strikers advances on back-pay to tide them over, he said.

Most of the relationship-building features of the agreement had been on the table before the strike, but would now be accelerated. New features included plans to revise the recognition agreement and the negotiation of rules governing lawful and unlawful strike action. Before and during the strike, Saccawu balked at an agree-

ment on strike conduct.

Violence at stores across the country did little to help Saccawu's cause — Pick 'n Pay took an exceptionally hard line on the pay demand. "Violence has the opposite effect of what is intended," said Wynne. "It hardens attitudes."

Management has, however, agreed to withdraw trespass charges and review criminal charges laid against strikers.

The strike also turned the spotlight on police methods — stun grenades, rubber bullets and dogs were used against strikers. Saccawu has called for a judicial commission of inquiry into police actions, and for injured strikers to be compensated.

**Eddie Koch** reports metal union leader Enoch Godongwana as saying that the end to labour strife in the retail sector heralds a return to normal collective bargaining.

Some 25 000 workers at car manufacturing plants around the country have been on an orderly strike since Monday in a push for a 12 percent wage hike. "Our members are losing wages and the manufacturers are losing production. There is a genuine effort on the part of both parties to settle the dispute. This is how the collective bargaining system works," said Godongwana.

The National Union of Metalworkers (Numsa) was locked in another round of talks with representatives of the Automobile Manufacturers Employers' Organisation on Thursday. Both parties were cautiously optimistic they

could break the deadlock.

Management has offered a nine percent increase on average wages in the industry. Numsa also wants a rapid narrowing of the racial wage gap in the auto industry.

Industrial action may be staged off in the giant metal and engineering industries, with the appointment of Independent Mediation Service of South Africa mediator Professor Mark Anstey.

Numsa, Nactu's Metal and Electrical Workers Union and the Chemical Workers Industrial Union have rejected the Steel and Engineering Industries Federation's nine percent offer.

Other sectors under stress include the public service and hotel industry. Hotel employees vowed to march from the Mount Nelson Hotel in Cape Town to parliament on Thursday in a protest at "major retrenchment drives in the hotel industry" since the elections.

The Public Service League of South Africa said it would stage a general strike to back demands that wages and conditions of service for administrative staff in the public service receive immediate attention.

After a meeting of about 500 members in Cape Town on Wednesday, PSL chairman Malcolm Domingo said workers were concerned about the ANC's demand that the wages of public service employees be cut and the savings redirected to the Reconstruction and Development Programme.

■ See PAGE 27

# P'n P and union agree to mediation

BY JOVIAL RANTAO  
and SAPA

Pick 'n Pay and the South African Commercial Catering and Allied Workers Union (Saccawu) agreed yesterday to mediation to end a dispute over wages.

A statement by the Labour Ministry said Minister Tito Mboweni had viewed the strike with growing concern and had recommended mediation to the two sides.

"The Minister of Labour has recommended to the parties that the dispute be referred to mediation and that a mediator be appointed as a matter of urgency. This recommendation has been accepted by both Pick 'n Pay management and Saccawu," the statement said.

Cosatu general secretary Sam Shilowa told a media briefing earlier yesterday that Pick 'n Pay and Saccawu were willing to allow Cosatu to broker a settlement in the dispute.

Saccawu called 15 000 workers out on strike on Tuesday last week to press its demand for a R229 per month pay rise. Pick 'n Pay's final offer is R175.

The chain has reportedly lost R10 million in the first five days of the strike, and employees lost about R70 each daily.

Shilowa's deputy Zwelinzima Vavi said if everything else failed, the union might call for a consumer boycott of all Pick 'n Pay stores.

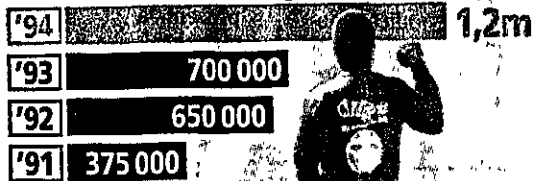
The Cosatu leaders expressed hopes that the strikes in the PWV region would be resolved to avert a proposed one-day general stayaway.

South Africa is experiencing its biggest upsurge in industrial action in three years.

Star 217194

## STRIKES: THE CAUSES & THE COST

MANHOURS LOST through strike action APRIL-JUNE



WAGES: 45,1% of strikes.

GRIEVANCES: 33%

DISMISSALS:

DISCIPLINE: 16,3%

RECOGNITION

DISPUTES: 5,5%

RETRENCHMENTS: 0,1%



### THE MAIN DISPUTES

LEGAL STRIKE: Pick 'n Pay (15 000).

UNION: SA Commercial Catering and Allied Workers.

DEMAND: R229 a month increase.

OFFER: R175.

STATUS: Deadlock. Cosatu has intervened.

ILLEGAL ACTION:

Checkers (6 000).

UNION: Saccawu.

DEMAND: Reinstatement of more than 100 union shopstewards.

RESPONSE: Negotiation.

STATUS: Mediation agreed.

ILLEGAL STRIKE: Court interpreters (1 000).

UNION: SA Court Interpretation Officers and

Allied Workers Union (Sacioawu).

DEMAND: Non-pensionable allowances. Details not available.

OFFER: Negotiations.

STATUS: Talks continue.

STRIKE: Gallo: (500).

UNION: Saccawu.

DEMAND: R205 (23%).

OFFER: R150 (14%).

STATUS: Negotiations continue.

THREATENING STRIKE:

Spar Group: (6 000).

UNION: Saccawu

GRIEVANCES:

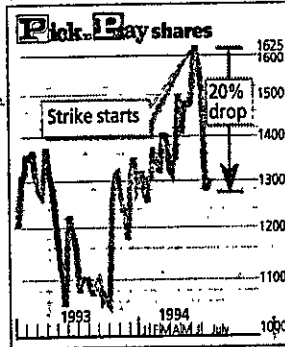
Establishment of a regional bargaining unit, end to "racism and union-bashing" tactics.

### COST OF THE PICK 'n PAY STRIKE

The 15 000 workers are each losing about R70 a day, a total of R1 050 000 a day.

Pick 'n Pay refused last night to comment on speculation that it is losing about R2 million a day in turnover, offset by not having to pay strikers.

Pick 'n Pay shares have fallen by about 20% on the JSE since the strike began.



### WHY NOW?

Reneé Grawitzky, of Andrew Levy & Associates, says these are some of the factors that account for the spate of strikes and threats of strike and industrial action:

Traditionally the seasonal highs for industrial action are June, July and August.

The high expectations created by the promise of a nonracial democracy.

The feeling that workers helped the ANC to victory and now it's pay-back time with the demand that both Government and bosses "deliver".

Alleged racism is playing a part.

The possibility that strike action is a test of the new Government.

SOURCE: ANDREW LEVY & ASSOCIATES





Cosatu general secretary Sam Shilowa, treasurer Ronald Mofokeng, left, and assistant general secretary Zwelinzima Vavi announce the federation's plan to intervene in the Pick 'n Pay strike. Picture: ALLEN VAN DER LINDE

## Shilowa to meet Pick 'n Pay management on strike today

*BIDAY*  
*217194*

ERICA JANKOWITZ

COSATU general secretary Sam Shilowa will meet Pick 'n Pay management today for an informal discussion intended to set parameters for the resumption of wage negotiations between the company and the SA Commercial, Catering and Allied Workers' Union (Saccawu).

Pick 'n Pay marketing director Martin Rosen said no agenda had been set and the company had not set preconditions. This followed intervention by Labour Minister Tito Mboweni last week and a meeting between Shilowa and President Nelson Mandela on Monday at which the strike — now in its second week — was discussed.

Mboweni said yesterday he had advised management and Saccawu to appoint a mediator as talks had broken down. Both parties had agreed to this.

Shilowa said the current spate of strike action should not be seen as unusual as industrial action normally accompanied the wage round. However, this year worker expectations for improvements in employment conditions meant deadlocks were reached rapidly.

He called on government — especially "Cosatu MPs" — to come out in support of workers' legitimate right to strike.

Cosatu planned to meet its MPs on Monday to discuss labour legislation and proposed changes in what Shilowa described as "lobbying", but not the underground lobbying employers tended to pursue.

He said Cosatu was considering solidarity action — including a consumer boycott — but hoped the issue would be resolved before the month-end deadline set by its Wits region. Cosatu had established a national organising forum to co-ordinate solidarity action in the event of the dispute dragging on. (31) (31)

Cosatu's Wits region set August 8 for a stayaway unless the dispute was resolved and police had undertaken to refrain from interfering with picketing workers.

No negotiations took place yesterday. A union spokesman said nothing was planned until the outcome of Cosatu's intervention was known.

# Pick 'n Pay and strikers resume talks

## after calls by labour minister and Cosatu to make compromises

Staff Reporters  
**CALLS by Labour Minister Tito Mboveni and the Congress of South African Trade Unions for compromises in the Pick 'n Pay wage deadlock have brought the retail chain and its nearly 20 000 striking workers back to the negotiation table.**

First talks are due today. Pick 'n Pay and the South African Commercial, Catering and Allied Workers Union (Saccawu) yesterday agreed to mediation to end the dispute which has turned violent at times.

A statement by the labour minister said Mr Mboveni had viewed the strike with growing concern and had recommended mediation to the two sides.

"The minister of labour has recommended to the parties that the dispute be referred to mediation and that a mediator be appointed as a matter of urgency. His recommendation has been accepted by both Pick 'n Pay management and Saccawu," the statement said.

It said Mr Mboveni had advised the parties to accept mediation when it became clear that negotiations had completely broken down and the "strike could move beyond the parameters of local collective bargaining".

Cosatu general secretary Sam Shitova said the federation had succeeded in getting negotiators for Pick 'n Pay and its striking Saccawu members together to resolve their dispute.

The police have welcomed attempts by Saccawu and Pick 'n Pay management to end the eight-day strike but have warned that security forces will not hesitate to take action against strikers breaking the law.

One thing must be made clear for once and for all — the South African police do not involve themselves in labour disputes. That is a matter between employer and employees," Wilwatersrand police liaison officer Eugene Opperman said in a statement.

"It is the criminal actions of strikers or demonstrators that involve the South African police."

At Pick 'n Pay's Bellville store

yesterday peace monitors defused a tense stand-off between strikers and police.

Trouble started after the workers arrived at the store and were prevented by management from entering the shop.

The strikers sang and shouted slogans and prevented people from entering neighbouring businesses including a bank and an insurance company.

Police vehicles and members of the dog unit arrived and watched from their vehicles.

A management representative handed police a copy of the court interdict restraining workers from demonstrating within 500m of the store.

Captain Nelson De La Querra said he was placed in a difficult position because while he needed to act on the interdict, the workers strike was legal and was proceeding peacefully.

After several small meetings between the police and workers, management and police, the situation remained tense.

Members of the Western Cape Peace Committee arrived and after consulting all the role players held another negotiating session involving all the parties and it was agreed the workers could continue with their actions as long as the entrances to the bank and insurance company were kept open and that no property was damaged.

The police were allowed to remain and monitor the strikers but about two hours later when it became clear that everything was under control, the police left.

Only Captain De La Querra and two of his staff remained.

By this time the workers had decided it was time for lunch.

Elsewhere in the country sporadic strike-related disturbances were reported at Pick 'n Pay supermarkets.

Pick 'n Pay marketing director Martin Rosen said: "There was sporadic action by the police in certain of our stores and supermarkets to remove strikers trying to run our business in general and intimidating our shoppers and casual workers."



Peace monitors deputed during STRIKE ACTION: Strikers at Pick 'n Pay, Bellville, wave placards in a demonstration during which shoppers were barred from the premises which houses other businesses as well. Peace monitors deputed the situation.

Picture: LEON WÜLLER, The Argus.

# Strikers urged to avoid violence in pursuing their aims

CLIVE SAWYER, Political Correspondent

LABOUR Minister Tito Mboveni says the right to strike does not include a right to violence.

Parties to the Pick 'n Pay dispute yesterday agreed to mediation following a recommendation by the labour ministry.

Mr Mboveni said he would not attempt to dictate terms of settlement.

He had advised the parties to go to mediation after it had become clear that negotiations had broken down.

"The ministry reiterates its full recognition of the constitutionally enshrined right to strike, and the right of management and unions to seek appropriate and mutually acceptable mechanisms to resolve collective bargaining disputes."

"The ministry will not dictate to either party the terms of a possible solution, but will recommend and support mechanisms to resolve disputes."

The right to strike did not extend to violence, either from workers on strike, police or management, Mr Mboveni said.

He urged all parties to protect the collective bargaining system built up over many years of struggle.

Parties to a dispute should ensure industrial conflict did not become tainted with violence, damage to property or actions which could undermine the collective bargaining system.

Any action that could inflame emotions and exacerbate conflict should be avoided, Mr Mboveni said.



# NEWS 500 strikers arrested at Highgate ● Top cop resigns over intrigues and infighting



SOME of the arrested members of Saccawu at Pick 'n Pay Highgate being led into a waiting police truck after their arrest yesterday. PIC: VELL NHLAPO

## Bid to end store strike

### WAGE DISPUTE Cosatu steps in as matter is referred to mediation:

By **Ike Motsapi**  
Labour Reporter

*Sowetan 22 July 1994*

Pieke said the arrested strikers could be released on warning or pay admission of guilt fines of up to R300.

**M**ORE THAN 500 striking workers at Pick 'n Pay Highgate were arrested and charged with trespassing yesterday.

The arrests come in the wake of renewed efforts to end the strike, which enters its ninth day today.

Congress of SA Trade Unions general secretary Mr Sam Shilowa and his deputy Mr Zweinzima Vavi were due to meet management at 4pm yesterday.

Their meeting followed talks between Labour Minister Mr Tito Mboweni and Pick 'n Pay management on Wednesday.

### Arrested scores of members

SA Commercial Catering and Allied Workers Union media officer Mr S'thembele Tshwele said police arrested scores of their members at several Pick 'n Pay outlets.

Waterstrand police spokesman Warrant-Officer Andy Pieke confirmed the arrests.

"The white wardens called the women kaffirs as they put their guns on their private parts while hurling abuse at them," said Saccawu organiser Mr Lepola Mokoopi.

He said he advised the women, whose ages range from 40 to 50, to lay charges.

"A senior white officer known as Westhuizen refused to let the women lay charges, and we wonder whether the new Government condones such action," said Lepola.

A Lieutenant Westhuizen from Louis Trichardt Prison denied the allegations, saying all his men were loyal to the new South Africa and would not insult anyone. He had slammed down the phone before.

Meanwhile, the ANC yesterday welcomed the decision by management and Saccawu to settle their wage dispute through mediation.

# Nupen to mediate in Pick 'n Pay strike

Star 22/7/94

■ BY JOVIAL RANTAO  
LABOUR CORRESPONDENT

Charles Nupen, director of Independent Mediation Services of SA, has been appointed to mediate in the Pick 'n Pay strike following an appeal by Labour Minister Tito Mboweni.

Mboweni said the SA Commercial, Catering and Allied Workers Union and Pick 'n Pay should meet Nupen as soon as possible, and urged them to settle their dispute urgently.

The appointment comes as a wave of labour disputes in different industries countrywide continues unabated.

Yesterday, the PWV saw the start of yet another strike when more than 400 shunters at the Metro Rail Service stopped work over wage demands and the job evaluation procedure.

In Cape Town, hundreds of workers at a fruit exporting company went on strike, also in support of increased wages.

Police arrested more than 800 Pick 'n Pay workers in the PWV yesterday for violating an Industrial Court interdict preventing protests within 500 m of Pick 'n Pay stores. Saccawu said yesterday it would challenge the interdict in court.

## (31) (15) (555) Upsurge

The Industrial Relations Network has recorded more than 15 strikes, involving more than 30 000 workers, in the first three weeks of this month.

Labour experts say the current upsurge in industrial action could be attributed to the many wage negotiations currently underway and workers' high expectations after the election.

Labour analyst Duncan Innes said workers expected to get bigger increases because of political change and the fact that the economy was coming out of the recession.

Economists have expressed fears that the industrial action posed the biggest single impediment to foreign investment.

Labour analysts Andrew Levy and Associates said the number of working days lost in the second quarter of 1994 was almost double that of the same time last year.

Sapa reports that Acting President Dullah Omar said last night that the strikes currently facing the country were not directed at the Government or the ANC, but at monopolies which were not interested in building the country.

Speaking in Cape Town, Omar said all South Africans and businesses had to assist the Government in nation-building.

He said workers and bosses would have to organise themselves better to prevent future strikes.

## Tito appoints Pick 'n Pay mediator

LABOUR Minister Tito Mboweni yesterday appointed Independent Mediation Service of SA director Charles Nupen as mediator in the dispute between Pick 'n Pay and the SA Commercial, Catering and Allied Workers' Union (31) (153)

Although legally entitled to intervene in terms of the Labour Relations Act, commentators said they could not recall any Minister doing so before. 2217194

Mboweni called on the parties to meet Nupen as soon as possible and urged them "to bring the dispute to a mutually satisfactory end as a matter of urgency". He described Nupen as "one of SA's most respected and experienced mediators".

Messages of support from the PAC and ANC secretary-general Cyril Ramaphosa

ERICA JANKOWITZ

followed the appointment.

Although no deaths have been reported, Ramaphosa said if the parties had followed this course of action earlier, "lives could have been saved and the hardening of attitudes could have been pre-empted".

The strike by about 10 000 Saccawu members enters its 10th day today in support of the union's R229-a-month wage increase demand. The company offered R175 a month for a 16-month period.

Sapa reports more arrests took place yesterday at Pick 'n Pay stores on the West Rand and at the Norwood Hypermarket in Johannesburg. There were also marches in Cape Town, East London, Bisho, Queens-town and Durban.

# Strikes spread

(32) (31) (33)  
CT22/1/94

**IN an unprecedented move, Labour Minister Mr Tito Mboweni yesterday appointed an independent mediator in the Pick 'n Pay/SA Commercial, Catering and Allied Workers' Union (Saccawu) dispute.**

The move came as strike action in various fields spread across South Africa causing President Nelson Mandela to consider cutting short his State visit to Mozambique. (see Page 5)

The mediator is Mr Charles Nupen, director of Independent Mediation Service of SA.

Although a minister is legally entitled to intervene under the Labour Relations Act, commentators said no minister had "in recent memory" acted as Mr Mboweni had.

The government has also stepped in to defuse the court interpreters' strike, with Justice Minister Mr Dullah Omar negotiating on behalf of the interpreters in a bid to end the four-day illegal strike by the SA Court Interpretation Officers' and Allied Workers' Union (See Page 2).

The strike has increased tensions between the Justice Department and the Public Service Commission, which Mr Omar holds responsible for the dispute over the discriminatory system of salary allowances for court interpreters.

Relations also worsened between the National Union of Mineworkers and De Beers yesterday when De Beers walked out of wage negotiations, accusing the union of bad faith.

Messages of support from the PAC and ANC secretary-general Mr Cyril Ramaphosa followed the appointment of Mr Nupen as mediator in the Pick 'n Pay strike.

Although no deaths have been reported, Mr Ramaphosa said that if the parties had followed this course of action earlier "lives could have been saved and the hardening of attitudes could have been pre-empted".

And the South African Council of



**LABOUR TROUBLE . . .** This Pick 'n Pay striker confronted a policeman outside the Gardens supermarket yesterday as labour unrest spread.  
• More reports, picture — Page 2

Picture: BENNY GOOL

Churches (SACC) made a dramatic appeal for conciliation. It said the country could "ill afford this nature of confrontation as it seeks to build a new society based on true democratic principles" and appealed to all parties to end the conflict.

● In Cape Town many shops in the Gardens Centre, including the Pick 'n Pay store, were forced to close by picketing Saccawu members.

● At Highlands House in Vredehoek, anti-Jewish insults were hurled across barbed wire at occupants when protesting National Education Health and Allied Workers' Union (Nehawu) members were joined by striking Pick 'n Pay workers and CPA traffic officials, who left their sirens blaring.

● On the Reef about 800 Pick 'n Pay

strikers were arrested at the Highgate and Flora shopping centres on the West Rand after occupying shops and intimidating customers and temporary workers. Pickets and marches were also held in East London, Bisho, Queenstown and Durban.

● Industrial unrest also hit the mining industry yesterday, with the 1 200 National Union of Mineworkers (NUM) going on strike at the refinery at Rustenberg Platinum Holdings Ltd. Earlier, NUM declared a dispute over deadlocked annual pay talks.

● Mineral and Energy Affairs Minister Mr Pik Botha has received a report from the East Rand Proprietary Mines Limited in Boksburg on the dismissal of Zulu-speaking miners from ERPM.

● About 10 000 National Union of

To page 2

P.T.O.

# 47 strikers held after protests in Constantia

At 7:30/194



**JOSEPH ARANES**  
Weekend Argus Reporter

**POLICE arrested 47 striking Pick 'n Pay workers at the company's Constantia store after the owners of the centre, which houses the store, laid a charge of trespassing against the workers yesterday.**

The workers were taken to Wynberg where they appeared in the magistrate's court. Earlier, about 200 strikers picketed in front of the store singing and chanting slogans demanding that Pick 'n Pay increase their salaries by 12.5%. Scouts broke out between the workers and the police who formed a human chain to prevent the strikers from entering the store.

At 12:30pm police Major Pol-He Strydom gave the workers 10 minutes to leave the building and told them if they refused, police would use the necessary force to remove them.

An hour later, the major spoke to some of the union officials telling them that the time had elapsed and his men were going to arrest all the workers. Union leader Martin Witlow explained to the strikers what the police plans were before he was arrested and led away by Major Strydom.

The remaining workers broke into song and followed the police before returning to the front of the store again.

Police men formed a cordon around the singing workers and systematically started arresting most of the union leaders who resisted.

The demonstration turned ugly when dozens of police staff started punching and kicking those workers who resisted arrest.

Some of the workers were sprayed with teargas and three police dogs were brought into the building as police forced all the strikers into the parking area.

A delegation from the ANC's peace desk arrived just as the 47 arrested workers were being taken to the Wynberg court.

After consulting with the police and union members it was decided the workers would march to the Wynberg court where their members were due to appear.

In Pretoria, Pick 'n Pay and the South African Commercial, Catering and Allied Workers Union will meet today in a bid to agree on rules for picketing during Saccawu's pay strike. Minister of Safety and Security, Sydney Mufamadi said after meeting the two parties in Pretoria yesterday.

The meeting, convened to discuss the role of police in labour disputes, was also attended by Congress of South African Trade Unions general secretary Mr Sam Shilowa, police officers and mediator Charles Nupen.

Mr Mufamadi said the parties had mandated Mr Nupen to attend an agreement on picketing, due to be ratified by Saccawu and Pick 'n Pay today.

Mr Nupen said that after the guidelines had been agreed to and the parties had signed them, mediation on the wage dispute would begin.

"I think real mediation will begin on Monday. I will spend

the weekend speaking to the parties trying to find out what actually keeps them apart and I think this is not going to be difficult," he said.

The parties did not discuss the wage strike, only police conduct and violence which followed demonstrations and picketing.

"As far as the police are concerned, they have behaved very well since we set the guidelines on police action on July 15," Mr Mufamadi said.

"I must emphasise that the ministry still believes that police should avoid excessive force as much as they can."

Joint managing director Gareth Ackerman said he was happy about the talks and hoped an agreement regulating strike behaviour would be signed at the weekend.

About 430 strikers arrested at Pick 'n Pay supermarkets in Krugersdorp, Germiston and Alberton were due to be released on bail. South African Commercial, Catering and Allied Workers Union legal co-ordinator Molelele said he would travel to Diepkloof Prison to pay bail for 400 strikers, set at R150 each. Thirty-two strikers arrested in Krugersdorp would be freed on bail of R500 each.

The arrested strikers will soon appear in court on charges of intimidation and trespassing.

Earlier yesterday, police said 530 strikers had been arrested on the Witwatersrand on Thursday, most on charges of trespassing. They were summoned to appear in court or pay a R300 admission-of-guilt fine.



**CONFRONTATION:** Police argue with Pick 'n Pay strikers blockading the shopping complex in Constantia before 47 were arrested. Pictures: DOUG PITHEV, Weekend Argus.



**SOLIDARITY:** Strikers on their way to Wynberg to lend support to their arrested comrades.



**COURT SCENE:** Pick 'n Pay strikers demonstrate outside Wynberg Magistrate's Court where 47 appeared after picketing in Constantia.

## Truck drivers on go-slow over pay dispute

**Weekend Argus Reporter**  
TRUCK drivers at the Cape Town docks are on a go-slow over a salary dispute.

Drivers who ferry containers from one part to another in the docks were on a go-slow because they were paid less than those who deliver goods outside the docks — even though the two groups had similar qualifications.

A spokesman for the SA Railway and Harbour

Workers Union said all drivers at Durban harbour had been paid the same salary for the last two years. "We demand that the same apply in Cape Town."

The go-slow started yesterday afternoon. Their slow driving delayed the loading of ships waiting in the docks.

Should their demands not be met, a union spokesman threatened they might embark on a full-blown strike on Monday.

# Picketers close Gardens store

31  
CT 22/7/94

By WILLEM STEENKAMP

PICK 'N PAY yesterday apologised to its customers over the disruption of trading at its stores by striking workers, saying it was "very distressed" about the inconvenience caused to members of the public.

About 120 workers belonging to the SA Commercial, Catering and Allied Workers' Union (Saccawu) yesterday picketed the Pick 'n Pay supermarket at the Gardens Centre, forcing the store to close to the public from about 11.30am.

Before entering the centre, Saccawu unionist Mr Tommy Bangani stressed that their dispute was "with Pick 'n Pay and Pick 'n Pay alone", and that customers and other Gardens Centre tenants were not to be disturbed.

The strikers then entered the centre and gathered around the supermarket entrance, which was closed, where they toy-toyed and sang through the afternoon.

Other tenants in the centre locked their doors and hovered near their premises, anxiously watching the proceedings.

A number of Pick 'n Pay clients expressed dissatisfaction at being unable to enter the store, some saying they were being

## Pick 'n Pay apologises to angry customers

forced to go elsewhere.

Pick 'n Pay Western Cape supermarkets general manager Mr Nick Badminton said yesterday he had received a number of calls from irate customers and he apologised for the inconvenience, saying Pick 'n Pay was "very distressed".

He said also Saccawu was acting in contravention of an industrial court order not to disrupt trading.

"They have the right to strike, but they don't have the right to close our doors," Mr Badminton said.

Trouble brewed about 3.30pm, when about 500 National Education, Health and Allied Workers' Union (Nehawu) protesters, who had picketed nearby Highlands House, tried to enter the centre

through a side door to support the strikers.

Scuffles broke out between police and the Nehawu members, who were unable to enter the centre and left the scene soon afterwards.

