

INDUSTRIAL RELATIONS -

Disputes

1-1-81 - 31-7-81

KENNISGEWING 31 VAN 1981

DEPARTEMENT VAN MANNEKRAG-
BENUTTING

WET OP NYWERHEDSVERSOENING, 1956

AANSOEK OM REGISTRASIE VAN 'N
VAKVERENIGING

Ek, Diederik Rudolph Pretorius Assistent-nywerheidsregistrateur, maak ingevolge artikel 4 (2) van bogenoemde Wet hierby bekend dat 'n aansoek om registrasie as 'n vakvereniging ontvang is van die Hotel, Liquor and Catering Trade Employees' Union. Besonderhede van die aansoek word in onderstaande tabel verstrek.

Enige geregistreeerde 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 Mannekragbenutting, Ongevallegebou 499, Schoemanstraat 215, Pretoria (posadres Privaatsak X117, Pretoria, 0001)

TABEL

Naam van vakvereniging—Hotel, Liquor and Catering Trade Employees' Union

9/1/81 45 7357

NOTICE 31 OF 1981

DEPARTMENT OF MANPOWER UTILISATION

INDUSTRIAL CONCILIATION ACT, 1956

APPLICATION FOR REGISTRATION OF
A TRADE UNION

I, Diederik Rudolph Pretorius, Assistant Industrial Registrar, do hereby, in terms of section 4 (2) of the above-mentioned Act, give notice that an application for registration as a trade union has been received from the Hotel, Liquor and Catering Trade Employees' Union. 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 Utilisation, 449 Compensation House, 215 Schoeman Street, Pretoria (postal address, Private Bag X117, Pretoria, 0001) within one month of the date of publication of this notice

TABLE

Name of trade union—Hotel, Liquor and Catering Trade Employees' Union

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Datum waarop aansoek ingedien is—17 Oktober 1980

Belange en gebied ten opsigte waarvan aansoek gedoen word—Swart persone wat werknemers is vir die doeleindes van die Wet en wat in diens is—

(i) in die Teekamer-, Restourant- en Spyseniersbedryf, en

(ii) in die Drank- en Spyseniersbedryf;

in die Republiek van Suid-Afrika

“Teekamer-, Restourant- en Spyseniersbedryf” beteken, sonder om die gewone betekenis van die uitdrukking enigszins te beperk, die bedryf waarin werkgewers en werknemers met mekaar geassosieer is vir die voorsiening van etes en/of verversings, insluitende alkoholiese of nie-alkoholiese drankverversings of ander drankte, om geniet te word op of vir die verskaffing daarvan vanaf enige permanente of tydelike perseel of buitenshuise fasiliteit, en sluit in sodanige werksaamhede wat uitgevoer word op persele—

(a) wat gebruik word as openbare restaurante, vis-en-skyfiewinkels, kafees, teekamers, padkafees en alle verkooppunte vir wegneemtes behalwe waar die voorbereiding en/of verskaffing van eetbaar voedsel en/of verversings plaasvind op of vanaf die perseel van 'n akkommodasiebedryfsinrigting, en

(b) waarin of waarvandaan die werksaamhede hierin bedoel, uitgevoer word ten opsigte van of in verband met enige teater, bioskoop, kafeebioskoop, inryteater of ander vermaak of 'n funksie, onderworpe aan die Afbakeningsvasstelling gepubliseer by Goewermentskennisgewing R 1414 van 25 Julie 1975; maar sluit nie in nie werksaamhede wat uitgevoer word—

(i) in of vanaf enige bedryfsinrigting waarvoor 'n kroegdranklisensie wat voor 1 September 1978 vir die eerste keer verkry is, gehou word of geag word gehou te word kragtens die Drankwet, 1977 (Wet 87 van 1977),

(ii) in 'n akkommodasiebedryfsinrigting; of

(iii) by 'n spesiale funksie gehou ingevolge 'n tydelike dranklisensie uitgereik kragtens die Drankwet, 1977 (Wet 87 van 1977), deur—

(a) die dranklisensiehouer van 'n akkommodasiebedryfsinrigting, of

(b) die dranklisensiehouer van 'n kroeg wat voor 1 September 1978 vir die eerste keer gelisensieer is. Met dien verstande dat sodanige funksies uitsluitlik geleentheids- en toevallige ondernemings is en dat genoemde lisensiehouer sulke funksies nie hou as 'n hoof- of gereelde vorm van handelsbedrywighede nie en ook nie tot die voordeel van enige spyseniersorganisasie uitgesonderd die van genoemde lisensiehouer wat direk of indirek met hom geassosieer is nie.

“Drank- en Spyseniersbedryf” beteken die bedryf waarin werkgewers en werknemers met mekaar geassosieer is vir—

(a) die bedryf van 'n akkommodasie-onderneming waarvoor 'n dranklisensie (uitgesonderd 'n maaltyd-wyn-en-bierlisensie) kragtens die Drankwet, 1977, deur die werkgewer gehou word, en/of

(b) die verskaffing van voedsel en/of drank op persele waarvoor 'n kroegdranklisensie gehou word of geag word gehou te word kragtens die Drankwet, 1977, maar uitgesonderd enige nuwe kroeglisensie wat na 1 September 1978 uitgereik is of uitgereik kan word; en/of

Date on which application was lodged—17 October 1980

Interests and area in respect of which application is made—Black persons who are employees for the purposes of the Act and are employed—

(i) in the Tearoom, Restaurant and Catering Trade; and

(ii) in the Liquor and Catering Trade;

in the Republic of South Africa.

“Tearoom, Restaurant and Catering Trade”, without in any way limiting the ordinary meaning of the expression, means the trade in which employers and employees are associated for the purpose of supplying persons with meals and/or refreshments, including alcoholic or non-alcoholic liquor refreshments or other beverages, for partaking on or procurement from any permanent or temporary premises or outdoor facility, and includes such activities carried on in premises—

(a) used as public restaurants, fish-and-chip shops, cafés, tearooms, roadhouses and all take-away food outlets except where the preparation and/or supply of ready-to-consume food and/or refreshments takes place on or from the premises of an accommodation establishment, and

(b) in which or from which the activities herein referred to are carried on in respect of or in connection with any theatre, bioscope, bio-tearoom, drive-in cinema or other entertainment or function, subject to the Demarcation Determination published in Government Notice R 1414 dated 25 July 1975;

but shall not include activities carried on—

(i) in or from any establishment for which a bar liquor licence first obtained prior to 1 September 1978 is held or deemed to be held in terms of the Liquor Act, 1977 (Act 87 of 1977);

(ii) in an accommodation establishment; or

(iii) at a special function conducted under a temporary liquor licence issued in terms of the Liquor Act, 1977 (Act 87 of 1977), by—

(a) the liquor licensee of an accommodation establishment, or

(b) the liquor licensee of a bar first licensed prior to 1 September 1978. Provided that such functions are purely occasional and incidental undertakings and that the said licensee does not conduct such functions as a major or regular form of business nor to the benefit of any catering organisation other than that of the said licensee directly or indirectly associated with him

“Liquor and Catering Trade” means the trade in which employers and employees are associated for the purpose of—

(a) conducting an accommodation business in respect of which a liquor licence (other than a meal-time wine-and-malt licence) is held in terms of the Liquor Act, 1977, by the employer, and/or

(b) supplying food and/or liquor on premises in respect of which a bar liquor licence is held or deemed to be held in terms of the Liquor Act, 1977, but excluding any new bar licence which may be or may have been issued after 1 September 1978; and/or

(c) die verskaffing van drank vir buiteverbruik vanaf 'n perseel ten opsigte waarvan 'n buiteverkopevoorreg gehou word kragtens die Drankwet, 1977, en/of

(d) die verskaffing van voedsel en/of drank by 'n spesiale funksie, gehou ingevolge 'n tydelike dranklisensie uitgereik kragtens die Drankwet, 1977, deur—

(i) die dranklisensiehouer van 'n akkommodasiebedryfsinrigting, of

(ii) die dranklisensiehouer van 'n kroeg wat voor 1 September 1978 vir die eerste keer gelisensieer is.

Met dien verstande dat so 'n funksie 'n geleentheids- en toevallige onderneming is en dat genoemde lisensiehouer nie sodanige funksies bedryf as 'n hoof- of gereelde vorm van handelsbedrywighede nie en ook nie tot die voordeel van enige spyseniersorganisasie uitgesonderd dié van genoemde lisensiehouer wat direk of indirek met hom geassosieer is nie, en/of

(e) die bedryf, op die perseel van 'n akkommodasiebedryfsinrigting, van 'n verkooppunt vir eetklaar wegneem-etes en/of verversings, en/of

(f) die voorbereiding, op die perseel van 'n akkommodasiebedryfsinrigting, van eetklaar voedsel en/of verversings vir verkoop op ander persele. Met dien verstande dat die sake wat gedoen word in verband met die verkoop van sodanige kos en/of verversings op sodanige ander persele nie deur "Drank- en Spyseniersbedryf" gedek word nie

Vir die doeleindes van hierdie woordskrywing beteken "akkommodasiebedryfsinrigting" persele waarin of waarop die besigheid van die verskaffing van losies met of sonder een of meer maaltye beueryf word, maar sluit dit nie woonstelle in nie

Posadres van applikant—Posbus 7135, Johannesburg, 2000

Kantooradres van applikant.—Sewende Verdieping, York House, Kerkstraat 46, 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) moct gevolg word in verband met 'n beswaar wat ingedien word

D R. PRETORIUS, Assistent-nywerheidsregistrator.

(9 Januarie 1981)

(c) supplying liquor for off-consumption from premises in respect of which an off-sales privilege is held in terms of the Liquor Act, 1977, and/or

(d) supplying food and/or liquor at a special function conducted under a temporary liquor licence issued in terms of the Liquor Act, 1977, by—

(i) the liquor licensee of an accommodation establishment, or

(ii) the liquor licensee of a bar first licensed prior to 1 September 1978.

Provided that such function is an occasional and incidental undertaking and that the said licensee does not conduct such functions as a major or regular form of business nor to the benefit of any catering organisation other than that of the said licensee directly or indirectly associated with him, and/or

(e) conducting on the premises of an accommodation establishment a take-away food outlet for ready-to-consume food and/or refreshments, and/or

(f) preparing on the premises of an accommodation establishment ready-to-consume food and/or refreshments for sale on other premises. Provided that the business of selling such food and/or refreshments on such other premises shall not fall within the meaning of "Liquor and Catering Trade".

For the purpose of this definition "accommodation establishment" means premises in or upon which the business of supplying lodging with or without one or more meals is conducted, but does not include flats.

Postal address of applicant—P O Box 7135, Johannesburg, 2000

Office address of applicant—Seventh Floor, York House, 46 Kerk Street, Johannesburg

Attention is drawn to the following requirements 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.

D R. PRETORIUS, Assistant Industrial Registrar.

(9 January 1981)

Koop Nasionale Spaarsertifikate

Buy National Savings Certificates

KENNISGEWING 32 VAN 1981

WET OP NYWERHEIDSVERSOFNING, 1956
AANSOEK OM VERANDERING VAN DIE REGI-
STRASIEBESTEK VAN 'N VAKVERENIGING

Ek, Diederik Rudolph Pretorius, Assistent-nywerheidsregistrator, maak ingevolge artikel 4 (2) soos toegepas by artikel 7 (5) van bogenoemde Wet, hierby bekend dat 'n aansoek om die verandering van 'n registrasiebestek ontvang is van die African Transport Workers Union. Besonderhede van die aansoek word in onderstaande tabel verstrekk.

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 Mannekragbenutting, Ongevallegebou 449, Schoemanstraat 215, Pretoria (posadres Privaatsak X117, Pretoria 0001)

TABEL

Naam van vakvereniging — African Transport Workers Union

Datum waarop aansoek ingedien is — 20 Oktober 1980

Belange en gebied ten opsigte waarvan aansoek gedoen word — Swartes wat vir die doeleindes van die Wet werknemers is en in diens is in die Vervoeronderneming (Goedere) as—

(i) algemene werkers, motorvoertuigdrywers, laaiers en veiligheidsbeamptes in die landrostdistrik Durban en

(ii) algemene werkers, motorvoertuigdrywers, klerke, hyskraanoperateurs en takelaars in die landrostdistrik Pinetown.

"Vervoeronderneming (Goedere)" beteken die onderneming waarin werkgewers en werknemers met mekaar geassosieer is vir die vervoer van goedere teen huur of vergoeding deur middel van motorvervoer, en dit sluit in die vervoer van grond, gruis klip of sand wat vir verkoop bedoel is, hetsy sodanige vervoer teen huur of vergoeding geskied al dan nie

Posadres van applikant — Posbus 19, Johannesburg, 2000

Kantooradres van applikant — Sesde Verdieping, Cape York House, Jeppestraat 252, Johannesburg.

Die aandag word gevestig op onderstaande vereistes van artikels 4 en 7 van die Wet

(a) Die mate waarin 'n beswaarmakende vakvereniging verteenwoordigend is, word ingevolge artikel 4 (4), soos toegepas by artikel 7 (5) 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 artikel 4 (2) moet gevolg word in verband met 'n beswaar wat ingedien word.

D. R. PRETORIUS, Assistent-nywerheidsregistrator
(9 Januarie 1981)

NOTICE 32 OF 1981

INDUSTRIAL CONCILIATION ACT, 1956
APPLICATION FOR VARIATION OF SCOPE OF
REGISTRATION OF A TRADE UNION

I, Diederik Rudolph Pretorius, Assistant Industrial Registrar, do hereby, in terms of section 4 (2) as applied by section 7 (5) of the above-mentioned Act, give notice that an application for the variation of its scope of registration has been received from the African Transport Workers Union. 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 Utilisation, 449 Compensation House, 215 Schoeman Street, Pretoria (postal address Private Bag X117, Pretoria, 0001), within one month of the date of publication of this notice.

Name of trade union — African Transport Workers Union

Date on which application was lodged — 20 October 1980

Interests and area in respect of which application is made — Black persons who are employees for the purposes of the Act and are employed in the Transport Undertaking (Goods) as—

(i) general workers, vehicle drivers, loaders and security officers in the Magisterial District of Durban; and

(ii) general workers, vehicle drivers, clerks, crane operators and riggers in the Magisterial District of Pinetown

"Transport Undertaking (Goods)" means the undertaking in which employers and employees are associated for the transportation of goods by means of motor transport for hire or reward and includes the transportation of soil, gravel, stone or sand which is intended for sale, whether or not such transportation is performed for hire or reward.

Postal address of applicant — P O Box 19, Johannesburg, 2000

Office address of applicant — Sixth Floor, Cape York House, 252 Jeppe Street, Johannesburg

Attention is drawn to the following requirements of sections 4 and 7 of the Act

(a) The representativeness of any trade union which objects to the application shall in terms of section 4 (4) as applied by section 7 (5) 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 section 4 (2) must be followed in connection with any objection lodged

D. R. PRETORIUS, Assistant Industrial Registrar.
(9 January 1981)

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KENNISGEWING 32 VAN 1981

WET OP NYWERHEIDSVERSOENING, 1956
AANSOEK OM VERANDERING VAN DIE REGI-
STRASIEBESTEK VAN 'N VAKVERENIGING

Ek, Diederik Rudolph Pretorius, Assistent-nywerheidsregistrateur, maak ingevolge artikel 4 (2) soos toegepas by artikel 7 (5) van bogenoemde Wet, hierby bekend dat 'n aansoek om die verandering van sy registrasiebestek ontvang is van die African Transport Workers Union. 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 Mannekragbenutting, Ongevallegebou 449, Schoemanstraat 215, Pretoria (posadres Privaatsak X117, Pretoria, 0001).

TABEL

Naam van vakvereniging — African Transport Workers Union

Datum waarop aansoek ingedien is — 20 Oktober 1980

Belange en gebied ten opsigte waarvan aansoek gedoen word — Swartes wat vir die doeleindes van die Wet werknemers is en in diens is in die Vervoeronderneming (Goedere) as—

(i) algemene werkers, motorvoertuigdrywers, laaiers en veiligheidsbeamptes in die landdrostdistrik Durban, en

(ii) algemene werkers, motorvoertuigdrywers, klerke, hyskraanoperateurs en takelaars in die landdrostdistrik Pinetown.

“Vervoeronderneming (Goedere)” beteken die onderneming waarin werkgewers en werknemers met mekaar geassosieer is vir die vervoer van goedere teen huur of vergoeding deur middel van motorvervoer, en dit sluit in die vervoer van grond, gruis, klip of sand wat vir verkoop bedoel is, hetsy sodanige vervoer teen huur of vergoeding geskied al dan nie.

Posadres van applikant — Posbus 19, Johannesburg, 2000.

Kantooradres van applikant — Sesde Verdieping, Cape York House, Jeppestraat 252, Johannesburg

Die aandag word gevestig op onderstaande vereistes van artikels 4 en 7 van die Wet

(a) Die mate waarin 'n beswaarmakende vakvereniging verteenwoordigend is, word ingevolge artikel 4 (4), soos toegepas by artikel 7 (5), 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 artikel 4 (2) moet gevolg word in verband met 'n beswaar wat ingedien word

D R PRETORIUS, Assistent-nywerheidsregistrateur.
(9 Januarie 1981)

NOTICE 32 OF 1981

INDUSTRIAL CONCILIATION ACT, 1956
APPLICATION FOR VARIATION OF SCOPE OF
REGISTRATION OF A TRADE UNION

I, Diederik Rudolph Pretorius, Assistant Industrial Registrar, do hereby, in terms of section 4 (2) as applied by section 7 (5) of the above-mentioned Act, give notice that an application for the variation of its scope of registration has been received from the African Transport Workers Union. 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 Utilisation, 449 Compensation House, 215 Schoeman Street, Pretoria (postal address Private Bag X117, Pretoria, 0001), within one month of the date of publication of this notice

TABLE 7357 CG 7/1/81

Name of trade union — African Transport Workers Union

Date on which application was lodged — 20 October 1980

Interests and area in respect of which application is made — Black persons who are employees for the purposes of the Act and are employed in the Transport Undertaking (Goods) as—

(i) general workers, vehicle drivers, loaders and security officers in the Magisterial District of Durban; and

(ii) general workers, vehicle drivers, clerks, crane operators and riggers in the Magisterial District of Pinetown

“Transport Undertaking (Goods)” means the undertaking in which employers and employees are associated for the transportation of goods by means of motor transport for hire or reward and includes the transportation of soil, gravel, stone or sand which is intended for sale, whether or not such transportation is performed for hire or reward.

Postal address of applicant — P O Box 19, Johannesburg, 2000

Office address of applicant — Sixth Floor, Cape York House, 252 Jeppe Street, Johannesburg.

Attention is drawn to the following requirements of sections 4 and 7 of the Act

(a) The representativeness of any trade union which objects to the application shall in terms of section 4 (4) as applied by section 7 (5) 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 section 4 (2) must be followed in connection with any objection lodged.