The strike enters its 10th day today in support of the union's R229-a-month wage increase demand. The company offered R175 a month for a 16-month period.

• More arrests took place yesterday at Pick 'n Pay stores on the West Rand and at the Norwood Hypermarket in Johannesburg.

Saccawu negotiator Mr Mike Thwala said 800 strikers had been arrested at various supermarkets in Johannesburg.

The Police and Prisons Civil Rights Union yesterday gave its "unqualified support" to the strikers.

Saccawu said Popcru was disappointed that policemen had allegedly assaulted and arrested strikers.

Pick 'n Pay has said the strike had cost it R10 million in the first five days and strikers were losing R70 each daily.

There were also marches in East London, Bisho, Queenstown and Durban.

In Durban, hundreds of Saccawu members marched to the Pick 'n Pay Food Emporium.



# Move on strike rules

Stewart 23/7/94

PICK 'n Pay and the South African Commercial, Catering and Allied Workers Union (SACCAWU) will meet today in a bid to agree on rules for picketing during SACCAWU's pay strike, Minister of Safety and Security Sydney Mufamadi said after meeting the two parties in Pretoria yesterday.

The meeting, convened to discuss the role of police in labour disputes, was also attended by Congress of South African Trade Unions general secretary Sam Shilowa, police officers and mediator Charles Nupen.

Mufamadi said the parties had mandated Nupen to draft an agreement on picketing to be ratified by Saccawu and Pick 'n Pay today.

In another development on the labour front, close on 70 courts around the country virtually came to a standstill yesterday because of a wildcat strike by court interpreters.

The Justice Department said yesterday that the courts affected were believed to be mainly in the Western Cape and the PVV.

## See Page 9

The department said negotiations between the Public Service Bargaining Council and SA Court Interpretation Officers and Allied Workers Union (SACIOAWU) were continuing, but could not say

AMID concerted firefighting efforts by the government, unions and employers, labour unrest continues to erupt across the country, report WeekendStar STAFF REPORTERS and SAPA.

when interpreters would return to work.

SACIOAWU members went on strike on Monday to demand that their non-pensionable allowances be brought in line with those of other administrative workers in the Justice Department.

Justice Minister Dullah Omar, and Public Service Minister Zola Skweyiya said yesterday they would hold an emergency meeting in Pretoria on Monday with representatives of the South African

(31) (SAPA)

can Court Interpretation Officers and Allied Workers Union. In Johannesburg, a march by interpreters from the Magistrate's Court was called off yesterday in favour of picketing.

Association of Law Societies director general Andre van Vuuren said the logjam in granting increases to interpreters was caused by the bargaining council of the Public Service Commission. SACIOAWU has demanded the issue be taken out of the

hands of the PSC.

Meanwhile, the Automobile Employers' Organisation yesterday appealed to the National Union of Metalworkers of South Africa to reconsider its decision to declare a dispute and hold a strike ballot following a deadlock in wage talks.

AMEO chairman George Stegmann said in a statement the organisation "remains committed to reaching a mutually agreed settlement through the process of negotiation and is hopeful industrial action can be avoided".

In Cape Town, truck drivers at the city's docks have embarked on a go-slow over a salary dispute. Drivers who ferry containers from one part to another in the

docks were on a go-slow, because they were paid less than those who deliver goods outside the docks.

The union spokesman threatened that they might embark on a full-blown strike on Monday, should their demands not be met.

Labour Minister Tito Mboweni meanwhile held talks yesterday with the Federation of Salaried Staff Associations (FEDSAL), the country's third largest trade union federation representing some 260 000 members.

The meeting focused on the formulation of an active labour market policy and problems experienced by workers in the sectors organised by FEDSAL.

governing strike action.

Other issues up for reconsideration are orderly collective bargaining, fair labour practice and the thorny issue of plant-level — as opposed to centralised — bargaining.

Regarding the right to strike, drafting committee member Willem le Roux, a senior partner in Brink Cohen Le Roux & Roodt Inc and professor of labour law at RAU, explains: "The dispute resolution mechanism for interest disputes — for example, wages — is negotiation and

ultimately the use of strike action. The courts should not intervene in substantive issues in this field. An equilibrium of power should, however, always be maintained between management and workers. The question is whether there is an imbalance between the collective bargaining power of employers and employees due to the present legal position."

Does he envisage curtailment of the right to strike? In 1992, says Le Roux, the LRA subcommittee of the National Manpower Commission (NMC) recommended that the

Industrial Court be empowered to prohibit strikes which have caused serious damage to the property of an employer, or endanger the health and safety of a person, or could reasonably be expected to lead to the destruction of an employer's business or its viability.

Section 27 of the Bill of Rights gives workers the right to strike for the purpose of collective bargaining. The constitution allows a limitation of such a right, provided the limitation is "reasonable and justifiable

*continued on page 46*

## PICK 'n PAY STRIKE

## FEATURE

# Ackerman takes stock *fm 12/8/94*

**Pick 'n Pay** chairman Raymond Ackerman admits to being "rather shattered" by the behaviour of some workers during the three-week strike that battered his company last month and helped burst the bubble of post-election euphoria.

But, looking back after last week's settlement, he says the lessons that emerged from the trauma could benefit not only Pick 'n Pay and the SA Commercial, Catering and Allied Workers' Union (Saccawu) but also companies and unions in other sectors, as well as the authorities.

Though the initial response from the Labour Ministry to Ackerman's call for mandatory pre-strike mediation and clear regulations on strikers' behaviour has been lukewarm, the proposals have merit.

Ackerman believes early mediation could have prevented the strike. He says Pick 'n Pay suggested mediation in June when it became clear that the conciliation board would be unable to resolve the wage dispute, but it was rejected by Saccawu.

At the height of the strike, it took the personal intervention of Labour Minister Tito Mboweni to bring about the appointment of a mediator who paved the way for a settlement. Had this not happened, says Ackerman, the strike would probably still be on.

"Mediation should be compulsory before a strike can be called. In my view, a conciliation board is just a paper tiger."

He says the behaviour of strikers also needs to be regulated. Two behaviour agreements were concluded with Saccawu, one of which was facilitated by Mboweni and Safety & Security Minister Sydney Mufamadi. But, says Ackerman, the union subsequently tore up both.

Action by some strikers, such as intimidation of working staff and customers and malicious damage to company property, was so unacceptable that Pick 'n Pay was compelled to call in the police.

"I believe we need strike rules that are fair to both sides and which allow strikes to be conducted in a civilised manner."

Ackerman also wants the wording on strike ballots to be regulated so that it is

fair to workers and management. He believes the question put to workers in the pre-strike ballot was so loaded that they had little option other than to support a strike.

He believes government acted correctly during the strike by remaining independent. The police behaved professionally at all times, he adds, and criticism of them is not justified. *(31) (452) (555)*

It is ironic that Pick 'n Pay's progressive staff policies relative to the retail sector may have fuelled Saccawu's determination to push ahead with the strike.

Ackerman is convinced of that. He believes the union's initial demand of a R229 across-the-board increase was deliberately unrealistic.

He says shop stewards told him they were confident the company would cave in after three days of strike action because it would not want to risk spoiling its reputation as a fair employer.

As further evidence of the strikers' questionable motives, Ackerman says that after the conciliation board failed to resolve the dispute, he personally arranged a meeting between management, Saccawu and Pick 'n Pay shop stewards on July 1.

It resulted in an agreement based on a R175 across-the-board increase, subject to worker approval. But 10 days later, at 5 pm on July 11, he received a letter stating the offer was unacceptable and the strike would begin the next morning.

It was the first time in five years of wage negotiations that an agreement reached with union leaders was rejected by the workers. Ackerman believes the settlement was not properly explained by the leaders, who buckled under pressure from militant shop stewards convinced they could break the company.

But in the end, the strikers as well as the company were losers. Ackerman estimates the strike resulted in a R70m loss in turnover. The strikers lost an average of R1 500 each in wages and benefits. The final settlement was an increase of R180 a month and a minimum monthly wage of R1 110. The average monthly wage of

weekly paid workers is R1 643.

The company's offer when the strike started was R175 and a minimum of R1 110; the union's demand was R229 and a minimum of R1 200.

The cost in goodwill destroyed within the company and among customers is incalculable.

Ackerman feels particularly hurt by the actions of people he thought he knew well and by the anti-Semitism directed at him and his family and other Jewish managers. "It's going to take a long time to get over it, but I believe we will."

His disillusion was eased by the workers who did not strike. In the Western Cape, nearly 90% stayed at their posts compared with 10%-15% elsewhere.

In addition, he says most managers displayed an unprecedented depth of loyalty. Not only did they have to cope with striking weekly paid workers, but in the middle of the strike a group of 500-600 junior black managers formed a union and stopped work in sympathy with the other strikers, causing additional disruption.

There are other positive aspects. Ackerman believes the strike provides the company with an opportunity to examine its values and rededicate itself to basic principles.

This will be possible partly through provisions in the settlement for the joint implementation by workers and management of employee training, career planning and affirmative action; incentive schemes; a courtesy agreement; agreement on conduct during industrial action; and the revision of disciplinary procedure.

Ackerman says the strike also showed management that one of Pick 'n Pay's founding principles — to look after staff so that they will look after customers — has been eroded over the years and needs to be reinforced.

"We've also made it clear that we won't allow the union to take over the company. The way ahead must be a partnership between staff and management in which all of us take responsibility for the company."



# Pick 'n Pay picket deal off

THE SA Commercial, Catering and Allied Workers' Union (Saccawu) refused to sign a picketing agreement with Pick 'n Pay during mediation yesterday, Pick 'n Pay joint MD Gareth Ackerman said. *8/15/94*

The union had indicated it would negotiate strike terms only after the wage dispute was resolved. This was unacceptable to the company.

Consequently, management had no option but to invoke the terms of a court interdict, obtained at the beginning of the strike, preventing strikers protesting within a 500m radius of any store.

Ackerman said the union had indicated on Saturday that it was prepared to sign the agreement to prevent violence and intimidation continuing at stores.

"Unfortunately, incidents of undisciplined conduct, including the intimidation of consumers and non-striking employees, and damage to property, continue," Ackerman said.

Sapa reports that shoppers at the Nor-

ERICA JANKOWITZ

wood Hypermarket — where several incidents of intimidation and damage to property have taken place since the beginning of the strike — were locked into the store for about half an hour yesterday. Security guards locked the doors to prevent a small group of strikers getting into the shop.

A spokesman said little progress had been made in mediation, which was expected to last several days. *27/1/94*

When deadlock was reached Pick 'n Pay was offering R175 a month for a 16-month period, while the union demanded an increase of R229 for the usual 12 months. Saccawu reduced this to R196 a month effective for 15 months, but reverted to its previous demand when management refused to budge. *(31/1/94)*

□ Ackerman said the company was investigating the possibility that the strike was linked to anti-Semitism.

● See Page 16

# Pick 'n Pay offer is 16%, while union demand is 22%

**BRUCE CAMERON**  
Business Editor

THE minimum wage for a permanent employee at strike-ravaged Pick 'n Pay is R240,02 a week.

About 20 percent of the employees, including till packers, cleaners, packers, pickers and unqualified chefs are on this scale, the chain store said.

A further 40 percent of staff are on a split level second category where the weekly wage is R234,94 or R252,62 a week.

Aug 22/1944

The increases offered by Pick 'n Pay for the bulk of its employees would mean increases of about 16 percent, while the union demand would result in increases of about 22 percent.

The lower scale of category 2 employees includes security officials, unqualified chefs, floor sales people and light vehicle drivers. Cashiers are on the upper scale of category 2.

The Pick 'n Pay across-the-board offer of R175 a month would add

R40,38 a week to all categories, giving the minimum weekly wage earners a 16,8 percent increase; the lower category 2 employees 16,55 percent and the cashiers 15,98 percent.

The union wants R229 a month across-the-board. This would add R52,84 a week to all categories of wage-earners. For minimum wage earners this would mean a 22 percent increase; a 21,66 percent increase for lower category 2 employees; and 20,91 percent for

cashiers.

According to the annual report of the company, employees receive many other benefits. These include:

- Medical aid.
- Group life insurance if they are on the retirement fund.
- Parental benefits, which include nine months' paid maternity leave and two months unpaid, and eight days' paternity leave.
- Low interest housing loans.
- Educational bursaries for lower paid staff and their children.

- Depending on job category, two weeks' long service leave is granted after each five-year period of employment with the scheme being standard for all permanent employees with 15 years' service.

- A non-contributory funeral scheme which pays R720 on the death of a registered dependant.

- A disability scheme paying 75 percent of income if an employee can no longer work.

- Heavily subsidised canteen facilities.

## Dispute declared by mine union

**JOHANNESBURG.**— The National Union of Mineworkers has declared a dispute with the Chamber of Mines in the latest round of pay talks for gold and coal miners.

"We have reached a stage where we are unable to reach a settlement," NUM general secretary Kgalema Moutlanthe said yesterday.

"We will now be taking the issues to the conciliation board."

The union and management failed to agree on wage increases, holiday leave allowances, the miners' provident fund and the question of traditional healers.

The NUM said it wanted employers to recognise traditional healers for consultations and sick notes, but the chamber had declined.

De Beers accused the NUM of negotiating in bad faith after wage talks collapsed earlier yesterday.

The NUM is demanding an across-the-board increase of 15 percent and the company has offered 8,5 percent. — Sapa.



**CONFRONTATION:** A striker hurls abuse at policemen forming a human barrier to prevent marching workers from turning into Mill Street on their way to the Gardens Centre.

Pictures ANDREW INGRAM, The Argus.

# Labour Emergency

C.P. 17/7/94

By DESMOND BLOW and SAPA

THE GOVERNMENT of National Unity is facing its first crisis in the conflict between labour and big business and is walking a tightrope, trying to retain union support while not antagonising the industrialists.

The unions are flexing their muscles, believing they have the support of the government and this has placed it in an impossible dilemma.

Strikes and threats of strikes have mushroomed, but the worst scenario was the violence this week at Pick 'n Pay stores in which workers, the public and police clashed.

Former Cosatu leader, the Minister without Portfolio, Jay Naidoo, yesterday said the wave of worker action was a sign that democracy alone could not meet workers' high expectations. He said the collective bargaining system had to be urgently improved to ensure SA's economic growth.

Meanwhile, workers were reported to have injured customers, and to have smashed and trashed property. In one incident a baby's arm was injured after being caught in a door during chaos.

One manager said he had a knife held to his throat and two others said they were chased by about 150 strikers.

Police, called in in terms of a court order, were accused of acting too robustly in a manner reminiscent of the old SAP, by firing rubber bullets and teargas at workers.

## Riots

Critics have pointed out that in riots overseas police in most democratic countries did not use their guns, even to fire rubber bullets.

In an effort to defuse the situation Safety and Security Minister Sydney Mufamadi held urgent talks with a Saccawu delegation. They later released a joint statement expressing "regret" at the incidents and stating that long-term and interim measures would be taken by all parties to avoid a repetition.

Pick 'n Pay successfully sought a court order preventing striking workers from entering its offices and intimidating non-striking employees.

However, Saccawu claimed it was not informed of the order and that its members were confronted by police, resulting in the arrest of about 700 and injuries to 60.

In the statement Mufamadi said he would exhort all police officers to satisfy themselves that all parties involved in a dispute were aware of details of any court

CIPress 17/7/94



**PAY MORE . . . Militant Pick 'n Pay workers take to the streets to punch home their wage demands.**  
**PIE ANDRIES MCINEKA**

order before enforcing it.

It was also agreed that negotiations had to be held to ensure compliance with court orders before any action was taken against workers, and that arrests would only be made if workers refused to co-operate.

The statement said the incidents highlighted the need to review public order policing and that government and civil society would have to co-operate to normalise relations between police and the community.

An important aspect would include ensuring that

all rights guaranteed to workers by the constitution were respected.

It stated: "Any role the police may be called upon to play in situations such as the Pick 'n Pay strike would have to be carried out so the rights of all citizens would be protected, and would be seen to be protected."

Despite the meeting, hopes that the matter would be defused and that the four-day strike would be resolved were shattered when union leaders walked out of a meeting with management on Friday night, ac-

cusings them of conspiring with police against workers.

At a press conference in Johannesburg, Saccawu assistant secretary-general Herbert Mkhize claimed management had approached senior police in the PWV in June to undermine the strike.

Pick 'n Pay denied the allegations and said the meeting with the cops had been an attempt to clarify the company's position with regard to any unlawful industrial action.

Mkhize alleged the meeting took place in secret and without the knowledge of PWV Safety and Security MEC Jessie Duarte. He said the union refused to accept bilateral meetings between management and police in matters which directly involved workers.

But Pick 'n Pay joint managing director Rene de Wet said the union wanted the talks to collapse and had used the conspiracy claims as an excuse. He said: "The meeting was called in response to that strike and threats from union officials and shop stewards that the purpose of the strike was to cripple the company."

## March

It was announced on Friday that a meeting with Shoprite/Checkers was on the cards following a month-long Saccawu strike involving about 500 workers. Saccawu said about 5 000 workers had marched to the company's Johannesburg head office and that management had agreed to meet the union to discuss workers' demands.

In Alexandra on Friday striking municipal workers agreed to end their strike after PWV MEC for local government Dan Mofokeng accepted salary adjustment proposals.

Two trade unions yesterday appealed to thousands of Western Cape construction workers to end a five-day wildcat strike and go back to work tomorrow so that wage talks could continue.

The call by the Construction and Allied Workers Union and the SA Woodworkers Union followed an attack on Friday in which five non-strikers were hurt. The walkout started on Monday, stopping production at Peninsula building sites, according to a union official. Affected companies included construction giants Murray and Roberts, Julius Cohen, Stocks & Stocks, LTA and Ovcon.

In Welkom mine workers living in the Anglo-American Pioneer Hostel threatened to strike over a dispute about having to register all visitors to the hostel. They claimed that white employees living in a similar hostel did not have to register their visitors and that this was discrimination and not in keeping with the new South Africa.

Star 13/7/94

# Court rules against strikers

BY JOVIAL RANTAO  
LABOUR CORRESPONDENT

Pick 'n Pay has been granted an Industrial Court interdict to prevent industrial action by its 15 000-strong workforce.

But planned work stoppages and marches scheduled for today are to go ahead.

Yesterday disruptions during shopping hours by workers at 30 Pick 'n Pay stores prompted the company to turn to the Supreme Court and Industrial Court for the protection of customers.

Pick 'n Pay joint managing director Gareth Ackerman said the stores had been "adversely affected by striking workers and the company had resorted to

legal action against workers for contravening customers' constitutional right to shop".

He said the company was hoping that the South African Commercial Catering and Allied Workers' Union (Saccawu) would reconsider the company offer of a R175-a-month increase. The union had demanded R229.

Ackerman warned that if the strikers went ahead with disrupting stores, the company would have to reduce its offer to cover the costs of the strike.

"We still regard our offer as fair and generous in the light of the average increases being offered by comparable companies," Ackerman said.

(31) (13)

# Election expectations explode as workers say now is the time to...

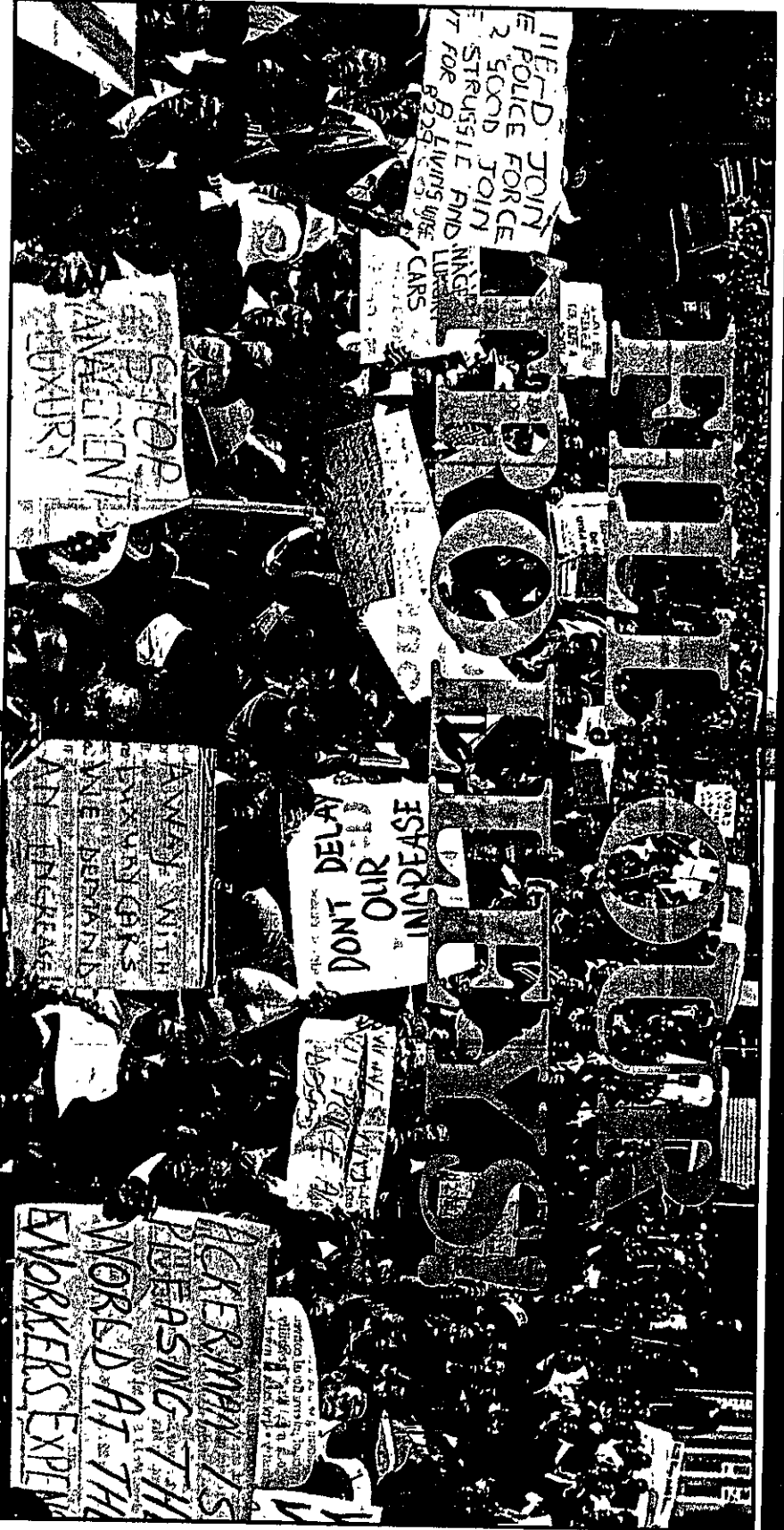
The bosses thought strikes were over. Now when you pay us attention, say the workers. Both want the government on their side. SENOLA SELLO assesses the labour situation.

Some business and political circles that, with the ANC neatly ensconced in power, the country could expect a blissful period of industrial harmony and quiet have been shattered by the two-week nationwide Pick 'n Pay strike.

Instead of industrial peace the Pick 'n Pay strike - as well as runnings in other crucial sections like mining - have triggered fears that the honeymoon between workers and bosses has come to an end.

Observers also speculate that these developments could indicate emerging tensions between Cosatu and its affiliates on the one hand and its senior alliance partner, the ANC, on the other.

Cosatu, the country's largest trade union federation, scientists there ever was any honeymoon with the bosses of capital and dismisses any potential spill with the ANC "in the foreseeable future".



WE'LL PICK OUR PAY... Pick 'n Pay workers shatter business expectations that the ANC-led government would put an end to strikes.

He says Cosatu will not allow this to happen. They will not allow themselves to be reduced to "conveyor belts" of political parties.

Expectations of labour tranquility were largely based on the mistaken belief that an ANC in power would easily rein in its more radical alliance partner, Cosatu.

Those subscribing to this belief fail to recognize the ANC's commitment to the right of workers to strike - a right which President Nelson Mandela and Labour Minister Tito Mboweni confirmed this week following the Pick 'n Pay strike.

Mandela supported the right of workers to strike, but criticized their violent actions. Mboweni was even more forthright. He stated that the right to strike was "constitutionally enshrined and national combatants - the Labour Ministry reiterates its full support for the right of workers to strike, that it has no intention of being dragged into labour disputes, conflict in the future is likely to be confined to the two traditional combatants - the barons of industry and organized workers.

Given the prevailing conditions in the country, relations between the workers and the bosses are likely to remain tense and in some case even confrontational for several years to come no matter which party is in power.

The core problem is the disparity in the distribution of wealth. According to Cosatu spokesman Neil Coleman, most South Africans by reputable researchers show that the majority of workers are still earning below the Poverty Datum Line or Minimum Living Level.

Having fought for political freedom, these workers have now trained their sights on earning living wages, democratic living conditions and this could prove to be a long, drawn-out battle of attrition.

The trade union federation has drawn up a plan which is as wide-sweeping as it is revolutionary. If acted upon, it could change the entire employer-employee relations in the country or in Shilowa's words, it would be "pioneering a unique experiment in industrial democracy unparalleled in the developing world".

(31)

## Dispute unresolved

By STAN MHLONGO

NEGOTIATIONS between Shoprite Checkers, its employees and Saccawu meant to resolve a dispute over alleged unfair dismissals had not been concluded by the end of the week. (31)

The workers claim that Checkers had become intransigent since joining forces with Shoprite in 1990. "About 300 people have lost their jobs since then," claim the union.

But Shoprite Checkers has strongly disputed this, saying only 160 people have lost their jobs so far.

■ Fifteen employees at Modulex company in Johannesburg downed tools in protest against poor implementation of health laws at the company and in demand for higher wages. *CIPress*

Workers are also protesting against abusive language allegedly used by a director of the com-

pany when addressing employees.

■ The SA Domestic Workers Union this week marched over the unfair dismissal of a domestic by her Rosebank employer after she had asked for a raise. *24/7/94*

Joyce Matjeka claims she was paid R267 a month for working seven days a week for five years. She only had a day off when one of her relatives died, she said.

## Picketing conduct agreement reached

REPRESENTATIVES of Pick 'n Pay and the SA Commercial, Catering and Allied Workers' Union (Saccawu) have reached agreement on principles and procedures governing their conduct during picketing.

"Considerable progress was made and the parties have reached this agreement," said independent mediator Charles Nupen, who was appointed last week to help resolve the strike by more than 15 000 Saccawu members at the company's stores throughout the country. *B. Bay*

Sapa reports that both parties will take the terms of the agreement to their respective principals for deliberation.

Mediation on other salient issues would continue today, said Nupen. *25/7/94*

Arrests of picketers and the intimidation of workers were reported at various Pick 'n Pay stores at the weekend.

Our Cape Town correspondent reports that 51 picketers were arrested at the Constantia Village shopping centre.

In Port Elizabeth, several strikers appeared in court on Friday on charges of damaging property and contempt of court.

Pick 'n Pay Eastern Cape regional manager Bruce Nicholls said employees had been in breach of an agreement on picketing and intimidation. *(31/7/94)*

Cosatu is to stage a march today from its Johannesburg head office to the JSE to deliver a memorandum demanding that business take steps to solve the labour crisis in the country.

## Pick 'n Pay, union agree on pickets

ERICA JANKOWITZ

PICK 'n Pay and the SA Commercial, Catering and Allied Workers' Union (Saccawu) signed a ground-breaking agreement on picketing yesterday. ~~8102~~

In terms of the agreement, which will lead to the lifting of a court interdict restricting protest action, Saccawu may picket "in areas agreed upon between the parties", affording picketers "an opportunity to express their views to the public".

The interdict had prevented strikers from gathering within 500m of stores.

In terms of the agreement, limited numbers of picketers, wearing armbands and appointed by the union, would be allowed to "express their views in a peaceful manner", but not interfere with the public's access. Peace monitors would be asked to facilitate compliance with the agreement. Strikers would be allowed into store canteens but not other areas. 207194

Disputes would be resolved between designated picket line leaders and management representatives. A joint operations centre would be established at the company's head office in Bedfordview.

Should either party want to call in police, the other would be given notice. However, this would not absolve either of their responsibilities to continue negotiations.

Saccawu spokesman Sithembele Tshwete said wage mediation, which started yesterday afternoon, was expected to last about two days. (31) ~~442~~

● See Page 3



ays part ● Innovative new drama promises success

# Salaries based on racial lines — claim

By Ike Motsapi  
Labour Reporter

**P**ICK 'N PAY was paying staff salaries based on racial lines in 1991, a memorandum sent out by the company in that year reveals.

Senior staff members insist that the company was still using the race-based formula. This has been denied by Pick 'n Pay.

The salary discrepancies emerged in a memorandum from the chain store's head offices in Cape Town sent in 1991 to various store managers and personnel officers titled "Average salary statistics".

The memorandum reads in part: Average salary statistics: Listed below are some average salary comparisons.

- Average weekly paid wage (all races) R204,40
- Average salary for white employees with no status R2 045,07
- Average salary for non-white em-

## ■ PAY SCALES Contents of 1991 company memorandum revealed:

(3) (SS)  
employees with no status R1 624,21

- Average salary for white employees with status R2 617,42
- Average salary for non-white employees with status R1 891,35.

This means that the average salary paid to a white employee with no status is about R400 more than that paid to his black counterpart.

A white employee with status earned about R800 more than his black counterpart.

Mrs Nicky Bicket, general manager for manpower planning at Pick 'n Pay, confirmed the existence of the memorandum but said it was outdated.

She denied that race still played a role in determining salaries and said the categories specified as white in the memo had been occupied by whites at the time.

Bicket also pointed out that the difference in salary scales depended on the tenure of individual employees with the company.

She said: "Within the two levels as stated there is no differential based on race. Where discrepancies do exist, they are based on tenure. That is, length of service in a particular position.

"Employees who are promoted from within the company and who are new in their positions earn less than those with longer tenure. White employees have on average a much longer tenure," she added.

- Meanwhile, the strike by Pick 'n Pay employees continued yesterday, with union and company representatives locked in mediation to resolve the two-week old dispute.

# Pick 'n Pay strike action 'cost R10m'

CAPE TOWN — The two weeks of strikes at Pick'n Pay had already knocked more than R10m off the group's bottom-line profit and cost it potential overseas business, chairman Raymond Ackerman said yesterday.

Based on last year's bottom-line earnings of R105,6m, and not taking into account the earnings growth potential in the year to February 1995, the strike action so far could have wiped about 10% off Pick'n Pay's earnings potential this year.

Ackerman said the final effect on earnings would depend on the extent to which the group could recover.

He said the strike had shaken overseas investor confidence to the extent that this week a potential overseas joint venture partner had terminated all dealings with the group.

The group was affecting savings by not paying workers during the strike on the no work; no pay principle, but casual workers were being hired which was costing the group "tens of millions ... the strike has definitely cost more than R10m off our bottom-line", Ackerman said.

He said strike-related disruptions at stores had lessened since referral of the

dispute to mediation, but strikers' behaviour was on top of the agenda in the mediation and in this respect, "the mediation so far has not gone so well".

A JSE retail analyst said the strike had dampened his initial, albeit slightly optimistic, forecast of 18% earnings growth this year even though the R10m profit loss mentioned by Ackerman was probably inflated.

A 10% loss would reduce the group's earnings — which amounted to 67,48c a share in the year to February 1994 — by about 6,5c a share, he said.

He had based his previously optimistic group forecasts on expectations that food inflation would exceed general inflation, the addition of about 4,5c a share on the bottom-line with the acquisition of a 50% stake in Score Supermarkets, savings through the group's multiskilling and flexible time programmes, and expectations of economic growth of about 3,5% this year.

The share held steady at R13 yesterday between a 12-month high of R16,25 on June 16 and a annual low of R10,25 on September 3 last year.

81 Day 27/7/94  
EDWARD WEST

# Pick 'n Pay and workers feeling the pain as strike bites

ARL 28/7/94

31



paid rent since she moved in a month ago.

"I have no family in Cape Town who can help me and I don't know where to turn.

"I don't care whether this strike goes on for months, I will stand for what I think is right and continue striking."

Ms Verwey said she had received a letter of final demand from a furniture store and from her child's creche.

"The shop told me they could only give me one more week before they were forced to fetch the fridge."

Union official Martin Whitlow said the union was not paying workers and that workers were struggling to keep their homes going.

## Staff Reporters

**PROLONGED** industrial action at Pick 'n Pay is costing the retail group "tens of millions of rands in net profit", says chairman Raymond Ackerman.

The strike is in its third week and the South African Commercial, Catering and Allied Workers' Union and management are in mediation.

The net loss in profits could seriously dent the Cape-based retailer's bottom line in the financial year to the end of February 1995. Pick 'n Pay earned R106 million in net profit in the last financial year.

Further losses are looming with disruptions threatening end-of-month shopping.

Mr Ackerman said this week the strike action had calmed over the past few days, but he warned that if mediation failed industrial action could intensify.

He emphasised that Pick 'n Pay management would settle only at a price the group could afford.

"We are very hurt by the strike action, but the group has reached the point where it won't give in to terrorist tactics."

He said the strike would affect overseas perceptions of local business.

"Never in the history of retail has there been such an attack on customers ... overseas

companies will be very wary of the behaviour of strikers."

Mr Ackerman noted that a joint venture scheme involving Pick 'n Pay and an overseas company had already been cancelled.

It was tragic that small traders who shared premises with Pick 'n Pay in shopping centres had suffered as a result of the strike, he said.

"People have come to me and told me how their businesses have suffered. They have nothing to do with it — they are caught in the cross-fire," Mr Ackerman said.

The strikers are also battling to keep their heads above water.

They have not been paid since the strike began.

This week Rogaya Engelbrecht, who works at the Pine-lands branch, was picketing outside the Good Hope Centre where Mr Ackerman was speaking at a function. She said she was the sole supporter of her two children.

"I am divorced and I don't get any maintenance for my children. The only way I have been surviving is with the help of my fellow strikers who sometimes give of their last so that I can feed my children."

"How do you tell your children you don't have money for bread?"

"My daughter needs to go to

Red Cross Children's Hospital often but I can't afford medical aid because if they deducted that I would go home with nothing."

She said all she wanted was for Mr Ackerman to treat each worker fairly and equally and to provide a living wage on which workers could survive.

Milly Verwey of Delft works at Pick 'n Pay, Ottery, and has three children of 6, 13 and 14.

"The only way that I am coping is through loans from my friends. I have just moved into a house in Delft and my only furniture is my fridge and one mattress which I share with my three children."

She said her electricity had been cut off and she had not

# Mediation 'has shown progress' <sup>(31)</sup>

PRETORIA. — The mediation process to resolve the Pick 'n Pay strike will take "a little longer" than originally anticipated, Labour Minister Mr Tito Mboweni, said here yesterday.

Speaking after a meeting with the National Council of Trade Unions (Nactu), he nevertheless expressed confidence that Pick 'n Pay and Saccawu "would find each other", and said he had been informed that there was "some progress".

He said the meeting with Nactu focused on the development of a five-year strategy to create a more democratic and a more civilised labour dispensation.

The strategy should be completed before the end of August, and should result in a number of changes in labour legislation, he said.

Nactu general secretary Mr Cunningham Ngcukana said the union briefed the minister on a wide range of issues including affirmative action, which must "not end up as a nice talk show". — Sapa

76/1/94  
CT 28/2

Star 4/18/94

# No winners as strike ends

BY JOVIAL RANTAO  
and ABDUL MILAZI

Although a "watershed" wage agreement had laid a strong foundation, there were no winners in the three-week-old Pick 'n Pay strike which was resolved yesterday after nine days of mediation.

René de Wet, Pick 'n Pay's joint managing director, said the company had lost more than R70 million in trading revenue, and a further undisclosed amount in damage to stores. Each worker, he said, has lost an average of R1 560 through the "no work, no pay" principle.

However, the South African

Commercial Catering and Allied Workers Union (Saccawu) yesterday claimed a victory for workers. Saccawu co-ordinator Jeremy Daphne said management was forced to make available R3,9 million, which was redirected towards workers' wages. (31) (52) (255)

More than 15 000 Pick 'n Pay workers are expected to return to work tomorrow after agreement on a R180-a-month increase over 15 months was reached between Pick 'n Pay and Saccawu.

The agreement was brokered by Charles Nupen, director of the Independent Mediation Services, who was appointed by Labour Minister Tito Mboweni in an unpre-

cedented step.

In terms of the agreement, an average Pick 'n Pay employee will now earn R1 643, a 12,3 percent increase. The increase will be backdated to March and will remain in effect until May 1995.

After being through what it described as a traumatic period, Pick 'n Pay management said it would embark on an exercise to rebuild its image and staff relations.

It called for rules governing strikes to be clearly defined, and committed itself to collective bargaining.

De Wet said criminal and other charges against employ-

► To Page 3

Star 4/18/94

# No winners as strike at Pick 'n Pay ends

◀ From Page 1

ees would not be dropped but promised to review most cases. "In the spirit of reconciliation, we would also talk to authorities and see if trespassing charges against most of our employees cannot be dropped," he said, adding that management would meet the union to work out a mechanism for dealing with disciplinary hearings.

De Wet said besides the "equitable" settlement, further issues were negotiated and would be implemented by January.

Gareth Ackerman, Pick 'n Pay's deputy MD, said the strike had meant losses for all, and ques-

tioned the union's motives in declining to negotiate further before calling a strike.

He believed the root problems of the strike was that post-election workers' expectations were in excess of what was practically possible.

Labour Minister Tito Mboweni said he was encouraged by the settlement. (31) (52) (255)

He thanked Nupen for "the skillful manner in which he dealt with an extremely difficult situation". Pick 'n Pay and Saccawu also needed to be congratulated for reaching a settlement "in a spirit of maturity and good faith".

## Strike ends — 12.3% pay hike

JOHANNESBURG. — A three-week-old strike by Pick 'n Pay workers countrywide ended yesterday with the announcement of a R180 across-the-board pay rise for 15 months, representing an increase of 12.3%.

It raises the monthly average wage to R1 643 a month, and is back-dated to March 1. — Sapa.

● More strike news. —

Page 5 CT 4/8/94

Labour Reporter  
and Sapa-Reuter

THE three-week strike by 15 000 Pick 'n Pay workers was settled by mediation today, industry sources said.

And in another hopeful development in strike-hit industrial relations, the National Union of Metalworkers of South Africa, representing auto assembly workers, could lower its wage demand again today in an attempt to prevent a protracted strike.

Pick 'n Pay and the South African Commercial Catering and Allied Workers' Union (Saccawu) agreed on a R180-a-month increase over 15 months. The union entered mediation with a revised demand of R196 over 12 months, and the company offered R175 over 15 months.

Industry sources said an agreement had been reached, and at the time of going to press the parties were due to sign it.

Details of the agreement were expected to be disclosed later today at a press conference convened by Pick 'n Pay and Saccawu in Johannesburg.

The mediator was Charles Nupen, director of the Independent Mediation Services, who was appointed by Labour Minister Tito Mboweni.

A Saccawu official said workers were expected back at work on Friday. The union and the company would sort out problems relating to charges faced by workers who were arrested during the often violent strike, he said.

● In the motor industry, union and employers were in mediation today, and Nusma, which had already reduced its demands from 15 percent to 12 percent, was expected to drop the demands even further.

The employers, members of the Automobile Manufacturers Employers' Organisation, are offering nine percent.

Nusma represents about 19 000 of the estimated 25 000 auto-assembly workers who downed tools on Monday, effectively closing down operations at all seven motor manufacturers in the country.

The union accepted that neither workers nor the industry could afford a protracted strike. Nusma organiser Gavin Hartford said yesterday.

Sources say the strike would cost the auto-assembly industry about R110 million a day.

They said it would be able to absorb the effects of the strike for a week, after which cuts would have to be made. A lengthy strike would devastate the Eastern Cape economy.

The union enters crucial mediation with the employers today when, Mr Hartford said, it plans to table a new wages position.

● Industrial action is looming at Simon's Town naval dockyard where management has been given an ultimatum to accede to National Education, Health and Allied Worker's Union (Nehawu) demands for recognition and time to organise by Friday 7.30am.

● Police have acted swiftly to address grievances at Bishop Lavis Training College where 350 former municipal police are undergoing retraining for integration into the force.

A spokesman said police headquarters had agreed to pay the trainees a R17.50 a day subsistence allowance and they had returned to classes.

# Suppliers Strike Settled

AKG 3/8/94



*Employers, unions face critical negotiating days*

## Labour situation on knife-edge

BY JOVIAL RANTAO  
LABOUR CORRESPONDENT

The next few days will prove crucial in determining whether South Africa plunges into an abyss of labour chaos, or whether unions and employer groups reach agreement.

Next week will see whether mediation in the wage dispute between Pick 'n Pay and the South African Commercial Catering and Allied Workers Union (Saccawu) succeeds, and also whether 80 000 metal workers will embark on a wage strike.

Strike balloting by members of the National Union of Metalworkers of South Africa (Numsa) in the automobile industry ended

yesterday and counting starts today.

Numsa spokesman Roger Ekin said results of the ballot would be known this afternoon, and that workers would meet on Monday to decide whether to strike. "We will consolidate the views of all workers from which a clear picture will emerge," he said.

Both Numsa and the Automobile Manufacturers Employers Organisation (Ameo) have applied for a conciliation board meeting in an attempt to resolve the dispute.

Numsa has demanded a 15 percent increase to Ameo's offer of 9 percent. Both parties are also in dispute regarding the

*Spar 29/7 1994*

time frame for the correction of wage anomalies.

Negotiations between Numsa and the Steel and Engineering Industries Federation of South Africa (Seifsa) continue until Sunday.

Numsa has rejected Seifsa's offer of a 9 percent wage increase. The union has demanded 12 percent, and proposed that its dispute with Seifsa be referred to management. Seifsa has taken the proposal to its principals (SID).

In the mining industry, about 3 200 workers went on strike at the Eastern Platinum mine near Rustenburg yesterday demanding the reinstatement of three dismissed workers, the National

Union of Mineworkers said.

Tensions are also building in the postal and catering industries.

Saccawu announced yesterday that a last-minute agreement on wages and working conditions averted a strike at Dion Stores.

Jeremy Daphne, a member of the Saccawu negotiating team, said the conciliation board meeting was on the verge of collapse when the company moved to meet the union's demand of a R200 across the board increase.

Saccawu press officer Sithembile Tshwele said the union would conduct a strike ballot at Spar stores soon.



# Strike action costs <sup>(31)</sup> Pick'n Pay R70m ~~452~~

ci 5/8/94

By MAGGIE ROWLEY  
Deputy Business Editor

IT WOULD take Pick 'n Pay an additional three to four months to lift business up to pre-strike levels, joint MD Gareth Ackerman said yesterday.

In an interview following the resolution of the three-week strike by 15 000 Pick 'n Pay workers, Ackerman said the strike had cost the company an estimated R70m in turnover and loss of market share.

"The R70m could be worse because it is going to take months to build up the business again and get back customers we have lost, particularly in black areas where a consumer boycott of sorts has been going."

He said there was no doubt that the cost of the strike would have a material impact on the company's half year results to end August.

However, if workers — some of whom are due back today and the balance on Monday — returned "well,

productive and courteous" the company should regain its market edge in the second half of the year through "greater productivity and flexibility".

Ackerman said, on the whole they felt quite positive about how the strike had been handled and it had given management the opportunity to re-establish its relationship with workers.

Ackerman said a total paradigm shift had taken place in industrial relations in recent years.

He said there was an enhanced sense of entitlement among the country's labour force and unless managements realised that, they were heading for trouble.

● Reuter reports from Johannesburg that Pick 'n Pay Stores Ltd bounced 50c or 4% to R13 yesterday in continued positive reaction to the resolution of a bitter 24-day strike.

The share has gained 8% from its year low of R12.



Pick 'n Pay joint managing directors Rene de Wet and Gareth Ackerman addressing a Press conference at the company's head office in Bedfordview, Johannesburg, yesterday.

PIC:  
LEN KUMALO

# P 'n P strike

# settled

Sowetan 4/8/94

By Joe Mdhlela  
Political Reporter

**T**HE Pick 'n Pay strike has ended. Most of the 15 000 workers are expected to return to work tomorrow. Details were still being worked out at the time of going to the press. Management announced that a settlement had been reached with the South African Commercial, Catering and Allied Workers Union through mediation.

Joint Pick 'n Pay managing director Mr Rene de Witt told a Press conference in Johannesburg that the two parties had agreed on a R180 a month increase for 15 months.

They also agreed on a revised disciplinary code of conduct and procedure during industrial action, job security and flexibility of labour, employee-trainee development programmes, affirmative action, worker participation and information disclosure, employee incentive schemes and a revised recognition agreement. The bulk of the agreement would be implemented next January.

The three-week strike — often characterised by violence, stern police action and mass

arrests of workers — resulted in the chain store losing millions of rands since the strike started on July 12. A total of 1 000 workers were arrested during the strike.

Saccawu declared a dispute with the company after management failed to meet their R229 across-the-board demand. Management was prepared to settle at R175. When it became clear that there would be no settlement, Labour Minister Mr Tito Mboweni recommended that the dispute be referred to mediation.

At mediation presided over by Independent Mediation Services director Mr Charles Nupen, the union revised their demand to R196 a month over 12 months while the company offered R175 over 15 months.

Union officials are expected to reach an agreement with the company with regard to workers who were arrested during the strike.

Pick 'n Pay joint MD Mr Garreth Ackerman said: "The prolonged strike has meant losses for all."

He also questioned the union's motivation for refusing to negotiate further before calling a nationwide strike. "Ultimately both parties are losers in this unfortunate industrial action. Striking workers have lost income while the company has lost substantial trade revenue."

ERICA JANKOWITZ

SHOPRITE/Checkers yesterday appealed to Labour Minister Tito Mboweni to appoint an arbitrator to settle an eight-week dispute with the SA Commercial, Catering and Allied Workers' Union.

Meanwhile, Cosatu's Wits region, which cancelled its plans for a regional stayaway on Monday, urged consumers nationally to boycott Shoprite/Checkers in support of Saccawu's allegations of unfair dismissals.

A Shoprite/Checkers spokesman said negotiations, mediation and a conciliation board hearing had all ended in deadlock. The illegal strike by about 500 workers at 24 southern Transvaal stores was sparked by disciplinary action against a shop steward for allegedly using abusive language.

Biday 518194  
**Shoprite/Checkers  
calls for arbitrator**

Shoprite/Checkers said it would try to avoid calling police to enforce a Supreme Court interdict preventing the intimidation of customers and non-strikers.

Saccawu acting general secretary Bones Skulu said the strike would be escalated to include all Shoprite/Checkers stores nationally, after all the union's attempts to resolve the dispute were thwarted by the company. He claimed more than 500 workers had been dismissed. (31) (2)

"We appeal to all — especially customers and police — to exercise restraint and

To Page 2

**Shoprite/Checkers**

Biday 518194

From Page 1

allow other groups to exercise their legitimate rights without provocation."

Cosatu's Wits regional secretary Langa Zita warned that strikers would no longer act in isolation from the broader worker movement and employers could expect solidarity action during disputes. (31) (2)

Cosatu and its alliance partners, the ANC, SACP and SA National Civic Organisation (Sanco), would consider how to strengthen civil disobedience to cover labour disputes. They would also canvass views on which worker rights should be

contained in the new constitution.

He intimated that workers would push for the right to disrupt business operations during industrial action. Cosatu's Wits region would compile "draft legal measures to be tabled in the PWV parliament" that would consolidate the right to strike, picket, blacklist products and "outline the right to company information and democratisation of the workplace".

They would also consider calling for a special session of Parliament to discuss police conduct in strikes, Zita said.

# Shoprite

Biday 8/8/94

8/8/94

From Page 1

The strike began in mid-May when the shop steward was dismissed for allegedly directing racially abusive language at a Jewish manager at a Killarney, Johannesburg, store. (31) (S)

Saccawu is to meet Shoprite management today to decide on the terms of arbitration. Tshwete said he expected Mboweni to intervene if the meeting did not reach a consensus.

But Mboweni's spokesman Shareen Singh said the Minister would consider his legal position in the dispute before taking further action. In terms of the Labour Relations Act, the Minister can appoint an arbitrator to rule on disputes of right.

The illegal strike action has affected about 20 Shoprite/Checkers stores in the PWV. The union has suspended a ballot on national industrial action, which would extend the strike to all 200 Shoprite stores, pending the outcome of arbitration.

Tshwete said 166 strikers had been dismissed from stores in the PWV — at

Lambton in Germiston, Killarney, Epsom Downs and Edenvale — after incidents of violence, damage to property and contravention of an interdict obtained by Shoprite.

But sources said the escalation of a victimisation case into a national dispute over dismissals and industrial action procedures would complicate today's talks between Saccawu and Shoprite.

On Friday, Shoprite/Checkers workers marched to the company's Hillbrow store and presented management with a memorandum threatening industrial action at about 200 stores nationally.

Tshwete said Saccawu would also push management to implement a relationship building exercise as worker-management relations were at an all-time low.

Meanwhile, Saccawu's dispute with the Spar Group over alleged unfair dismissals led the union to declare a dispute with all PWV stores individually, Tshwete said.

## 'Advice' will be used in bid to end strike

THE SA Commercial Catering and Allied Workers' Union (Saccawu) and Shoprite/Checkers have agreed to advisory arbitration in their eight-week dispute after intervention by the Labour Ministry, Shoprite spokesman Adele Gouws said yesterday.

Shoprite appealed to Labour Minister Tito Mboweni on Friday to appoint an arbitrator in the dispute after the union threatened national strike action, said Gouws. But after consultation with the ministry, Saccawu is understood to have accepted proposals for non-binding, advisory arbitration. (31) (S)

MARK ASHURST and ERICA JANKOWITZ

sory arbitration. Biday 8/8/94

Saccawu had rejected earlier arbitration proposals because the company insisted the arbitrator should not make an award in respect of the grievance lodged by a dismissed Saccawu shop steward.

But Saccawu's Sithembele Tshwete said the union would not separate the dismissal from other disciplinary issues. (31) (S)

To Page 2

## Checkers denies firing workers

JOHANNESBURG. <sup>21/12/94</sup>

The Shoprite/Checkers supermarket group yesterday denied claims by the South African Commercial, Catering and Allied Workers' Union that it had fired 500 workers at five of its 24 strike-hit stores on the Witwatersrand. The strike has lasted six weeks. — Sapa (3/15)

# LOCA

## No workers dismissed, says chain

The Shoprite/Checkers supermarket group has denied claims by the South African Commercial, Catering and Allied Workers Union that it had fired 500 workers at five of its 24 strike-hit stores on the Witwatersrand.

"No workers have been dismissed as a result of labour disputes during the last three weeks at any of the supermarkets," a spokesman said in a statement yesterday.

Saccawu spokesman Monty Jika said earlier yesterday that workers had been fired from the Balfour, Edenvale, Epsom Downes, Lambton and Randburg stores. (31)

"We take the dismissals very seriously and our national team made up of members from all regions will meet in Johannesburg tomorrow (today) to discuss the issue," Jika said.

Denying the claims of dismissals, the supermarket group said Saccawu's actions were not conducive to stimulating much-needed economic growth the country.

Saccawu members employed by the chain store have been on an illegal strike for six weeks, launched in protest against disciplinary action the company had been taking against a shop steward who allegedly used racially abusive language towards a Jewish manager. — Sapa.

## 229 on strike charged with contempt

■ **LABOUR  
CORRESPONDENT**

A total of 229 members of the Chemical Workers' Industrial Union — mostly women — on a legal strike were arrested by police and charged with contempt of court yesterday, the union has announced.

CWIU general secretary Muzi Buthelezi said the workers were arrested at White River, in the Eastern Transvaal, at the Sakro plastic bag factory where they have been on strike since July 13.

The company has obtained a court order preventing strikers from blocking access to company premises.

Buthelezi said that at the request of police, workers stood 1 km way from the company's gate. However, police arrested 229 workers yesterday morning and charged them with contempt of court and blocking the road, he said.

In another development, Buthelezi said about 600 workers at Multiknit 2000, another plant under the same ownership, had downed tools in support of their wage demand.

## New bid to avert Checkers stoppage

*Star 10/8/94*  
group.

■ **BY JOVIAL RANTAO  
LABOUR CORRESPONDENT**

The South African Commercial Catering and Allied Workers' Union (Saccawu) and Shoprite/Checkers will today make a last-ditch attempt to avert a legal strike.

The Independent Mediation Services of South Africa, which brokered a resolution to the protracted Pick 'n Pay strike, will today conduct an "advisory arbitration" process between the parties.

The dispute concerns an illegal strike and the company's decision to proceed with an inquiry into allegations of racially abusive language used by a Saccawu national shop steward against a Jewish manager in the

Saccawu spokesman Jeremy Daphne said preparations were under way to conduct a strike ballot. ~~31~~

However, he said that considering the politically charged and extremely complex nature of the dispute, conciliation was probably the best approach.

A Shoprite/Checkers spokesman said the company's appeal to Labour Minister Tito Mboweni for the appointment of an arbitrator would be reassessed after the process which starts today.

■ Saccawu is to set a date to conduct a strike ballot at 60 branches in the Spar Group for possible strike action involving more than 3 000 workers.

## 'Fewer strikes this year'

Cape Town — Figures for the number of strikes during June and July were small in comparison with those for the corresponding period in 1990.