D. R. PRETORIUS, Assistant Industrial Registrar.
(9 January 1981)

9/1/81

KENNISGEWING 12 VAN 1981

DEPARTEMENT VAN MANNEKRAG-
BENUTTING

WET OP NYWERHEIDSVERSOENING, 1956

AANSOEK OM VERANDERING VAN DIE REGI-
STRASIEBESTEK VAN 'N VAKVERENIGING

Ek, Diederik Rudolph Pretorius, Assistent-nywer-
heidsregistrateur, maak ingevolge artikel 4 (2) soos toe-
gepas by artikel 7 (5) van bogenoemde Wet, hierby
bekend dat 'n aansoek om die verandering van sy
registrasiebestek ontvang is van die Motor Transport
Workers' Union (South Africa) Besonderhede van die
aansoek word in onderstaande tabel verstrek

Enge geregistreerde vakvereniging wat teen die aan-
soek 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 Depart-
ment van Mannekragbenutting, Laboriagebou, hoek
van Paul Kruger- en Schoemanstraat, Pretoria (pos-
adres Privaatsak X117, Pretoria, 0001).

TABEL

Naam van vakvereniging.—Motor Transport Wor-
kers' Union (South Africa)

Datum waarop aansoek ingedien is—20 Oktober
1980

*Belange en gebied ten opsigte waarvan aansoek
gedoen word*—Blankes wat vir die doeleindes van die
Wet werknemers is en in diens is as busdrywers, vrag-
motordrywers, paneelwadywers, chauffeurs en leer-
lingdrywers in die Motorvervoeronderneming (Goedere)
in die landdrostdistrik Durban.

Posadres van applikant—Posbus 19, Johannesburg,
2000

Kantooradres van applikant.—6de Verdieping, Cape
York House, Jeppestraat 252, Johannesburg

Die aandag word gevestig op onderstaande vereistes
van artikels 4 en 7 van die Wet

(a) Die mate waarin 'n beswaarmakende vak-
vereniging verteenwoordigend is, word ingevolge artikel
4 (4), soos toegepas by artikel 7 (5), bepaal volgens die
fette soos hulle bestaan het op die datum waarop die
aansoek ingedien is, en wat die lidmaatskap betref,

135 150

98 7357 NOTICE 12 OF 1981

DEPARTMENT OF MANPOWER UTILISATION

INDUSTRIAL CONCILIATION ACT, 1956

APPLICATION FOR VARIATION OF SCOPE OF
REGISTRATION OF A TRADE UNION

I, Diederik Rudolph Pretorius, Assistant Industrial
Registrar do hereby, in terms of section 4 (2) as applied
by section 7 (5) of the above-mentioned Act, give notice
that an application for the variation of its scope of
registration has been received from the Motor Trans-
port Workers' Union (South Africa) 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 Department of Manpower Utilisation,
Laboria Buildings, corner of Paul Kruger and Schoeman
Streets, Pretoria (postal address Private Bag X117,
Pretoria, 0001), within one month of the date of publi-
cation of this notice

TABLE

Name of trade union—Motor Transport Workers'
Union (South Africa)

Date on which application was lodged—20 October
1980

*Interests and area in respect of which application is
made*—White persons who are employees for the pur-
pose of the Act and are employed as bus drivers, lorry
drivers, van drivers, chauffeurs and learners in the
Motor Transport Undertaking (Goods) in the Magis-
terial Districts of Durban

Postal address of applicant—P.O. Box 19, Johannes-
burg, 2000.

Office address of applicant.—6th Floor, Cape York
House, 252 Jeppe Street, Johannesburg

Attention is drawn to the following requirements of
sections 4 and 7 of the Act:

(a) The representativeness of any trade union which
objects to the application shall in terms of section 4 (4)
as applied by section 7 (5) 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

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STAATSKOERANT, 9 JANUARIE 1981

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 artikel 4 (2) moet
gevolg word in verband met 'n beswaar wat ingedien
word

D R PRETORIUS, Assistent-nywerheidsregistrateur
(9 Januarie 1981)

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 section 4 (2) must be
followed in connection with any objection lodged

D. R. PRETORIUS, Assistant Industrial Registrar.
(9 January 1981)

KENNISGEWING 49 VAN 1981

WET OP NYWERHEIDSVERSOENING,
1956

AANSOEK OM VERANDERING VAN DIE REGI-
STRASIEBESTEK VAN 'N VAKVERENIGING

Ek, Diederik Rudolph Pretorius, Assistent-nywerheidsregistrateur, maak ingevolge artikel 4 (2), soos toegepas by artikel 7 (5) van bogenoemde Wet, hierby bekend dat 'n aansoek om die verandering van sy registrasiebestek ontvang is van die National Union of Laundering, Cleaning and Dyeing Workers. Besonderhede van die aansoek word in onderstaande tabel verstrekk.

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 Mannekragbenutting, Ongevallegebou 449, Schoemanstraat 215, Pretoria (posadres Privaatsak X117, Pretoria, 0001).

TABEL

Naam van vakvereniging—National Union of Laundering, Cleaning and Dyeing Workers

Datum waarop aansoek ingedien is—22 Oktober 1980.

Belange en gebied ten opsigte waarvan aansoek gedoen word—Gekleundes wat vir die toepassing van die Wet werknemers is en in diens is in die Wassery-, Droogskoonmaak- en Kleurbedryf in die landdrostdistrik Johannesburg.

“Wassery-, Droogskoonmaak- en Kleurbedryf” beteken, sonder om die gewone betekenis van die uitdrukking enigsins te beperk, die bedryf waarin werkgewers en werknemers met mekaar geassosieer is vir die was en stryk, skoonmaak, kleur of heelmaak, of die verkryging vir die was en stryk, skoonmaak, kleur of heelmaak van artikels volgens die bestelling van klante, insluitende enige werkzaamheid, funksie of diens wat uitgevoer of gelewer word wat daarmee in verband staan of daaruit voortspruit, maar sluit nie die kleur van pelse in nie.

Belange en gebied ten opsigte waarvan registrasie gehou word—Gekleurdes wat in diens is in die Wassery-, Droogskoonmaak- en Kleurbedryf, soos hierbo omskryf, in die landdrostdistrik Johannesburg (uitgesonderd die gedeeltes wat voor die publikasie van onderskeidelik Goewermentskennisgewing 1728 van 16 Augustus 1946, 2448 van 3 Desember 1954, 521 van 18 Maart 1955, 1383 van 11 September 1964 en 1618 van 2 Oktober 1970 binne die landdrostdistrik Roodepoort-geval het)

Posadres van applikant—Posbus 9478, Johannesburg, 2000

Kantooradres van applikant—Gemstone House, hoek van Rockey- en Sherwellstraat, Doornfontein, 2094

Die aandag word gevestig op onderstaande vereistes van artikels 4 en 7 van die Wet

(a) Die mate waarin 'n vakvereniging wat teen die aansoek beswaar maak, verteenwoordigend is, word ingevolge artikel 4 (4), soos toegepas by artikel 7 (5), 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

NOTICE 49 OF 1981

INDUSTRIAL CONCILIATION ACT, 1956

APPLICATION FOR VARIATION OF SCOPE OF
REGISTRATION OF TRADE UNION

I, Diederik Rudolph Pretorius, Assistant Industrial Registrar, do hereby, in terms of section 4 (2) as applied by section 7 (5) of the above-mentioned Act, give notice that an application for the variation of its scope of registration has been received from the National Union of Laundering, Cleaning and Dyeing 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 Utilisation 449 Compensation House, 215 Schoeman Street, Pretoria (postal address Private Bag X117, Pretoria, 0001), within one month of the date of publication of this notice

TABLE 157

Name of trade union—National Union of Laundering, Cleaning and Dyeing Workers

Date on which application was lodged—22 October 1980

Interests and area in respect of which application is made—Coloured persons who are employees for the purposes of the Act and are employed in the Laundry, Dry-Cleaning and Dyeing Trade in the Magisterial District of Johannesburg

“Laundry, Dry-Cleaning and Dyeing Trade” means without in any way limiting the ordinary meaning of the expression, the trade in which employers and employees are associated for the purpose of laundering, cleaning, dyeing or mending, or the procuring for laundering, cleaning, dyeing or mending, of articles to the order of customers, including any operation, function or service performed or rendered incidentally thereto or consequent thereon, but excluding the dyeing of fur pelts

Interests and area in respect of which registration is held—Coloured persons employed in the Laundry, Dry-Cleaning and Dyeing Trade as defined above, in the Magisterial District of Johannesburg (excluding those portions which prior to the publication of Government Notices 1728 of 16 August 1946, 2448 of 3 December 1954, 521 of 18 March 1955, 1383 of 11 September 1964 and 1618 of 2 October 1970, respectively, fell within the Magisterial District of Roodepoort)

Postal address of applicant—P.O. Box 9478, Johannesburg, 2000

Office address of applicant—Gemstone House, corner of Rockey and Sherwell Streets, Doornfontein, 2094

Attention is drawn to the following requirements of section 4 and 7 of the Act

(a) The representativeness of any trade union which objects to the application shall in terms of section 4 (4) as applied by section 7 (5) 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) Die prosedure voorgeskryf by artikel 4 (2) moet gevolg word in verband met 'n beswaar wat ingedien word.

D. R. PRETORIUS, Assistent-nywerheidsregistrateur.
(16 Januarie 1981)

(b) The procedure laid down in section 4 (2) must be followed in connection with any objection lodged

D. R. PRETORIUS, Assistant Industrial Registrar
(16 January 1981)

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KENNISGEWING 48 VAN 1981

WET OP NYWERHEIDSVERSOENING,
1956

AANSOEK OM VERANDRING VAN DIE REGI-
STRASIEBESTEK VAN 'N VAKVERENIGING

Ek, Diederik Rudolph Pretorius, Assistent-nywer-
heidsregisstrateur, maak ingevolge artikel 4 (2) soos
toegepas by artikel 7 (5) van bogenoemde Wet, hierby
bekend dat 'n aansoek om die verandering van sy
registrasiebestek ontvang is van die National Union of
Furniture and Allied Workers' of South Africa. Beson-
derhede van die aansoek word in onderstaande tabel
verstrekk.

Enige geregistreerde vakverenigings wat teen die aan-
soek 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 Depart-
ement van Mannekragbenutting, Ongevallegebou,
Schoemanstraat 215, Pretoria (posadres Privaatsak
X117, Pretoria, 0001).

TABEL

Naam van vakvereniging—National Union of Fur-
niture and Allied Workers' of South Africa

Datum waarop aansoek ingedien is—24 November
1980

*Belange en gebied ten opsigte waarvan aansoek
gedoen word*—Alle persone wat werknemers is vir die
doeleindes van die Wet en wat in diens is in—

- (i) die Meubelnywerheid,
- (ii) die Houtverwerkingsnywerheid, en/of
- (iii) die Laaghoutnywerheid,

in die Republiek van Suid-Afrika

“Meubelnywerheid” beteken, sonder om die gewone
betekenis van die uitdrukking enigszins te beperk, die
nywerheid waarin werkgewers en werknemers met
mekaar geassosieer is vir die vervaardiging, hetsy in die
geheel of gedeeltelik, van alle tipes meubels afgesien van
die materiaal wat gebruik word, en dit sluit die volgende
werksaamhede in: Heelmaak-, stoffeer-, herstoffeer-,
beits-, spuit- of poleerwerk en/of herpoleerwerk, die
maak van los oortreksels en/of stoelkussings en/of die
sny en/of pas van gordyne en/of die maak en/of die
heelmaak van raamveermatrasse en/of rame vir stof-
feerwerk, houtmasjienwerk, fineerwerk, houtdraaiwerk,
houtsnywerk in verband met die vervaardiging en/of
heelmaak van meubels, poleer- en/of herpoleerwerk

NOTICE 48 OF 1981

16/1/81 INDUSTRIAL CONCILIATION ACT, 1956 (151)
APPLICATION FOR VARIATION OF SCOPE OF
REGISTRATION OF A TRADE UNION

I, Diederik Rudolph Pretorius, Assistant Industrial
Registrar, do hereby, in terms of section 4 (2) as
applied by section 7 (5) of the above-mentioned Act,
give notice that an application for the variation of its
scope of registration has been received from the Na-
tional Union of Furniture and Allied Workers' of South
Africa. 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 writ-
ing with me, c/o the Department of Manpower Uti-
lisation, Compensation House, 215 Schoeman Street,
Pretoria (postal address Private Bag X117, Pretoria,
0001), within one month of the date of publication
of this notice.

TABLE

Name of trade union—National Union of Furni-
ture and Allied Workers' of South Africa

Date on which application was lodged—24 Novem-
ber 1980

*Interests and area in respect of which application
is made*—All persons who are employees for the pur-
poses of the Act and are employed in—

- (i) the Furniture Manufacturing Industry,
- (ii) the Woodworking Industry, and/or
- (iii) the Plywood Industry,

in the Republic of South Africa

“Furniture Manufacturing Industry” means, without
in any way limiting the ordinary meaning of the
expression, the industry in which employers and
employees are associated for the manufacture, either
in whole or in part, of all types of furniture, irrespec-
tive of the materials used, and includes the following
operations: Repairing, upholstery, re-upholstery,
staining, spraying or polishing and/or repolishing,
the making of loose covers and/or cushions and/or
the cutting and/or sewing and/or fitting of curtains
and/or the making and/or repairing of box spring
mattresses and/or frames for upholstery, wood
machining, veneering, wood turning, carving in con-
nection with the manufacture and/or repair of furni-
ture, the polishing and/or repolishing of pianos or

aan klaviere, of die vervaardiging van en/of beits-en/of spuit- en/of poleerwerk en/of herpoleerwerk aan meubels vir teekamers, kantore, kerke, skole, kroeë of teaters, en kabinette vir musiekinstrumente en radio- of draadloos- of televisiekabinette, en sluit in die vervaardiging van alle tipes meubels vir huishoudelike doeleindes asook die vervaardiging van orrels en biljarttafels uit hout, en/of die vervaardiging van yskaste en sluit in die vervaardiging van of prosesse vir die vervaardiging van beddegoed, wat so omskryf en uitgelê moet word dat dit alle soorte matrassse, veermatrassse, bo-matrassse, kopkussings, peule en stoelkussings insluit, en ook die werksaamhede wat uitgevoer word op alle persele waar houtmasjienwerk, houtdraaiwerk en/of houtsnijwerk uitgevoer word in verband met die vervaardiging van meubels, en ook nog heelmaak, herstofteer- of herpoleerwerk aan meubels in of in verband met bedryfsinrigtings waarin die voorbereiding van 'n meubelstuk of in sy geheel of gedeeltelik uitgevoer word en die fineerwerk aan deure van gelamelleerde blokbord of laaghout wat vir meubels gebruik word en alle gedeeltes van materiaal wat by die vervaardiging van meubels en die vervaardiging van stoep-, tuin- en kampeermeubels gebruik word maar uitgesonderd beide die vervaardiging van artikels wat hoofsaaklik van biesies, gras en/of rottang gemaak is, en die vervaardiging van metaalmeubels, met inbegrip van die vervaardiging van metaalkatels.

"Houtverwerkingsnywerheid" beteken die nywerheid waarin werkgewers en werknemers met mekaar geassosieer is vir die kloof, opsny, saag, skaaf of enige ander werkzaamheid in die verwerking van stompe tot timmerhout vir balke, planke, ru-balke, mynstutte of dwarslêers of ander standaardvorms en die vervaardiging van dose, duie pakmatte, panne en kratte en ander artikels wat van hout gemaak word, die plant en versorging van bome en die vel daarvan en sluit in alle werk-saamhede wat daarmee in verband staan, maar sluit nie in die vervaardiging van laaghout, lamelbord en blokbord en meubels en skrynwerk.

"Laaghoutnywerheid" beteken die nywerheid waarin werkgewers en werknemers met mekaar geassosieer is vir die vervaardiging van een of meer van die volgende produkte; laaghout, fineersels, fineerbord, lamelbord, blokbord, spaanderbord, kiste of enige ander soortge-lyke produkte waarvan hout die hoofkomponent is, en sluit in alle werk-saamhede wat in verband staan met of voortspruit uit enige van genoemde werk-saamhede

Posadres van applikant.—Posbus 2040, Johannesburg, 2000

Kantooradres van applikant.—Vierde Verdieping, Meubelsentrum, hoek van Kerk- en Mooistraat, Johannesburg

Die aandag word gevestig op onderstaande vereistes van artikels 4 en 7 van die Wet—

(a) Die mate waarin 'n beswaarmakende vakverenigings verteenwoordigend is, word ingevolge artikel 4 (4), soos toegepas by artikel 7 (5), 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 artikel 4 (2) moet gevolg word in verband met 'n beswaai wat ingedien word.

D. R. PRETORIUS, Assistent-nywerheidsregistrateur.
(16 Januarie 1981)

the manufacture and/or staining and/or spraying and/or polishing and/or repairing of tearoom, office, church, school, bar or theatre furniture and cabinets for musical instruments and radio or wireless or television cabinets, and includes the manufacture of all types of furniture for domestic purposes as well as the manufacture from wood of organs, billiard tables and/or refrigerators, and includes the manufacture or processes in the manufacture of bedding, the definition and interpretation of which shall include all types of mattresses, spring mattresses, overlays, pillows, bolsters and cushions, including the activities carried on any premises where wood machining, wood turning and/or carving in connection with the manufacture of furniture are carried on, including further the repairing, re-upholstering or repolishing of furniture in or in connection with establishments in which the preparation of any article of furniture either in whole or in part is carried on and the veneering of laminated blockboard or plywood doors used for furniture and all parts of materials used in the manufacture of furniture and the manufacture of stoep, garden and camp furniture, but excluding both the manufacture of articles made principally of wicker, grass and/or cane and the manufacture of metal furniture including the manufacture of metal bedsteads

"Woodworking Industry" means the industry in which employers and employees are associated for the purpose of splitting, cutting up, sawing, planing or any other operation in the reduction of timber from logs to beams, planks, baulks, mine props or sleepers or other standard forms and the manufacture of boxes, shooks, packmats, trays and crates and other articles made of wood, the planting and care of trees and the felling thereof, and includes all operations incidental thereto, but does not include the manufacture of plywood, laminated board and block board and furniture and joinery

"Plywood Industry" means the industry in which employers and employees are associated for the purpose of manufacturing any one or more of the following products, namely plywood, veneers, veneered boards, laminated boards, block boards, chip boards, coffins or any other similar products of which wood forms the main component, and includes all operations incidental to or consequent on any of the aforesaid activities

Postal address of applicant—P O Box 2040, Johannesburg, 2000

Office address of applicant—Fourth Floor, Meubelsentrum, corner of Kerk and Mooi Streets, Johannesburg

Attention is drawn to the following requirements of sections 4 and 7 of the Act

(a) The representativeness of any trade union which objects to the application shall in terms of section 4 (4) as applied by section 7 (5) 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 section 4 (2) must be followed in connection with any objection lodged

D. R. PRETORIUS Assistant Industrial Registrar
(16 January 1981)

Beskrywing	Doenereg
(d) Trekkers, met agter- en voorwiel aandrywing:	
(i) Wat 'n binnebrandsuiering met 'n kubieke verplasing van 2 000 cm ³ of meer maar hoogstens 7 000 cm ³ insluit, met 'n aksynswaarde van hoogstens R30 000	40%
(ii) Wat 'n binnebrandsuiering met 'n kubieke verplasing van 2 000 cm ³ of meer maar hoogstens 7 000 cm ³ insluit, met 'n aksynswaarde van meer as R30 000 elk	40% min een per sent vir elke R300, of deel daarvan, bo 'n aksynswaarde van R30 000 elk
(iii) Wat 'n binnebrandsuiering met 'n kubieke verplasing van meer as 7 000 cm ³ insluit, met 'n aksynswaarde van hoogstens R30 000 elk	20%
(vi) Wat 'n binnebrandsuiering met 'n kubieke verplasing van meer as 7 000 cm ³ insluit, met 'n aksynswaarde van meer as R30 000 elk	40% min een per sent vir elke R300, of deel daarvan, bo 'n aksynswaarde van R30 000 elk, met 'n maksimum van 20%

(RHN-verw T5/2/16/2/3)

Voorstel deur die Raad van Handel en Nywerheid, Privaatsak X342, Pretoria, 0001

Kyk Algemene Kennisgewing 6 van 2 Januarie 1981 vir Lys 1/81.

(16 Januarie 1981)

Description	Customs duty
(d) Tractors, with rear and front wheel drive	
(i) Incorporating an internal combustion piston engine with a cubic displacement of 2 000 cm ³ or more but not exceeding 7 000 cm ³ , of an excise value not exceeding R30 000	40%
(ii) Incorporating an internal combustion piston engine with a cubic displacement of 2 000 cm ³ or more but not exceeding 7 000 cm ³ , of an excise value exceeding R30 000	40% less one per cent for each R300 or part thereof in excess of an excise value of R30 000 each
(iii) Incorporating an internal combustion piston engine with a cubic displacement exceeding 7 000 cm ³ of an excise value not exceeding R30 000	20%
(iv) Incorporating an internal combustion piston engine with a cubic displacement exceeding 7 000 cm ³ , of an excise value exceeding R30 000	40% less one per cent for each R300 or part thereof in excess of an excise value of R30 000 each, with a maximum of 20%

(BTI Ref T5/2/16/2/3)

Proposal by the Board of Trade and Industries, Private Bag X342, Pretoria, 0001.

For List 1/81 see General Notice 6 dated 2 January 1981

(16 January 1981)

KENNISGEWING 41 VAN 1981

DEPARTEMENT VAN MANNEKRAG-BENUTTING

WET OP NYWERHEIDSVERSOENING, 1956

AANSOEK OM REGISTRASIE VAN 'N VAKVERENIGING

Ek, Diederik Rudolph Pretorius, Assistent-Nywerheidsregistrator, maak ingevolge artikel 4 (2) van bogenoemde Wet hierby bekend dat 'n aansoek om registrasie as 'n vakvereniging ontvang is van die Building Construction and Allied Workers Union 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, pa die Departement van Mannekragbenutting, Ongevallegebou 449, Schoemanstraat 215, Pretoria (posadres Privaatsak X117, Pretoria, 0001).

TABEL

Naam van vakvereniging.—Building Construction and Allied Workers Union.

Datum waarop aansoek ingedien is.—29 Oktober 1980.

Belange en gebied ten opsigte waarvan aansoek gedoen word.—Swartes wat vir die doeleindes van die Wet werknemers is en in die volgende nywerhede in diens is, met uitsondering van werk wat deur plaaslike owerheid en die Suid-Afrikaanse Spoorweg- en Houtwag- en -traasie in sodanige nywerhede verrig word:

—Swarternywerheid.

—Swarternywerheid.

—Swarternywerheid.

NOTICE 41 OF 1981

DEPARTMENT OF MANPOWER UTILISATION

INDUSTRIAL CONCILIATION ACT, 1956

APPLICATION FOR REGISTRATION OF A TRADE UNION

I, Diederik Rudolph Pretorius, Assistant Industrial Registrar, do hereby, in terms of section 4 (2) of the above-mentioned Act, give notice that an application for registration as trade union has been received from the Building Construction and Allied Workers Union

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 Utilisation, 449 Compensation House, 215 Schoeman Street, Pretoria (postal address Private Bag X117, Pretoria, 0001), within one month of the date of publication of this notice

TABLE

Name of trade union—Building Construction and Allied Workers Union

Date on which application was lodged.—29 October 1980

Interests and area in respect of which application is made.—Black persons who are employees for the purpose of the Act and are engaged in the following industries, excluding work performed by local authorities and the South African Railways and Harbours Administration in such industries

Building Industry.

Cement Manufacturing Industry.

Cement Products Industry.

Civil Engineering Industry.

Ceramics Industry.

Swaarklei- en Verwante Produktenywerheid.
Padmaakbedryf.
Klipvergruisingsnywerheid

(1) "Bounywerheid", sonder om die gewone betekenis van die uitdrukking enigerwyse te beperk, beteken die nywerheid waarin werkgewese en werknemers met mekaar geassosieer is met die doel om geboue en bouwerke op te rig, te voltooi, op te knap, te herstel, in stand te hou of te verbou, en dit omvat alle werk wat verrig word deur persone wat in genoemde Nywerheid betrokke is by ondergenoemde ambagte of onderverdelings daarvan

Asfaltwerk
Messelwerk.
Lakpoelerwerk
Beglasing
Skrynwerk.
Ruit-in-loodwerk.
Klipmesselwerk.
Metaalwerk.
Verfwerk
Pleisterwerk
Loodgieterswerk.
Winkel-, kantoor en bankuittustingwerk.
Staalwapening en/of staalkonstruksie.
Houtwerk

Asfaltwerk sluit in die bedekking van vloere, plat- en/of staandakke, die waterdigting of vogdigting van kelders of fondamente, hetsy met bereide rolle dakbedekking of asfaltplate met geglasuurde of nie-geglasuurde oppervlakke of nie, en afgesien daarvan of teer, macadam, neuchatel, limmer of enige ander tipe soliede of halfsoliede asfalt, mastik of emulsie-asfalt of bitumen wat of warm of koud op sodanige dak, vloer, kelder of fondament aangebring word, gebruik word of nie

Messelwerk sluit in betonwerk en die aanbring van betonblokke, blaaie of -plate, die aanbring van teels aan mure en vloere, voegwerk aan steenwerk, voegstryking, plaveiwerk, mosaiekwerk, voorwerk met leiklip, met marmer en met komposiemateriaal, riool-aanlegwerk, leiklipwerk, pandekking en sementkalfaatwerk aan erdepypriole

Lakpoelerwerk sluit in poleerwerk met 'n kwas of kussinkie en bespuiting met 'n komposiestof

Beglasing sluit in die sny en/of aanbring van alle soorte glas of dergelike materiaal in sponnings in hout- of metaaldeure, -vensters, -rame of dergelike vaste toebehore, en alle werksaamhede wat daarmee in verband staan

Skrynwerk sluit in die aanbring van alle houttoebehore en die vervaardiging van alle skrynwerkartikels wat met sodanige toebehore in verband staan, afgesien daarvan of die persoon wat sodanige artikels vervaardig of berei het, die aanbringwerk in die gebou of bouwerk doen of nie, asook rakkaste, kombuiskaste of ander kombuistoehore wat as 'n permanente deel van die gebou aangebring word

Ruit-in-loodwerk sluit in die vervaardiging en/of aanbring van ruite in lood en/of ander metaal en van reklameborde (uitgesonderd die elektriese toebehore wat daarmee in verband staan) en die beglasing wat daarop betrekking het

Klipmesselwerk sluit in klipkan- en klipbouwerk (ook die kap van klippe vir en die bou van sier- en monumentklipwerk), betonwerk en die aanbring of bou van voorafgegiete of kunsklip of kunsmarmer, plaveiwerk, mosaiekwerk, voegstryking, muur- en vloerteelwerk, die bediening van 'n Mall en Biax- of dergelike tipe verplaasbare spinner, buigsame sny-, afwerk- en

Heavy Clay and Allied Products Industry.
Roadmaking Industry.
Stonecrushing Industry.

(1) "Building Industry" means, without in any limiting the ordinary meaning of the expression, industry in which employers and employees are associated for the purpose of erecting, completing, repairing, maintaining or altering buildings, structures, and includes all work executed or carried out by persons therein, who are engaged in the following trades or subdivisions thereof

Asphalting.
Bricklaying.
French polishing
Glazing.
Joinery.
Lead-light making.
Masonry.
Metal work.
Painting
Plastering.
Plumbing
Shop, office and bank fitting
Steel reinforcing and/or steel construction.
Woodworking.

Asphalting includes covering floors, flat and/or pitched roofs, waterproofing or damp proofing of basements or foundations, whether or not with prepared roll roofing or asphalt sheeting having glazed or unglazed surfaces, whether or not using tar, macadam, neuchatel, limmer or any other type of solid or semi-asphalt, mastic or emulsified asphalts or bitumen applied either hot or cold to such roofs, floors, basements or foundations

Bricklaying includes concreting and the fixing of concrete blocks, slabs or plates, tiling of walls and floors, jointing of brickwork, pointing, paving, mosaic facing work in slate, in marble and in composition, drainlaying, slating, roof tiling and cement caulking earthenware drains.

French polishing includes polishing with a buff pad, and spraying with any composition.

Glazing includes the cutting and/or fixing of all kinds of glass or other like products into rebates for use in wood or metal doors, windows, frames or like structures and all operations incidental thereto

Joinery includes the fixing of all wooden fittings and the manufacture of all articles of joinery incidental thereto, such fittings, whether or not the fixing in the building or structure is done by the person making or preparing the article used, as well as cupboards, kitchen drawers or other kitchen fixtures which accrue to the building as a permanent portion thereof.

Lead-light making includes the manufacture and the fixing of lead and/or other metal lights and signs (excluding electrical fittings incidental thereto), and the glazing relating thereto

Masonry, includes stone cutting and building (including the cutting and building of ornamental and monumental stone work), concreting and the fixing or setting of pre-cast or artificial stone or marble, paving, mosaic work, pointing, wall and floor tiling, operating a Mall and Biax or similar type of portable spinning flexible cutting, finishing and other stone work

ander klipwerkmasjinerie, uitgesonderd klippoleermasjinerie en die skerpmak van klipwerkgereedskap, afgesien daarvan of die persoon wat sodanige artikel vervaardig of berei het, die aanbringwerk in die gebou of bouwerk doen of nie.

Metaalwerk sluit in die aanbring van staalplafonne, metaalvensters, metaaldeure, siermetaalwerk, metaalrame en metaaltrappe, boumetaalwerk, die vervaardiging en/of aanbring van getrokke metaal en plaat en uitgedrukte metaal, afgesien daarvan of die persoon wat sodanige artikel vervaardig of berei het, die aanbringwerk in die gebou of bouwerk doen of nie.

Verfwerk sluit in versierwerk, muurplakwerk, beglasing, distemperwerk, afwit- en kleurkalkwerk, beitswerk, verniswerk, greinering en marmering en bespuiting, spuitverfwerk, letterskilderwerk en muurversiering, die gebruik van teer en die produkte daarvan, asook skuurwerk en alle werk ter voorbereiding vir die werksaamhede soos voornoem, die afskuur van mure en houtwerk, die opvul van barste in mure en die aanbring van stopverf in houtwerk.

Pleisterwerk sluit in boetseerwerk, modelleerwerk, die maak van vorms, die aanbring van voorwerk in vorms vir stortsele, die maak en aanbring van pleisterbordplafonne en vesel- of ander komposisiepleister, granolitiese, terasso- en komposisievloerwerk, komposisiemuurbedekking, en die poleerwerk daaraan, die bediening van 'n Mall en Biax- of dergelike tipe verplaasbare spinner, buigsame sny- en afwerkmasjien, voorafgegiete of kunsklipwerk, muur- en vloerteelwerk, plavei- en mosaiekwerk, plaatgaaswerk, akoestiekspuitwerk en alle prosesse wat in verband staan met die voltooiing van plafonne en mure, afgesien daarvan of die persoon wat sodanige artikel vervaardig of berei het, die aanbringwerk in die gebou of bouwerk doen of nie.

Loodgieterswerk sluit in sweissoldeerwerk en sweiswerk, loodlaswerk, gasaanlegwerk, sanitêre en huisingenieurswerk, rioolaanlegwerk, kalfaaswerk, ventileerwerk, verwarmingswerk, die aanlê van warm en koue water, brandweerinstantiasie en die vervaardiging en aanbring van alle plaatmetaalwerk, afgesien daarvan of die persoon wat sodanige artikel vervaardig of berei het, die aanbringwerk in die gebou of bouwerk doen of nie.

Winkel-, kantoor- en bankuitrustingswerk sluit in die vervaardiging en/of aanbring van winkelfronte, vensterafkortings, uitstallaste, toonbankskerms en binnehuise los en vaste toebehore.

Staalwapening en/of staalkonstruksie sluit in die aanbring van alle klasse staal- of ander metaalsuile, lêers, staalbalke, plaatmetaal of metaal in enige ander vorm wat deel van 'n gebou of bouwerk uitmaak.

Houtwerk sluit in timmerwerk, fineerpaneelwerk en die polering en skuur daarvan, houtwerk, masjienwerk, draaiwerk, houtsnijwerk, die aanbring van gegolfdesinkplate, klank- en akoestiek materiaal, kurk- en asbesisolasië, houtdraaiwerk, komposisieplafonne en -muurbedekking, die boor van gate en die aanbring van proppe in mure, die bedekking van houtwerk met metaal, blokkies- en ander vloerwerk, met inbegrip van hout, linoleum, rubberkomposisie, asfaltiese vloerbedekking of kurk, met inbegrip van die afskuur daarvan, die bediening van 'n Mall en Biax- of dergelike tipe verplaasbare spinner, buigsame sny-, afwerk en poleermasjien, bekisting en/of die bereiding van vorms vir beton, afgesien daarvan of die persoon wat sodanige artikel vervaardig of berei het, die aanbringwerk in die gebou of bouwerk doen of nie. Met dien verstande dat as linoleum gelê word deur die verskaffer

machinery other than stone polishing machinery and the sharpening of masons' tools, whether or not the fixing in the building or structure is done by the person making or preparing the article used.

Metal work, includes the fixing of steel ceilings, metal windows, metal doors, builders' smith work, metal frames and metal stairs and architectural metal work, the manufacture and/or fixing of drawn metal and sheet and extruded metal, whether or not the fixing in the building or structure is done by the person making or preparing the article used.

Painting, includes decorating, paper-hanging, glazing, distemping, lime and colour washing, staining, varnishing, graining and marbling and spraying, spray painting, signwriting and wall decorating, the use of tar and its products as well as sandpapering and all work preparatory to the above-mentioned operations, sandpapering of walls and woodwork, filling cracks in walls and puttying of woodwork.

Plastering includes modelling, model making, mould making, fixing of casts to moulds, making and fixing plasterboard ceilings and fibrous plaster or other compositions, granolithic, terrazzo and composition floor-laying, composition wall covering and polishing, operating a Mall and Biax or similar type of portable spinner, flexible cutting and finishing machine, pre-cast or artificial stone work, wall and floor tiling, paving and mosaic work, metal lathing, acoustic spraying and all processes incidental to the completion of ceilings and walls, whether or not the fixing in the building or structure is done by the person making or preparing the article used.

Plumbing includes brazing and welding, lead burning, gas fitting sanitary and domestic engineering, drain-laying, caulking, ventilating, heating, hot and cold water fitting, fire installation and the manufacture and fitting of all sheet metal work, whether or not the fixing in the building or structure is done by the person making or preparing the article used.

Shop, office and bank fitting includes the manufacture and/or fixing of shop fronts, window enclosures, show cases, counter screens and interior fittings and fixtures.

Steel reinforcing and/or steel construction includes the fixing of all classes of steel or other metal columns, girders, steel joists, sheeting or metal in any form which forms part of a building or structure.

Woodworking includes carpentry, veneer panelling, polishing and sandpapering of veneer panelling, wood-working, machining, turning, carving, fixing of corrugated iron, sound and acoustic material, cork and asbestos insulation, woodlathing, composition ceiling and wall covering, drilling and plugging of walls, covering of woodwork with metal, block and other flooring, including wood, linoleum, rubber composition, asphalt-based floor coverings or cork, including the sandpapering of same, operating a Mall and Biax or similar type of portable spinner, flexible cutting, finishing and polishing machine, shuttering and/or preparation of forms or moulds for concrete, whether or not the fixing in the building or structure is done by the person making or preparing the article used. Provided that the laying of linoleum by a supplier whose

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daarvan, wie se vernaamste besigheid in die Kommerisiele Distribusiebedryf is, dit uitgesluit word van hierdie omskrywing wanneer sodanige lêwerk iets bykomstigs is by die verkoop van sodanige linoleum en geen deel van die regstreekse koste van die klant uitmaak nie.

(ii) "Sementnywerheid" beteken die nywerheid waarin werkgewers en werknemers met mekaar geassosieer is vir—

(a) die vervaardiging van sement of gips;

(b) die uitgrawe, win of produksie van enige materiaal wat gebruik word vir die vervaardiging van enige van die goedere genoem in paragraaf (a) indien uitgevoer deur werkgewers wat by sodanige vervaardiging betrokke is;

en dit omvat alle werksaamhede wat met enige van voornoemde bedrywighede in verband staan of daaruit voortspruit, maar dit sluit nie die werksaamhede in nie van werknemers wat in diens is op persele wat nie deel vorm van of nie aangrensend is aan persele waar enige van die bedrywighede gemeld in (a) en (b) verrig word nie.

(iii) "Sementproduktenywerheid" beteken die nywerheid waarin werkgewers en werknemers met mekaar geassosieer is in bedryfsinrigtings met die doel om een of meer van die volgende artikels te vervaardig

Stene, teels, dakpanne, blokke, pilare, potte, pype, pyptoebehore, lugroosters of enige ander artikel waarvan sement of kalk of beide sement en kalk die vernaamste bindmiddel vorm en wat nie deur middel van oondbrand gehard word of enige ander verhittingsproses ondergaan nie, behalwe om die hardword van die bindmiddel te bespoedig;

en dit omvat ook alle werksaamhede wat met enige van voornoemde bedrywighede in verband staan of daaruit voortspruit.

(iv) "Siviele Ingenieursbedryf" beteken die bedryf waarin werkgewers (uitgesonderd plaaslike owerhede) en werknemers met mekaar geassosieer is vir uitgrawingswerk of die bou van dokke, hawens, brêe, viadukte, akwadukte, kanale, pyleidings, kabelkanale, vliegvelde, bunkers, opgaarkuile, spoorwee, seeverdedigingswerke, rivierwerke, piere, kaais, reservoirs, filterbeddings, rioolwerke, riole, tunnels of gashouers, en dit omvat werk van 'n soortgelyke aard maar uitgesonderd die Padmaakbedryf.

(v) "Keramieknywerheid" beteken die nywerheid waarin werkgewers en werknemers met mekaar geassosieer is in bedryfsinrigtings waar werknemers in diens is vir—

(a) die vervaardiging van een of meer van die volgende artikels Elektriese isolators of toebehore van porselein, erdegoed, pottbakkersware, oondware, sanitêre ware met wit of gekleurde glasuur, laboratoriumuitrusting, badkamertoebehore, muur- of vloerteels (uitgesonderd steengroefteels) wat in die vervaardigingsproses verhard word deur dit in 'n oond te bak of enige ander verhittingsproses te laat ondergaan en wat vervaardig is uit klei of waarvan klei of enige ander hittevast of isolerende mineraal, erts of materiaal of 'n kombinasie van klei en sodanige ander mineraal, erts of materiaal die hoofbestanddeel uitmaak; of

(b) die ekstraheer, ontginning, winning of bereiding van die klei of hittevast of isolerende mineraal, erts of materiaal wat gebruik word by die vervaardiging van enige van die artikels in paragraaf (a) genoem, indien uitgevoer deur werkgewers wat by sodanige vervaardiging betrokke is;

main business is in the Commercial Distributive Trade shall be excluded from this definition when such laying is incidental to the sale of such linoleum and forms no part of the direct cost to the customer.