Speaking yesterday in the Senate, Labour Minister Tito Mboweni said there were 41 strikes in June with 72 000 lost

working days.

Last month, 23 strikes took place with 200 000 lost working days.

In June 1990 there were 69 strikes with 400 860 lost working days and in July 1990, 216 strikes with 680 000 lost working days. — Political Correspondent.

## Countrywide strike may hit supermarket chain

Labour Reporter (31) (2) ARG 10/8/94

ANOTHER national supermarket chain could face nationwide strikes if "last-ditch" talks with the SA Commercial Catering and Allied Workers Union (Saccawu) reach deadlock today.

Pick 'n Pay settled its differences with the union last week after protracted industrial action.

But the simmering dispute between Shoprite/Checkers and Saccawu is about to reach a head. The company and union have been at odds since a member of the Saccawu national negotiations committee was dismissed about six weeks ago.

Subsequent wild-cat strikes which resulted in the dismissal of between 400 and 500 more union members have "complicated the matter further", Saccawu spokesman Jeremy Daphne said today.

The union was "poised to embark on legal strike action", he said.

"Balloting for a strike is scheduled for next week and will go ahead if conciliation fails."

Meanwhile, the union was "endeavouring to scale down spontaneous shop-floor action" to allow the conciliation process to take its course.



# March, despite talks

JOHANNESBURG. — About 350 strikers yesterday marched to Shoprite/Checkers' Rosettenville supermarket here in spite of the resumption of talks on their dispute with the group.

The strike was sparked by the disciplining of a senior shop steward, alleged to have used racially-abusive language against a Jewish manager.

South African Commercial, Catering and Allied Workers' Union spokesman Mr Sithembele Tshwete said the

CT 11/8/94  
march was to have been cancelled because of the talks, but strikers felt they should hand over a memorandum of their demands which was refused on Friday by managers at Hillbrow Checkers outlet.

Strike committee spokesman Mr Ephraim Sephiphi said the strike might be extended on Monday from 31 supermarkets in the PWV to supermarkets countrywide.

Strikers wanted their demands included in the talks, he said. — Sapa

PICK 'N PAY

Fm 30/9/94

# High cost of a senseless strike

The whopping 38% dive in trading income and EPS for the half-year has rattled everyone at Pick 'n Pay (PnP), directors, staff and stakeholders alike, and shaken the investment community to the core. The fall is a calamitous event in the history of this 28-year-old group which, apart from a minor 4% decline in trading income and 2,5% fall in EPS in 1992, has never suffered anything like this and never looked as though it would.

Since 1991, the FM has been mulling over the possibility that PnP has gone ex-growth and postulating that earnings, especially at operating level, were unlikely to outgrow the economy by much; also, unless

## THE FIRST CUT

Six months to	Aug 31 1993	Feb 28 1994	Aug 31 1994
Turnover (Rm)	9 218	8 467	8 414
Pre-interest profit (Rm)	62,5	85,7	38,7
Pre-tax profit (Rm)	72,4	94,5	50,2
Attributable (Rm)	43,4	58,0	26,8
Earnings (c)	27,8	37,0	17,1
Dividends (c)	8,25	28,5	7

it could materially increase margin or grow turnover much more rapidly, faster growth was only a dim prospect.

Yet militant employees and union members decided to enforce what were (as far as the company was concerned) blatantly unrealistic demands for higher wages by going on strike and threatening to "break the company and close it down" unless these demands were met. The previous wage strike was in 1986. Each year since then, the union has taken the group to the brink before settling. This year it did so again and everyone lost hands down.

The union demanded at least R229 for 12 months. PnP compromised and raised its original offer from R120 to R175 a month for 15 months.

A stand-off ensued. Neither the union nor PnP would budge. PnP's offer equated to an 11,5% rise against an inflation rate of about 8% and trading income growth of 1,4% in 1994. In business terms, the union was trying to squeeze blood from a stone. Strikers harassed customers and staff at many stores. Turnover sank.

Interim results show PnP dropped R32m at operating level. The strike is thought to have cost the union about R30m and government may have lost R30m in Vat and taxes on profits. In short, the union action was an all-round disaster.

The big question is how long PnP will take to recover.

Has lost market share gone forever? Chairman Raymond Ackerman and joint MDs Gareth Ackerman and Renee de Wet are confident they will claim it back because of the promotional strategies in place. In particular, a charge card is to be introduced in November. Judging by the success Woolworths had with the introduction of a card, it could be the element that induces better patronage, pumps up turnover and wins back market share.

The house Choice range is to be promoted more heavily. It is already a great success and sales in general have picked up since the strike. Raymond Ackerman, much encouraged by recent trends, adds that September has been "marvellous."

Optimism is an obvious necessity for insiders but clearly the opposition won't just sit on its hands and let PnP regain market share. Competition will hot up and that may just drive margin down again or at least hold it.

It is anybody's guess whether the second half will generate enough sales and profits to recover what has been lost. My guess is that any recovery will not be substantial. It is far more likely that as long as the economy improves the group should enjoy solid but pedestrian earnings growth — unless planned promotions campaigns attract much more custom than envisaged.

Union action of the kind PnP had to endure was destructive rather than constructive. It should not recur. The union should realise the economic state of the corporation. PnP is in no shape to grant continual wage raises in excess of the inflation rate. In the long run, that would stifle the business's development. And these days, if you don't grow, you perish. That would not do anyone any good.

The expected loss of income has pulled the share price back to R10. It is probable that profits will be well down in financial 1995 but that in 1996 EPS could reach 70c (1994: 65c) as the effects of the strike fade away. That gives a prospective p/e of 14 in 18 months' time. Too low for PnP? History suggests it is.

Gerald Hirshon

## ANGLOVAAL

### Onwards and upwards

The strong record of growth in earnings and dividends continues, and it's no surprise that the bulk of 1994 profits — and the momentum — continues to come from industrial interests.

With pre-tax profit up 13% at R874,7m, and a boost from a drop in effective tax



Hersov ... spending lower in mining division

rate to 28,9% (1993: 33,7%), earnings rose a healthy 17% to R342,2m. Cover was held at 4,6 times and the dividend was lifted in line with EPS, to 123c a share.

Anglovaal Industries (AVI) has performed consistently well through the recession and depressed precious metal and commodity markets. Its EPS climbed by 18,5%; its dividend by 18%. Five-year compound growth in EPS was taken to 14,3%, and growth in DPS to 13,9%.

AVI contributed R241,2m (R203,1m) or 71% of group earnings. Other components were little changed, mining accounting for 24% — split between Anglovaal direct investments 13% and mining finance arm MidWits 11% — and finance (mainly net interest receipts) 4%.

A drop in tax rate helped AVI; so did a good contribution from unlisted AVI Diversified Holdings, recovery at construction and electronics arm Grinaker Holdings (see *Companies*) and another good year from 27%-held Anglo-Alpha.

Organic growth, effective management, well-timed rights issues and some earlier acquisitions have been prominent factors behind the growth of industrial profits. But it's notable too that hefty capital investments have been directed at these businesses, while Anglovaal has adopted a more cautious if nonetheless persistent approach towards expanding its mining interests.

AVI's capex last year totalled R415m (R275m), and a further R248m has been authorised. MD Jan Robbertze has noted that spending of R1,4bn is planned for the next three years. In the mining division, on the other hand, spending is far lower, at least for now. In his 1993 review chairman

8 Day  
Makro strike  
12/10/94  
ballot planned

ERICA JANKOWITZ

ABOUT 5 000 SA Commercial, Catering and Allied Workers' Union (Saccawu) members would conduct a strike ballot at Makro SA stores this week after reaching deadlock with management during week-end mediation on restructuring, the union's spokesman said yesterday.

Sithembele Tshwete said workers would ballot in the Western Cape, Natal, RWV and Eastern Cape. (3)

The company confirmed the deadlock and urged "each of the 1 740 unionised employees to make themselves aware of relevant factual information prior to contemplating further steps in the dispute resolution process".

Makro said Saccawu had justified deadlocking by raising its objections to the company's handling of disciplinary action against workers at Makro's Highveld store who had engaged in illegal strike action. This was unrelated to the restructuring debate.

Tshwete accused Makro of "wanting to get rid of these workers" and said that this would be challenged by Saccawu.

# Union to hold Makro strike vote

## ■ LABOUR CORRESPONDENT and SAPA

About 5 000 workers at Makro stores countrywide will begin balloting for strike action this week, the South African Commercial, Catering and Allied Workers' Union announced yesterday.

Saccawu said it had reached a deadlock in its negotiations with Makro on restructuring. The company's programme in this regard was a threat to the jobs of its members, it added.

The union said it was also pressing for strike action because the company wanted to dismiss 150 Makro workers at its Highveld store, south of Pretoria.

Makro said in a statement that the union's justification for

a deadlock related to an "unrelated issue concerning Makro Highveld employees who had engaged in an illegal strike action".

The company said a court order had confirmed that the action of Makro Highveld workers was unprocedural, illegal and in breach of numerous existing agreements.

It said Saccawu had, furthermore, chosen to declare a deadlock despite having accepted Makro's proposals on mediation on the issue of special relief to be given to 210 employees whose jobs were lost after a Makro store in Johannesburg was destroyed by fire on June 10.

■ The Transport and General Workers' Union (TGWU), which suspended the week-old strike action by security guards, was yesterday involved in talks to

save its members, employed by Fidelity Guards, from disciplinary action.

TGWU general secretary Randall Howard said yesterday that according to a Department of Labour-brokered agreement reached on Friday, employers had been discouraged from taking disciplinary steps against the TGWU for taking part in an illegal strike. (31)

The often violent strike was called off after Les Kettleidas, a former trade unionist and now a senior official in the Ministry of Labour, intervened.

According to the agreement, a joint working committee to look into the establishment of an industrial council was formed. The TGWU has for years demanded that the Security Officials' Board should be replaced by an industrial council.

# Witwatersrand Spar stores set for strike

ALL 61 Spar stores in the Witwatersrand region would embark on a strike today after last-ditch efforts to avert industrial action failed when employers did not attend a meeting yesterday, the SA Commercial, Catering and Allied Workers' Union said.

Saccawu regional secretary Mduduzi Mbongwe said the strike was called in response to Spar's reluctance to bargain regionally.

Mbongwe said Spar stores had hidden behind a claim of being independent franchisees who did not wish to bargain collectively on conditions of service.

Spar spokesman Richard Dady said Saccawu was effectively taking on 61 independent businesses which would deal with the action as they saw fit.

Dady indicated Spar was not prepared to bargain centrally or regionally at this juncture.

Mbongwe said Saccawu

ERICA JANKOWITZ

planned to extend the action nationally.

He said Natal workers were also gearing up to take up the issue.

Meanwhile, a march by about 150 Saccawu members to Standard Bank head office in Johannesburg yesterday passed peacefully with protesters handing a memorandum to the bank demanding immediate union recognition. *BR*

The marchers were employees of Standard Bank in the former Bophuthatswana who have been on strike for several weeks over the issue of union recognition. *9/11/90*

They also demanded the immediate reinstatement of about 300 workers dismissed during the strike.

The bank was given until noon today to respond to Saccawu's demands or face an intensified campaign by the union. *(31) (102)*

# 2 000 Spar workers go on strike

8 Day 10/11/94  
ERICA JANKOWITZ

A STRIKE by about 2 000 Spar workers at 61 retail outlets in the Witwatersrand region which began yesterday would continue until store managers agreed to regional bargaining and to reinstate about 100 allegedly unfairly dismissed workers, the SA Commercial, Catering and Allied Workers' Union said yesterday.

Sapa reports about 1 500 workers marched to the Hillbrow Spar yesterday to present a memorandum outlining grievances to the store's manager.

The march was peaceful, barring a demand by some strikers that those still at work be paraded in front of them. (31/002)

Saccawu regional secretary Mduuzi Mbongwe said two stores had challenged the legality of the strike and applied for urgent court interdicts forcing workers to return.

But he said Saccawu "had followed legislated strike procedures to the letter", and the union

would fight the orders.

Mbongwe said workers would begin picketing stores today as it seemed managers had employed temporary labour to keep trading.

Spar outlets visited yesterday showed no signs of being affected by industrial action.

Mbongwe said not all stores could operate during the strike.

Some branches would be targeted for special attention, he said, because they had unfairly dismissed workers for attending President Nelson Mandela's inauguration in May, although it had been declared a public holiday.

Spar spokesman Richard Dady said a statement would be released on the group's attitude to the strike. He reiterated Spar's position on centralised bargaining, saying individual stores would negotiate with the union.

# Order granted against Spar strikers

THREE Spar outlets hit by strike action obtained interim orders against the SA Commercial Catering and Allied Workers Union (Saccawu) in the Rand Supreme Court on Friday to stop strikers interfering with customers.

ABC Spar in Eldorado Park, City Brothers in Hillbrow and Vorna Valley Spar brought urgent applications against the union and individual striking employees in a bid to stop unlawful strike action.

Judge TD Cloete granted an interim order interdicting Saccawu and strikers from demonstrating in and around entrances to the stores, interfering with deliveries and interfering

*B/Saw Hill 19*  
SUSAN RUSSELL

with casual labour or customers.

Strikers were also interdicted from preventing anyone entering or leaving the premises. (3D) (102)

Counsel for the three stores submitted that the strike at the Hillbrow outlet, where only eight out of 26 employees had voted in favour of a work stoppage, was unlawful.

However, even if strikes at other stores were lawful, which was not conceded by management, the conduct of strikers was clearly unlawful.

According to affidavits submitted by the Spar outlets, strikers were singing and dancing directly outside

the various premises. Customers wishing to enter were being deliberately prevented from doing so.

The union and individual strikers have until December 2 to show cause why a final order should not be made against them.

DEBORAH FINE reports that charges of intimidation have been laid against 49 striking Spar workers who allegedly harassed colleagues and customers outside the chain's Kenilworth branch on Wednesday.

The strikers appeared briefly in the Johannesburg Regional Court on Friday. They were released on bail of R100 each and warned to appear in court again on December 23.

## Spar union to continue strike

ERICA JANKOWITZ

SPAR workers would continue their strike — which had spread to 102 stores in the Wits region by yesterday — despite a fifth court interdict served on their union, SA Commercial, Catering and Allied Workers' Union spokesman Sithembele Tshwete said.

Members had decided to defy any court order instructing a return to work since these orders were obtained only because Spar franchisees gave Saccawu so little notice of legal action, Tshwete said.

He said the union had received disturbing reports of police intervention in the strike. Despite an investigation being conducted by Cosatu and the police into police action, union members were still being harassed.

The strike by about 2 500 workers enters its seventh day today.

Saccawu yesterday also called for food wholesaler Walter Chipkin to reinstate 600 workers dismissed after being accused of demonstrating (31) (32)



# Spar strike spreads to over 100 stores

## LABOUR CORRESPONDENT

Workers from 39 more outlets have joined a week-old strike at Spar stores in the PWV, bringing the number affected by industrial action to 100, according to the South African Commercial, Catering and Allied Workers' Union.

Workers are demanding a regional bargaining forum.

Saccawu media officer Sithembele Tshwete told The Star yesterday that workers had decided to defy a Supreme Court order obtained by one of the Spar outlets.

The judgment, obtained by the Spar in Parkview, Johannesburg, directly affects the strike at all Spar outlets.

"Our members decided to defy the court interdict because the court did not give us enough time to respond," Tshwete said.

## Ballot

He said no negotiations had been arranged to resolve the strike.

"We tried to get Spar management into a meeting before we conducted the strike ballot

and they failed to honour a single meeting ... they're not interested," he added.

Tshwete said the union was still prepared to negotiate with Spar management before the strike action was extended to other Spar outlets around the country.

In the meantime, workers would continue to stage marches and picket demonstrations to support their demand.

Spar management has said Saccawu should resolve its dispute with individual retailers.

Star 15/11/94

# Dismissals prolong Spar strike

By Mzimasi Ngudle

**M**ORE than 250 striking Spar workers have been dismissed, according to the South African Commercial, Catering and Allied Workers Union.

Saccawu publicity secretary Mr Sithembele Tshwete said yesterday they

## REGIONAL BARGAINING

### Union demands regional recognition:

are among about 2 000 workers on a two-week-long strike in 185 Spar stores in the PWV region and were dismissed for breaching their employment contracts.

Tshwete said the strike would continue until the workers were reinstated and Saccawu's demand for bargaining at PWV regional level was addressed. Saccawu demands recognition of the

union at regional level, which would obviate difficulties Saccawu encountered in clinching recognition agreements with individual Spar stores.

Tshwete said regional bargaining would ensure uniform bargaining for improved working conditions, acceptable maternity leave and progressive wage increases.

Meanwhile, the National Education, Health and Allied Workers union has

called for the reinstatement of 12 000 casual workers dismissed by the Northern regional government last month.

Nehawu spokesman Mr Solly Ngwenze said premier Ngwako Ramatlofi's government's argument that there was no money was insensitive. He also said the Public Service Commission had agreed to meet the union from November 30 to December 2.

# Call for boycott

By Mzimasi Ngudle

*Sowetan*

THE South African Commercial, Catering and Allied Workers Union yesterday called for a consumer boycott of all products of Spar retail outlets in the PWV region. Saccawu spokesman Mr Sithembele Tshwete said the union decided to call the boycott after Spar management refused to bow to pressure during the three-week old strike by more than 2 000 workers in about 212 stores in the region. 29/11/94

Saccawu demands collective bargaining at regional level — so that issues like improved working conditions and wage parity would be addressed regionally.

Spar management insists that Saccawu bargains with individual Spar outlets. Conceding that Spar stores bought the Spar name individually, Tshwete insisted stores have formed a Spar Guild which decides collectively on marketing strategies, pricing and policy issues. 31 (1994)

All that Saccawu demanded was the inclusion of industrial relations in the list of issues dealt with by the guild.

# Union planning Sowetan Pretoria march

By Shadrack Mashalaba 29/12/1944

THE South African Commercial Catering Workers Union (Saccawu) is planning to march on the Union Buildings in Pretoria on January 17 to deliver a memorandum highlighting its dispute with Spar supermarkets.

Mr Sithembele Tshwete said copies of the memorandum would be delivered at the offices of the Ministers of Safety and Security, Labour and Justice.

Scores of Saccawu members have been on strike at Gauteng Spar supermarkets since November 9.

The action was sparked by the dismissal of 18 Linden Spar workers who were absent from work on May 10, the day President Nelson Mandela was inaugurated.

Tshwete said the union had exhausted all avenues in a bid to resolve the dispute to no avail. He said the union's demands for reinstatement of their members and for a regional bargaining forum remained.

Mr Andrew Liontarides of the (Village) Spar in Roodepoort, confirmed the union was demanding central bargaining for all Spar supermarkets. He said the strikers had on one occasion assaulted his wife and son and threatened customers.

(31) ~~12~~

COMMERCE-LABOUR

1998-1999

# Edgars, union strike deal

By Mzwakhe Hlangane  
Labour Reporter

*Sowetan 21/5/99*

FASHION store Edgars and the South African Commercial Catering and Allied Workers Union have concluded a major two-year wage agreement.

Saccawu agreed to a nine percent increase or a minimum pay rise of R200 a month for 1999 and next year. But the Federal Council of Retail and Allied Workers Union will continue negotiations next month.

Saccawu chief negotiator Mr Lee Modiga described the agreement as "a confirmation of maturity in the relationship between the two parties, particularly when viewed against the backdrop of last year's acrimonious strike".

The agreement was reached after only

three days of negotiations and it resulted from the commitment of both labour and management to rebuilding their relationship to benefit all stakeholders, he said.

Edgars financial director Mr Mark Bower said the unique wage deal will allow both parties to focus on improving the company's performance without interrupting the company's rebuilding process.

Saccawu and Edgars believe the deal will provide a platform of stability on which to rebuild the company's performance for the future.

"It is not at all plain sailing but the positive and constructive atmosphere in which negotiations took place lays a solid foundation for cooperating in the difficult process of rebuilding the company," he added.

# Chain store still resists change

Sowetan 20/2/98

(31)

By Abdul Milazi

**T**HE takeover of 157 loss-making OK Bazaars outlets by Shoprite Checkers in April last year was hailed as the best thing to have happened to investors

It has not been smooth sailing for workers whose working conditions have not improved.

Workers at OK Bazaars outlets still complain of having to use facilities segregated along racial lines and of management taking unilateral decisions and firing workers at will.

At OK Bazaars' Cresta branch, a clerk, Richard Mofokeng, and a cashier, Irene Maje, were fired last week for doing their grocery shopping at lunchtime, a practice previously allowed by OK stores.

"The staff were never informed of the change of policy, so we were surprised when we were fired. They said we were not supposed to buy from the store during our lunch hour but whites can buy at any time," said Mofokeng.

The two said the Cresta branch also had segregated toilets, canteen and clocking-in machines for blacks and whites.

## Black workers at OK Bazaars 'are discriminated against by employers'

OK Bazaars Cresta branch manager Gavin Wilson declined to talk to *Sowetan Business* about the allegations.

South African Commercial Catering and Allied Workers Union (Saccawu) general secretary Bones Skulu attributed the problems at OK stores to management's reluctance to adapt to change.

He said the segregated toilets and canteen facilities had been a problem at OK Bazaars stores for some time before the takeover.

Skulu said Saccawu recently had a meeting with Shoprite Checkers' management at which the two parties agreed that all unilateral decisions should be stopped and those already implemented should be reversed.

Skulu said when the takeover was instituted, the general agreement was that management would consult the union on all decisions concerning restructuring.

"When Shoprite Checkers took

over, there was a debate as to whose conditions of employment were better and should be adopted by the new merger.

"It was found that Shoprite had better conditions than OK Bazaars," said Skulu.

The takeover saw Shoprite Checkers becoming the single largest food retail group in the country with 400 outlets and an annual turnover of about R16 billion.

Before the takeover, OK Bazaars' annual turnover was estimated at R6,5 billion.

Its sale relieved the South African Breweries (SAB) of a loss-maker that required substantial cash resources.

Between OK's delisting in 1994 and March 1997, SAB injected about R1 billion to recapitalise the retailer.

Analysts said despite this expenditure, OK management had not been able to stop the heavy losses and attributed this to ineffectual management and weak control systems.

*Sowetan 5/3/98*

# Striking workers sacked

By Abdul Millazi

MORE than 30 Pick 'n Pay employees, including managers, supervisors and clerical staff who had been on an illegal strike at Highgate since Monday, were all dismissed yesterday.

Trouble started when the workers, all members of the Joint Affirmative Management Forum (Jamafo), defied an order by Pick 'n Pay head office not to hold a meeting on Friday because it was a busy day.

The company then served written notices to all workers who had attended the meeting aimed at discussing problems arising from the unilateral transfer of administrative duties from Highgate to Steeldale by head office.

Workers responded by embarking on a strike on Monday and have been out since. Pick 'n Pay decided to dismiss them for refusing to return to work.

In a statement Jamafo spokeswoman Jacky Masuku said Pick 'n Pay acknowledged that the workload at Steeldale increased by 50 percent since the transfer but refused to compensate or allocate more staff to the branch.

Pick 'n Pay group human resources manager Frans van der Walt said the company served notice on the workers because they had decided to go ahead with an unauthorised meeting despite senior management's objection.

He said management had suggested that the meeting be held on Monday because Friday was the busiest day of the week. "They decided to go ahead with the meeting anyway."

Jamafo said on Tuesday that the Highgate, Steeldale and Boksburg branches were on strike, a statement disputed by senior management who said only the Highgate branch was on strike.

Masuku said Pick 'n Pay was not willing to embrace transformation.



CP 4/4/99

# Pick 'n Pay staff graduate at Wits (31)

By MOIPONE KOMANE

PICK 'n Pay employees from the greater Gauteng and Free State regions received academic recognition from Technikon SA for their various on-the-job, in-house training programmes during a graduation ceremony at the Wits Great Hall this week.

The various courses developed and taught by Pick 'n Pay are verified and moderated by Technikon SA and the University of Cape Town.

They have been designed to emphasise both the academic and practical side.

In order to graduate, students have to demonstrate their ability to perform practical tasks in the working environment.

Not only does training provide Pick 'n Pay with a more skilled and motivated workforce, it also provides enormous personal growth opportunities to previously disadvantaged staff.

"Employees accredited by in-house programmes could now use their newly acquired qualifications as marketable assets," said Pick 'n Pay chairman Raymond Ackerman.

"The certificates from us, Technikon SA and UCT are definite incentives for growth and development on an individual basis for our staff."

Ackerman said they have seen significant improvements in morale, skills levels and commitment throughout the store since the first graduation in Gauteng last year followed by two others in the KwaZulu-Natal and Western Cape regions.

"Staff training and development are key elements in our company's growth strategy as they have a direct impact on service excellence," said Ackerman. "In addition, we believe that our commitment to development does not only benefit the people of Pick 'n Pay but also the economy. Providing an educated skilled workforce is no longer a luxury but a necessity."

Director Linda Sacks said many of the company's 28 000 workforce were applying for the courses.

"Every single staff member, from shelf packer to company director level, has the opportunity to participate in the training programmes," said Sacks.

"We have always acknowledged empowerment as the key to allowing people to achieve their goals, and these programmes offer our people the chance and the challenge to undertake real professional development."

# COMMERCE - LABOUR

1991

## LABOUR BRIEFS

### NUM accuses colliery of racism in bus issue

■ The National Union of Mineworkers has accused TransNatal's Koornfontein Collieries, near Middelburg, of condoning racism by white workers at the mine's Blinkpan shaft.

This follows the laying of charges against five black miners for preventing buses carrying black and white miners bound for the workplace.

The NUM said that on December 12, a white Council of Mining Unions steward ordered white miners to alight from a multiracial mine bus. They returned after a 30-minute meeting.

Five NUM members were later charged with stopping the bus, sparking a strike over demands "for equal justice for all workers".

TransNatal said the various allegations were under investigation.

### Grey Hospital strike ends

■ The strike by general assistants and some nurses at Grey Hospital in King William's Town ended this week, with workers agreeing to return to work on Tuesday.

A hospital spokesman said discussions had been held with the National Education, Health and Allied Workers' Union.

The strike followed lunch and tea-time demonstrations, beginning on December 27, over allegedly discriminatory practices.

### Tradegro job loss dispute

■ The SA Commercial, Catering and Allied Workers' Union has declared a dispute with Tradegro subsidiaries Metro, Checkers and Frasers Greenstein and Rosen over retrenchments and store closures.

It said that since Sanlam had taken over Tradegro, workers "had lost their jobs in large numbers". Checkers had retrenched at several stores, and in October closed its Southhills Hyper, with the loss of more than 150 jobs.

Checkers MD Sergio Martinengo said about 80 Southhills staffers had been relocated elsewhere in the group.