(ii) "Cement Manufacturing Industry" means the industry in which employers and employees are associated for—

(a) the manufacture of cement or plaster of Paris;

(b) the quarrying, winning or production of material used in the manufacture of either of the goods referred to in paragraph (a) if carried on by employers who are engaged in such manufacture and includes all operations incidental to or consequent on any of the aforesaid activities, but does not include the activities of employees who are employed in premises which do not form part of or are not adjacent to the premises in which any of the activities referred to in (a) and (b) are carried on.

(iii) "Cement Products Industry" means the industry in which employers and employees are associated in establishments for the purpose of manufacturing one or more of the following articles:

Bricks, tiles, roof tiles, blocks, pillars, pots, pipe fittings, ventilators, or any other articles of which cement or lime or both cement and lime form the principal binding material and which are not hardened by means of burning in a kiln or subjected to any other heat process except for the purpose of accelerating the hardening of the binding agent;

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

(iv) "Civil Engineering Industry" means the industry in which employers (other than local authorities) and employees are associated for excavation work or the construction of docks, harbours, bridges, viaducts, aqueducts, canals, pipe lines, cableducts, aerodromes, bunkers, bins, railways, sea defences, river works, piers, quays, wharves, reservoirs, filter-beds, sewer works, sewers, tunnels or gas holders, and includes any work of a similar nature but does not include the Roadmaking Industry.

(v) "Ceramics Industry" means the industry in which employers and employees are associated in establishments where employees are employed for—

(a) the manufacture of any one or more of the following articles Electrical porcelain insulators, fittings, crockery, pottery, ovenware, white or coloured glaze, sanitary ware, laboratory equipment, room fittings, wall tiles or floor tiles (other than quarry tiles) which in the process of being manufactured are hardened by burning in a kiln or any other heat process and which are made of clay or of which clay or any other heat-resisting or insulating mineral, ore or material or a combination of clay and any such other mineral, ore or material forms the principal component, or

(b) the extraction, mining, winning or preparation of the clay or heat-resisting or insulating mineral, ore or material used in the manufacture of any of the articles referred to in paragraph (a), if carried on by employers who are engaged in such manufacture;

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en dit omvat alle werksaamhede wat met enige van voornoemde bedrywighede in verband staan of daaruit voortspuit.

(vi) "Swaarklei- en Verwante Produktenywerheid" beteken die nywerheid waarin werkgewers en werknemers met mekaar geassosieer in bedryfsinrigtings waar werknemers in diens is vir—

(a) die vervaardiging van een of meer van die volgende artikels (uitgesonderd keramiekware) Bakstene, silikasandstene, steengroefsteels, dakpanne, plate holblokke, vuurvaste produkte, suur- of vuurvaste erdewerk, erdepype, erdepyp-toebehore, lugroosters, isoleerprodukte of enige ander artikel wat in die vervaardigingsproses verhard word deur dit in 'n oond te bak of enige ander verhittingsproses te laat ondergaan en wat van klei gemaak is of waarvan klei of enige ander hittevaste of isolerende mineraal, erts of materiaal of kombinasie van klei en sodanige ander mineraal, erts of materiaal die hoofbestanddeel vorm,

(b) die ekstraheer, ontginning, winning of bereiding van die klei of hittevaste of isolerende mineraal, erts of materiaal wat gebruik word by die vervaardiging van enige van die artikels in paragraaf (a) genoem, indien uitgeoefen deur werkgewers wat by sodanige vervaardiging betrokke is,

en dit omvat alle werksaamhede wat met enige van voornoemde bedrywighede in verband staan of daaruit voortspuit

(vii) "Padmaakbedryf" beteken die bedryf waarin werkgewers en werknemers met mekaar geassosieer is vir die doel om paaie of strate te maak of persele of terreine gelyk te maak, te gruus, met beton te bedek of te asfalteer, en dit omvat ook enige werkwinkel waar gereedskap, voertuie of toerusting wat in enige of al voorgenoemde werksaamhede gebruik word, gemaak, herstel, nagesien of opgeknop word, en dit omvat verder alle werksaamhede wat met enige van voormelde bedrywighede in verband staan of daaruit voortspuit

(viii) "Klipvergruisingsnywerheid" beteken die nywerheid waarin werkgewers en werknemers met mekaar geassosieer is vir—

(a) die vergruising van klip,
(b) die uitgrawe of winning van klip ter vergruising indien uitgevoer deur werkgewers wat by die vergruising van sodanige klip betrokke is;

en dit omvat alle werksaamhede wat met enige van voornoemde bedrywighede in verband staan of daaruit voortspuit.

Posadres van applikant—Tweede Verdieping, Estrominhuis, Simmondsstraat 47a, Johannesburg, 2001.

Kantooradres van applikant—Kamer 36, Tweede Verdieping, Estrominhuis, Simmondsstraat 47a, 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.

D. R. PRETORIUS, Assistent-nywerheidsregistrator
(16 Januarie 1981)

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

(vi) "Heavy Clay and Allied Products Industry" means the Industry in which employers and employees are associated in establishments where employees are engaged in—

(a) the manufacture of any one or more of the following articles (other than ceramic ware) Bricks, silica-sand bricks, quarry tiles, roof tiles, slabs, hollow blocks, refractories, acidproof or fire-proof earthenware, earthenware pipes, earthenware pipe fittings, ventilators, insulating products or any other article which in the process of being manufactured is hardened by burning in a kiln or by any other heat process and which is made from clay or of which clay or any other heat-resisting or insulating mineral, ore or material or a combination of clay and such other mineral, ore or material forms the principal component;

(b) the extraction, mining, winning or preparation of the clay or heat-resisting or insulating mineral, ore or material used in the manufacture of any of the articles referred to in paragraph (a), if carried on by employers who are engaged in such manufacture;

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

(vii) "Roadmaking Industry" means the industry in which employers and employees are associated for the purpose of making roads or streets, or levelling, gravelling, covering with concrete or asphaltting premises or sites and includes any workshop where tools, vehicles or equipment used in any or all of the above-mentioned activities are made, repaired, checked or overhauled and further includes all operations incidental to or consequent on any of the aforesaid activities

(viii) "Stonecrushing Industry" means the industry in which employers and employees are associated for—

(a) the crushing of stone;
(b) the quarrying or winning of stone for crushing if carried on by employers who are engaged in crushing such stone;

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

Postal address of applicant—Second Floor, Estromin House, 47a Simonds Street, Johannesburg, 2001.

Office address of applicant—Room 36, Second Floor, Estromin House, 47a Simonds 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.

D. R. PRETORIUS, Assistant Industrial Registrar.
(16 January 1981)

KENNISGEWING 45 VAN 1981

RITCHIE-BESPROEINGSRAAD, AFDELING
KIMBERLEY, KAAPPROVINSIE—TOEWYSING
VAN WERKSAAMHEDE, BEVOEGDHEDE EN
PLIGTE

Kragtens die bevoegdheid aan my oorgedra by Gowermentskennisgewing 1311 van 30 Julie 1976, wys ek, Wilhelm August Ludwig Schultz, in my hoedanigheid van Ondersekretaris van die Departement van Waterwese, Bosbou en Omgewingsbewing, hierby die werksaamhede, bevoegdhede en pligte soos omskryf in artikel 89 (1) (j) van die Waterwet, 1956 (Wet 54 van 1956), aan die Ritchie-besproeiingsraad toe

W. A. L. SCHULTZ, Ondersekretaris, Departement van Waterwese, Bosbou en Omgewingsbewing.
(16 Januarie 1981)

KENNISGEWING 46 VAN 1981

WET OP NYWERHEIDSVERSOENING, 1956
AANSOEK OM VERANDERING VAN DIE REGI-
STRASIEBESTEK VAN 'N VAKVERENIGING

Ek, Diederik Rudolph Pretorius, Assistent-nywerheidsregistrator, maak ingevolge artikel 4 (2) soos toegepas by artikel 7 (5) van bogenoemde Wet, hierby bekend dat 'n aansoek om die verandering van sy registrasiebestek ontvang is van die Textile Workers Industrial Union (S.A.) 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 Mannekragbenutting, Ongevalgebou 449, Schoemanstraat 215, Pretoria (posadres. Private X117, Pretoria, 0001).

TABEL

Naam van vakvereniging—Textile Workers Industrial Union (S.A.)

Datum waarop aansoek ingedien is.—7 Oktober 1980

Belange en gebied ten opsigte waarvan aansoek gedoen word—Swartes wat vir die toepassing van die Wet werknemers is en wat in die Tekstielnywerheid, die Wolwasnywerheid en die Wol- en Bokhaarnywerheid in diens is in die landdrostdistrikte Bellville, Camperdown, Die Kaap, Durban, Goodwood, Inanda, Kuilsrivier, Oos-Londen, Paarl, Pietermaritzburg, Pinetown, Port Elizabeth, Somerset-Strand, Somerset-Wes, Stellenbosch, Uitenhage, Wellington, Worcester en Wynberg.

(1) "Tekstielnywerheid" beteken die nywerheid waarin werkgewers en werknemers vir enige van die volgende doeleindes met mekaar geassosieer is:

(a) (i) Die vervaardiging, hetsy in die geheel of gedeeltelik, en volgens enige metode, van watter aard ook al, van alle klasse komberse, kombersstof, reiskomberse en tjates, hetsy effe of gepluis of gekleur of andersins behandel, en met inbegrip van alle werksaamhede wat in die loop van sodanige vervaardiging daarmee gepaard gaan of daaruit voortvloei;

(ii) die vervaardiging, volgens enige metode van watter aard ook al, met inbegrip van alle werksaamhede wat in die loop van sodanige vervaardiging daarmee gepaard gaan of daaruit voortvloei, van garings vir verkoop of volgens opdrag, indien sodanige garings, in die geval van kamwol-, kaardwol- of mengelgarings, wanneer die massa finaal bepaal word, na maat

NOTICE 45 OF 1981

RITCHIE IRRIGATION BOARD, DIVISION
KIMBERLEY, CAPE PROVINCE—ASSIGNMENT
OF FUNCTIONS, POWERS AND DUTIES

By virtue of the powers delegated to me by Government Notice 1311 of 30 July 1976, I, Wilhelm August Ludwig Schultz, in my capacity as Under-Secretary of the Department of Water Affairs, Forestry and Environmental Conservation, hereby assign to the Ritchie Irrigation Board the functions, powers and duties as defined in section 89 (1) (j) of the Water Act, 1956 (Act 54 of 1956)

W. A. L. SCHULTZ, Under-Secretary, Department of Water Affairs, Forestry and Environmental Conservation.

(16 January 1981)

NOTICE 46 OF 1981

INDUSTRIAL CONCILIATION ACT, 1956
APPLICATION FOR VARIATION OF SCOPE OF
REGISTRATION OF A TRADE UNION

I, Diederik Rudolph Pretorius, Assistant Industrial Registrar, do hereby, in terms of section 4 (2) as applied by section 7 (5) of the above-mentioned Act, give notice that an application for the variation of its scope of registration has been received from the Textile Workers Industrial Union (S.A.). 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 Utilization, 449 Compensation House, 215 Schoeman Street, Pretoria (postal address Private Bag X117, Pretoria, 0001), within one month of the date of publication of this notice.

TABLE

Name of trade union—Textile Workers Industrial Union (S.A.)

Date on which application was lodged—7 October 1980

Interests and area in respect of which application is made—Black persons who are employees for purposes of the Act and who are employed in the Textile Manufacturing Industry, the Wool Industry and the Wool and Mohair Industry in the Magisterial Districts of Bellville, Camperdown, Durban, East London, Goodwood, Inanda, Kuilsrivier, Paarl, Pietermaritzburg, Pinetown, Port Elizabeth, Somerset Strand, Somerset West, Stellenbosch, Cape, Uitenhage, Wellington, Worcester and Wynberg.

(1) "Textile Manufacturing Industry" means the industry in which employers and employees are associated for any of the following purposes:

(a) (i) The manufacture, either in whole or in part by any process whatsoever, of all classes of blankets, blanketing, travelling rugs and shawls, whether or raised or dyed or otherwise treated, and all operations incidental thereto or consequent thereon in the course of such manufacture;

(ii) the manufacture by any process whatsoever, including all operations incidental thereto or consequent thereon in the course of such manufacture, of yarns for sale or on commission, if such yarns in the course of massmeasuring in the case of worsted, woollen or

5 039,68 meter of minder per kilogram is, of in die geval van garings, 8 063,49 meter of minder per kilogram, vir gebruik by die vervaardiging van die artikels genoem in paragraaf (a) (i), uitgesonderd wanneer sodanige garings deur die vervaardigers daarvan aankoop word met die doel om ander artikels daarmee te vervaardig, as dié wat in subparagraaf (i) hiervan gespesifiseer word;

(b) (i) die vervaardiging, hetsy in die geheel of gedeeltelik en volgens enige metode, van watter aard ook al, van kafferbaai, hetsy effe of gepluis of gekleur of bedruk of andersins behandel, en met inbegrip van alle werksaamhede wat in die loop sodanige vervaardiging daarmee gepaard gaan of daaruit voortvloei;

(ii) die vervaardiging, volgens enige metode, van watter aard ook al, met inbegrip van alle werksaamhede wat in die loop van sodanige vervaardiging daarmee gepaard gaan of daaruit voortvloei, van garings, vir verkoop of volgens opdrag, indien sodanige garings, wanneer die massa finaal bepaal word, na maat 8 063,49 meter of minder per kilogram is, en vir gebruik by die vervaardiging van kafferbaai, maar nie wanneer sodanige garings deur die vervaardigers daarvan aankoop word met die doel om ander artikels te vervaardig as dié wat in subparagraaf (i) hiervan gespesifiseer word nie;

(c) die kettingskermg, weef en/of afwerk van seil, seildoek, bande en webband volgens enige metode, van watter aard ook al, en alle werksaamhede wat in die loop van sodanige bedrywighede daarmee gepaard gaan of daaruit voortvloei;

(d) (i) die vervaardiging van vlokkies, wattersel, gepapte wattersel, opstopsel en onderlaagvilt volgens enige metode, van watter aard ook al, met inbegrip van alle werksaamhede wat in die loop van sodanige vervaardiging daarmee gepaard gaan of daaruit voortvloei;

(ii) die vervaardiging van vilt volgens enige metode, van watter aard ook al, met inbegrip van alle werksaamhede wat in die loop van sodanige vervaardiging daarmee gepaard gaan en/of daaruit voortvloei;

(iii) die vervaardiging van verbandwatte of watte volgens enige metode, van watter aard ook al, met inbegrip van alle werksaamhede wat in die loop van sodanige vervaardiging daarmee gepaard gaan en daaruit voortvloei;

(e) die vervaardiging, met inbegrip van alle werksaamhede wat daarmee gepaard gaan, van kamstof-kambol en/of uitkamsels;

(f) die vervaardiging, met inbegrip van alle werksaamhede wat daarmee gepaard gaan, van kamwol-garings en/of kamwolstowwe

(g) die vervaardiging, met inbegrip van alle werksaamhede wat daarmee gepaard gaan, van kaardwol en/of mengelgaring, en/of kaardwol- of mengelstof en/of nuweprodukte van afval of iets dergeliks, maar omvat nie—

(i) die vervaardiging en/of afwerking, hetsy in die geheel of gedeeltelik, van komberse, kombersstof, reiskomberse, tjalties, bande, webband, seil, seildoek en/of kafferbaai vir verkoop as sodanig nie;

(ii) die vervaardiging van enige garing vir verkoop of volgens opdrag, wat as 'n enkelgaring uit die volgende bestaan nie

(a) In die geval van katoengaring, 8 063,49 meter of minder per kilogram;

yarns, measure 5 039,68 metres or less to the kilogram or in the case of yarns, 8 063,49 metres or less to the kilogram for use in the manufacture of the articles referred to in paragraph (a) (i), except where such yarns are sold by the manufacturers thereof for the purpose of manufacturing articles other than those specified in subparagraph (i) hereof,

(b) (i) the manufacture, either in whole or in part and by any process whatsoever, of kaffir sheeting, whether plain or raised or dyed or printed or otherwise treated, and including all operations incidental thereto or consequent thereon in the course of such manufacture;

(ii) the manufacture, by any process whatsoever, including all operations incidental thereto or consequent thereon in the course of such manufacture, of yarns for sale or on commission of such yarns, in the final massmeasuring, measure 8 063,49 metres or less to the kilogram, for use in the manufacture of kaffir sheeting, but not where such yarns are sold by the manufacturers thereof for the purpose of manufacturing articles other than those specified in subparagraph (i) hereof,

(c) the warping, weaving and/or finishing of canvas, duck, tapes and webbing by any process whatsoever and all operations incidental thereto or consequent thereon in the course of such activities,

(d) (i) the manufacture of flock, wadding, sized wadding, padding and underfelt by any process whatsoever, including all operations incidental thereto or consequent thereon in the course of such manufacture,

(ii) the manufacture of felt by any process whatsoever, including all operations incidental thereto and/or consequent thereon in the course of such manufacture,

(iii) the manufacture of medical wadding or cotton wool by any process whatsoever, including all operations incidental thereto and consequent thereon in the course of such manufacture;

(e) the manufacture, including all operations incidental to such manufacture, of worsted tops and/or noils,

(f) the manufacture, including all operations incidental to such manufacture, of worsted yarns and/or worsted fabrics;

(g) the manufacture, including all operations incidental to such manufacture, of woollen and/or mixed yarn and/or woollen or mixed cloth and/or by-products from wastes or otherwise, but excluding—

(i) the manufacture and/or finishing, either wholly or in part, of blankets, blanketing, travelling rugs, shawls, tapes, webbing, canvas, duck and/or kaffir sheeting for sale as such;

(ii) the manufacture of any yarn for sale, or on commission, which, as a single yarn, contains—

(a) in the case of cotton yarn, 8 063,49 metres or less to the kilogram;

(b) in die geval van kaardwol- of mengelgaring, 5 039,68 meter of minder per kilogram,

(iii) die vervaardiging van enige garing vir verkoop of volgens opdrag, wat as 'n enkelgaring uit die volgende bestaan nie

(a) in die geval van katoengaring, meer as 8 063,49 meter per kilogram,

(b) in die geval van kaardwol- of mengelgaring, meer as 5 039,68 meter per kilogram;

tensy daar skriftelik as 'n voorwaarde van verkoop of van produksie volgens opdrag bepaal word dat sodanige garing nie gebruik mag word by die vervaardiging van enige van die artikels in paragraaf (i) gespesifiseer nie;

(iv) die vervaardiging, vir verkoop of volgens opdrag, van enige materiaal wat in enige van die artikels in paragraaf (i) gespesifiseer, omskep kan word, tensy daar skriftelik as 'n voorwaarde van verkoop of van produksie volgens opdrag bepaal word dat sodanige materiaal nie gebruik mag word vir die vervaardiging van enige van die artikels in paragraaf (i) gespesifiseer nie,

(h) die vervaardiging, in die een of ander vorm, deur middel van spin, weef, kleur, bedruk, afwerk of deur middel van enige ander proses, van watter aard ook al, van garings, materiaal of neweprodukte van sodanige garings of materiaal, wat uitsluitlik of hoofsaaklik van katoen en/of kunsvesels as plaasvervangers daarvan, vervaardig word, en met inbegrip van alle werksaamhede wat daarmee gepaard gaan of daaruit voortvloei,

(i) die vervaardiging van matstof, matte, koord, tou, sakke of goung, wat uitsluitlik of hoofsaaklik uit hennep, jute of nylon bestaan, en enige samestelling van sodanige stowwe of uit stowwe wat in plaas van enige van voornoemde stowwe gebruik kan word, sonder om die aard van die eindprodukte wesenlik te verander, en met inbegrip van alle werksaamhede wat met enige van voornoemde bedrywighede in verband staan of daaruit voortspruit, maar dit omvat nie die vervaardiging van draadtoue of draadmatte, of tou, lyn of koord bedoel vir gebruik as vislyn of vir die vervaardiging of heelmaak van visnette nie,

(j) die verwerking van basiese nylon tot garings, draad of eindprodukte, met inbegrip van alle werksaamhede wat met enige van voormelde bedrywighede gepaard gaan en/of daaruit voortvloei,

(k) die vervaardiging, hetsy in die geheel of gedeeltelik, en volgens enige metode, van watter aard ook al, van alle klasse tapyte.