### Atok using outside labour

■ Atok platinum mine in Lebowa, brought to a standstill by a labour dispute in November, has resumed production with about 500 contract workers while 1 000 former employees remain jobless, Johannesburg Consolidated Investments spokesman Ann Dones confirmed this week.

JCI is the major shareholder of Lebowa Platinum Mines, which owns Atok.

Dones said the 500 workers had been brought in via the mining contract company, Shaft Sinkers.

She said there were no immediate plans to reinstate the 1 666 workers, all NUM members, who were fired in November following a number of alleged illegal work stoppages.

The NUM has reportedly expressed its disappointment at the move to bring in outside labour.

### Merc criticises ANC for rally

■ Production at the Mercedes Benz plant in East London returned to normal on Wednesday after workers downed tools on Tuesday to attend an African National Congress anniversary rally in the region.

The company said the workers would not be paid for the time they were absent without permission and expressed its disappointment at Tuesday's action.

It said while the company recognised the right of every individual to support the political movement of his choice, it could not be expected to support any specific political movement.

Mercedes Benz has reportedly also criticised the ANC for holding a rally on a working day without prior consultation on the effect it would have on business operations in the region.

Reports from Weekly Mail staff, Sand

### Tradegro job loss dispute 31

■ The SA Commercial, Catering and Allied Workers' Union has declared a dispute with Tradegro subsidiaries Metro, Checkers and Frasers Greenstein and Rosen over retrenchments and store closures. W/M 11/17/91

It said that since Sanlam had taken over Tradegro, workers "had lost their jobs in large numbers". Checkers had retrenched at several stores, and in October closed its Southhills Hyper, with the loss of more than 150 jobs.

Checkers MD Sergio Martinengo said about 80 Southhills staffers had been relocated elsewhere in the group.

# Tradegro <sup>(31)</sup> strike looms over layoffs

By Brendan Templeton

Confrontation is looming between giant retail company Tradegro and its 17 000 workers over escalating retrenchments.

At least 492 workers have been laid off over the past two months and Tradegro executive chairman D Masson believes that figure could shortly climb to at least 1 000.

Chain stores Stuttards/Greatermans, Checkers, Smart Centre and Metro are in the Tradegro stable.

The South African Commercial Catering and Allied Workers Union (Saccawu) yesterday accused the group of insensitive restructuring.

The union demanded in a letter to Mr Masson that all retrenchments be reversed and that meaningful, centralised negotiations be entered into about planned restructuring.

But Mr Masson claimed significant restructuring was necessary if he was to lift his company from the doldrums of "a disastrous" 1990.

Saccawu have threatened strike action.

# Tradegro has retrenched 492 <sup>31</sup> union

TRADEGRO had retrenched at least 492 SA Commercial, Catering and Allied Workers' Union (Saccawu) members at 34 workplaces over the past two months, the union said in a statement yesterday.

Nine stores, belonging to Tradegro subsidiary Metro, had been closed because of restructuring.

Union spokesman Jeremy Daphne said another 46 workers had been laid off for three months at seven workplaces. Last year 34 Frasers stores closed and more than 100 workers were still unemployed.

The union had demanded centralised negotiations with Tradegro on the retrench-

VERA VON LIERES

ments and restructuring, Daphne said.

Tradegro MD Donnie Masson said yesterday retrenching staff was a usual business practice to sustain capital growth.

Sapa reports Masson said the action was the results of restructuring. Profitable sections were being expanded and unprofitable stores were being cut down.

He said Tradegro executives were studying Metro's restructuring. The division had more than 17 000 employees and "it is sad there had to be casualties in the attempt to improve production".

BIDday 31/1/77



# Eastern Cape business seeks guidelines for labour dealings

By SHADLEY NASH <sup>11/2-7/2/91</sup>  
THE Midland Chamber of Industries aims to negotiate a code of conduct with organised labour in a bid to cultivate a stable climate in Eastern Cape industry and restore investor confidence.

Chamber executive director Brian Mathews said that within the next few weeks, the Congress of SA Trade Unions would be approached to meet organised business to thrash out mutually binding guidelines.

And the chamber's new president, Achmat Mohammad, said employers' biggest challenge this year would be to convince Cosatu of the need for a code of conduct in the Port Elizabeth area.

"We are seeking rules relating to all those non-factory floor issues that continually disrupt production."

He said the code would also address the private sector's role in resolving critical community issues such as education, housing, public transport and health care. (31) ~~(31)~~

Mohammed added that in formulating a code, the chamber would rely on suggestions made by Port Elizabeth University industrial relations unit director Mark Anstey.

In a report on the issue, Anstey said industrial action in the region had been marked by largely unprocedural strikes, which in some cases had been protracted and violent. "Parties were digging deep trenches to fight over relatively small events in the larger scheme of their long-term relations and regional and national developments."

Anstey said that despite a history of labour unrest many employers were ill-equipped to deal with industrial relations. At the same time, workers relied heavily on their collective strength rather than third-party intervention.

He said trust could be restored at the level of organised labour and employer bodies in the region. One option was the joint development of a code of labour relations as a guide for employer and workers, which could also redress the fears of smaller businesses.

Anstey said such a code would need to address matters such as recognition of unions; bargaining units and scope shop-steward elections, rights and facilities; union access and rights; grievance, discipline and retrenchment procedures; and the right to strike. It would also need to address conduct during industrial action and the issue of violence.

The onus would now be on unions to recognise their responsibilities in preventing violence, while employers had to recognise that union leaders were spokesmen rather than policemen.

At the time of going to press Cosatu had not reacted to the code proposal. —

Pen

## LABOUR BRIEFS

### Saccawu demands talks on retrenchments

31

Demanding the reversal of prior retrenchments, Saccawu said 34 Fairways stores closed last year, leaving 100 workers still unemployed.

■ The SA Commercial, Catering and Allied Workers' Union has demanded central negotiations with the Tradegro group on the retrenchment of almost 500 workers in the group's subsidiaries. *W/ Mail 1/2-7/2/91*

In a letter to Tradegro management describing the group's restructuring programme as "insensitive" and warning of the possibility of "ugly and unnecessary conflict", Saccawu's Jeremy Daphne calls for a halt to company-based retrenchment talks.

Saccawu said that in the past two months, it had received notice of 492 retrenchments at 34 workplaces, nine of which had been closed.

Worst hit was Frasers — where two warehouses and four depots had been closed and staff cut at seven Cash and Carry stores, a warehouse and nine mine stores — with the loss of 382 jobs. Two closures and staff reduction had led to 110 retrenchments in Metro.



## SBDC lists its successes

31 GERALD REILLY 30

PRETORIA — The six regional offices and 22 branches of the Small Business Development Corporation handle more than 1 000 inquiries a day for financial aid and advice.

SBDC MD Ben Vosloo said yesterday the demand from black and white would-be entrepreneurs for start-up capital was enormous and growing. He added the corporation had granted loans worth more than R1bn in its first 10 years of existence.

Vosloo said of the SBDC's 29 000 beneficiaries, 15 000 were black, although most money went to whites.

This was because blacks generally applied for smaller loans averaging about R6 000.

Vosloo said in its 10 years, the SBDC paid more than R80m in taxation. Last year pre-tax profits were a record R42m.

Of its 29 000 clients, just 15% had failed.

Vosloo said the SBDC's success rate was remarkable given the fact that it was a high-risk investment institution.

About 275 000 jobs were created at a cost of R3 600 a job, compared with an average cost in the private sector of between R50 000 and R100 000.

On the corporation property developing activities, he said so far 720 000m<sup>2</sup> of industrial parks, shopping centres and industrial developments had been completed.

# Supreme Court order to stop canteen sit-in

By JOHN VILJOEN  
Supreme Court Reporter

A COAL merchant has obtained a Supreme Court interdict ordering 27 former employees dismissed for a "go-slow" to end a sit-in in the employees' canteen at his Maitland premises.

In papers Mr. Gerald Hoberman, a director of Cape Coal, said the 27 were dismissed on Monday after persisting with an illegal "go-slow" action which started last Friday.

Their action was severely disrupting business, he said. Cape Coal could be termed an essential service as it supplied hospitals and other institutions. A shortage of coal at hospitals could disrupt services and threaten patients' health.

The 27 were found guilty at a disciplinary hearing of taking part in the go-slow and refusing to obey lawful instruction.

On Wednesday they returned to the company premises, saying they were returning to work, but were told they were trespassing because they had been dismissed.

They were asked several times to leave but refused to do so, Mr. Hoberman said.

The company's coal stacks needed to be continually sprayed with water to prevent pollution. No one was available for this task and a haze of coal dust was causing concern among Cape Town city council pollution officials.

"Tension and emotions" were running high because of the workers' presence and "violence could break out at any moment", he said.

The 27 could intimidate the rest of the workforce and the safety of new workers hired could not be guaranteed.

Yesterday, Mr. Justice H. L. Berman granted a temporary interdict ordering the 27 off the premises, preventing them from disrupting the company's business or harassing or molesting any of the company's employees or customers.

They have until March 5 to show why the order should not be made permanent.

● An insurance company has obtained an interim Supreme Court interdict to prevent striking staff from staging a sit-in at its Cape Town premises.

Metropolitan Life Ltd obtained the order yesterday against the South African Commercial, Catering and Allied Workers Union and those gathered at its premises at 38 Wale Street, 33 Church Street and Burg Street.

In terms of the order, the strikers are restrained from gathering on or occupying the premises, or from obstructing access to or egress from the buildings.

They are further restrained from unlawfully interfering with or obstructing the normal operation of Metropolitan Life's business.

Mr. Justice H. L. Berman presided.

# SMALL BUSINESS ISSUES



## Small businesses create jobs

*28/2-6/3/91*  
 THE most testing challenges facing South Africa, is the problems generated by unemployment of which the most serious are poverty and a high rate of population growth.

According to some estimates, close to 30 percent (some 4-million people) of the country's economically active population are unemployed or underemployed.

In addition, the South African population is expected to double over the next 25 years, necessitating the creation of almost 2 000 jobs every working day if a major unemployment crisis is to be averted.

In recent years the importance of encouraging small businesses as potential most viable means of combating large-scale unemployment.

At present over 800 000 small-scale businesses operate in South Africa that is, those with assets of less than R1.5 million, an annual turnover of under R5 million and less than 100 employees.

These enterprises which comprise more than 90 percent of the country's businesses, make up almost half of South Africa's economic activity and generate about three quarters of new jobs in the country.

Small businesses can be split between enterprises operating in the formal sector and in the informal sector — those not recorded in the country's national accounts.

Small businesses account for around 35 percent of employment in the formal sector.

Informal sector businesses include subsistence farmers, hawkers, street vendors, home businesses, back-yard mechanics, taxi-owners, craft and curio makers, moonlighters and even black marketeers.

An estimated 70 percent of South Africa's labour force is involved in some form of small business or informal sector activity.

Policy-makers have invariably taken the view that the informal sector — consisting often of one-person operations which do not pay taxes — contributes little or nothing to general economic growth.

This short-sighted view does not take into account that the informal sector is an important factor in easing the problems of unemployment.

Every person conducting his or her own business has created another job. Family members and friends are often drawn into the enterprise, further easing the burden on the economy of creating jobs.

The Small Business Development Corporation, established in 1981 to promote the creation of small-scale enterprise, defines a small business as one which is independently owned and managed, with a simple organisational structure and a relatively small influence on the market.

Besides addressing the problems of poverty and increasing unemployment, small businesses also benefit the economy in various other ways.

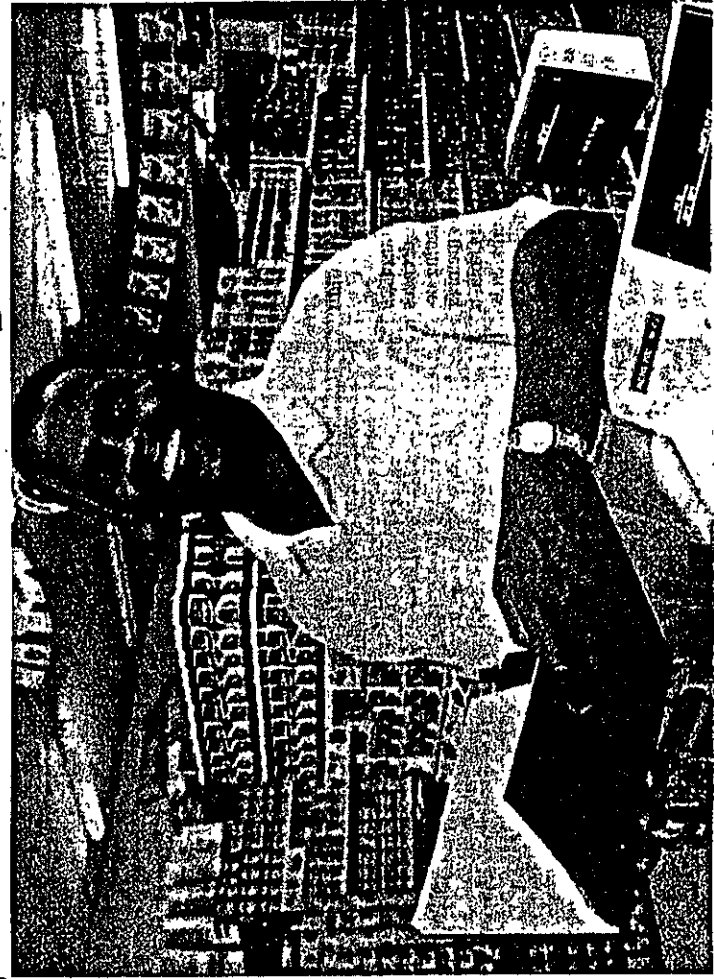
They ensure that products and services are available in areas out of reach of larger enterprises and in places ignored by big business. By satisfying specialised needs and increasing the range of products and services available, they add flexibility to the market place.

Small business also contribute to the dispersal of economic activity and thus counter the concentration of industry and population.

Additional wealth and income is generated in the economy through the activities of small businesses. In South Africa, where 40 percent of the population receive less than five percent of the national income, small businesses ensure a wider spread of prosperity.

Small businesses further ensure innovation and creativity, often not competing with larger firms on price but on service and technology.

Black entrepreneurs, who have been denied free and equal access to participation in the South African economy, are provided with a logical starting point by small businesses.



Max Godilo, owner of Max Supermarket in Mbekweni, near Paarl, started out as an informal backyard trader. A SBDC loan of R60000 as well as a lease at the SBDC's building in Mbekweni, assisted Godilo to build up a turnover in excess of R2m.

## SBDC can help in many ways

*28/2-6/3/91*  
 THE Small Business Development Corporation (SBDC) offers a variety of services to encourage and assist entrepreneurs.

It finance businesses by means of loans, share capital, instalment sale agreements, hire purchase and credit schemes in co-operation with commercial banks.

The SBDC also provides business premises such as industrial parks, factories and shopping centres in necessary and economically viable areas at reasonable rentals, or, under certain circumstances, by selling to the entrepreneur.

Qualified personnel in the corporation's countrywide information offices and its head office data bank provide advice and information services to small businesses on practically any aspect of business financing, marketing, the law, general administration and management.

Consulting services are also provided by external consultants and mentor advisers to complement the SBDC's services.

Removing restrictive legislation which hampers the development of small businesses is actively advocated by the SBDC. The corporation also promotes sub-contracting by large business to smaller enterprises and is actively involved in upgrading the informal sector.



# Union <sup>(31)</sup> meetings South 21/3 27/3/91 'bugged'

By Waghied Misbach

A MAJOR retail company has been accused of bugging trade union meetings and dismissing workers by "framing" them.

The South African Commercial Catering and Allied Workers Union (Saccawu) accused Woolworths (Pty) Ltd of bugging unions meetings — a claim denied by the company.

Saccawu said it appeared that the Woolworths management had "sanctioned" bugging after a listening device was discovered under a table in the worker's canteen in the Balfour Park store in Johannesburg.

Saccawu acting general secretary M Papi Kganare said the union suspected that the bugging extended beyond Balfour Park after 10 workers were dismissed from various stores in the Johannesburg area under "suspicious circumstances" this month.

## Shrinkage

Kganare claimed that Woolworths director Mr Simon Susman last year had informed the national shopsteward negotiating team that the company would use "any method possible to get rid of people they knew were responsible for shrinkage". Saccawu said they have a signed affidavit from a former Woolworths manager to prove the management's "underhand tactics".

The former manager claims in the affidavit that he was involved in the dismissal of one of the "framed" workers — a Saccawu member.

Saccawu claims that in another case, a security guard was sent to "suggest a crooked deal" to a worker while the management videotaped the conversation. The worker was subsequently dismissed.

"The revelations have possibly irreparably shattered previously very good industrial relations at Woolworths," Kganare said from Saccawu's Johannesburg head office on Wednesday.

Saccawu met with the Woolworths directors this week, demanding the reinstatement of the 10 dismissed workers, an undertaking to stop bugging union meetings and to stop framing union members.

Susman denied that Woolworths was involved in the bugging and said an investigation of the allegations was underway.

He confirmed that "shrinkage and theft" was a "major problem" at Woolworths stores.

● Last year, a major row developed after unionists discovered bugging devices at several Nampak plants in the Transvaal.

## Use of bugs condemned

8/02/91  
THE use of bugs has been condemned "utterly" by Simon Suzman, retail operations director of food and clothing chain Woolworths.

Suzman was reacting yesterday to allegations by the SA Commercial, Catering and Allied Workers' Union that a listening device was discovered on the underside of a table during a union meeting in a Woolworths workers' canteen in Balfour Park last week (31)

At a meeting with Woolworths directors this week, Saccawu demanded reinstatement of dismissed workers, "an undertaking to stop bugging union meetings, and to stop framing union members", said a union statement. In reaction, Suzman said shrinkage and theft was a major and growing problem in Woolworths and "we are handling this in a manner appropriate to customers and staff alike". — Sapa.

**Retailer** (31)  
**condemns**  
C.M. Times 21/3/79  
**canteen**  
**'bugging'**

JOHANNESBURG. — The use of listening devices has been condemned "utterly" by Mr Simon Suzman, retail operations director of food and clothing chain Woolworths.

Mr. Suzman was reacting yesterday to allegations by the South African Commercial Catering and Allied Workers' Union (Saccawu) that a "bug" was found on the underside of a table during a union meeting in a Woolworths workers' canteen in Balfour Park last week.

Mr. Suzman said: "We utterly condemn this practice and investigations into the claim have already begun.

"We sincerely hope that the allegations are unfounded but should this not be the case the strongest actions will follow." — Sapa

# Meetings <sup>show 21/3/91</sup> bugged, say workers at Woolworths

By Brendan Templeton <sup>31</sup>

Trade unionists claim supermarket giant Woolworths has pulled the wool over their eyes by bugging their meetings.

The South African Commercial Catering and Allied Workers Union (Saccawu) yesterday said it believed bugging was used widely by the company and was behind the "suspicious dismissal" of 10 workers.

But Woolworths director Simon Susman condemned the practice and said investigations into the allegations had begun.

The union said a former Woolworths manager, who was not named, claimed in a sworn statement that bugging was practised at Woolworths' Balfour Park, Johannesburg, store and had been used to dismiss at least one worker there.

It claimed that a bug was found under a table during a union meeting at the store.

Saccawu acting general-secretary Papi Kganare suspects bugging is sanctioned by management — Mr Susman said last year that the company would "use any method possible" to dismiss workers it suspected of stealing, he said.

"We sincerely hope that the allegations are unfounded, but, should this not be the case, the strongest actions will be followed," said Mr Susman.

The manager's shock revelations and the discovery of the bug had "shattered previously very good industrial relations at Woolworths", Mr Kganare said.

Referring to demands made by Saccawu for the reinstatement of the 10 workers, Mr Susman said these would be handled through normal procedures laid down in the union's recognition agreement.

But Mr Kganare argued that this was not good enough because low-level managers would not be authorised to overturn any possible top-level approval of bugging.

# Don't bug us, unionists tell Woolies

By DREW FORREST <sup>Winnipeg 22/3-27/3/91</sup>  
UP-MARKET chain store Woolworths is embroiled in a messy dispute with a trade union over claims of "bugging" of unionists and entrapment of workers suspected of stock theft.

Yesterday, Woolworths' retail operations director, Simon Susman, said a manager had been suspended pending investigations after the South African Commercial, Catering and Allied Workers Union made the bugging charge. "We utterly condemn this abhorrent practice and sincerely hope the allegations are unfounded," he said.

Last year was marked by repeated outcries about electronic eavesdropping on union activities and the Congress of South African

Trade Unions said it believed the practice was rife in industry.

The current claims centre on Woolworths' store at Balfour Park, where Saccawu says unionists found a listening device under a table during a meeting last week. It says a fired white manager at the store has made an affidavit confirming that the bug was planted by store management.

The affidavit, Saccawu claims, also contains detailed allegations about the entrapment of workers believed responsible for stock shrinkage, which Susman confirmed was a "major and growing problem".

According to Saccawu, 10 workers have been dismissed in suspicious circumstances since Susman

warned the union last December that management would use all possible methods to root out thieves. In one case, the affidavit allegedly says, money and a credit card was planted near a worker and her reaction monitored. In another, the chairman of a disciplinary probe into a suspected thief was allegedly told to make a guilty finding whatever the evidence.

Susman said these claims were being dealt with in terms of Woolworths' internal procedures.

Stating that Saccawu was in dispute with Woolworths over the alleged incidents, and that court action was possible, Saccawu's Papi Kganare said: "This has irreparably shattered previously very good industrial relations at Woolworths."



# Tables turning in CP town as blacks employ whites

By Willie Mashau

LOUIS TRICHARDT — Ten Louis Trichardt whites have applied for employment at four businesses owned by blacks in the CP-controlled town and will start work in June, a black businessman said on Tuesday.

Ducky Mukhondo said that although blacks register their businesses under the name of a white nominee friend, it is known that they are the sole owners of the business and they receive custom from all races.

The businesses include hair salons and a unisex outfitter which operate in the central business district. "Nobody is against us except the town

council," Mr Mukhondo said.

Most of the shop owners in the town do not object to blacks operating among them, except for a few who feel that their town is being invaded, he said.

"They (blacks) will in the end try to attend our churches and enrol their children in our schools, which will then be unacceptable as they will erode our culture," a confectionery shop owner said.

Town clerk Hein Basson said he was "not aware of any black businessman in the town".

Mr Basson would not comment on whether the town council had given in to the December 1990 consumer boycott committee demand that the CBD should be opened to all.

Star 19/4/91

31

6/Dec 19/4191 (31)  
**Two strikes  
on the Rand**

VERA VON LIERES  
and DARIUS SANAI

ABOUT 1 400 workers began strike action on the Witwatersrand yesterday in two separate disputes.

An SAB Chamdor branch spokesman said 700 weekly paid employees had embarked on an illegal strike. And Boksburg's Pick 'n Pay Hyperama closed after 700 workers began striking over what they claimed was a case of racial bias.

Food and Beverage Workers' Union spokesman Goba Ndhlovu said SAB workers were striking over general conditions of employment and dismissals.

Pick 'n Pay personnel director Rene de Wit said the Boksburg dispute had originated over allegations that a white employee and a black employee had been treated differently after being accused of shoplifting. The black was suspended pending an inquiry, while the white was still working.

The SA Commercial Catering and Allied Workers' Union said yesterday it was considering becoming involved in the strike.

# Cashbuild share price on a high

By Ann Crotty <sup>Star</sup> 26/4/91.

Although it is one of the smaller contributors to group profit, Cashbuild has long been one of the strongest performers in the Tradegro stable. For the six months to end-December, Cashbuild reported a 23 percent hike in earnings.

On the back of that performance and possibly in the hope of benefits to be derive from the unbundling of Tradegro, the share has surged to a record high of 420c. This is well ahead of its net asset value which at end-June 1990 was 127c a share.

What is probably much more important to the share's long-

(18/8) (31)  
term rating is the continuation of the company's excellent industrial relations environment. This will ensure that the benefits of whatever strength there is in the market place will not be whittled away through low productivity, shrinkage and strikes.

Latest indications from Cashbuild are that its pioneering industrial relations efforts are continuing to bear fruit.

Its recent annual salary negotiations were concluded in less than three hours. The lowest salary scale employees received increases of 23,8 percent and the highest salary scale employees received 14,5 percent increases.

According to divisional human

resources manager Mr Andrew Marambos: "More time was spent discussing fringe benefit issues such as housing loans, pension fund, medical aid and share ownership schemes than actual wages."

According to Mr Marambos, incentives continued to play a major role in staff remuneration packages.

"During financial '90 the average Cashbuild employee earned an additional 4,8 months' wages in overtime and bonuses while staff at our best store earned an additional nine months' wages."

He adds that productivity improvement is a fundamental issue in the bonus assessment.

## Strike threat at Metro

W/maad 2/5-9/5/91  
A FURTHER 695 jobs are to be shed by the Metro group, sparking union demands for a say in restructuring and threats of a group-wide, one-day sit-in strike if the demand is not met.

Nine thousand SA Commercial, Catering and Allied Workers' Union members would strike today if talks yesterday with Metro's holding company, Tradegro, failed to yield results, Saccawu warned. Affected would be Metro Cash and Carry, Frasers, Greenstein and Rosen, Trade Centre and Fairways outlets nationwide.

More than 200 workers have already been axed, and the union traces this to a Sanlam/Tradegro restructuring exercise culminating in the deal giving the Premier group control of Metro.

Both Premier and Sanlam are told to meet the demands, which include a moratorium on job cuts and reinstatement of retrenched. But the focus is significantly wider — like Cosatu's mine and metal unions, Saccawu is seeking an enhanced union role in reshaping its industry.

A Saccawu statement said it wanted full consultation on restructuring, which should be linked to Cosatu's goal of growth through redistribution and encompass training, literacy development and job creation. Little effort had been made to consult, it complained. "We are now entering a new order ... and the modus operandi of conglomerates like Sanlam will no longer be tolerated."

# Major boost for small businesses

ert 13/6/91 By LESLEY LAMBERT

THE R75m allocated in the Budget to the Small Business Development Corporation (SBDC) would be invested in job creation programmes and projects to expand its activities, Trade and Industry Minister Org Marais said yesterday.

Speaking in the Supplementary Budget debate in Parliament, Marais said R50m of the R75m would be channelled into new small businesses and training schemes aimed at creating new jobs.

A further R20m would be invested in the development of pioneer projects and the remaining R5m would be spent on technological developments, said Marais.

Introducing the debate, Finance Minister Barend du Plessis announced that the R220m allocated in the Budget for special aid programmes would be included in the contingency reserve for 1991/92 until government had finalised the most effective means of managing the various programmes.

This would increase the contingency reserve to R1,4bn.