(2) Vir die toepassing van hierdie omskrywing beteken die uitdrukking "garing of draad" garing of draad gespin van natuurlike of kunsvesel of 'n kombinasie van sodanige vesels.

(3) "Wolwasnywerheid" beteken die nywerheid waarin werkgewers en werknemers met mekaar geassosieer is met die doel om ruwol te was, skoon te maak of te mengel, met inbegrip van alle werksaamhede wat daarmee gepaard gaan

(4) "Wol- en Bokhaarnywerheid" beteken die nywerheid waarin werkgewers en werknemers met mekaar geassosieer is met die doel om wol en sybokhaar te bemark, op te berg, af te lewer en per veiling te verkoop, en dit omvat die werksaamhede van skeer, in die pakhuis ontvang en weeg, sorteer, mengel en saamklas, katalogiseer en monsteineem, krappers en op vragwa of vraghouer besorg vir plaaslike of oorsese versending

(b) in the case of woollen or mixed yarn, 5 039,68 metres or less to the kilogram,

(iii) the manufacture of any yarn for sale, or on commission, which as a single yarn contains—

(a) in the case of cotton yarn, over 8 063,49 metres to the kilogram,

(b) in the case of woollen or mixed yarn, over 5 039,68 metres to the kilogram;

unless it is stipulated, in writing, as a condition of sale or production on commission, that such yarn shall not be used in the manufacture of any of the articles specified in paragraph (i),

(iv) the manufacture for sale, or on commission of any fabric or cloth which is capable of being made into any of the articles specified in paragraph (i) unless it is stipulated, in writing, as a condition of sale or production on commission, that such fabric or cloth shall not be used for the manufacture of any of the articles specified in paragraph (i)

(h) the manufacture, in one form or another, by means of spinning, weaving, dyeing, printing, finishing, or by any other process whatsoever, of yarns, materials, cloths or by-products of such yarns or cloths which are wholly or mainly manufactured from cotton and/or man-made fibres as substitute therefor, including all operations incidental thereto or consequent thereon,

(i) the manufacture of matting, mats, cord, bags or hessian, consisting wholly or mainly of jute, or nylon, and any combination of such materials or of materials capable of being substituted for any of the above-mentioned materials without substantially altering the characteristics of the finished product, including all operations incidental to or consequent on any of the aforesaid activities, but excluding the manufacture of wire ropes or wire mats or rope, or cord intended for use as fishing line or for making or repairing of fishing nets;

(j) the conversion of basic nylon into yarns, or end products, including all operations incidental and/or consequent on any of the aforesaid activities

(k) the manufacture either in whole or in part by any process whatsoever of all classes of carpets.

(2) For the purpose of this definition the expression "yarn or thread" means yarn or thread spun from natural or man-made fibre or a combination of fibres

(3) "Woolwashing Industry" means the industry in which employers and employees are associated for the purpose of washing, cleaning, scouring or blending wool, including all operations incidental thereto

(4) "Wool and Mohair Industry" means the industry in which employers and employees are associated for the purpose of marketing, storing, delivering and selling by auction wool and mohair, and includes the operations of shearing, receiving in the stores and weighing, sorting, blending and binning, cataloguing, sampling, dumping, and delivering on to truck or tainer for local or overseas transport

Posadres van applikant.—Posbus 4141, Kaapstad, 8000.

Kantooradres van applikant—Industria House 203, Victoriaweg 350, Soutrivier.

Die aandag word gevestig op onderstaande vereistes van artikels 4 en 7 van die Wet

(a) Die mate waarin 'n vakvereniging wat teen die aansoek beswaar maak, verteenwoordigend is, word ingevolge artikel 4 (4), soos toegepas by artikel 7 (5), 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 artikel 4 (2) moet gevolg word in verband met 'n beswaar wat ingedien word.

D. R. PRETORIUS, Assistent-nywerheidsregistrateur
(16 Januarie 1981)

Postal address of applicant.—P O Box 4141, Cape Town, 8000.

Office address of applicant—203 Industria House, 350 Victoria Road, Salt River

Attention is drawn to the following requirements of sections 4 and 7 of the Act.

(a) The representativeness of any trade union which objects to the application shall in terms of section 4 (4) as applied by section 7 (5) 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 section 4 (2) must be followed in connection with any objection lodged

D. R. PRETORIUS, Assistant Industrial Registrar
(16 January 1981)

502 2/13
Company
faces rare
charge

By Tony Davis
Labour Reporter

The attorney-general's office is to prosecute a multinational firm based in Boksburg for alleged victimisation of one of its shop stewards.

Mr. Paul Ntuli, a member of the Food and Beverage Workers' Union, was dismissed by Van den Bergh and Jurgens in Boksburg, part of the Unilever group, in December 1979.

The decision to prosecute the company for alleged victimisation is rare, according to labour lawyers.

Van den Bergh and Jurgens is to be prosecuted under alternate victimisation clauses in the Wage Act and the Industrial Conciliation Act.

A company spokesman said yesterday he knew nothing of moves by the authorities to institute proceedings against Van den Bergh and Jurgens.

Test of powers for new industrial court

By Drew Forrest

South Africa's new industrial court is sitting for the second time as a court of law today to hear a unique application for urgent relief brought by members of an unregistered trade union

Since its establishment in 1979 the court has heard only one case in its new capacity as a court of law rather than merely of

arbitration — the celebrated Maponva case

The present action is seen as a further significant test of its largely undefined powers particularly in relation to urgent applications

The action arises from a dispute last November at Raleigh Cycles in Springs when about 700 workers were dismissed after a brief stoppage

Members of the Fosatu

affiliated Engineering and Allied Workers Union will allege that by breaking an undertaking to rehire all dismissed workers in the New Year the company is guilty of an unfair labour practice

They will seek an urgent interdict restraining the company from continuing its alleged lockout of the strikers

The basis of the urgent-

is the company's present policy of hiring new workers to replace the applicants

Since labour disputes lend themselves to urgent applications for relief the case is seen as a crucial test of the court's powers

It may also help to flesh out the statutory definition of an 'unfair labour practice,' a key concept in labour law

Osborn Prize
For the best work in fourth

S A Read

General J B M Herzog Prize
For the best final year student.

D H Pryce Lewis

David Haddon Prize
For the best student of Architecture (or Quantity Surveying) in the subject of Professional Practice.

Miss C Tredgold

Molly Gohl Memorial Prize
For the best woman student in third year.

P A Rappoport

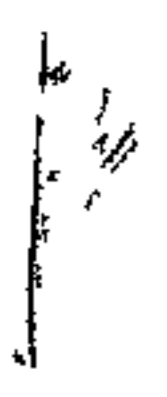
Helen Gardner Travel Prize
For a student who has satisfactorily completed 1st, 2nd and 3rd major courses.

P F Dunkley

Sixth Year

Cape Provincial Institute of Architects' Prize
For the best student in :-

ARCHITECTURE



Sacked men did not re-apply for jobs

African Affairs Reporter

NINE black traffic controllers, who were fired by the Pinetown Municipality last week for alleged misconduct, have not re-applied for reinstatement the Town Clerk told the Mercury yesterday

Mr W R Green, said the controllers were served with letters of termination and it was merely stated that they could re-apply but their re-instatement would be subject to certain conditions

Mr Green refused to disclose their grievances on the grounds that it was a domestic matter

Their grievances were that they were subjected to strenuous physical exercises while white traffic officers were exempted

The department failed to provide them with clothes for physical training but when their uniforms got dirty they were sent home by an official

20/11/81 (151) Nm 23/11/81

third year.

For the best work in
John Perry Prize

D H Pryce Lewis

year.

For the best work in fourth
Osborn Prize

S A Read

For the best final year student.
General J B M Hertzog Prize

D H Pryce Lewis

For the best student of
Architecture (or Quantity
Surveying) in the subject
of Professional Practice.

David Haddon Prize

Miss C Tredgold

For the best woman student
in third year.
Molly Gohl Memorial Prize

P A Rappoport

For a student who has
satisfactorily completed
1st, 2nd and 3rd major courses.
Helen Gardner Travel Prize

P F Dunckley

Sixth Year

For the best student in :-
of Architects' Prize
Cape Provincial Institute

ARCHITECTURE

FINE ART & ARCHITECTURE

Eksamenleerplanne en -aansoekvorms is by die Postmeester-generaal, Telekommunikasie-afdeling, Kamer 328, Poskantoor Hoofkantoor, hoef van Bosman- en Proesstraat (Privaatsak X74), Pretoria, 0001, verkrygbaar. Alle inskrywings moet borenoude adres teen 4 Maart 1981 bereik en moet verpael gaan van 'n kwitansie wat aandui dat die vereiste eksamengeld by 'n poskantoor betaal is.

(23 Januarie 1981)

Examination syllabuses and application forms obtainable from the Postmaster General, Telecommunications Division, Room 328, Post Office Headquarters, corner of Bosman and Proes Streets (Private Bag X74), Pretoria, 0001. All entries must reach the above-mentioned address by 4 March 1981, and must be accompanied by a receipt indicating that the prescribed examination fee has been paid at a post office.

(23 January 1981)

KENNISGEWING 88 VAN 1981
DEPARTEMENT VAN MANNEKRAG-
BLNUTTING

WET OP NYWERHEIDSVERSOLNING, 1956

AANSOEK OM VERANDERING VAN DIF REGI-
STRASIEBESTEK VAN 'N VAKVERENIGING

Fk, Mattheus Willem Johannes le Roux, Nywerheids-registrateur, maak ingevolge artikel 4 (2), soos toegepas by artikel 7 (5) van bogenoemde Wet hierby bekend dat 'n aansoek om die verandering van sy registrasiebestek ontvang is van die African Transport Workers Union. 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 Mannekragbenutting, Ongevallegebou 449 Schoemanstraat 215, Pretoria, (posadres Privaatsak X117 Pretoria 0001)

TABEL

Naam van vakvereniging—African Transport Workers Union

Datum waarop aansoek ingedien is—24 November 1980

Belange en gebied ten opsigte waarvan aansoek gedoen word—Swartes wat vir die doeleindes van die Wet werknemers is en in diens is in die Vervoeronderneming (Goedere) as—

(i) motorvoertuigdrywers, algemene werkers, laaiers en leerlingdieselwerktuigkundiges, in die landdrosdistrik Bellville,

(ii) nagwagte, motorvoertuigdrywers, algemene werkers, laaiers en stoomanne, in die landdrosdistrik Goodwood,

(iii) motorvoertuigdrywers, algemene werkers, varendingsklerke en leerlingdieselwerktuigkundiges, in die landdrosdistrik Kuilsrivier en

(iv) laaiers en stoomanne, in die landdrosdistrik Die Kaap

“Vervoeronderneming (Goedere)” beteken die onderneming waarin werkgewers en werknemers met mekaar geassosieer is vir die vervoer van goedere teen huur of vergoeding deur middel van motorvervoer, en sluit in die vervoer van grond, gruis, klip of sand wat vir verkoop bedoel is, hetsy sodanige vervoer teen huur of vergoeding geskied, al dan nie

Posadres van applikant—Posbus 19, Johannesburg, 2000

Kantooradres van applikant—Sesde Verdieping, Cape York House, Jeppestraat 252, Johannesburg

NOTICE 88 OF 1981

DEPARTMENT OF MANPOWER
UTILISATION

INDUSTRIAL CONCILIATION ACT, 1956

APPLICATION FOR VARIATION OF SCOPE OF
REGISTRATION OF A TRADE UNION

I, Mattheus Willem Johannes le Roux, Industrial Registrar, do hereby, in terms of section 4 (2) applied by section 7 (5) of the above-mentioned Act, give notice that an application for the variation of scope of registration has been received from the African Transport Workers Union. 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 Utilisation, 449 Compensation House, 215 Schoeman Street, Pretoria (postal address: Private Bag X117, Pretoria, 0001) within one month of the date of publication of this notice.

(52) TABLE (138)

Name of trade union—African Transport Workers Union

Date on which application was lodged—24 November 1980

Interests and area in respect of which application made—Black persons who are employees for the purposes of the Act and are employed in the Transport Undertaking (Goods) as—

(i) vehicle drivers, general workers, loaders and apprentice diesel mechanics, in the Magisterial District of Bellville

(ii) watchmen, vehicle drivers, general workers, loaders and storemen, in the Magisterial District of Goodwood,

(iii) vehicle drivers, general workers, despatch clerks and apprentice diesel mechanics in the Magisterial District of Kuils River and

(iv) loaders and storemen in the Magisterial District of The Cape

“Transport Undertaking (Goods)” means the undertaking in which employers and employees are associated for the transportation of goods, by means of motor transport, for hire or reward and includes the transportation of soil, gravel, stone or sand which is intended for sale, whether or not such transportation is performed for hire or reward

Postal address of applicant—P.O. Box 19, Johannesburg, 2000

Office address of applicant—Sixth Floor, Cape York House, 252 Jeppe Street, Johannesburg

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Die aandag word gevestig op onderstaande vereistes van artikels 4 en 7 van die Wet

(a) Die mate waarin 'n beswaarmakende vakvervinging verteenwoordigend is, word ingevolge artikel 4 (4), soos toegepas by artikel 7 (5), bepaal volgens die mate 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 artikel 4 (2), moet gevolg word in verband met 'n beswaar wat ingedien word

M. W. J. LE ROUX, Nywerheidsregistrateur
(23 Januarie 1981)

Attention is drawn to the following requirements of sections 4 and 7 of the Act

(a) The representativeness of any trade union which objects to the application shall in terms of section 4 (4) as applied by section 7 (5) 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 section 4 (2) must be followed in connection with any objection lodged

M. W. J. LE ROUX, Industrial Registrar
(23 January 1981)

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KENNISGEWING 89 VAN 1981

KOOPERATIEWE MAATSKAPPY WAT VAN DIE REGISTREER GELSKRAP IS — MASSAMLIKVERVOER (KOOPIRATIEF) BEPERK

Hiermee word bekendgemaak dat die naam van bogenoemde Kooperasie op 8 Januarie 1981 ingevolge die bepalinge van artikel 89 van die Wet op Kooperatiewe Verenigings, 1939, van die register geskrap is

Registrateur van Kooperatiewe Verenigings
(23 Januarie 1981)

NOTICE 89 OF 1981

CO-OPERATIVE COMPANY STRUCK OFF THE REGISTER — MASSAMLIKVERVOER (KOOPIRATIEF) BEPERK

Notice is hereby given that the name of the above-mentioned Co-operative was struck off the register on 8 January 1981 in terms of section 89 of the Co-operative Societies Act, 1939

Registrar of Co-operative Societies
(23 January 1981)

KENNISGEWING 90 VAN 1981

DOEANF- EN AKSYNSTARIEFAANSOEKE.—
LYS 4/81

Onderstaande aansoeke betreffende die Doeane- en Aksynstarief is deur die Raad van Handel en Nywerheid ontvang. Enige beswaar teen of kommentaar op hierdie vertoe moet binne ses weke na die datum van hierdie kennisgewing aan die Raad van Handel en Nywerheid, Privaatsak X342, Pretoria, 0001, gerig word

Verhoging van die reg op

1. (a) Serpe, sierserpe en stole, indeelbaar by tariefsubpos 60 05 80, van 25 persent *ad valorem* of 55c elk min 75 persent *ad valorem* tot 25 persent *ad valorem* of 75c elk min 75 persent *ad valorem*, en

(b) etsdrukstowwe bedruk met serppatrone, indeelbaar by tariefsubposte 51 04 40 90 en 56 07 40 90, van 25 persent *ad valorem* tot 25 persent *ad valorem* of 160c per m² min 75 persent *ad valorem* [RHN-verw T5/2/11/8/1 (B124/80)]

Applikant

Silk and Textile Industries (Pty) Ltd, Posbus 161, Rosslyn, 0200

2 Veiligheidskleppe vir druk- en vakuumontlasting, indeelbaar by tariefsubpos 84 61 90, van 5 persent *ad valorem* tot 20 persent *ad valorem* [RHN-verw T5/2/16/2/1 (B1/81)]

Applikant

Lecore Incorporated (Pty) Ltd, Posbus 169, Florida, 1710

Sien Algemene Kennisgewing 63 van 16 Januarie 1981 vir Lys 3/81

(23 Januarie 1981)

NOTICE 90 OF 1981

CUSTOMS AND EXCISE TARIFF APPLICATIONS — LIST 4/81

The following applications concerning the Customs and Excise Tariff have been received by the Board of Trade and Industries. Any objections to or comments on these representations must be submitted to the Board of Trade and Industries, Private Bag X342, Pretoria, 0001, within six weeks of the date of this notice

Increase in the duty on

1 (a) Scarves, mufflers and stoles, classifiable under tariff subheading 60 05 80 from 25 per cent *ad valorem* or 55c each less 75 per cent *ad valorem* to 25 per cent *ad valorem* or 75c each less 75 per cent *ad valorem*, and

(b) discharge print fabrics printed with scarf designs, classifiable under tariff subheadings 51 04 40 90 and 56 07 40 90, from 25 per cent *ad valorem* to 25 per cent *ad valorem* or 160c per m² less 75 per cent *ad valorem* [BTI Ref T5/2/11/8/1 (B124/80)]

Applicant

Silk and Textile Industries (Pty) Ltd, P.O. Box 161, Rosslyn, 0200

2 Safety valves for pressure or vacuum relief, classifiable under tariff subheading 84 61 90, from 5 per cent *ad valorem* to 20 per cent *ad valorem* [BTI Ref T5/2/16/2/1 (B1/81)]

Applicant

Lecore Incorporated (Pty) Ltd, P.O. Box 169, Florida, 1710

For List 3/81 see General Notice 63, dated 16 January 1981

(23 January 1981)

UTILISATION

ACT, 1956

SECTION OF A

Industrial Conciliation Act, 1956 (2) of the application of the Act in the sub-sections to the Industrial Conciliation Act, 1956, in writing in the street Pretoria, publication of

in the sub

sections to the Industrial Conciliation Act, 1956, in writing in the street Pretoria, publication of

Industrial Conciliation Act, 1956

14 July

Industrial Conciliation Act, 1956, in writing in the street Pretoria, publication of