A supplementary amount of R1,2bn was voted, including R505m for social pensions, R160m for black education, R90m for housing infrastructure and R100m for development aid in the self-governing areas.

The House of Representatives was allocated an additional R150m and the House of Delegates an extra R75m.

Foreign Affairs Minister Pik Botha gave the assurance that additional funds appropriated to the TBVC states for social welfare services would not be spent on civil servants.

# Union to quiz embassy on worker's death

By DREW FORREST  
THE SA Commercial, Catering and Allied Workers Union is to approach the Taiwanese Embassy about an incident in which a worker fell three storeys to her death after allegedly being assaulted by her Taiwanese employer.

The body of mother of four Thelma Sibisi (30) was found on the pavement beneath her place of work, Fashion Jewellers in Hillbrow, on Thursday. *W/M and 7/16-13/16/91*

Co-workers said at a press conference they had not seen Sibisi's fatal plunge from one of the shop windows, but they had witnessed her fleeing a rain of blows from her employer, Tony Wong, immediately before the incident.

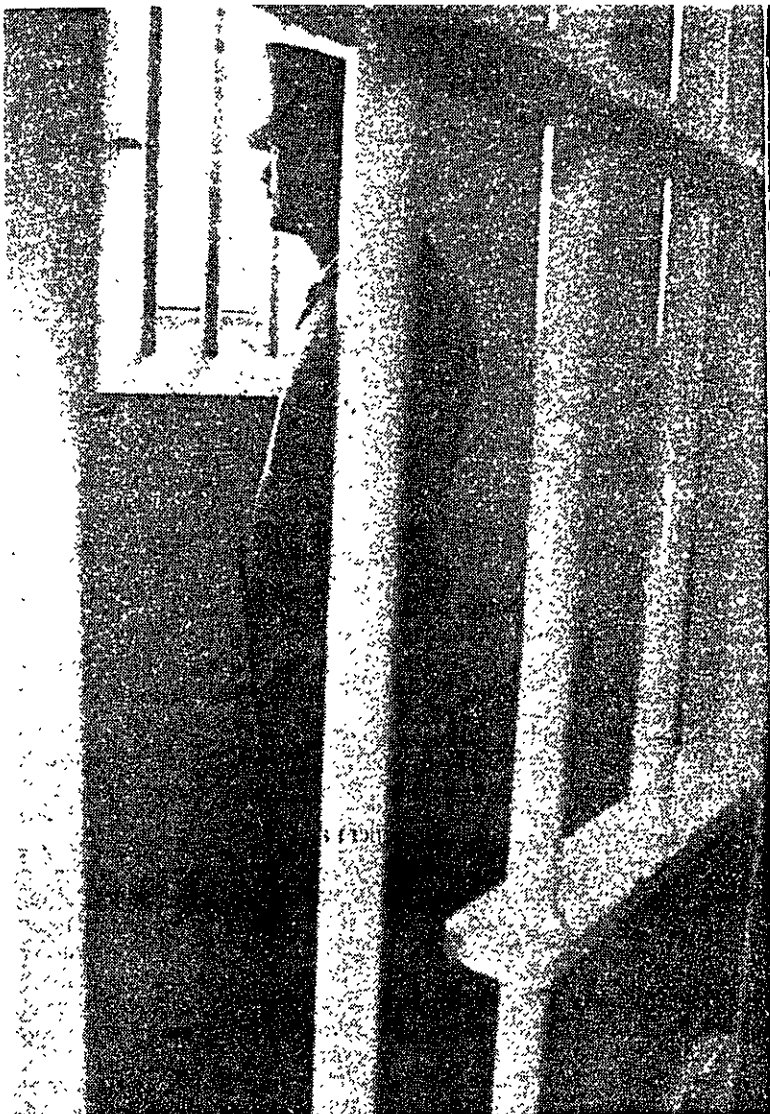
Saccawu official Salim Vally said staff had also witnessed Wong assault Sibisi with an iron rod and a chain earlier in the week, before dismissing her. The second assault had taken place when she had returned to the shop with a union letter of demand, he said.

He complained that workers at Fashion Jewellers were routinely insulted, were not allowed to go to the toilet except during lunch breaks and were paid an average wage of R220 a month.

Comment could not be obtained from Wong, as the shop has been closed.

Police handling of the case also came under fire at the press conference. Though statements had been taken from workers, Wong had not been taken in for questioning, said Sibisi's brother, Daniel.

An SAP spokesman dismissed suggestions of police foot-dragging, stressing that the long weekend had delayed investigations.



**HE'S NOT INSIDE — HE'S ON TOP ...** This cubbyhole of a room, no more than 2,5 by 3 metres with an iron bed, two tiny lockers and two shelves, is cell number eight, B section, where Nelson Mandela spent most of his 18 years on Robben Island before being transferred to Pollsmoor Prison in 1982. Warrant Officer Charles Adams (pictured) yesterday told journalists on a tour of the Island he remembered Mandela as "a very charming fellow".

Photo: JUSTIN SHOLK

## New salary survey devised

81224 3/6/91 THEO RAWANA 303 102

A SALARY survey, which will solicit information from employees rather than employers, has been jointly developed by two Johannesburg firms.

Douglas Parker and Associates, working with Chandler Appointments, says the survey guarantees an accurate reflection of current middle-management incomes.

Research expert Doug Parker says that by surveying employers only, there is a risk that results are too generalised and might not be shared with staff.

The initial survey will be conducted among middle management within the retail industry and the report made available to all who take part.

"This will show them precisely how they are being rewarded relative to their peers in terms of age, experience, qualifications and the like."

Middle management has been deliberately selected for the survey as this category of employee is seen to be short of bargaining power.

## Top executives' packages linked to performance

12) 228 JONATHON REES 13) 31

LOCAL CEs earned nothing like their British and US counterparts but there was a growing trend to link remuneration to performance, executive search consultant Peter Woodburn said yesterday.

He said only a few SA CEs earned up to R1m a year, lagging far behind the US where, for example, the Disney CE earned up to \$40m annually.

Woodburn, MD of Woodburn Mann executive search consultants, said there was a strong move in SA towards paying top executives good, or even adequate, base salaries as part of remuneration packages that included meaningful incentives.

"Knowing you can double your income through performance bonuses or a percentage of profits gives you ample incentive to stretch yourself to grow your profits," Woodburn said.

He said top executives would, however, come under increasing pressure to take their medicine along with lower echelon employees when profits showed a considerable decline and companies had to tighten their belts. 810 7/16/91

Woodburn Mann director Peter MacIldowie said some local CEs earned annual cash packages of between R750 000 and R1,2m, excluding dividends reaped from their share packages.

Entrepreneurs like Pick 'n Pay's Raymond Ackerman and Liberty Life chairman Donny Gordon had an annual dividend income, in addition to their salaries, well in excess of R10m, MacIldowie said.



# Business 'at the forefront of change

A PROCESS of fundamental, social and economic change is firmly underway in South Africa.

And, said Charl Adams, manpower manager of the Cape Town Chamber of Commerce, in the field of labour relations business is in the vanguard of change.

Charl, 38, is married, and has three children. He came to his present position by deciding many years ago to specialise in the social sciences.

For his Stellenbosch University BA, awarded in 1973, he majored in sociology and anthropology, and throughout his business career worked with personnel, both managing and manpower and acting as a link between

management and the workforce.

"After varsity I first worked in insurance and then for Eskom, where I was in charge of management training. After that I was personnel manager for various big concerns, both retail and manufacturing.

"I came to the Chamber after learning that it was looking for a manpower specialist with a wide background. "It's a daunting task and keeps me very busy, with dozens of calls a day for consultation and advice from our 3 400-odd members in the services, retail and manufacturing fields."

Hard-worked he may be, but at his desk Charl is cool, relaxed and knowl-

edgeable — polite but expert.

"I'm asked for advice on a whole range of issues, from sick leave to heavy litigation," he said.

"I have to be in constant touch with all labour-related law, which is always changing and developing.

"I must know it backwards, so I'm in regular contact with the best minds in the labour field.

"Our members — we're the oldest chamber of commerce in the country — range in size from such giants as Woolworths, Shell and BP to the local fish and chip shop.

"About 80% of our members are small, with between one and 10 employees.

"They can't afford a personnel man-



Charl Adams, manpower manager of the Cape Town Chamber of Commerce.

ager, so I act as their adviser, their manpower specialist."

If at any time he's in doubt about a specific legal stipulation Charl contacts the Department of Manpower for a definitive ruling.

The Chamber, he points out, is a business consultancy, whose members pay a fee in return for accurate and expert

advice. "There's an amazing ignorance, both generally and among many businessmen, of labour-related issues," he said.

"So I have to interpret labour legislation for our members, pointing out when labour practices and dismissals are unfair and inequitable.

"If such is the case I tell the member so

and advise him of the likely consequences.

"I take care at all times to be tactful, diplomatic and accurate — and because of this my advice is generally accepted."

Tireless, energetic and expert, Charl is also deeply contented.

"There's no more varied job than mine," he said.

ROB LINDEN

31

CIT 24/6/91

## Big 3 urged to change policy

A BLACK assault on the ram-parts of white-dominated business is being spearheaded by the National African Federated Chambers of Commerce (Nafcoc).

Opening the annual meeting of the Inyanda Chamber of Commerce in Durban this week, Nafcoc president Sam Motsuenyane accused major companies of "marginalising" blacks by appointing single, token blacks to their boards of directors.

Singling out Anglo American Corporation, Barlow Rand and Southern Life as culprits, Dr Motsuenyane urged big business to "change this policy drastically" to give significant numbers of blacks the opportunity to influence the way major corporations conducted their business.

He reiterated a demand made by Nafcoc last year that blacks achieve specified levels of representations in the formal sector of the economy by 2000, such as the holding of 30 percent of directorships on JSE companies.

# Black business slammed for treating staff badly

John Sherrocks, Weekend Argus Correspondent

(31)  
Argus 1/6/91

BLACK business has been taken to task for treating employees badly.

In calling on black employers to foster loyalty and commitment among staff, business consultant Perfect Malimela stressed the urgency for black business to get its house in order.

Speaking at the Inyanda Chamber of Commerce presidential dinner in Durban this week Mr Malimela said that the days when employees were expected to be grateful just to have work were past.

"Black business escaped the pressure in the past when apartheid was blamed. Who are we going to blame in the new South Africa if we continue to treat our staff badly?"

Fair pay and benefits and healthy labour relations were at the top of his list of employer priorities.

"Some black businessmen offered loaves of bread to staff during hard times. How long is this going to continue? White business has been accused of treating black staff as slaves ... are you going to be guilty of the same thing," asked Mr Malimela.

He said staff training was critical and he called on the Inyanda Chamber of Commerce to play a leading role by establishing a joint training centre.

The chamber also, urgently, needed to draw up a code of ethics and a code of practice as yardsticks for the black business community.

The chamber should not hesitate to tap the skills and experience of its white counterpart bodies.

He said that in the medium- to long-term it would be to the benefit of the Durban Metropolitan Chamber of Commerce and the Natal Chamber of Industries to support Inyanda.

Black business must be unified if it is to take the lead in steering the country into a new era. With the new South Africa would come new responsibilities which black business must be equipped to handle.

The halting of violence was essential if business is to prosper or even survive.

He warned that white controlled financial institutions risked alienating blacks if it did not "open the doors" to capital. He pointed out that 40 percent of money in financial institutions comes from blacks yet they cannot determine how it is "manipulated".

"When blacks get into government they could slam all doors behind them because of the frustration of the past."

# Call for 'drastic action' over Duduza stayaway

DRASTIC action would be taken against workers who had honoured the stayaway called by the Duduza Civic Association, Nigel Chamber of Commerce and Industries chairman Bernard Fitton warned yesterday.

Fitton said the stayaway, which enters its fifth day today, was wreaking havoc on businesses in the East Rand town.

"About 80% of the Duduza workforce has not been turning up since the stayaway began and industries' production has dropped by as much as 50%," he said.

Fitton said his chamber would recommend that its affiliates take "very drastic" action against their employees when they returned to

WILSON ZWANE

work. Businesses canvassed yesterday acknowledged the stayaway was affecting them.

OK Bazaars manager Dirk Kotze said his store's turnover was down by at least 20%.

Checkers said it would only assess the impact of the stayaway today.

The stayaway was called by the civic association in retaliation for the Duduza Town Council's decision to impound property of rent defaulters.

At a mass meeting this week Duduza residents resolved to continue a work stayaway until the council had returned the impounded property.

A spokesman for the civic association claimed the stayaway was 100% effective.

"Apart from demanding the return of the four comrades' goods, we are also demanding the recognition of a rent agreement between itself and the Transvaal Provincial Administration and the resignation of local councillors," the spokesman said.

In terms of the agreement which was reached last year, households with electricity are to pay R50 a month while households without electricity and shackdwellers are to pay R20 and R10 respectively.

The Duduza Town Council could not be contacted yesterday.

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Cheques in payment of interest will be posted in Johannesburg on or about 28 August 1991.

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## Guns for Inkatha: Coetsee meets attorney-general

Business Day Reporter

NATAL Attorney-General Mike Imber met Justice Minister Kobie Coetsee yesterday after receiving a report on a police investigation into allegations that Maritzburg security police bought guns for Inkatha.

Some of the weapons were allegedly used in political murders in Natal.

The police report was ordered by a Natal judge after court evidence about the purchase of 24 revolvers from a Maritzburg gun shop. Evidence in the case was that the weapons had been given to Inkatha members.

DP MP for Greytown Pierre Cronje said two of the weapons had been ballistically linked to political murders.

Police said last night no decision had been taken regarding the suspension of the security policeman who allegedly bought the weapons.

Suggestions of security police involvement in the purchase of the weapons emerged in January during the trial of Inkatha gunman Stembiso Dumakude, who was sentenced to life imprisonment for killing four people and wounding four others on March 5 1989.

Dumakude, who four days after his initial attack injured several more people in a petrol bomb attack on a night vigil for the dead, allegedly used one of the weapons bought from a King's Sports shop.

Store manager Tony Wessels said yesterday that late in 1987 the shop was asked to supply the guns. Three or four men later paid cash for the weapons. Most of the guns were collected by black men over the next year.

CAN ALL GO HOME! | ...with "how he able to get the 'real' ...

## Rise in minibuses taxi commuters

**GERALD REILLY**  
**PRETORIA** — The minibuses industry's share of commuter traffic rose sharply at the expense of other modes of transport between 1987 and last year, a Department of Transport study has found.

The survey, by the department's Directorate of Transport Systems Planning, established that minibuses' share of the total commuter market increased from 29% in 1987 to 44% in 1990 — an increase of 51%.

The most dramatic increases were in the East Rand (274%), East London (248%), Cape Town (38,2%) and Port Elizabeth (31%). Train transport declined from 21% of the total in 1987 to 16%.

The survey shows the shift towards minibuses was partly due to an outbreak of attacks on commuters shortly before the latest survey was conducted in October last year.

The 24% loss in train traffic was most pronounced in Durban (67%), Port Elizabeth (40%), Cape Town (37%) and the East Rand (27%).

At the same time state-subsidised passengers — travelling by train and bus — last year declined from 50% of all commuters to 40%.

The survey also shows the most transport important modes — train, bus and taxis — slightly increased their share of the market.

The survey said the main sources of dissatisfaction with public transport last year were growing crime on trains, perceived high bus fares and the frequency of taxi accidents.

## Stayaway could claim 200 jobs

**B. Davy**  
**AT LEAST** 200 workers living in the East Rand township of Duduza could be fired for heeding a stayaway called by a local civic organisation last week, Nigel Chamber of Business chairman Bernard Fitton said yesterday.

Fitton said representatives of 20 businesses held an emergency meeting yesterday at which they discussed a call in a letter sent by the Duduza Civic Association to the chamber for "leniency" on workers who heeded the stayaway.

There were indications that companies would abide by their industrial procedures.

### Warning

"All but one of the companies represented at the meeting indicated their companies would give due warnings according to their industrial procedures," Fitton said.

"In cases where employees had been warned three times for the same offence, they will be fired."

One company not affiliated to the chamber said it would stick to its "dismissal without warning" policy.

"That means about 200 people could be fired," Fitton said. He declined to name the company.

He said there were no plans as yet to hold discussions with the civic as-

31/7/91

WILSON ZWANE

sociation. "But in the letter in which the civic asked employers to be lenient on the workers, it stated it would, in future, talk to employers first before engaging in similar actions," he said.

The association could not be reached for comment yesterday.

The stayaway was called in retaliation against Duduza town council's decision to impound the property of rent-defaulters. The action began on Monday last week and ended on Friday after the town council returned the property of the four residents.

□ Meanwhile, THEO RAWANA reports that Daveyton residents, threatened by a power cut over a R5m rent and services debt, will stage a half-day stayaway today.

Daveyton interim committee chairman James Ngubo said Eskom, which was owed R2m by the township of 250 000 people, had written him a letter threatening to cut electricity if tomorrow's talks between the council, the interim committee, the Daveyton town council and the Transvaal Provincial Administration did not yield a solution.

He said residents were paying an agreed R70 monthly flat rate, but the council was not paying Eskom.



Ria Oomen Ruijten, the Netherlands representative in the European People's Party delegation, with Foreign Minister Pik Botha after their meeting yesterday. Picture: ROBERT BOTHA

## European politicians' visit 'important'

**B. Davy**  
**PRETORIA** — Government considered the visit to SA by the European People's Party delegation important, Foreign Affairs Minister Pik Botha said at a news conference yesterday after talks with the delegates.

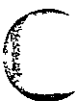
The delegation, which also met President F W de Klerk earlier yesterday, was here to observe, discuss and to meet members of government, he said.

The EPP represents a compilation of European Christian Democratic parties.

31/7/91

Botha said he had told them where government stood in the negotiation process. Delegation spokesman Ria Oomen Ruijten said she appreciated the "open way" in which Botha had discussed the problems which government was trying to resolve.

She said anything which happened which threatened to destroy the process of negotiation was a source of concern to the EPP. She said Botha had assured them government would continue to fight apartheid and wanted a real democratic SA. — Sapa.



# Union to embark on job security campaign

18/91  
B 10<sup>cm</sup>  
THE 96 000-member SA Commercial, Catering and Allied Workers' Union (Saccawu) yesterday announced it would embark on a national job security campaign after more than 1 000 members lost their jobs over the past year.

Saccawu spokesman Jeremy Daphne said in a statement yesterday rationalisation and restructuring exercises in the sector had already resulted in at least 30 workplace closures and notice of further retrenchments and closures had been given to the union.

The most severely affected area was in the Tradegro group of companies. Tradegro's holding company Sanlam was currently conducting an unbundling exercise of its retail arm.

The deal — which Saccawu said resulted in immense hardship for thousands of workers — also involved the sale of Smart Centre and Frasers Mine Store to Pepkor and the closure of D & DH Frasers.

The fate of Checkers and Cash Build was still hanging in the balance.

"In the union's view, Sanlam, which con-

trois 9,5% of the JSE, is an example of economic inefficiency and irresponsible management which characterises SA conglomerates."

Frasers' closure, combined with retrenchments that had already taken place in the Metro Group, was plunging whole communities into unemployment.

The union had tabled several demands to the Premier Group including that it made every effort to place retrenched workers in other Premier Group companies.

Daphne said the union's regions would meet soon to discuss a number of demands to be made to management. These included:

- An immediate halt to all restructuring exercises and retrenchments;
- That industrial restructuring and job security negotiations be set up at a central level; and
- That non-permanent and contract jobs be phased out and non-permanent workers be given permanent jobs.

VERA VON LIERES

31

LABOUR

By FERRAL HAFFAJE

THE South African Commercial Catering and Allied Workers' Union (Saccawu) has launched an aggressive job security campaign which demands an end to retrenchments and a freeze on pay rises for managers and dividend payments.

The union also wants a central forum for negotiating industrial restructuring and job security demands and a national register of retrenched workers. The programme is in line with the short-term demands on job security and creation adopted at the Congress of South African Trade Unions congress.

*will meet*  
**Job security campaign**  
*9/8-15/8/91*  
*31*

Because there is no national negotiating forum in Saccawu's sectors, the demands will be made in negotiations with individual companies.

In the past year, says Saccawu, more than 1 000 members have been retrenched and about 30 companies have closed.

At Metro alone, 354 workers have lost their jobs in the past year. A merger of Metro and Score outlets will result in more job losses, Saccawu believes.

Although intensive negotiations prevented job losses at OK Bazaars until recently, a dispute is looming over the recent retrenchment of 43 workers.

The union has been notified of three Checkers stores which will soon be closed and expects further job cuts. The planned shut-down of Frasers mine stores will leave more than 600 workers jobless over the next six months.

A central demand of the Saccawu job security campaign is for casual and

contract work to be phased out.

In the interim, union rights must be granted to these workers.

According to Saccawu, more than 40 percent of employees at major retail outlets such as Woolworths, Edgars and Pick 'n Pay, are casual and contract workers.

Saccawu is demanding that alternative support systems be set up for retrenched workers as a means of ensuring incomes for workers.

It also wants industry-wide skills development schemes and has called on all companies to adopt its model job security procedures.



Wegewarth relaxes outside his shack with friends and Marge Maneweck.

## Racism <sup>31</sup> claim at OK store

By THEMBA KHUMALO

TAMPANE Molefe, a senior personnel manager at OK Bazaars in Phokeng near Rustenburg, has been fired after being conned into giving a trickster R1 066 from the company's pension fund. She was dismissed after an internal disciplinary committee hearing.

Molefe, a university graduate, claims she was fired because she is black.

"The day after I was fired, a white woman was given my job. Giving the trickster the money was my first mistake, and management agrees that I did not steal the money," Molefe said.

She said the dismissal had left her stranded. She did not know how she would support her two children.

Molefe joined the company as a wage clerk in 1987, but resigned the next year.

She rejoined OK in Phokeng last year, and was promoted to personnel manager.

Francois Yazbek, OK public relations executive, denied that his company was racist.

He said Molefe could appeal to the store's district management and, if that failed, she could go to provincial management. Her last resort was the national head office in Johannesburg, Yazbek said.

# 'Walk a mile... to spend a penny'

31

South 15/8 - 21/8/91.

By Thoraya Pandey

EMPLOYEES of a Cape Town fruit and vegetable wholesaler claim they have to walk to toilets at a nearby railway station because their employer will not allow them to use those at their work.

They claimed the walk to the toilets, from their workplace in Maitland to nearby Koeberg Station, took about 10 minutes.

They also complained of working up to 12 hours a day for "low wages". Their wages ranged from R96 to R140 a week. They are mainly migrant workers from the Transkei.

Refuting the claim, Mr Y Adams, the owner of Adam's Fruiterers, said the toilets were kept locked but were available to persons in his employ.

He acknowledged that some of the workers worked long hours but declined to comment on their wages.



## 75% of jobs from small firms

*(2) Day 16/8/91*  
PORT ELIZABETH — The small business sector generated 75% of new jobs in SA, said Port Elizabeth Small Business Development Corporation manager George Marriner in a statement yesterday.

As more than 85% of all business enterprises in SA could be considered small, with total assets of about R2m, this was not surprising, he said.

"Forty percent of overall economic activity in SA can be accredited to small-scale enterprises in both the formal and informal sectors. (31) (15/8/91)"

"Small businesses are a low-cost means of providing employment and are an efficient way to utilise resources in the economy." — Sapa.

## Venter and union agree strikes are 'undesirable'

THE National Education Health and Allied Workers' Union (Nehawu) said yesterday it had held "positive talks" with Health Minister Rina Venter over a number of health issues, among them the lack of proper consultation in the sector.

*(1) Day 16/8/91*  
Nehawu national organiser Monde Mditshwa said the parties met yesterday to discuss a number of issues, including the question of disciplinary action taken by the SA Nursing Council

VERA VON LIERES

after the May 1990 nurses' strike. (15/8/91)

"The axe is still hanging over the nurses' heads," Mditshwa said. (15/8/91)

Disciplinary action by the Nursing Council would hamper the relationship between the authorities and the union and the rendering of services. (15/8/91)

Mditshwa said the parties agreed strikes in the health sector were not desirable. Nehawu gave assurances it was in no way compromising services, but said legitimate grievances gave rise to the 1990 strike. These had not yet been resolved.

The parties are expected to issue a joint statement next week.

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# SBDC helped to create 300 000 jobs, says Rupert

THEO RAWANA

THE SBDC had paid R93m in taxes and helped create 300 000 jobs since its inception in 1981, Anton Rupert said in Johannesburg yesterday.

Delivering his chairman's report at the SBDC's 10th annual meeting, Rupert called for the formation of a task group consisting of key representatives of the public and private sectors to lay plans for the future capital requirements of the SBDC.

Rupert said the SBDC had helped more than 1-million people with information, advice, training, financing and business accommodation over the past 10 years.

The 300 000 jobs had been created at a capital investment in small businesses of R758m — the cost of only two Boeing 747s.

SBDC MD Ben Vosloo said the corporation had also granted R1.1bn in direct loans to 31 000 businessmen. It provided a base for more than 3 000 entrepreneurs and had more than 35 000 employees.

"In order to continue its current rate of expansion over the next five years, the SBDC requires additional capital to the base amount of R750m. This will form the base for additional loan financing of R2bn to

small and medium enterprises over the next five years," Vosloo said.

Saying the SBDC had paid R93m in taxes to the state since 1981, Rupert added: "Fortunately, both the public and private sector shareholders have agreed to plough tax and declared dividends back into the SBDC to strengthen further its capital base and to provide funds for additional projects.

"The past 10 years were indisputably successful, but it has now, given the new circumstances in which SA finds itself, become essential that there again has to be considered the requirements for the '90s: financially, as well as structurally.

"Instructions have been given to the executive committee to create a task force and state and private sector representatives will be invited to take part in the project," he said.

He believed the joint efforts of shareholders, directors, management and all workers of the SBDC had helped to create a catalyst for development of which all South Africans could be proud.



Anton Rupert discusses some of the leather goods on show with Jedlico Leather's Colleen Maesh in the SBDC's City Hive in central Johannesburg yesterday.

Picture: CATHERINE ROSS

# Pep Stores workers on strike

Sowetan 3/9/91

MORE than 2 000 workers at Pep and Ackermans Stores have been on strike for more pay since Saturday, the SA Commercial, Catering and Allied Workers Union said yesterday.

Workers are demanding a R700 minimum monthly salary and a R150 across-the-board increase, Saccawu assistant general secre-

tary Mr Kaizer Thibedi said.

The strike followed a Conciliation Board meeting on July 31 which failed to resolve the dispute.

The union also demanded an annual bonus of 75 percent of the monthly salary and that the companies commit themselves to negotiate non-wage issues once the 1991 agreement

was signed.

Thibedi said the employers were offering R139 across-the-board for all employees with more than a year's service.

A minimum salary of R650 was being offered to all employees with more than one year's service, plus an annual bonus of 50 percent of the monthly salary.

(31) The companies had not agreed to negotiate secondary issues such as parental rights, medical aid and a national provident fund.

Thibedi said: "Pepkor is one of the richest retail companies and yet it pays the lowest wage rates among the retail giants.

"Management's arrogant and paternalistic atti-

tude and their refusal to meet workers' legitimate demands has provoked the strike. Our members have now accepted the inevitable as provoked by their bosses."

Pepkor spokesman Mr George Stander was not immediately available for comment. - South African Press Association.

# 2 000 Pepkor workers begin strike over pay

MORE than 2 000 workers at Pep and Ackermans' stores countrywide have been on a pay strike since Saturday, the SA Commercial, Catering, and Allied Workers' Union (Saccawu) said yesterday.

Saccawu assistant general secretary Kaiser Thibedi said in a statement a conciliation board meeting late last month failed to resolve the dispute.

Workers are demanding an across-the-board increase of R150 and a minimum monthly wage of R700. The union also wants annual bonuses of up to 75% of monthly salary and the company to commit itself to negotiating non-wage issues after the signing of a 1991 agreement.

Saccawu said employers were offering a R139 across-the-board increase for workers with at least one year service and a

minimum salary of R650 for employees with one or more year of service. Employers were also offering annual bonuses of 50% of monthly salary.

Thibedi said the companies had not agreed to negotiate secondary issues including a parental rights agreement, medical aid and a national provident fund scheme.

"Pepkor is one of the richest retail companies and yet it pays the lowest wage rates among the retail giants," Thibedi said. He said management's refusal to meet workers' legitimate demands had provoked the strike.

Pepkor management could not be reached for comment yesterday.

VERA VON LIERES

8/Day 3/9/91

## Transport workers to get retirement benefits

THOUSANDS of road transport workers stand to benefit from a new provident fund, recently agreed to after protracted negotiations between employers and four trade unions.

Witwatersrand Motor Transport Industrial Council spokesman A M Serrano said yesterday the fund would provide retirement benefits to workers employed by about 350 businesses in the Witwaters-

VERA VON LIERES

rand area. Serrano said in a statement new employees who joined those businesses would automatically become members of the fund. Existing employees had 12 months to decide whether to join.

Another 200 hauliers and cartage concerns in the Witwatersrand which did not have staff retirement arrangements would have

the option of joining the industry's "umbrella fund".

Accumulated retirement benefits in the fund would not be affected by job changes within the industry," Serrano said.

Unions party to the agreement are the Transport and General Workers Union, Motor Transport Union, the SA Transport Workers' Union and the Professional Transport Workers' Union of SA.

3/9/91  
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# 2 000 picket. <sup>(31)</sup> Edgars stores

*Sowetan 9/9/91.*

MORE than 2 000 members of the South African Commercial Catering and Allied Workers Union

have downed tools countrywide to demand a wage increase and better working conditions.

The strike, which started on Friday, has affected operations at four major Edgars stores and warehouses in Durban, Johannesburg and Cape Town.

The strike demands cover workers in the homelands.

**By SELLO  
MOTLHABAKWE**

The union demands an across-the-board wage increase, a R1 100 minimum monthly wage, a 13th cheque and the recognition of March 21 and June 16 as paid holidays.

## **Harassed**

Workers picketing Edgars stores in Rustenburg claim they were harassed by police.

**Edgars strike spreads**

LABOUR action and picket demonstrations continued outside three major fashion stores yesterday as workers demanded across-the-board wage hikes.

Workers at five more Edgars centres joined a countrywide strike, bringing to 40 the number of Edgars stores affected. Jet Stores and Sales House are also affected.

Edgars group human resources executive Don Findlay said the company had faxed the SA Commercial, Catering and Allied Workers' Union in an attempt to establish the bona fides of the union's ballot and the legitimacy of the strike, which he said was illegal.

Saccawu officials were not available for comment.

*16/6/91  
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## Unions, business and police in bid to halt East Rand violence

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VERA VON LIERES

COSATU said yesterday it would meet business leaders and police to try to halt a spate of violence against its members on the East Rand.

Cosatu Witwatersrand co-ordinator Alfred Woodington said the decision was taken at a meeting last week between the labour federation and the Germiston Chamber of Commerce and Industry, aimed at addressing the deteriorating situation in the area.

The parties committed themselves to maintaining good industrial relations and to strive for peace, while recognising that violence could destabilise the area.

They also agreed to include in the talks Sacob, the SAP, small business organisations, including the Golden Walk Traders Association, the Germiston Independent Traders and other trade union groupings, he said.

A tentative date for the meeting has been set for September 19. *Monday 10/9/91*

Cosatu strongly condemned an early morning attack yesterday on workers travelling between Kathlehong and Wadeville railway stations, Woodington said.

Meanwhile, Pepkor Group human resources director Piet Brand said yesterday a resurgence of violence in East Rand townships at the weekend had hampered efforts to reopen three strike-bound stores in the Pepkor Group, Sapa reports.

About 1 500 workers at 282 Pep Stores and Ackermans outlets have been on strike since Saturday.

# Strike to continue

Sowetan 12/9/91  
By IKE MOTSAPI

THE 13-day-old strike by 2 000 members of the South African Commercial, Catering and Allied Workers Union at Pep and Ackermans stores continues with no end in sight.

And Saccawu yesterday warned that the strike "will take a long time to resolve because management was taking a dangerous intransigent stand".

Saccawu assistant general secretary Mr Kaizer Thibedi said: "Our members met in different regions last week and resolved to intensify the strike until management sees reason to enter into serious negotiations with the union."

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"We know that the company is already losing thousands and thousands of rands of sales because of intensive picketing by our members. In some stores there is virtually no business.

"Saccawu will use very legitimate weapons in the hands of labour to pressurise the company to accede to its demands."

## Issuing of pamphlets

Thibedi said the key to the success of the strike was "heavy picketing and issuing of pamphlets".

"Management will find itself forced to enter into early and meaningful negotiations to avert a catastrophic situation," he added.



# Over 4 000 retail staff on strike

By Shareen Singh

The retail sector has been hit with major strikes involving more than 4 000 workers at stores owned by the Pepkor and Edgars groups nationally.

At Ackermans and Pep stores some 2 000 workers were in the tenth day of their wage strike, the South African Commercial Catering and Allied Workers Union said yesterday. Eight stores had been closed, according to the union.

Saccawu spokesman Kaizer Thibedi said the union had demanded an across-the-board increase of R150 and a minimum wage of R700. The current minimum wage was R520.

A Pepkor spokesman said 307 stores had been affected by the strike by 1 620 workers, but the numbers were growing daily.

The company's wage offer of 20,1 percent at Pep stores and 17,3 percent at Ackermans were well above other settlements this year, he said.

More than 2 000 Edgars group workers at Sales House, Edgars, Jet stores and Express stores were in the fifth day of their strike yesterday.

Workers had demanded a monthly minimum wage of R1 000 and R200 across the board. The minimum wage was R700.

Also central to the Edgars group dispute was the union's demand for March 21 and June 16 as paid holidays.

"Most companies organised by Saccawu have agreed to grant these two days as paid holidays and it is not an issue any more," Mr Thibedi said.

The strikes had been marked by widespread picketing and demonstrations.

In Natal, about 1 000 Fedics group workers had been on a wage strike since last week and at City Deep in Johannesburg some 500 workers at Freshmark fruit and vegetable company had been locked out by management after they refused to accept a final wage offer.

Major national strikes were brewing at Ellerines and City Lodge where Saccawu was balloting its members following a wage deadlock.

The union had more than 4 000 members at Ellerines and about 2 000 at City Lodge, Mr Thibedi said.

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## LABOUR BRIEFS

### Saccawu strike goes on

■ About 3 000 South African Commercial, Catering and Allied Workers Union members remained on strike over wages this week at 282 Pep Stores and Ackerman's outlets and 40 Edgars shops countrywide. *w/maw*

Support for both strikes is scattered: five Pep/Ackermans stores have been closed and all Edgars outlets are continuing to operate. *1319-1919191*

Management is claiming the Edgars strike is illegal, as the ballot failed to secure sufficient support. The parties are not that widely separated: the union demands a R200 across-the-board increase, while management has offered R180 and a further R20 after six months. *(33) (32) (31)*

Saccawu's Kaizer Thibedi said there was little prospect of immediate settlement in the 10-day Pep/Ackerman's strike, which is concentrated in the Transvaal. Management said its offer of a 20,1 percent rise at Pep and 17,3 percent at Ackermans was "well above other settlements this year".

# Edgars goes to court for ruling on national strike

EDGARS had applied to the industrial court for a ruling on the legality of a strike by more than 1 300 SA Commercial, Catering and Allied Workers Union (Saccawu) members, group human resources executive Don Findlay said yesterday.

Findlay said the national strike had entered its second week yesterday and 54 out of 364 Edgars stores were affected by strike action which included picketing.

Saccawu national organiser Paul Kashe said yesterday the union would oppose the action, which would be heard on Wednesday.

He said the countrywide strike by 2 000 Saccawu members in the Pepkor Group entered its third week yesterday. Strike action at Pep Stores and Ackermans included picketing, pamphleteering and sit-ins. Saccawu claimed eight stores had been closed

B/day 17/9/91

VERA VON LIERES

as a result of picketing.

Pep human resources director Piet Brand said yesterday 270 Pep Stores shops, a warehouse and 53 Ackermans shops had been drawn into the strike by Friday. About 1 357 Pep Stores workers and 333 Ackermans workers were involved.

"No stores are closed at present," Brand said.

He said management still regarded the strike as illegal and claimed the majority of union members had not voted "yes" for industrial action. While management did not want to make an issue out of this, it had told the union that "we reserve our rights in this regard".

Wage demands are central to both disputes. Workers in the Pepkor Group are demanding a R700 month-

ly minimum plus a R150 across-the-board increase for its members. Brand said workers at Pep and Ackermans had been offered increases of 20,1% and 17,3% respectively.

At Edgars, Saccawu is demanding a R200 across-the-board increase for its members. The company has offered R180 across-the-board which will rise by R20 after six months.

The union said 100 workers had been arrested at Pep Stores and Ackermans on charges of picketing by yesterday.

Saccawu assistant general secretary Kaiser Thibedi said yesterday the union was ready to resume negotiations with managements of Edgars Group and Pep/Ackermans stores as soon as possible, Sapa reports.

Thibedi told a news conference that union members proposed further mediation between management and the union at a meeting on Sunday.

# Urgent interdict against strikers

*Sowetan* 18/9/91  
**EDGARS is to seek an urgent interdict today to declare a nationwide strike by its employees illegal.**

The hearing will take place in the Pretoria Industrial Court today at 10am.

Edgars employees, who are members of the South African Commercial Catering and Allied Workers Union, have been on strike over wages for the past three weeks.

Mr Don Findlay, human resources manager of Edgars, said they had already filed papers and also notified

**By IKE MOTSAPI**

Saccawu of the action.

Meanwhile, allegations of assaults, intimidation and harassments have been levelled against managements of Pep, Edgars and Ackermans.

Mr Kaizer Thibedi, general secretary of Saccawu, said the union has received reports that workers had been assaulted, arrested and harassed especially in the Tzaneen and Pietersburg areas.

He said: "Some of our members in Pietersburg have had police dogs set

on them and been assaulted while conducting peaceful demonstrations outside shops.

"This attitude by management of these three stores confirms our belief that they are not prepared to work towards ending the strike," he said.

Mr Piet Brandt, management's spokesman for Pep and Ackermans stores, denied the allegations.

He said: "I should know well about anything happening because I am party to, together with Thibedi, a team monitoring the situation on a day-to-day basis."



## Mediators re-count Edgars ballot

THE Industrial Court called in the Independent Mediation Services of SA (Imssa) on Friday to re-count a strike ballot of Edgars workers.

SA Commercial, Catering and Allied Workers' Union (Saccawu) national organiser Paul Kashe said an Industrial Court hearing on the legality of the national wage strike by about 2 000 Saccawu members had been postponed so that the ballot results could be checked.

Kashe said both parties agreed on the re-count, which was conducted at the weekend.

Edgars group human resources

8/10/91 23/9/91  
VERA VON LIENES  
executive Don Findlay said the court's ruling on the legality of the strike would be heard this week, although a date had not yet been set. The company has put the number of strikers at more than 1 300.

Kashe said management argued that the union had not achieved a 50 plus one percent vote in favour of the work stoppage.

Saccawu is demanding a R200 across-the-board increase, while Edgars has offered R180, with an additional R20 after six months.

# Nationwide strike for provident fund

By Shareen Singh

Workers in the commercial and catering sectors nationally took part in a one-hour work stoppage yesterday to force employers to meet their demand for an industry-wide provident fund.

A Pick 'n Pay spokesman said the demonstration was peaceful and widespread, affecting most stores in the chain.

However, nine workers out of a group of about 50 picketing outside Edgars were arrested and their union was trying to secure their release last night.

According to the South African Commercial, Catering and Allied Workers Union (Saccawu), employers were dragging their feet in negotiating a national provident fund for commercial and catering workers.

The union had tabled its provident fund proposals last year and a number of meetings had taken place between the employers and union officials, but little progress had been made, Saccawu said.

While negotiations were taking place, many companies were convert-

ing their pension funds into provident funds.

This convinced Saccawu that managements wanted individual company provident funds where workers would have no control over their money, instead of an industry fund which would be jointly administered by workers and management.

Workers demanded that commercial sector employers meet the union on October 3 and catering sector employers on October 4 to formally start provident fund negotiations.

Others demands included:

- Suspension of all retrenchments. Saccawu says OK Bazaars, Checkers and stores in the Tradegro Group had closed down a number of outlets resulting in job losses, and about 1 000 jobs were threatened at Southern Suns hotels.
- The establishment of one national industrial council for the commercial sector and another for the catering sector.
- Companies to join Cosatu's battle in stopping the Government from implementing VAT on September 30.

PROVIDENT FUNDS <sup>FM 24/9/91</sup>

## Never happy

**Demands** for an industry-wide national provident fund seem to be leading to a dispute between the major retailers and hotel groups, and the Commercial, Catering and Allied Workers' Union.

Union members at stores across the country began one-hour lunchtime protests this week to back demands for single provident funds in both the commercial and catering sectors. The union says that, despite tabling its national provident fund proposals last year, and following a number of meetings with the Employers' Contact Group, no conclusion has been reached.

The union now accuses the retail and hotel groups of delaying tactics, saying that while negotiations have been taking place, provident and pension funds are being set up at company level. The union has called for further meetings next week, warning that it may declare a dispute with any company that fails to attend.

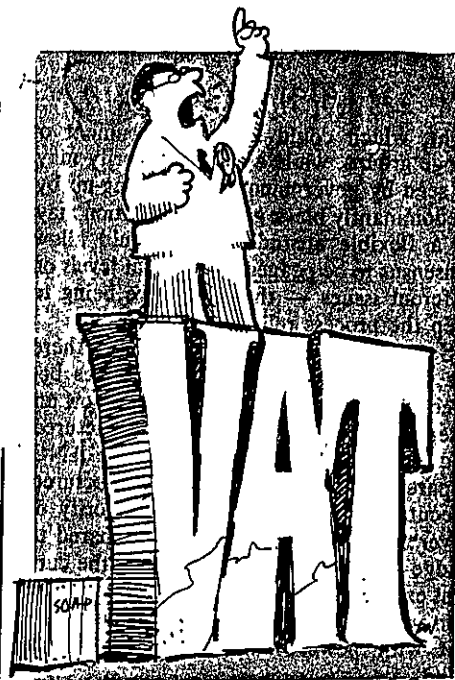
Checkers MD Sergio Martinengo says he finds the demands surprising. They were listed in letters handed to managers during the lunch-hour protests. He adds that meetings on the provident fund issue are continuing — even on Tuesday when the protests began.

"We don't have any problems with company or group provident funds but do not see the value of a global fund for the industry as a whole. While some employees might benefit, many would not — it all depends on the different solvency levels of the companies concerned."

The union says it wants an industry-wide fund so that members can have control over their money.

Included in this week's protests were demands against lay-off programmes, being carried out by some retailers and hotels, and a general protest against the implementation of VAT.

● President F W de Klerk's meeting with the Co-ordinating Committee on VAT — aimed at breaking the deadlock over the committee's insistence that basic foods, medicines and services be zero-rated — was continuing as the *FM* went to press. The 21-member committee, which includes Cosatu and Nactu, had earlier threatened national resistance, including a general strike, if the new



<sup>FM 24/9/91</sup>

tax were unaltered. The ANC's Cyril Ramaphosa apparently upped the stakes by saying failure to reach consensus on the demands could jeopardise all-party talks. ■

# Edgars group strike illegal, Industrial Court declares

THE Industrial Court has declared the three-week strike by 1 300 Edgars group workers illegal and ordered members of the SA Commercial, Catering and Allied Workers' Union (Saccawu) to stop taking part in it. *Monday 30/9/91*

Edgars group human resources executive Don Findlay said that following Friday's court ruling the company expected workers to return to work today.

He said the reasons for the judgment had not yet been disclosed in view of the urgency of the matter.

These would be given at a later stage.

Edgars indicated two weeks ago that it was unhappy with the manner in which Saccawu had conducted a strike ballot.

Sapa reports Saccawu said it was still in dispute with Edgars over wages and conditions of service, despite the court order.

The strike also affects workers at Edgars subsidiaries Sales House and Jet stores.

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VERA VON LIERES

More than 1 300 Saccawu members have been on a three-week national strike, demanding a R200 across-the-board wage increase.

The company has offered R180 across-the-board and an additional R20 after six months.

About 54 of Edgars' 364 stores have been affected by strikes. Many strikers have set up pickets.

Meanwhile, Saccawu said mediation in the three-week long wage dispute with the Pepkor Group, was continuing.

A seven-hour mediation meeting was adjourned on Friday after the parties failed to reach agreement.

Workers in the Pepkor Group are demanding a R700 monthly minimum wage and a R150 across-the-board increase.

The company is offering a R139 across-the-board increase and a monthly minimum wage of R650.



## Edgars strike ruled illegal

Own Correspondent

JOHANNESBURG. — The Industrial Court has declared the three-week strike by 1300 Edgars-group workers illegal and has interdicted members of the SA Commercial, Catering and Allied Workers' Union (Saccawu) from continuing it. (S) CT 30/9/9

Edgars human-resources executive Mr Don Findlay said the company expected workers to return to work today.

He said the reasons for the judgment had not yet been disclosed in view of the urgency of the matter.

Sapa reports that Saccawu said it was still in dispute with Edgars over wages and conditions of service, despite the court order.

# Edgars strike illegal - ruling

(scribble) 31 (scribble)

Southam 30/9/91

**THE Industrial Court of South Africa has ruled that the on-going strike by the South African Commercial, Catering and Allied Workers Union at Edgars stores is unlawful.**

The court found that Saccawu has not complied with the Labour Relations Act.

The ruling effectively restrains Saccawu from participating, encouraging, inciting, supporting, organising or in any way promoting the strike.

Saccawu has issued a statement reaffirming its dispute with Edgars over wages and working conditions. The union said a general meeting would be held on Saturday to review its situation.

Meanwhile, Black Consciousness student activists threw their weight behind striking workers at major department stores on Saturday, calling on the black community to withhold their buying power.

The Azanian Student Convention pledged its "unflinching support" for workers at Edgars, Jet, Pep and Sales House, whose wage strike enters its fourth week on Monday.

"Azasco calls on the entire black community and black students in particular to have nothing to do with these stores up until the strike is resolved in favour of our parents," urged Mr Sipho Maseko, the organisation's president, in a statement. - Sapa.



# Store strikers opt to return to work

Staff Reporter

Striking workers at Edgars, Jet Stores, Sales House and Express stores will resume work today after a resolution to suspend their strike, an official of the SA Commercial, Catering and Allied Workers Union (Saccawu) said yesterday.

The resolution follows fears by workers that their jobs may be in jeopardy after a court order granted to the Edgars Group ruling the strike illegal.

Edgars spokesman Don Findlay welcomed the decision, saying no

one really benefited from strike action.

The court's findings were based on the fact that Saccawu had balloted employees who were not union members.

Kaizer Thibedi of Saccawu made it clear that the strike had been suspended, not called off, and a new ballot would be taken if negotiations were unsuccessful.

Saccawu is demanding a R200 across-the-board increase and a guaranteed 13th cheque.

The company is offering R180 across the board and a 13th cheque after six years' service.

## Edgars strike over wages ends as workers return

VERA VON LIERES

31

ABOUT 1 000 workers at 44 Edgars stores returned to work yesterday following a three-week wage strike, company human resources executive Don Findlay said yesterday. *610 am 3/10/91*

The national strike, which involved more than 1 300 SA Commercial, Catering and Allied Workers Union (Saccawu) members, was declared illegal by the Industrial Court in Pretoria last week.

Findlay said workers in Durban had returned to work on Monday. Toyi-toying workers at the Edgars distribution centre in Johannesburg disrupted work when they returned to their duties yesterday, he added.

He said the parties would meet today to discuss a number of issues arising out of the strike action. These included disciplinary action against workers involved in "unacceptable behaviour" during the strike, and the resumption of wage negotiations.

Saccawu national organiser Paul Kashe yesterday confirmed workers had returned to work. *700:59*

The union earlier this week described as unfair the industrial court decision declaring its members' strike illegal.

# LABOUR

By FERRAL HAFFAJEE  
THE Edgars wage strike ended this week — but the labour woes of the retail and catering sectors are far from over.

The wage strike by about 2 000 South African Commercial, Catering and Allied Workers' Union members at Pep and Ackermans chain stores has now gone into its fifth week with no prospect of settlement.

## Beleaguered retail sector's strike woes continue

About 240 workers have withdrawn their labour at City Lodge hotels, and strikes have also hit Multiserv outlets countrywide. Strike ballots are under way at Ellertines stores.

This week about 3 000 Edgars workers returned to work after the industrial court had ruled their strike unlawful on

the grounds that Saccawu had balloted non-members. Stressing that "Saccawu yes-votes represented well over 50 plus one percent", Saccawu accused the court of "subverting the bargaining process".

Workers resolved at the weekend to continue the strike despite the judgment, but reversed their decision when management agreed not to institute disciplinary action against strikers for alleged misconduct. A second round of wage negotiations at Edgars got off the ground yesterday.

Striking Pep and Ackermans workers are demanding a R150 across-the-board increase with a R700 monthly minimum wage. Other demands are for parental rights and a bonus amounting to 75 percent of a month's pay.

"The company's sales figures last year was R988-million and profits were up from R73-million to R79-million," said Saccawu official Salim Vally. "The company also opened 112 new stores and has bought out the Checkers supermarket chain".

hundreds who voted for the

# Furniture workers go on strike

31  
Soweto  
9/10/91

MORE than 3 000 members of the South African Commercial, Catering and Allied Workers Union are on strike at giant furniture chain retailers Ellerines Holdings Ltd, Saccawu said yesterday.

The strike began on Monday and centres around demands for a "living wage".

Saccawu, an affiliate of the Congress of SA Trade Unions, has a majority membership in the company, the union said in a statement.

Ellerines Holdings has more than 300 stores in South Africa and neighbouring Botswana, Swaziland, Lesotho and Namibia, trading as Ellerines, Town Talk, Royal, Oxford, Furn City and Rheingold Furnishers, it added.

A spokesman for Ellerines Holdings declined to comment on the strike.

"We have decided not to issue any statements or Press releases at this stage," the spokesman added.

Wage negotiations between the union and management began in June, the union said.

After "numerous rounds" of unsuccessful wage talks the union declared a dispute in July. "The dispute was then referred to mediation but mediation ended inconclusively."

Ellerines has offered an above-inflation rate 19,26 percent wage increase. The union rejected the offer. - Sapa

# Checkers staff are up in arms

31

Sowetan 11/10/91

Sowetan Correspondent

**THOUSANDS** of workers at Checkers - facing possible retrenchment following the sale of the company to Pepkor - are up in arms nationwide because they were not consulted about the deal.

The workers, members of the SA Commercial, Catering and Allied Workers' Union, staged sit-ins and demonstrated at Checkers stores, mostly in the Transvaal, on Wednesday, said union spokesman Mr Important Mkhize. Mkhize said about 10 000 workers - including about 1 500 in the Western Cape - would be affected by the sale of the company.

"Management has said they, too, do not know what the future holds for workers and that none of them has been given a copy of the agreement of sale, including Checkers directors," Mkhize said.

Workers were "angry about the uncertain situation" and had sent a list of demands to management, including:

- \* A copy of the agreement of sale to check whether provision had been made for workers;
  - \* A guarantee that workers would not lose their jobs before and after the sale; and
  - \* Employees' conditions of service would not change.
- They also demanded that the collective bargaining relationship and the recognition agreement between the union and the company would not be affected by the sale.
- Checkers managing director Mr Sergio Martinengo said while he had received a list of demands, he did not know why they had been sent to management because the company's shareholders, not management, could address the demands.
- Martinengo could not comment on the demands because the matter was "sub judice".



KENNETH KAUNDA

# Kaunda denies plot for power

Sowetan 11/10/91

LUSAKA - Zambia's President Kenneth Kaunda yesterday denied charges by the opposition that he would use troops to cling to power if he lost the coming elections.

Kaunda, facing his first challenge for the presidency since he imposed a one-party state in 1973, dismissed the allegation as mischievous.

On Wednesday, opposition Movement for Multi-Party Democracy spokesman Mr Michael Sata told a pre-election rally Kaunda was hiding 100 commandos in Lusaka's Chamba Valley Prison "to create chaos if he loses the polls".

"He knows he has no chance of winning the polls," Sata added.

Kaunda, interviewed at State House by the Independent Television Network of London, accused the opposition of provok-

ing him.

"If I arrest some people," he said, "they will say I am murdering the opposition. These people are cheats. Where are these commandos coming from?"

Kaunda (67) who led Zambia to independence in 1964, is being challenged in the presidential and parliamentary elections on October 30 by Democratic leader Mr Frederick Chiluba (46) a popular trade unionist.

Chiluba's party was legalised only after Kaunda, bowing to pressure from home and abroad, rewrote the constitution last December to restore multi-party democracy.

The opposition has suggested that it would investigate Kaunda's alleged role in ruining the copper-based economy. - Sapa

## Workers to take action over sale of retail chain

Star 11/10/91  
By Shareen Singh

(31)

Thousands of Checkers employees concerned about the possibility of being retrenched after the company is sold to Pepkor, plan a massive protest action today when the sale is concluded.

A mass march to various headquarters and divisional offices of Checkers, Sanlam, San-korp and Pepkor is planned for this morning, according to the South African Commercial, Catering and Allied Workers Union (Saccawu).