Industrial Conciliation Act, 1956, in writing in the street Pretoria, publication of

Industrial Conciliation Act, 1956, in writing in the street Pretoria, publication of

instrumente en uitrusting wat daarmee in verband staan), elektriese verligtings-, verhittings-, kook-, bevriesing- en verkoelingsuitrusting, transformators, onduitrusting, seinuitrusting, radio- of elektroniese uitrusting, en ander uitrusting wat die beginsels toepas wat gebruik word in die bediening van radio- en elektroniese uitrusting, gloeilampe en elektriese kables en huishoudelike elektriese toestel, en omvat ook die vervaardiging van samestellende dele van bogenoemde uitrusting,

(b) die installering, onderhoud en herstel van die uitrusting in paragraaf (a) hierbo bedoel, maar omvat nie ook die Elektrotegniese Kontraknywerheid nie

"Elektrotegniese Kontraknywerheid" beteken die nywerheid waarin werkgewers en werknemers met mekaar geassosieer is vir die ontwerp voorbereiding (uitgesonderd die vervaardiging vir verkoop) en oprigting van elektriese installasies wat 'n integreerende en permanente deel van geboue uitmaak, en die herstel en of onderhoud van sodanige installasies, met inbegrip van die kabellaswerk en elektriese bedrading wat daarmee in verband staan

"Hys- en Roltrapnywerheid" beteken die nywerheid waarin werkgewers en werknemers met mekaar geassosieer is vir die vervaardiging en/of montering en/of installering en/of herstel van elektriese hysers en roltrappe

"Plastieknywerheid" beteken die nywerheid waarin werkgewers en werknemers met mekaar geassosieer is vir die vervaardiging van artikels of gedeeltes van artikels in hul geheel of hoofsaaklik uit plastiek maar omvat nie ook die vervaardiging van die volgende artikels wat van plastiekdoekstof gemaak word nie

klerasie, sakke en handsakke, stewels, skoene, oor-skoene, stoffeeroortreksels en plastiek-hortjiesblindings

"Plastiek" beteken enigeen van die groep stowwe wat 'n organiese stof met 'n groot molekulêre massa as 'n essensiele bestanddeel bevat of daaruit bestaan, en wat, terwyl dit in die afgewerkte vorm solied is, in die een of ander stadium van die vervaardiging daarvan geforseer is of geforseer kan word, d.w.s. deur vloei in verskillende vorms gegiet, gekalandeer, uitgestoot of gevorm kan word gewoonlik deur die aanwending van slegs hitte en slegs druk of van albei saam

"Edelmetale" beteken die edelmetale goud, silwer, platinum en/of palladium en/of 'n legering wat genoemde edelmetale of enigeen daarvan in so 'n verhouding tot ander metale bevat dat dit die grootste deel van die waarde van daardie legering uitmaak

"Motornywerheid" beteken (behoudens die bepalinge van enige afbakeningsvasstellings gemaak kragtens artikel 76 van die Wet op Nywerheidsversoening, 1956) die nywerheid waarin werkgewers en werknemers met mekaar geassosieer is vir een of meer van die volgende

(a) Montering, oprigting, toets, hervervaardiging, herstel, verstel, nasien, bedrading, stoffering, besputting, verf en/of vernuwing uitgevoer in verband met—

(i) die onderstelle en/of die bakke van motorvoertuie,

(ii) binnebrandenjins en transmissie-onderdele van motorvoertuie,

(iii) die elektriese uitrusting in verband met motorvoertuie, met inbegrip van radio's,

(b) motoringeurswerk,

(c) die herstel, vulkanisering en/of versoling van buitebande,

(d) die herstel, versiening en vernuwing van batterye vir motorvoertuie,

and equipment associated therewith), electrical lighting heating, cooking, refrigeration and cooling equipment, transformers, furnace equipment, signalling equipment, radio or electronic equipment and other equipment utilising the principles used in the operation of radio and electronic equipment, incandescent lamps and electric cables and domestic electrical appliances and includes the manufacture of component parts of the aforementioned equipment;

(b) the installation, maintenance and repair of the equipment referred to in paragraph (a) above, but does not include the Electrical Contracting Industry

"Electrical Contracting Industry" means the industry in which employers and employees are associated for the design, preparation (other than manufacture for sale) and erection of electrical installations forming an integral and permanent portion of buildings and the repair and/or maintenance of such installations, including any cable jointing and electrical wiring associated therewith

"Lift and Escalator Industry" means the industry in which employers and employees are associated for the manufacture and/or assembly and/or installation and/or repair of electrical lifts and escalators

"Plastics Industry" means the industry in which employers and employees are associated for the manufacture of articles or parts of articles wholly or mainly from plastics but does not include the manufacture of the following articles made from plastic sheeting material

Wearing apparel, bags and handbags, boots shoes, over-shoes, upholstery coverings and plastic Venetian blinds

"Plastics" means any one of the group of materials which consists of or contains as an essential ingredient an organic substance of a large molecular mass and which while solid in the finished state, at some stage in its manufacture has been or can be forced, i.e. cast, calendered, extruded or moulded into various shapes, by flow, usually through the application, singly or together, of heat and pressure

"Precious metals" means the precious metals gold, silver platinum and/or palladium, and/or any alloy containing the said precious metals or any of these in such proportion with any other metals as to be the greater part in value of such alloy

"Motor Industry" means (subject to the provisions of any demarcation determinations made in terms of section 76 of the Industrial Conciliation Act, 1956), the industry in which employers and employees are associated for any one or more of the following

(a) assembling, erecting, testing remanufacturing, repairing adjusting overhauling, wiring upholstery, spraying, painting, and/or reconditioning carried on in connection with—

(i) chassis and/or bodies of motor vehicles,

(ii) internal combustion engines and transmission components of motor vehicles,

(iii) the electrical equipment connected with motor vehicles, including radios,

(b) automotive engineering,

(c) repairing, vulcanising and/or retreading tyres,

(d) repairing, servicing and reconditioning batteries for motor vehicles,

(e) die besigheid gedryf deur motorvoertuigparkeer- en -opbergingsondernemings,

(f) die besigheid gedryf deur vul- en/of diensstasies,

(g) die besigheid wat hoofsaaklik of uitsluitlik gedryf word vir die verkoop van motorvoertuie of motorvoertuigonderdele en/of -reserwedele en/of bybehore (hetsy nuut of gebruik) wat daarby hoort, afgesien daarvan of sodanige verkoop geskied vanuit persele wat verbonde is aan 'n gedeelte van 'n bedryfsinrigting waarin die montering van of herstelwerk aan motorvoertuie uitgevoer word of nie;

(h) die besigheid bedryf deur motorslopingsonder- nemings,

(i) die besigheid gedryf deur monteeringinrigtings,

(j) die besigheid bedryf deur vervaardiging-inrigtings waarin motorvoertuigonderdele en/of -reserwedele en/of bybehore en/of samestellende dele daarvan vervaardig word,

(k) die bou van voertuigbakke

Vir die toepassing van die woordskrywing beteken—

“moteringenieurswerk” die vernuwing van binne- brandenjins of onderdele daarvan vir gebruik in motor- voertuie, en wel in bedryfsinrigtings wat hoofsaaklik of uitsluitlik aldus werksaam is, afgesien daarvan of sodanige bedryfsinrigting hom besig hou met die uitmekaar- haal van en herstelwerk aan motorvoertuie of nie,

“motorvoertuig” beteken enige voertuig op wiele wat deur elektriese of meganiese krag (uitgesonderd stoom) aangedryf word en wat ontwerp is vir trekdoeleindes en/of die vervoer van persone en/of goedere en/of vragte, en omvat ook sleepwaens en woonwaens maar nie uitrusting wat bedoel is om op vaste spore te loop nie en ook nie sleepwaens wat bedoel is om vragte van 20 ton of meer te vervoer nie en ook nie vliegtuie nie;

“voertuigbakbou” beteken enige van of al onderge- noemde werksaamhede wat in 'n bedryfsinrigting vir die bou van voertuigbakke uitgevoer word

(a) Die bou, herstel of vernuwing van kajuite en/of bakke en/of enige tipe bobou vir enige tipe voertuig,

(b) die vervaardiging of herstel van komponente vir kajuite en/of bakke en/of enige bobou en die montering, regstelling en installering van onderdele in kajuite, bakke of op die bobou van voertuie,

(c) die vassit van kajuite en/of bakke en/of enige soort bobou aan die onderstel van enige tipe voertuig,

(d) die bedekking en/of versiering van kajuite en/of bakke en/of enige soort bobou met 'n preserveermiddel of 'n versierstof,

(e) die uitrus, stoffeer en afwerk van die binnewerk van kajuite en/of bakke en/of boboue,

(f) die bou van sleepwaens, maar uitgesonderd die vervaardiging van wiele of asse daarvoor,

(g) al die werksaamhede wat hoort by of wat voort- vloet uit die werksaamhede genoem in paragrawe (a), (b), (c), (d), (e) en (f)

Vir die toepassing van hierdie woordskrywing omvat “voertuig” nie 'n vliegtuig nie, en omvat “Motor- nywerheid”, soos hierbo omskryf, nie ook onderstaande nie

(i) Die vervaardiging van motorvoertuigonderdele en/of -bybehore en/of -reserwedele en/of -komponente in bedryfsinrigtings wat beplan is vir die vervaardiging van metaal- en/of plastiekgoedere van 'n ander aard en wat sodanige goedere gewoonlik op aansienlike skaal produseer,

(ii) die montering, oprigting, toets, herstel, regstel, opknop, bedrading, bespuiting, verf en/of vernuwing

(e) the business of parking and/or storing vehicles,

(f) the business conducted by filling and/or sea- stations,

(g) the business carried on mainly or exclusively the sale of motor vehicles or motor vehicle parts or spares and/or accessories (whether new or pertaining thereto, whether or not such sale is conducted from premises which are attached to a part of an establishment wherein is conducted the assembly of or repairs to motor vehicles,

(h) the business of motor graveyards,

(i) the business of assembly establishments;

(j) the business of manufacturing establishments where are fabricated motor vehicle parts and/or accessories and/or components thereof,

(k) vehicle body building

For the purposes of this definition—

“automotive engineering” means the reconditioning of internal combustion engines or parts thereof for use in motor vehicles in establishments mainly or exclusively so engaged, whether such establishments are engaged in the dismantling and repair of motor vehicles or not.

“Motor vehicle” means any wheeled conveyance propelled by electrical or mechanical power (other than steam) and designed for haulage and/or for the transportation of persons and/or goods and/or loads including trailers and caravans, but does not include any equipment designed to run on fixed tracks, trains, or designed to transport loads of 20 tons or over, or aircraft,

“vehicle body building” means any or all of the following activities carried on in a vehicle body building establishment

(a) The construction, repair or renovation of cabs and/or bodies and/or any superstructure, for any type of vehicle,

(b) the manufacture or repair of component parts for cabs and/or bodies and/or any superstructure and the assembling, adjusting and installation of parts in cabs, bodies or on the superstructure of vehicles,

(c) fixing cabs and/or bodies and/or any superstructure to the chassis of any type of vehicle,

(d) coating and/or decorating cabs and/or bodies and/or any superstructure with any preservative or decorative substance,

(e) equipping, furnishing and finishing off the interior of cabs and/or bodies and/or superstructures,

(f) building of trailers, but excluding the manufacture of wheels or axles therefor

(g) all operations incidental to or consequent on the activities referred to in paragraphs (a), (b), (c), (d), (e) and (f)

For the purposes of this definition, “vehicle” does not include aircraft, and “Motor Industry” as defined above does not include the following

(i) The manufacture of motor vehicle parts and/or accessories and/or spares and/or components in establishments laid out for and normally producing metal and/or plastic goods of a different character on a substantial scale,

(ii) the assembling, erecting, testing, repairing, adjusting, overhauling, wiring, spraying, painting and/

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van landboutrekkers, behalwe waar dit gedoen word in bedryfsinrigtings wat dergelike dienste lewer ten opsigte van motorkarre, vragmotors of motortrokke,

(iii) die vervaardiging en/of onderhoud en/of herstel van—

(aa) die uitrusting van siviele en werktuigkundige ingenieurs en/of onderdele daarvan, afgesien daarvan of dit op wiele gemonteer is of nie,

(ab) landbou-uitrusting of onderdele daarvan, of

(ac) uitrusting bedoel vir gebruik in fabriek en/of werksinkels

Met dien verstande dat, vir die toepassing van (aa), (ab) en (ac) hierbo, "uitrusting" nie geag word motorkarre, vragmotors en/of motortrokke te beteken nie,

(ad) motorvoertuig- of ander voertuigbakke en/of -bopoue en/of onderdele of komponente daarvan gemaak van staalplaat, met 'n dikte van 3,175 mm of dikker wanneer dit uitgevoer word in bedryfsinrigtings wat beplan is vir die vervaardiging en/of onderhoud en/of herstel van die uitrusting van siviele en/of werktuigkundige ingenieurs op aansienlike skaal en wat gewoonlik sodanige werksaamhede verrig

Posadres van applikant —Palladiumgebou 11, Vierde Straat, Springs, 1560

Kantooradres van applikant —Palladiumgebou 11, Vierde Straat, Springs

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

M W J LE ROUX, Nywerheidsregistrator
(23 Januarie 1981)

KENNISGFWING 87 VAN 1981

DEPARTEMENT VAN POS- EN
TELEKOMMUNIKASIE WÊSE

SERTIFIKAAT VAN BEKWAAMHEID IN
RADIOTELEGRAFIE (SEEFVAART)

Die eksamen vir die Algemene Sertifikaat vir Seeradiokommunikasie sal soos volg afgeneem word

(Eksamengeld R15)

Onderwerp	Datum	Tyd
Beginsels van Elektrisiteit en Radiokommunikasie	4/5/81	19h00-22h00
Seeradiokommunikasie	5/5/81	19h00-22h00
Prakties en Regulasies	6/5/81	19h00-21h00

Reelings kan getref word dat kandidate die teorie-eksamen by enige gerieflike sentrum aflê, maar die praktiese manipulasietoetse kan slegs afgeneem word op plekke waar daar geskikte fasiliteite bestaan

Die eksamen vir die Amateurradio-operateursertifikaat sal op 7 Mei 1981 om 19h00-22h00 by aangewysde sentrums afgeneem word. Die eksamengeld beloop R10

or reconditioning of agricultural tractors, except where carried on in establishments rendering a similar service in respect of motor cars, motor lorries, or motor trucks, (iii) the manufacture and/or maintenance and/or repair of—

(aa) civil and mechanical engineering equipment and/or parts thereof whether or not mounted on wheels;

(ab) agricultural equipment or parts thereof or

(ac) equipment designed for use in factories and/or workshops

Provided that for the purposes of (aa), (ab) and (ac) above, "equipment" shall not be taken to mean motor-cars, motor lorries and/or motor trucks,

(ad) motor vehicle or other vehicle bodies and/or superstructures and/or parts or components thereof made of steel plate of 3,175 mm thickness or thicker when carried on in establishments laid out for and normally engaged in the manufacture and/or maintenance and/or repair of civil and/or mechanical engineering equipment on a substantial scale

Postal address of applicant —11 Palladium Buildings, 4th Street, Springs, 1560

Office address of applicant —11 Palladium Buildings, 4th Street, Springs

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

M W J LE ROUX, Industrial Registrar
(23 January 1981)

NOTICE 87 OF 1981

DEPARTMENT OF POSTS AND
TELECOMMUNICATIONS

CERTIFICATE OF PROFICIENCY IN
RADIOTELEGRAPHY (MARINE)

The examination for the Maritime Radiocommunications General Certificate will be conducted as indicated below

(Examination Fee R15)

Subject	Date	Time
Fundamentals of Electricity and Radiocommunication	4/5/81	19h00-22h00
Marine Radiocommunication	5/5/81	19h00-22h00
Practical and Regulations	6/5/81	19h00-21h00

Arrangements can be made to enable candidates to write the theory examination at any convenient centre but the practical manipulative test can only be conducted at centres where suitable facilities exist

The examination for the Amateur Radio Operator's Certificate will be conducted at appointed centres on 7 May 1981 at 19h00-22h00. The examination fee is R10

(151) (165) (149) DU. 27/1/81

130 000 hours lost in job disputes

THE ASSEMBLY — More than 130 000 man-hours were lost in 100 labour disputes involving 15 771 black workers during 1979

This was disclosed in the annual report of the Department of Manpower Utilisation which was tabled in Parliament yesterday.

The department said there was a slight

decrease in the number of labour disputes in 1979, compared with the previous year, but the number of man-hours lost rocketed by 62,5 per cent

There was also an increase of 11,3 per cent in the number of black workers involved

During 1979, a total of 2 683 liaison committees, 312 works committees, eight co-ordinating works committees and nine co-

ordinating liaison committees covering 774 150 black employees were functioning

The department said although the growth rate in liaison committees had decreased, the committees still played a meaningful role in fostering better understanding between employers and employees and in creating sound human relations — PC.

FINE ART & ARCHITECTURE

ARCHITECTURE

Cape Provincial Institute of Architects' Prize
For the best student in :-

Sixth Year

P F Dunkley

Helen Gardner Travel Prize

For a student who has satisfactorily completed 1st, 2nd and 3rd major courses.

P A Rappoport

Molly Gohl Memorial Prize

For the best woman student in third year.

Miss C Tredgold

David Haddon Prize
For the best student of Architecture (or Quantity Surveying) in the subject of Professional Practice.

D H Pryce Lewis

General J B M Hertzog Prize
For the best final year student.

S A Read

Osborn Prize

For the best work in fourth year.

D H Pryce Lewis

John Perry Prize

For the best work in third year

FINE ART & ARCHITECTURE

ARCHITECTURE

Cape Provincial Institute
of Architects' Prize
For the best student in :-

Sixth Year

P F Dunkley

Helen Gardner Travel Prize

For a student who has
satisfactorily completed
1st, 2nd and 3rd major courses.

P A Rappoport

Molly Gohl Memorial Prize

For the best woman student
in third year.

Miss C Tredgold

David Haddon Prize

For the best student of

Architecture (or Quantity
Surveying) in the subject
of Professional Practice.

D H Pryce Lewis

General J B M Hertzog Prize

For the best final year student.

S A Read

Osbourn Prize

For the best work in fourth

**Three Toyota
strikers freed**

By Drew Forrest

Three more trade-unionists from the strike-bound Toyota Marketing Company in Sandton were arrested at the weekend and released yesterday without charge.

This has aroused the anger of the Federation of South African Trade Unions (Fosatu).

Two shop-stewards, also members of the Fosatu-affiliated Metal and Allied Workers Union, were held for questioning by the security police after being arrested last week.

**30 fired by
Pretoria firm**

About 30 workers at the Angus-Hawken Fluid Seal Engineering Company in Rosslyn outside Pretoria were dismissed yesterday after a wage dispute with management.