Union spokesman Important Mkize, said workers were very angry because they had not been consulted about the sale of the company, and were left in the dark regarding their job situation under the new owners.

About 10 000 workers would be affected by the sale, according to the union.

Mr Mkize said several inquiries were made by employees about their fate in so far as the deal was concerned, but management said they did not know what the future of the workers would be.



# Labour is showing a spirit of consultation

DEVELOPMENTS on the labour scene during the past year have seen dynamic changes, Sacob says in its annual report released this week.

"The adversarial climate has abated and there is a new spirit of consultation arising out of the successful conclusion of the Saccola/Cosatu/Nactu accord of last year, which culminated in the Labour Relations Act of May, 1991.

"The past year has seen a continuation of the trend for social policy issues to become part of the relationship between employees and employers.

"This has led to the addressing of issues such as AIDS, a new strategy for urbanisation, health care

and social responsibility.

"The supply of skilled manpower to meet the challenge of SA's need for economic growth continues to be cause for concern," Sacob says.

"Changes to manpower policy on a broad front will be to address this problem.

"Sacob is also strongly promoting the closer integration of education, training and career guidance.

"As it is unlikely, however, that a restructured education and training system will meet certain immediate manpower needs, Sacob has proposed changes to current immigration policy designed to encourage those immigrants with qualifications, skills and capital that are needed to come to SA."

31  
10/19/91



# 3 000 still on strike

ABOUT 3 000 workers at some 300 Ellerine Holdings stores yesterday entered the eighth day of their strike for higher wages and improved working conditions. *Sowetan 17/10/91*

South African Commercial, Catering and Allied Workers Union negotiator Mr Assistance Mshugudulu said picketing workers were arrested under municipal by-laws in Parys in the Free State and Vanderbijlpark in the Transvaal. *Sowetan 17/10/91*

A Pretoria court on Tuesday interdicted Saccawu members at eight stores who tried to stage a sleep-in, he said. *Sowetan 17/10/91*

Mr Pierre de Villiers, Ellerine Holdings' general manager, said the strike started on October 7 and spread to all four provinces. *Sowetan 17/10/91*

Meanwhile, Saccawu national organiser Mr Paul Kashe said yesterday the union was preparing for a second strike ballot among its members at Edgars Stores.

The strike at Edgars was called off about 10 days ago after the Industrial Court in Pretoria ruled that the union did not have majority backing for industrial action. - Sapa.

THERE were growing incidents of intimidation of non-striking workers at Ellerines, the company's human resources general manager, Mr Pierre de Villiers, has said.

Just over 1 000 workers in a bargaining unit of 3 800 employees were still on strike by the end of the week after downing tools last Monday, he said.

*Sowetan*  
21/10/91.  
Most of the strikers

# Ellerines strikers' 'threats'

belong to the South African Commercial, Catering and Allied Workers Union.

De Villiers said the strike affected outlets trading as Ellerines, Town

Talk, Royal, Oxford, Rheingold and Furn City.

"Over the past three days we've been experiencing increasingly higher levels of non-strikers being intimidated by striking colleagues," said De Villiers.

The trade union had been restrained from staging sit-ins and sleep-ins at eight shops in the Pretoria region.



# 'Industry could handle huge housing plan'

PETER GALLI

THE Old Mutual/Nedcor housing scenario to kick-start the economy could see in additional 100 000 people employed if it were implemented, SA Building Industries (Bifsa) executive director Neil Fraser told delegates at its annual conference at the Wild Coast Sur yesterday.

One of the proposals in the Nedcor/Old Mutual economic plan was that 200 000 low-cost homes be built a year for three years; that 400 000 plots be serviced and a million houses be provided with electricity annually over the same period.

Fraser said the industry could handle the task.

A Bifsa analysis showed that about 55 000 people would be employed as supervisors, skilled operators, semi-skilled and unskilled workers to provide services and civil engineering facilities.

In addition, about 90 000 people, including 4 000 supervisors, would be employed on building work.

At least 800 small companies could be established as a result of the programme, he said.

Fraser then detailed what would be involved in such an initiative. Bifsa based its analysis on a house of 425m<sup>2</sup> with two bedrooms, a living room/kitchen and bathroom.

"While such a house is too sophisticated for very low income earners, it is within the affordable levels of many others and thus represents an average demand."

The analysis included a complete programme for the operation, based on the completion of 80 houses countrywide each working hour, Fraser said.

Bifsa has programmed the building of single houses at 18 days a house, not including site clearing and electrical reticulation.

"The manufacture of the materials required would provide thousands more jobs and promote small business.

The 286-million concrete blocks required could be almost entirely produced by labour-intensive small entrepreneurs," Fraser said.

# Rand more resilient against 'new' basket

SIMON WILLSON

THE rand is noticeably more resilient on average against a basket of trading partners' currencies since the Reserve Bank's changes to the trade-weighted rand's currency basket.

The trade-weighted, or effective, rand shows the rand's value against a cross-section of currencies weighted by trade flows rather than as a bilateral rate against one or other of the major currencies.

The rand's trade-weighted value is expressed as an index, where January 1979 equals 100.

The basket of currencies against which the effective rand is measured contains the currencies of SA's six biggest trading partners. The top four currencies in the basket have changed little over the years: US dollar, British pound, Deutschmark and Japanese yen.

The bottom of the currency basket ranking is more volatile.

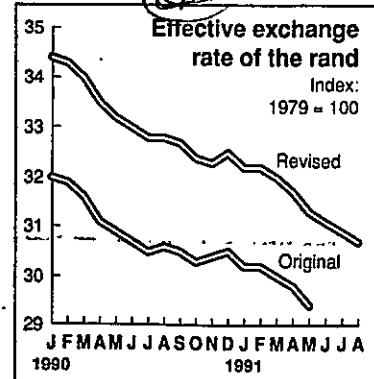
## Static

The change enacted by the Reserve Bank during the third quarter was to toss the Swiss and French francs out of the basket and replace them with the Italian lira and the Dutch guilder.

The switch implies a shift in trading patterns over the 12 months since the Reserve Bank last examined the composition of the currency basket. Trade relationships with Italy and the Netherlands would seem to have burgeoned, while those with Switzerland and France have remained static or fallen off.

Official figures detailing SA's trade with individual foreign countries have been classified since the mid-1980s to avoid sanctions pressure. SA Foreign Trade Organisation (Safto) economist Bruce Donald said commercial relations with Italy and the Netherlands had indeed expanded recently.

"Italy stands out as a major growth point for SA exports, and the Italian market has moved up considerably recently among SA's other export



Graphic: FIONA KRISCH Source: SA RESERVE BANK

markets," Donald said. Precious metals constituted the main SA export to Italy, followed by coal, base metals, metallic and non-metallic ores and hides and skins — highlighting Italy's buoyant jewellery and leather consumer goods industries.

Donald added that the importance of the Netherlands was centred on its role as a gateway to Europe through the giant entrepôt of Rotterdam.

"SA exports to Rotterdam cover a wide spectrum and include huge amounts of bulk minerals and containerised cargo. This traffic can be expected to increase substantially in the years ahead in view of the removal of political trade barriers within the EC."

The growth of SA freight traffic through Rotterdam may also have been helped by the more compliant attitude of the Dutch dockworkers. Trade union sensitivity over handling products of SA origin had been overcome earlier in Rotterdam than at some other European ports.

Donald said the importance of France as a supplier had declined since 1988, while there had been a parallel decline in the significance of Switzerland as a market over broadly the same period.

The dramatic improvement in SA's commercial relationship with Italy seems to have been visible during last week's visit to Italy by Trade and Industry Minister Org Marais.

# Winning has a spin-off effect for companies

8 (Day) 23/10/91 (31) ~~12/10~~  
WINNING means a great deal to a person or a company.

In the case of the Gold Award, given by the SA Federation of Business and Professional Women to a company which has excelled in improving the working conditions and opportunities of its female staff in the past year, it has great spin-off effects not visible to the public.

Murray & Roberts Properties (Tvl & OFS) MD Joy Wagner recalls the company being invited to enter for the Gold Award, which it won in 1988.

"Winning the award had a major impact on the staff.

"The female staff felt assured the company offered a good deal and the stated non-discriminatory policy was being practised," she says.

"The male staff, on the other hand, were proud of the company's achievement and non-discriminatory policies."

Winning the Gold Award

made the company focus on areas where it was lacking, Wagner says.

"We can truly say there are no discriminatory policies on pay scales at any level.

It is imperative in any business to ensure a non-discriminatory policy is practised.

## Detrimental

"Excessive focus on feminist issues could prove detrimental to the morale of male employees and should be avoided," Wagner says.

Pick 'n Pay chairman Raymond Ackerman motivated his staff to enter the Gold Award some years ago.

It won the award in 1989 for its maternity policy.

Pick 'n Pay spokesman Mary Rodney says as a result of winning the award, women working at the giant retail chain store have been given more recognition through promotion.

"Many more women are receiving in-house execu-

tive awards.

"In March this year, Pick n' Pay appointed its first female general manager.

"Through her promotion, many women in the company have been encouraged to compete for management positions and have been recognised as being as capable as their male counterparts."

The company received wide publicity after winning the award, Rodney says.

"Winning the award has influenced other companies to consider their women workforce and to encourage women to pursue a career while managing a family at the same time."

The Gold Award is an inspiration to companies who previously never considered the lot of their female staff and has helped highlight the role women play in the workforce.

"The award also gives women the confidence to fight for equal remuneration packages," she says.

# Pick 'n Pay says the people are its greatest asset

PICK 'n Pay, a past winner of the Gold Award, considers people its greatest asset.

In terms of the company's culture it is developing a sense of shared values among staff, says the company's Mary Rodney.

"When a woman is promoted to run a store, having to keep the same hours as her male colleagues, Pick 'n Pay is proud to report this area of responsibility is successfully handled by the four women who are store managers," she says.

"We also have women in buying positions who have to cope with being at the markets at 4am to purchase fresh fruit and vegetables."

The giant retailer has

pleasing numbers of women in senior ranks.

Of the 235 executive employees, 16 posts are held by women; of the 421 management positions 53 are held by women; of the 665 senior positions, 160 are held by women.

## Appointment

This year saw the appointment of only the third woman to an executive position — Linda Saacks to the post of human resources general manager.

Wendy Ackerman, wife of chairman Raymond Ackerman, has been a board member since 1980, with responsibility for staff liaison and benefits.

Pick 'n Pay was awarded the Gold Award a few years ago in recognition of its out-



LINDA SAACKS

standing parental rights agreement, which came into effect in August 1988 and replaced the maternity leave policy.

"The agreement entitles women to 11 months leave, nine months of which are paid, and two months unpaid.

"Where both parents are

employed by the company, they may share the leave," Rodney says.

An additional benefit is the right to return to work and receive the same wage and status as before they left, with any increases that may have been awarded during their absence added to their salary.

A WOMAN supervisor at the Pretoria branch of Pick 'n Pay is claiming R50 000 in damages from a shop steward for alleged defamation after she refused to go on strike.

Mrs Louisa Malatji, a supervisor at the company's Facrie Glen branch, alleges that Mr Samuel Mashamba, a Commercial, Catering and Allied Workers Union shop steward, threatened to burn her house and family and also defamed her on or about May 4 this year.

Malatji alleges that Mashamba, in the presence of other employees, uttered a defamatory

## Court action after strike

By MONK NKOMO

statement.

Her attorney, Mr Cyril Morolo, yesterday confirmed that they had issued summons against Mashamba.

Malatji withdrew an application in the Pretoria Supreme Court in August this year in which she sought an or-

der directing Mashamba to stop intimidating and assaulting her in order to force her to join the trade union.

Mashamba alleged in answering affidavits that Malatji assaulted him at a union meeting on May 15.

He also submitted that she had made derogatory remarks against him in front of colleagues.

Mr Sakkie Maboja, an attorney whose firm represented Mashamba in August, yesterday said he was aware of the R50 000 lawsuit, but said they had not yet received instructions from Mashamba to defend the action.

1/10/91  
Sowetan 2/10/91

31

5

## Ellerines workers stand firm

Star 4/11/91  
By Brian Sokutu

SA Commercial and Catering Allied Workers' Union members, in a national wage dispute with Ellerines, last night called for a boycott of the company and a march on its offices throughout the country during today and tomorrow's anti-VAT strike.

The ANC, Pan Africanist Congress, Azanian Peoples' Organisation,

~~SA Commercial and Catering Allied Workers' Union~~  
Cosatu and the National Congress of Trade Unions supported the call.

31/10  
Converging at the union's Johannesburg offices, singing and slogan-chanting workers said their demands included:

● March 21 as a paid holiday.

● An 8 percent increase in commission on sales.

● A R205 across-the-board increase.



NEWS

# Business losses varied 'from thousands to millions'

By Louise Burgers and Helen Grange

Losses to business during the strike varied from millions to a few thousand rands.

The motor manufacturing industry alone suffered production losses of about R135 million, sacrificing another 3 000 vehicles to the backlog, according to the National Association of Automobile Manufacturers of SA (Naamsa).

Sacob economist Keith Lockwood said it was difficult to

quantify the cost to the economy as it was possible for business to make up losses in time.

"The economy did not close down for two days. Every business would have been hit in a different way. The real loss was in worker salaries and job opportunities."

The Johannesburg City Council transport department was hard-hit, losing close to R2 million. Transport director Stan Verrier said about 70 percent of bus drivers took the time off, leaving the council with only

Staff 6/11/91

about 50 percent of its service. Many passengers were transported on the municipal buses for free, as relief drivers did not know how to operate the ticket machines, he said.

Putco was virtually non-operative, said managing director Dr Jack Visser. Losses in turnover totalled R3 million in the two days.

Rail Commuter Corporation manager Roelie Snyders estimated that the company lost less than R500 000 in fares during the strike as a high percent-

age of regular passengers had weekly or season tickets.

Pick 'n Pay director Mike van der Merwe said the company had lost about R5 million in sales, but this would be offset by savings in staff wages.

Those that incurred the most losses were small businesses, forced to close early as they had no customers.

Dions marketing manager Howard Davidson said, however, that his stores showed no losses during the strike. Motor manufacturing plants

will be shutting down over four weeks in December, causing a further backlog in certain vehicle models, according to Naamsa spokesman Nico Vermeulen. "It may be difficult to make up the production losses."

According to Sacob, a long weekend would have more impact on the national economy than the two-day stayaway.

A public holiday on a working day costs the economy between R400 million and R600 million, Sacob estimates.

Wednesday, No

610 on 6/11/91  
**Staff homes  
are going up**

PICK 'n Pay is building 50 homes for its staff housing scheme at Siluma View on the East Rand at a contract cost of R2,2m. (31) (32)

The houses — 34m<sup>2</sup> in size on average — will be priced at R29 000. The project is scheduled for completion next April. The development is to be carried out by Let Property Developers.

It will use the Corowall system, based on the single-skin exterior walling concept. Firm orders have been received for developments in the Transvaal, Free State and QwaQwa.

Let Property Developers MD Jeff Letape says: "Affordability and quality were the two key criteria required by Pick 'n Pay when they asked us to submit recommendations for staff housing." (29)

The Corowall system makes clay face-brick walls a viable option in the low-income housing field. The houses will be constructed on a fully serviced site with high-mast street lighting, roads, electricity, water and sewerage.

Each house will have two bedrooms, a kitchen, bathroom and living area. Pick 'n Pay will advance R5 000 to employees who qualify for the scheme, and provide mortgage collateral.

"The keen support shown so far underscores the massive demand for cost-effective quality housing. Indications are that the systems will also find acceptance among developers, local authorities, finance houses and contractors," Letape says. (27)

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## Major sectors cut 112 000 jobs

GERALD REILLY

PRETORIA — Almost 112 000 jobs were lost in the mining, quarrying, manufacturing and construction industries and Eskom in the 12 months to end-August, latest Central Statistical Service figures show. *B (day 15/11/91)*

The mining industry shed almost 49 000 workers during the period. The total number of people employed in the industry at the end of August was 637 581.

The next biggest loss was in manufacturing, where 33 300 jobs disappeared, reducing total employment to 1 425 922.

In construction 26 000 jobs were cut, reducing the workforce to 378 900. Eskom's staff numbers fell 3 200 to 47 700.

The same trend was apparent in the wholesale and retail trade and in the motor trade and hotel industries.

Total job loss in the four sectors amounted to almost 11 000 between June last year and end-June this year, when the total number of jobs was almost 735 000.

Retail trade employment dropped 5 136 to 361 845, wholesale trade personnel numbers fell 1 782 to 210 415, hotel worker figures lost 2 702 to 45 197, and in the motor trade, 1 270 jobs were lost, bringing the total down to 117 392.

## Saccawu to launch boycott of Ellerines

W/Mail 22/11-28/11/91

■ The South African Commercial, Catering and Allied Workers' Union is to launch a national consumer boycott of the Ellerines group in a bid to force a settlement of the seven-week wage strike at the retail chain.

Saccawu's Lucky Masuku told a Johannesburg press conference this week his union would soon meet community organisations to discuss details of the boycott, which would continue until the strike ended.

The move follows a meeting between the parties on Tuesday, which failed to break the deadlock.

Saccawu has demanded a R197,50 across-the-board monthly rise, as against a company offer of R170, and a minimum wage of R1 090. The company has proposed a R1 055 minimum.

## Checkers 'victimisation'

By Ferial Haffajee

W (m) 29 111 - 512/91 (31)  
THE Checkers grocery chain is seeking to weaken the South African Commercial, Catering and Allied Workers' Union in readiness for the closure and sale of certain stores next year, Saccawu has alleged.

Saccawu legal officer Rosalind Nyman this week claimed the firm was "victimising" key shop stewards.

A major flashpoint is the dismissal of Ivan Molefe, a chief shop steward and member of the union's negotiating team. Nyman said national strike action on the issue was looming. The company maintains Molefe acted dishonestly and that his dismissal was procedurally fair. Saccawu claims he was unfairly dismissed.

Nyman said two other members of the negotiating committee had recently crossed swords with management. "A weaker union will not be able to fight the retrenchments restructuring is likely to bring."

Checkers has denied all claims of victimisation.

● In a fresh bid to end the six-week strike at Ellerines, management has proposed new talks with Saccawu. In the past fortnight, 300 striking workers have been arrested for defying an interdict restricting pickets.

# Cuthberts gets order against union

VERA VON LIERES

CUTHBERTS on Friday obtained a Supreme Court order interdicting more than 150 striking SA Commercial, Catering and Allied Workers' Union (Saccawu) members from intimidating and harassing customers and staff, the company said.

Cuthberts group human resources manager Paul Gartner said on Friday that 154 out of 1 200 employees had embarked on strike action since November 20. The union said 200 workers were on strike.

The strike centred on the union's limited representation in the company, Gartner said. "The union currently represents only slightly more than one out of every 10 employees and the company has therefore not conceded to a demand that they negotiate wages and working conditions with this union until the union has a majority representativity in the group."

Saccawu spokesman Stanley Mngomezulu said last week demands included a R300 across-the-board increase and a monthly minimum wage of R1 200.

Saccawu said two employees were dismissed in the Vereeniging store for refus-

ing to comply with instructions to work at another store. (15) (31)

"In an attempt to demoralise workers, the company is issuing notices of disciplinary inquiries to shop stewards for alleged 'misconduct and intimidation' held in their absence," Saccawu charged.

Gartner said four inquiries were held after repeated calls to stop harassing customers and staff. The inquiries resulted in three dismissals.

□ Talks continued on Friday between Elerine Holdings and Saccawu aimed at resolving a more than six-week-old wage strike. Bidow 2/12/9

About 1 050 union members out of a total workforce of 3 808 were still on strike last week, the company said. About 300 workers had been arrested since November 22 for defying an Industrial Court interdict restraining picketing.

□ A lock-out of about 150 striking Saccawu members at the Riviera International Hotel near Vereeniging continued on Friday, a union spokesman said.

B/Day 5/12/91

### Store 'had no choice'

CUTHBERTS had no option but to call in police when striking workers broke a mutually accepted Supreme Court order laying out picket rules, a company spokesman said yesterday. (31)  
"There is no blanket call on the police to break the strike," said Paul Gardtner, in response to Saccawu claims the company had used police on Monday to break the two-week strike.

800 store workers to  
ballot for national strike

31

5/12/91

ABOUT 800 employees of Lewis Store (Pty) Lrd and Dan Hands are to ballot for national strike action next week because of management's alleged refusal to recognise their union.

The workers, who are members of the South African Commercial Catering and Allied Workers Union, have given the union the go-ahead to opt for strike action, according to its organiser, Mr Billy Mounmakwa.

Mounmakwa said: "At a conciliation board meeting on November 22 1991 Saccawu declared a deadlock with Lewis Stores and Dan Hands. This is despite the fact that Saccawu represents a substantial number of workers at these stores.

"The union is demanding that the company should recognise it as being representative of the majority of workers within these stores and negotiate on a national basis. The company is preventing the union from negotiating wages and other substantive issues on behalf of its members.

"The union has been battling for recognition with the company for the past three years."

Management spokesman Mr HT Clark, who spoke for both companies, said he was shocked to learn of the intended action by Saccawu.

Clark said management and the union had an agreement that recognition will be granted once Saccawu

By IKE MOTSAPI

could "show that it has a majority of members at our stores".

He said the union only represented about 15 percent of "our workforce".

He said: "Management intends taking the union to a court of agreement reached between the stores and itself."

Elna Boesak  
may lose her  
job at SACC

A TWO-man SABC  
journalist  
staff code  
may result



## Cuthberts and union seek to resolve strike

31  
VERA VON LIERES

CUTHBERTS and representatives of the SA Commercial, Catering and Allied Workers' Union (Saccawu) will hold a meeting tomorrow to try to end a more than two-week-old strike by about 150 workers at Cuthberts outlets. *BIDON 6/12/11*

Saccawu spokesman Stanley Mngomezulu said yesterday the union had proposed the meeting.

The strike had already resulted in the arrest of 18 union members in Johannesburg yesterday for allegedly contravening a court order limiting the size and location of pickets and barring strikers from intimidating staff and customers, Mngomezulu said.

A customer at one Cuthberts shop was also apparently arrested in a mix-up. Workers were also arrested in Pretoria and Germiston this week.

Cuthberts personnel manager Paul Gartner confirmed the meeting would take place and said the company had issued an ultimatum for workers to return to work by next Tuesday or face dismissal.

Gartner said the strike, which started on November 20, was non-productive and was crippling the company's business.

He said workers were striking in response to the company's reluctance to negotiate on a collective basis given the union's limited membership.

The union represented slightly more than one out of 10 employees and the company would therefore not concede to a demand to negotiate wages and working conditions until the union represented a majority of workers.

Saccawu said workers embarked on strike action after management refused to enter into negotiations over wages and working conditions saying the union's membership was far less than 50%.

<sup>down</sup>  
**'Big head'**  
upset at 6/12/91

**Indian store**

6/12/91 By  31  
**GRACE RAPHOLO**

A CUSTOMER at Kalies in Randburg was allegedly told that black people became big-headed as soon as they passed Standard 9.

Miss Maria Mokwena told the shop attendant that blacks went beyond Standard 9 and studied business at university so that they could learn how to serve customers.

**Insults**

The shop manager, a Mr Naran, said the store was aimed at the black market and there was no way they could make racial insults like those.

Mokwena said the attendant had been swearing at another employee and accused him of pricing items incorrectly so that "his black brothers and sisters could buy at a lower price".

Mokwena then commented in an African language that the attendant was insulting them.

# Cuthberts strike ultimatum 31

ABOUT 150 strikers at Cuthberts shops in the Transvaal face dismissal if they do not return to work tomorrow, personnel manager Mr Paul Gartner has warned.

He said the company and the South African Com-

mmercial, Catering and Allied Workers' Union had met on Friday to look at ways to end the two-week-old strike.

He added: "Our ultimatum still stands."

Saccawu spokesman Mr Stanley Mnogomezulu

said union proposals on settling the strike had been rejected.

These included calling on the company to withdraw charges of intimidation against striking workers and stopping managers from "harass-

ing" picketers.

The union agreed to accept the company's pay offer for the July 1991/92 period.

Mnogomezulu said Saccawu condemned the ultimatum and demanded its immediate withdrawal.

# 2-month Ellerines strike called off

Strike 11/12/91.  
By Abel Mushi

The two-month-old countrywide strike at stores belonging to the Ellerines Group ended yesterday after an agreement was reached between the group's management and a workers' union.

The SA Commercial Catering and Allied Workers Union (Sac-cawu) yesterday called off the marches, pickets, and sit-ins which started on October 7 after a breakdown in wage negotiations and related issues.

Strike co-ordinator Bukani Mngoma told a media conference that although workers could resume work immediately, Ellerines had agreed to give workers until next Tuesday to return to work.

According to the Sac-cawu executive, all the demands were met, albeit on a compromise basis in some cases.

The agreements include:

- A minimum wage of R1 057,50 a month.
- A R175 across-the-board wage increase backdated from July 1.
- March 21 as a paid commemorative day for union members.
- A 7,5 percent commission for sales advisers after sales exceeding R30 000.

Mr Mngoma said Sac-cawu had also focused attention on job security in an effort to protect jobs of sales advisers who were threatened with dismissal if they failed to meet sales targets set by management.

The company had agreed to grant the sales advisers more time to achieve their targets, he said.

Sac-cawu hailed the settlement as a victory for "workers who braved court and police harassment".

**Ellerine** <sup>B10w</sup>  
<sup>11/12/91</sup>  
**strike ends**

A TWO-month-old national strike at the Ellerine Group ended yesterday following agreement between the SA Commercial, Catering and Allied Workers' Union and the company on wages and conditions of employment, according to the SABC.

The union undertook to cease picketing.

VERA VON LIERES reports the strike involved more than 1 000 workers and started on October 7.

About 133 of the 344 outlets in the group were affected. ~~255~~ 31 ~~26~~

The parties agreed on an across-the-board increase of R175 and that no employee should be paid less than R1057,50 per month. ~~187~~

The parties also agreed on 7,5% commission after sales exceeding R30 000 for sales advisors. — Sapa.

## Strike at Ellerines is over

By IKE MOTSAPI (3)

A NATIONAL strike by 2 000 members of the South African Commercial, Catering and Allied Workers Union at Ellerines Furnishers and its subsidiary companies, which has lasted two months, ended yesterday. *S. M. M.*

Workers are expected to report for duty between tomorrow and next Tuesday following an agreement between Saccawu and management on wages and conditions of employment.

The workers had been on strike since October 7 at Ellerines, Town Talk, Rheingold, Royal, Oxford and Furn City. 11/12/91.

The past two weeks have seen both the union and the company locked in intensive day and night meetings in an endeavour to reach an amicable resolution of the dispute.