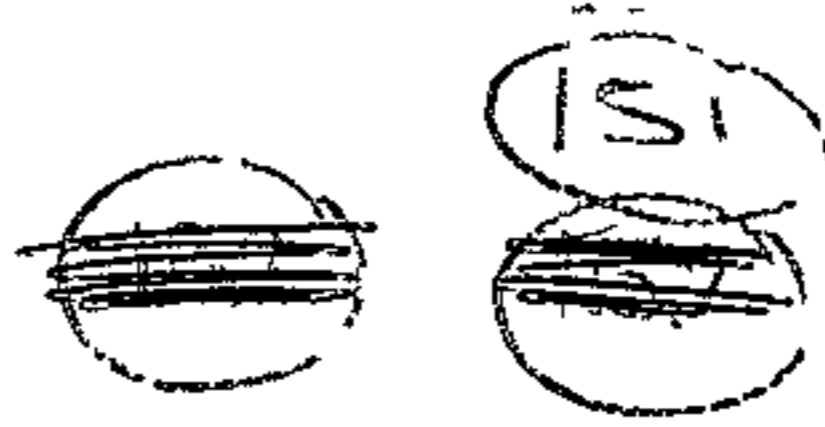
A spokesman for the National Union of Motor Assembly and Rubber Workers of South Africa — a non-racial union affiliated to Fosatu — said the workers had been sacked after refusing to meet conditions set by management for their re-employment.

Another 270 workers had been fired after a January 16 strike.

(151)

LOET DOUWES-DEKKER

The labour hot-line



Loet Douwes-Dekker is a labour academic with the Wits Business School

The union-company recognition agreement was introduced into SA's industrial relations system by the independent black union movement which emerged during the Seventies. Rights and responsibilities for management and workers were established, with the objective of industrial peace in the workplace.

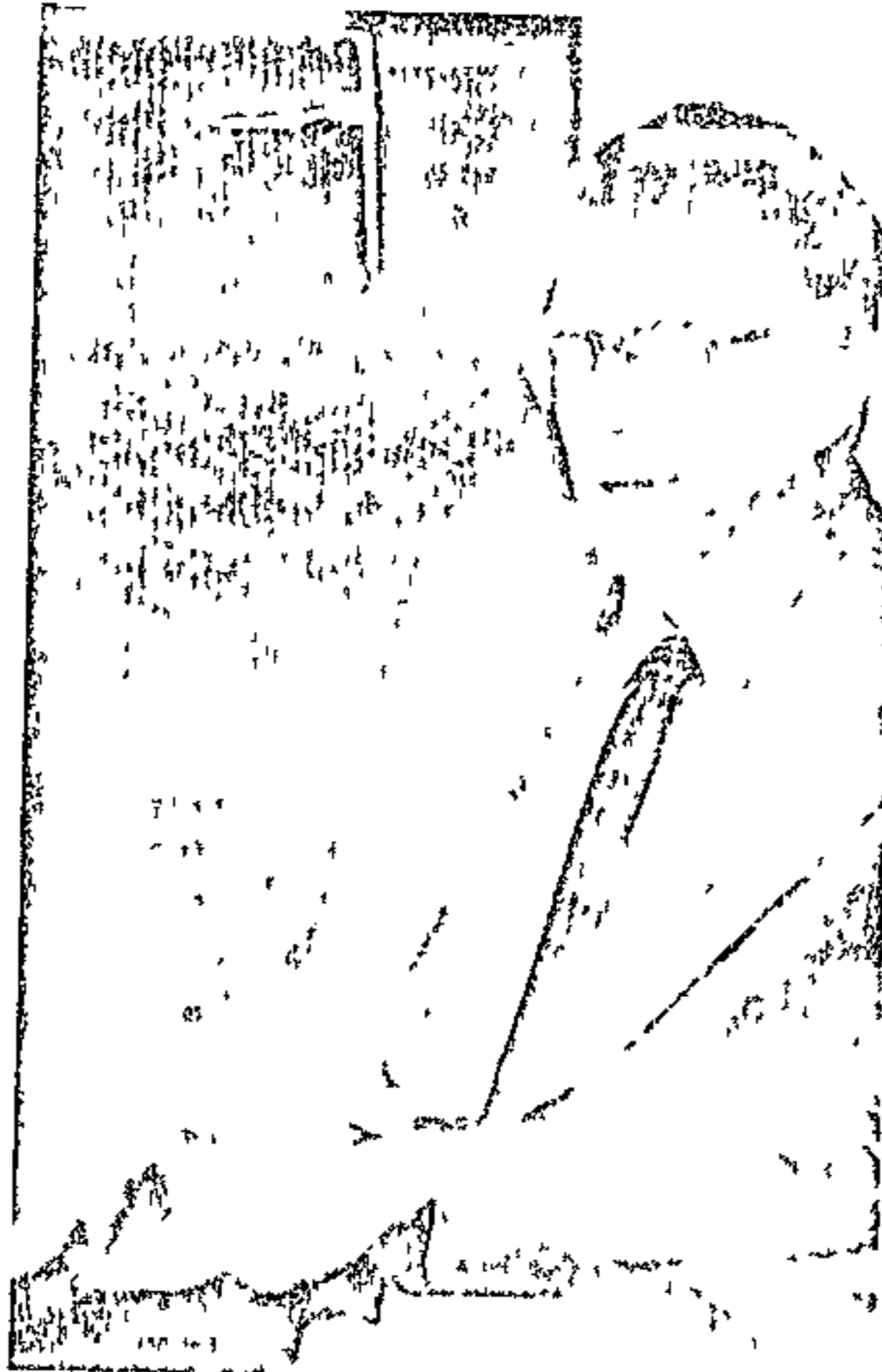
It is important to note that, as far as the rule-making process guiding their relationship is concerned, the two parties want to get on with the task of self-government. Therefore a distinction has to be drawn between the process of registration as required by State legislation, and the recognition of a union by a company once it has attained majority membership.

Employers have not readily accepted the idea of entering recognition agreements with unions. The number signed in 1980 was insignificant in terms of the magnitude of the task facing SA if order and justice are to be achieved on the factory floor.

This hesitancy is not surprising. The union recognition agreement is an innovation. The old established white unions, not being representative of all the workers, did not become involved in workplace issues. White workers' grievances and disciplinary procedures were handled on an individual basis or at the industrial council level.

But the *status quo* changed. The number of strikes by black workers in 1980 was no higher than in 1973, but the issues were more specific. It appears that though employers are becoming more receptive to worker rights, rising worker expectations are either not understood or insufficiently recognised. So black frustration is overtaking the pace of employer reform. How to respond is the question for employers.

The recognition agreement is a crucial instrument in meeting the demands of the new situation, representing a willingness on the part of black unions to channel hostility and conflict through agreed procedures. Few recog-



Douwes-Dekker . . . the *status quo* has changed

POINTS OF AGREEMENT

- Statement of intent by both parties and clarification of roles
- Statement on collective bargaining structure and process
- Agreement in principle or in detail on grievance procedure
- Recognition facilities and functions of shop steward
- Stop-order facilities
- Agreement on access of union officials to place of work
- Agreement in principle or in detail on disciplinary procedure
- Role of safety and occupational health joint-committee
- Paid educational leave for shop stewards
- Time off for union office bearers
- Facilities for union meetings
- Agreement in principle or in detail on redundancy procedure
- Dispute procedures

nition agreements contain details of the collective bargaining process as the emphasis has been on facilities for unions and procedural methods of handling conflict of rights problems (see box for main headings which should be covered in agreements).

Some agreements contain a clause, favoured by management that the union undertakes to use its best endeavours to settle a work stoppage. However, without facilities and a procedural mechanism this is unrealistic.

A serious omission of current recognition agreements is the establishment of a mutually agreed dispute procedure through which disagreements can be caught in time and spontaneous stoppages speedily resolved. The essence of such a procedure is the establishment of a hot line between top management and the union leadership.

The aim is thus to channel outbursts of hostility, initiated by either workers or management, which are inevitable in the present transition period towards new norms and values. Middle management, in particular, feels threatened.

Those employers resisting the move towards recognition agreements will be forced to rely on guidelines for strike handling which inevitably imply coercion. In this respect concern must be expressed about the 'get back or be sacked' tactic which some employers have recently adopted. The naive assumption is that by selectively re-employing workers a more satisfactory industrial relationship is assured in future.

Selective re-employment gets rid of present leaders but does not guarantee 'tame' future leaders. It will lead to that polarisation found in other countries about which employers are always expressing concern.

SA is moving towards recognising the right to organise and to bargain collectively. But the right to withhold labour is not acknowledged. As recent cases have shown, strikes are still perceived as illegal.

The dispute procedure acknowledges this right but provides for its speedy resolution.

FACULTY OF ENGINEERING

Corporation Medals
For the best student in each
of the 2nd, 3rd and final years.

Second Year (Bronze Medal)
Miss G C Littlewort

Third Year (Silver Medal)
Miss N C Davidson

Fourth Year (Gold Medal)

P M Salmon

T J Cumming

D P Weeks

J H Rens

B F McClelland

Professor George Menzies Prize
Awarded on results of final
examinations to the best male
student in Land Surveying or
Civil Engineering.
J H Rens

Sammy Sacks Memorial Prize
Awarded to the student with the
best classwork in Engineering
Drawing.
L Menegaldo

A E & C I Prize
For the first year student
obtaining the highest average
mark.
G L Cragg

Strikers

slow down
STAR 3/2/81
industry (151)

South African industry was hit by a total of 207 strikes and work-stoppages last year — twice as many as in 1979

This was revealed by Dr Hennie Reynders, chairman of the National Manpower Commission, at a Press conference held in Pretoria last night

No less than 175 000 man-days had been lost through strike-action.

Despite the increase, the situation was not abnormal," Di Reynders said.

A larger number of black trade unions were now active, and the industrial relations scene was in a "transitional phase," with both management and unions lacking experience.

The high rate of inflation in 1980 had also fuelled industrial unrest, he said

Ending on a warning note, Dr Reynders said the State viewed with concern the growing number of strikes which involved unions not registered under industrial law.

CHE

Third independent union registered

Another trade union affiliated to the Council of Unions of South Africa (Cusa) has been officially registered — the third independent union to qualify for registration under the Government's new labour deal

It is the 5 500-strong Steel, Engineering and Allied Workers Union, now registered on behalf of black workers in Port Elizabeth, Durban, Cape Town and elsewhere, including a wide range of areas in the Transvaal.

"Independent" unions are those which originate in black worker organisation, rather than in a

policy decision by management or a white union in the same industry. Two such unions, both affiliated to Cusa, were registered late last year.

Union secretary Mrs Jane Hlongwane said yesterday she had already applied for admission to the Engineering Industrial Council, and looked forward to working closely with the registered unions in the industry

In particular she hoped to improve the minimum wages of black engineering workers, most of whom currently earn less than R1 an hour.

CHEMICAL

Sammy Sacks Memorial Prize
Awarded to the student with the best classwork in Engineering

J H Rens

Professor George Menzies Prize
Awarded on results of final examinations to the best male student in Land Surveying or Civil Engineering.

P M Salmon
T J Cumming
D P Weeks
J H Rens
B F McClelland

Fourth Year (Gold Medal)

Miss N C Davidson

Third Year (Silver Medal)

Miss G C Littlewort

Second Year (Bronze Medal)

Corporation Medals
For the best student in each of the 2nd, 3rd and final years.

FACULTY OF ENGINEERING

Investigation of 'closed shops'

STAR 3/2/81 (165) (134) (166) (151)

Labour Reporter

The National Manpower Commission is likely this year to make recommendations to the Government on closed shops at companies and industrial relations training for trade unions and managements.

This was said in Pretoria this week by the chairman of the commission, Dr Hennie Reynders.

Dr Reynders said the commission was preparing a report on the pros and cons of the closed shop principle and would possibly be making recommendations to the Government on this sensitive issue.

He also said some company managements and trade unions were inexperienced in conducting proper industrial relations training, and the commission had looked into this.

Sharing financing of training facilities was also being investigated.

Concern had been expressed by the private sector over a provision in the Draft Training Bill which would enable the Department of Manpower Utilisation to transfer training costs to private industry.

Dr Reynders said he was most disappointed in the private sector's reaction to Government initiatives in black apprenticeship training as there had been only 82 registrations since mid-1979.

It was still possible for unregistered trade unions to conduct industrial relations training, although they first had to register with the department.

This would in turn place such unions under the scrutiny of department officials (Pending draft legislation would assign this task to training advisers).

The Manpower Commission may also review registration procedures for trade unions, Dr Reynders said.

Some unions had waited many months to be registered.

Dr Reynders referred to several key labour issues which arose last year. These were:

- Government commitment to a free enterprise system.

- Government acceptance that black trade unions be accorded legal rights and other advantages.

- The registration of black apprentices throughout the country and not only in the "national states".

- The increase in the number of strikes and work stoppages.

- The increased interest shown by employers in employee training.

CHEM]

Awarded on results of final Professor George Menzies Prize

- B F McClelland
- J H Rens
- D P Weeks
- T J Cumming
- P M Salmon

Fourth Year (Gold Medal)

Miss N C Davidson

Third Year (Silver Medal)

Miss G C Littlewort

Second Year (Bronze Medal)

For the best student in each of the 2nd, 3rd and final years.

Corporation Medals

6/2/81

KENNISGEWING 115 VAN 1981
DEPARTMENT VAN MANNEKRAG-
BENUTTING

WET OP NYWERHEIDSVERSOENING, 1956

AANSOEK OM VERANDERING VAN DIE REGI-
STRASIEBESTEK VAN 'N VAKVERENIGING

Ek, Mattheus Willem Johannes le Roux, Nywer-
heidsregistrator, maak ingevolge artikel 4 (2) soos
toegepas by artikel 7 (5) van bogenoemde Wet, hierby
bekend dat 'n aansoek om die verandering van sy
registrasiebestek ontvang is van die National Union of
Leather Workers. Besonderhede van die aansoek word
in onderstaande tabel verstrek

Enige geregistreerde vakvereniging wat teen die aan-
soek 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 Mannekragbenutting, Ongevallegebou 449, Schoemanstraat 215, Pretoria (posadres Privaatsak X117, Pretoria, 0001)

TABEL

Naam van vakvereniging—National Union of
Leather Workers
Datum waarop aansoek ingedien is—30 Oktober
1980

NOTICE 115 OF 1981

DEPARTMENT OF MANPOWER UTILISATION
INDUSTRIAL CONCILIATION ACT, 1956

APPLICATION FOR VARIATION OF SCOPE OF
REGISTRATION OF A TRADE UNION

I, Mattheus Willem Johannes le Roux, Industrial
Registrar, do hereby, in terms of section 4 (2)
applied by section 7 (5) of the above-mentioned Act,
give notice that an application for the variation of
its scope of registration has been received from
National Union of Leather 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 Utilisation,
449 Compensation House, 215 Schoeman Street,
Pretoria (postal address Private Bag X117, Pretoria,
0001), within one month of the date of publication of
this notice.

TABLE

Name of trade union—National Union of Leather
Workers
Date on which application was lodged—30 October
1980

gg 7398 (15) 738

GOVERNMENT GAZETTE, 6 FEBRUARY 1981

No 7398 27

*Belange en gebied ten opsigte waarvan aansoek
gedaan word*—Alle persone wat vir die doeleindes van
die Wet werknemers is en in diens is in daardie gedeelte
van die Leernywerheid gemoeid met die vervaardiging
van krieket- en hokkieballe, in die landdrostdistrik
Wynberg

Posadres van applikant—Posbus 3039, Port Elizabeth, 6056

Kantooradres van applikant—Hoek van Mount- en
Diazweg, Port Elizabeth

Die aandaar word gevestig op onderstaande vereistes
van artikels 4 en 7 van die Wet

(a) Die mate waarin 'n vakvereniging wat teen die
aansoek beswaar maak verteenwoordigend is word
ingevolge artikel 4 (4), soos toegepas by artikel 7 (5),
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 vol-
waardige lede was, in aanmerking geneem

(b) Die prosedure voorgeskryf by artikel 4 (2) moet
gevolg word in verbande met 'n beswaar wat ingedien
word

M W J LE ROUX, Nywerheidsregistrator

(6 Februarie 1981)

*Interests and area in respect of which application is
made*—All persons who are employees for the pur-
poses of the Act and are employed in that portion of
the Leather Industry concerned with the manufacture
of cricket balls and hockey balls, in the Magisterial
District of Wynberg

Postal address of applicant—PO Box 3039, Port
Elizabeth, 6056

Office address of applicant—Corner Mount and
Diaz Roads, Port Elizabeth

Attention is drawn to the following requirements of
sections 4 and 7 of the Act

(a) The representativeness of any trade union which
objects to the application shall in terms of section
4 (4) as applied by section 7 (5) be determined on the
facts as they existed at the date on which the applica-
tion 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 section 4 (2) must
be followed in connection with any objection lodged

M W J LE ROUX, Industrial Registrar

(6 February 1981)

520,1

1 294,0

369,0

68,1

191,7

46,9

168,2

337,8

KENNISGEWING 112 VAN 1981

DEPARTEMENT VAN MANNEKRAG-
BENUTTING

WET OP NYWERHEIDSVERSOFTING, 1956

AANSOEK OM REGISTRASIE VAN 'N
VAKVERENIGING

Ek, Mattheus Willem Johannes le Roux, Nywer-
heidsregistrator, maak ingevolge artikel 4 (2) van
bogenoemde Wet hierby bekend dat 'n aansoek om
registrasie as 'n vakvereniging ontvang is van die Build-
ing Construction and Allied Workers Union Beson-
derhede van die aansoek word in onderstaande tabel
verstrek

Enige geregistreerde werkgewersorganisasie/vak-
vereniging wat teen die aansoek beswaar maak, word
versoek om binne een maand na die datum van publi-
kasie van hierdie kennisgewing sy beswaar skriftelik by
my in te dien, p/a die Departement van Mannekrag-
benutting, Ongevallegebou 449 Schoemanstraat 215,
Pretoria (posadres Privaatsak X117, Pretoria, 0001)

6/2/81

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NOTICE 112 OF 1981

DEPARTMENT OF MANPOWER
UTILISATION

INDUSTRIAL CONCILIATION ACT, 1956

APPLICATION FOR REGISTRATION OF A
TRADE UNION

I, Mattheus Willem Johannes le Roux, Industrial
Registrar, do hereby, in terms of section 4 (2) of the
above-mentioned Act, give notice that an application
for registration as a trade union has been received
from the Building Construction and Allied Workers
Union ~~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 Utilisation,
449 Compensation House, 215 Schoeman Street, Pre-
toria (postal address Private Bag X117, Pretoria,
0001), within one month of the date of publication of
this notice.

O

58 7 398

TABEL

Naam van vakvereniging—Building Construction and Allied Workers Union

Datum waarop aansoek ingedien is—29 Oktober 1980

Belange en gebied ten opsigte waarvan aansoek gedoen word—Swartes wat vir die doeleindes van die Wet werknemers is en in die volgende nywerhede in diens is, in die Republiek van Suid-Afrika, met uitsondering van werk wat deur plaaslike owerhede en die Suid-Afrikaanse Spoorweg- en Hawens-administrasie in sodanige nywerhede verrig word

Bounywerheid;
Sementnywerheid;
Sementproduktenywerheid;
Siviele Ingenieursbedryf;
Keramieknywerheid,
Swaarklei- en Verwante Produktenywerheid;
Padmaakbedryf,
Klipvergruisnywerheid.

(1) "Bounywerheid", sonder om die gewone betekenis van die uitdrukking engerwys te beperk, beteken die nywerheid waarin werkgewers en werknemers met mekaar geassosieer is met die doel om geboue en bouwerke op te rig, te voltooi, op te knap, te herstel, in stand te hou of te verbou, en dit omvat alle werk wat verrig word deur persone wat in genoemde Nywerheid betrokke is by ondergenoemde ambagte of onderverdelings daarvan

Asfaltwerk;
Messelwerk,
Lakpoleerwerk;
Beglasing;
Skrynwerk;
Ruit-in-loodwerk,
Klipmesselwerk,
Metaalwerk,
Verfwerk,
Pleisterwerk,
Loodgieterswerk;
Winkel-, kantoor- en bankuitrustingwerk;
Staalwapening en/of staalkonstruksie,
Houtwerk.

Asfaltwerk sluit in die bedekking van vloere, plat-en/of staandakke, die waterdigting of vogdigting van kelders of fundamente, hetsy met bereide rolle dakbedekking of asfaltplate met geglasuurde of nie-geglasuurde oppervlakte of nie, en afgesien daarvan of teer, macadam, neuchatel, limmer of enige ander tipe soliede of halfsoliede asfalt, mastik of emulsie-asfalt of bitumen wat of warm of koud op sodanige dak, vloer, kelder of fondament aangebring word, gebruik word of nie

Messelwerk sluit in betonwerk en die aanbring van betonblokke, -blaaie, of -plate, die aanbring van teels aan mure en vloere, voegwerk aan steenwerk, voegstryking, plaveiwerk, mosaikwerk, voorwerk met leiklip, met marmer en met komposisiemateriaal, riool-aanlegwerk, leiklipwerk, pandekking en sementkalfaatwerk aan erdepypriole

Lakpoleerwerk sluit in poleerwerk met 'n kwas of kussinkie en bespuiting met 'n komposisiesstof

Beglasing sluit in die sny en/of aanbring van alle soorte glas of dergelike materiaal in sponnings in hout- of metaaldeure, -vensters, -rame of dergelike vaste toebehore, en alle werksaamhede wat daarmee in verband staan

TABLE

Name of trade union—Building Construction and Allied Workers Union

Date on which application was lodged—29 October 1980

Interests and area in respect of which application is made—Black persons who are employees for the purpose of the Act and are engaged in the following industries, in the Republic of South Africa, excluding work performed by local authorities and the South African Railways and Harbours Administration in such industries

Building Industry;
Cement Manufacturing Industry;
Cement Products Industry,
Civil Engineering Industry,
Ceramics Industry,
Heavy Clay and Allied Products Industry;
Roadmaking Industry; and
Stonecrushing Industry

(1) "Building Industry" means, without in any way limiting the ordinary meaning of the expression, the industry in which employers and employees are associated for the purpose of erecting, completing, renovating, repairing, maintaining or altering buildings or structures, and includes all work executed or carried out by persons therein, who are engaged in the following trades or subdivisions thereof

Asphalting,
Bricklaying,
French polishing;
Glazing,
Joinery,
Lead-light making,
Masonry,
Metal work;
Painting,
Plastering,
Plumbing;
Shop, office and bank fitting;
Steel reinforcing and/or steel construction;
Woodworking

Asphalting includes covering floors, flat and/or sloping roofs, waterproofing or damp proofing of basements or foundations whether or not with prepared roll roofing or asphalt sheeting having glazed or unglazed surfaces, whether or not using tar, macadam, meuchatel, limmer or any other type of solid or semi-solid asphalt, mastic or emulsified asphalts or bitumens, applied either hot or cold to such roofs, floors or basements or foundations

Bricklaying includes concreting and the fixing of concrete blocks, slabs or plates, tiling of walls and floors, jointing of brickwork, pointing, paving, mosaic work, facing work in slate, in marble and in composition, drainlaying, slating, roof tiling and cement caulking of earthenware drains

French polishing includes polishing with a brush or pad, and spraying with any composition

Glazing includes the cutting and/or fixing of all kinds of glass or other like products into rebated or formed in wood or metal doors, windows, frames or like fixtures and all operations incidental thereto

151
H/23

Skrynwerk sluit in die aanbring van alle houttoebehore en die vervaardiging van alle skrynwerkartikels wat met sodanige toebehore in verband staan, afgesien daarvan of die persoon wat sodanige artikels vervaardig of berei het, die aanbringwerk in die gebou of bouwerk doen of nie, asook rakkaste, kombuiskaste of ander kombuistoebehore wat as 'n permanente deel van die gebou aangebring word

Ruit-in-loodwerk sluit in die vervaardiging en/of aanbring van ruite in lood en/of ander metaal en van reklameborde (uitgesonderd die elektriese toebehore wat daarmee in verband staan) en die beglasing wat daarop betrekking het

Klipmesselwerk sluit in klipkap- en klipbouwerk (ook die kapp van klippe vir en die bou van sier- en monumentklipwerk), betonwerk en die aanbring of bou van voorafgegiete of kunsklip of kunsmarmer, plaveiwerk, mosaiekwerk, voegstryking, muur- en vloer- teelwerk, die bediening van 'n Mall en Biax- of dergelike tipe verplaasbare spinner, buigsame sny-, afwerk- en ander klipwerkmasjinerie, uitgesonderd klippoleermasjinerie en die skerpmmaak van klipwerkgereedskap, afgesien daarvan of die persoon wat sodanige artikel vervaardig of berei het, die aanbringwerk in die gebou of bouwerk doen of nie

Metaalwerk sluit in die aanbring van staalplafonne, metaal vensters, metaaldeure, siemetaalwerk, metaalrune, en metaaltrappe, boumetaalwerk, die vervaardiging en/of aanbring van getrokke metaal en plaat- en uitgedrukte metaal, afgesien daarvan of die persoon wat sodanige artikel vervaardig of berei het, die aanbringwerk in die gebou of bouwerk doen of nie

Verfwerk sluit in versierwerk, muurplakwerk, beglasing, distemperwerk, afwit- en kleurkalkwerk, beitswerk, verniswerk, greinering en marmering en bespuiting, spuitvertwerk, letterskilderwerk en muurversiering, die gebruik van teer en die produkte daarvan, asook skuurwerk en alle werk te voorbereiding vir die werksaamhede soos voornoem, die afskuur van mure en houtwerk, die opvul van barste in mure en die aanbring van stopverf in houtwerk

Pleisterwerk sluit in boetsecrwerk, modelleerwerk, die maak van vorms, die aanbring van voorwerk in vorms vir stortsel, die maak en aanbring van pleisterbordplafonne en vesel- of ander komposisiepleister, granolitiese, terras- en komposisie vloerwerk, komposisiemuurbedekking en die poleerwerk daarvan die bediening van 'n Mall en Biax- of dergelike tipe verplaasbare spinner, buigsame sny- en afwerkmasjien voorafgegiete of kunsklipwerk, muur- en vloerteelwerk plavei- en mosaiekwerk, plaatgaaswerk, akoestiekspuitwerk en alle prosesse wat in verband staan met die voltooiing van plafonne en mure, afgesien daarvan of die persoon wat sodanige artikel vervaardig of berei het, die aanbringwerk in die gebou of bouwerk doen of nie

Loodgieterswerk sluit in sweissoldeerwerk en sweiswerk, loodlaswerk, gasaanlegwerk, sanitêre en huisingenieurswerk, rioolaanlegwerk, kalfaatwerk, ventileerwerk, verwarmingswerk, die aanlê van warm en koue water, brandweerinstallasie en die vervaardiging en aanbring van alle plaatmetaalwerk, afgesien daarvan of die persoon wat sodanige artikel vervaardig of berei het die aanbringwerk in die gebou of bouwerk doen of nie Winkel-, kantoor- en bankuitrustingswerk sluit in die vervaardiging en/of aanbring van winkelfronte, vensterafkortings, uitstallaste, toonbankskeins en binnehuise los en vaste toebehore

Joinery includes the fixing of all wooden fittings and the manufacture of all articles of joinery incidental to such fittings, whether or not the fixing in the building or structure is done by the person making or preparing the article used, as well as cupboards, kitchen dressers or other kitchen fixtures which accrue to the building as a permanent portion thereof

Lead-light making includes the manufacture and/or fixing of lead and/or other metal lights and display signs (excluding electrical fittings incidental thereto), and the glazing relating thereto

Masonry includes stone cutting and building (including the cutting and building of ornamental and monumental stone work), concreting and the fixing or building of pre-cast or artificial stone or marble, paving, mosaic work, pointing, wall and floor tiling, operating a Mall and Biax or similar type of portable spinner, flexible cutting, finishing and other stone working machinery other than stone polishing machinery and the sharpening of masons tools, whether or not the fixing in the building or structure is done by the person making or preparing the article used

Metal work includes the fixing of steel ceilings, metal windows, metal doors, builders' smith work, metal frames and metal stairs and architectural metal work, the manufacture and or fixing of drawn metal and sheet and extruded metal, whether or not the fixing in the building or structure is done by the person making or preparing the article used

Painting includes decorating, paper-hanging, glazing, distempering, lime and colour washing, staining, varnishing, graining and marbling and spraying, spray painting, signwriting and wall decorating, the use of tar and its products, as well as sandpapering and all work preparatory to the above-mentioned operations the sandpapering of walls and woodwork, filling cracks in walls and puttying of woodwork

Plastering includes modelling, model making, mould making, fixing of casts to moulds, making and fixing plaster board ceilings and fibrous plaster or other compositions, granolithic, terrazzo and composition floorlaying, composition wall covering and polishing, operating a Mall and Biax or similar type of portable spinner, flexible cutting and finishing machine, precast or artificial stone work, wall and floor tiling, paving and mosaic work, metal lathing, acoustic spraying and all processes incidental to the completion of ceilings and walls, whether or not the fixing in the building or structure is done by the person making or preparing the article used

Plumbing includes brazing and welding, lead burning, gas fitting, sanitary and domestic engineering, drainlaying, caulking, ventilating, heating, hot and cold water fitting, fire installation and the manufacture and fitting of all sheet metal work, whether or not the fixing in the building or structure is done by the person making or preparing the article used

Shop, office and bank fitting includes the manufacture and/or fixing of shop fronts, window enclosures, show cases, counter screens and interior fittings and fixtures

Staalwapening en/of staalkonstruksie sluit in die aanbring van alle klasse staal- of ander metaalsuile, leers, staalbalke, plaatmetaal of metaal in enige ander vorm wat deel van 'n gebou of bouwerk uitmaak

Houtwerk sluit in timmerwerk, fineerpaneelwerk en die polering en skuur daarvan, houtwerk, masjienwerk, draaiwerk, houtsnijwerk, die aanbring van gegolfde sinkplate, klank- en akoestiek materiaal, kuik- en asbesisolasie, houtdraaiwerk, komposisieplafonne en -muurbedekking, die boor van gate en die aanbring van proppe in mure, die bedekking van houtwerk met metaal, blokkies- en ander vloerwerk, met inbegrip van hout, linoleum, rubberkomposisie, asfaltiese vloerbedekking of kurk, met inbegrip van die afskuur daarvan, die bediening van 'n Mall en Biax- of dergelike tipe verplaasbare spinner, buigsame sny-afwerk en poleermasjien, bekisting en/of die bereiding van vorms vir beton, afgesien daarvan of die persoon wat sodanige artikel vervaardig of berei het, die aanbringwerk in die gebou of bouwerk doen of nie met dien verstande dat as linoleum gelê word deur die verskaffer daarvan, wie se vernaamste besigheid in die Kommersiele Distribusiebedryf is dit uitgesluit word van hierdie omskrywing wanneer sodanige lêwerk iets bykomstigs is by die verkoop van sodanige linoleum en geen deel van die regstreekse koste van die klant uitmaak nie

(ii) "Sementnywerheid" beteken die nywerheid waarin werkgewers en werknemers met mekaar geassosieer is vir—

(a) die vervaardiging van sement of gips;

(b) die uitgrawe, win of produksie van enige materiaal wat gebruik word vir die vervaardiging van enige van die goedere genoem in paragraaf (a) indien uitgevoer deur werkgewers wat by sodanige vervaardiging betrokke is, en dit omvat alle werksaamhede wat met enige van voornemende bedrywighede in verband staan of daaruit voortspruit, maar dit sluit nie die werksaamhede in nie van werknemers wat in diens is op persele wat nie deel vorm van of nie aangrensend is aan persele waar enige van die bedrywighede gemeld in (a) en (b) verrig word nie

(iii) "Sementproduktenywerheid" beteken die nywerheid waarin werkgewers en werknemers met mekaar geassosieer is in bedryfsinrigtings met die doel om een of meer van die volgende artikels te vervaardig

Stene, teels, dakpanne, blokke, pilare, potte, pype, pyptoebehore, lugroosters of enige ander artikel waarvan sement of kalk of beide sement en kalk die vernaamste bindmiddel vorm en wat nie deur middel van oondbrand gehard word of enige ander verhitingsproses ondergaan nie, behalwe om die hardword van die bindmiddel te bespoedig,

en dit omvat ook alle werksaamhede wat met enige van voornoemde bedrywighede in verband staan of daaruit voortspruit

(iv) "Siviele Ingenieursbedryf" beteken die bedryf waarin werkgewers (uitgesonderd plaaslike owerhede) en werknemers met mekaar geassosieer is vir uitgrawingswerk of die bou van dokke, hawens, brúe, viadukte, akwadukte, kanale pypleidinge, kabelkanale vliegvelde, bunkers, opgaarkuile, spoorwee, verdedigingswerke, rivierwerke, piere, kaate, reservoirs, buiers, en dit omvat veral 'n belangrike deel maar uitgesonderd die Padmaakbedryf

Steel reinforcing and/or steel construction includes the fixing of all classes of steel or other metal columns, girders, steel joists, sheeting or metal in any form which forms part of a building or structure

Woodworking includes carpentry, veneer panelling, polishing and sandpapering of veneer panelling, wood working, machining, turning, carving, fixing of corrugated iron, sound and acoustic material, cork and asbestos insulation, woodlathing, composition ceiling and wall covering, drilling and plugging of wood covering of woodwork with metal, block and tile flooring, including wood, linoleum, rubber composition, asphalt-based floor coverings or cork, including the sandpapering of same, operating a Mall and E or similar type of portable spinner, flexible cutting finishing and polishing machine, shuttering and preparation of forms or moulds for concrete, whether or not the fixing in the building or structure is done by the person making or preparing the article used. Provided that the laying of linoleum by a supplier whose main business is in the Commercial District or City Trade shall be excluded from this definition where such laying is incidental to the sale of such linoleum and forms no part of the direct cost to the customer.

(ii) "Cement Manufacturing Industry" means the industry in which employers and employees are associated for—

(a) the manufacture of cement or plaster of Paris

(b) the quarrying, winning or production of material used in the manufacture of either of the goods referred to in paragraph (a) if carried on by employers who are engaged in such manufacture and includes all operations incidental to or consequent on any of the aforesaid activities, but does not include the activities of employees who are employed in premises which do not form part of the activities referred to in (a) and (b) are carried on

(iii) "Cement Products Industry" means the industry in which employers and employees are associated in establishments for the purpose of manufacturing one or more of the following articles

Bricks, tiles, roof tiles, blocks, pillars, pots, pipe fittings, ventilators, or any other articles of cement or lime or both cement and lime form the principal binding material and which are not hardened by means of burning in a kiln or subjected to any heat process except for the purpose of accelerating the hardening of the binding agent,

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

(iv) "Civil Engineering Industry" means the industry in which employers (other than local authorities) and employees are associated for excavation and the construction of docks, harbours, bridges, viaducts, aqueducts, canals, pipe lines, cableducts, airlocks, bunkers, bins, railways, sea defences, river piers, quays, wharves, reservoirs, filter-beds, works, weirs, tunnels or gas holders, and in the Roadmaking Industry

includes columns, in any form

panelling, e.g. wood-work of corrugated iron and ceiling of walls, and other composites including and Biaxial cutting, and/or whether it is done on the supplier's Distribution when linoleum is to be laid.

includes the are associated with

of Paris;

any of the articles manufactured or consigned but does not include any of the articles carried on board

the industries associated with manufacturing

gas, pipes, of which the principal part is made by any other process than the

consequent

the industries (authorities) work or viaducts, roads, and tram works, and sewage treatment works include the

(v) "Keramieknywerheid" beteken die nywerheid waarin werkgewers en werknemers met mekaar geassosieer is in bedryfsinrigtings waar werknemers in diens is vir—

(a) die vervaardiging van een of meer van die volgende artikels, Elektriese isolators of toebehore van porselein, erdegoed, pottbakkersware, oondware, santerware met wit of gekleurde glasuur, laboratoriumuitrusting, badkamertoebehore, muur- of vloerteels (uitgesonderd steengroefteels) wat in die vervaardigingsproses verhard word deur dit in 'n oond te bak of enige ander verhittingsproses te laat ondergaan en wat vervaardig is uit klei of waarvan klei of enige ander hittevaste of isolerende mineraal, erts of materiaal of 'n kombinasie van klei en sodanige ander mineraal, erts of materiaal die hoofbestanddeel uitmaak,

(b) die ekstraheer, ontginning, winning of bereiding van die klei of hittevaste of isolerende mineraal, erts of materiaal wat gebruik word by die vervaardiging van enige van die artikels in paragraaf (a) genoem, indien uitgeoefen deur werkgewers wat by sodanige vervaardiging betrokke is,

en dit omvat alle werksaamhede wat met enige van voornoemde bedrywighede in verband staan of daaruit voortspruit

(vi) "Swaarklei- en Verwante Produktenywerheid" beteken die nywerheid waarin werkgewers en werknemers met mekaar geassosieer is in bedryfsinrigtings waar werknemers in diens is vir—

(a) die vervaardiging van een of meer van die volgende artikels (uitgesonderd keramiekware)

Bakstene, silikasandstene, steengroefteels, dakpanne, plate, holblokke, vuurvaste produkte, suurvuurvaste erdewerk, erdepype, erdepyp toebehore, lugroosters, isoleerprodukte of enige ander artikel wat in die vervaardigingsproses verhard word deur dit in 'n oond te bak of enige verhittingsproses te laat ondergaan en wat van klei gemaak is of waarvan klei of enige ander hittevaste of isolerende mineraal, erts of materiaal of kombinasie van klei en sodanige ander mineraal, erts of materiaal die hoofbestanddeel vorm,

(b) die ekstraheer, ontginning, winning of bereiding van die klei of hittevaste of isolerende mineraal, erts of materiaal wat gebruik word by die vervaardiging van enige van die artikels in paragraaf (a) genoem, indien uitgeoefen deur werkgewers wat by sodanige vervaardiging betrokke is,

en dit omvat alle werksaamhede wat met enige van voornoemde bedrywighede in verband staan of daaruit voortspruit

(vii) "Padmaakbedryf" beteken die bedryf waarin werkgewers en werknemers met mekaar geassosieer is vir die doel om paaie of strate te maak of persele of terreine gelyk te maak, te gruus, met beton te bedek of die asfalteer, en dit omvat ook enige werkwinkel waar gereedskap, voertuie of toerusting wat in enige of al voorgenomde werksaamhede gebruik word, gemaak, herstel, nagesien of opgeknop word, en dit omvat verder alle werksaamhede wat met enige van voormelde bedrywighede in verband staan of daaruit voortspruit

(viii) "Klipvergruingsnywerheid" beteken die nywerheid waarin werkgewers en werknemers met mekaar geassosieer is vir—

(a) die vergruising van klip;

(v) "Ceramics Industry" means the industry in which employers and employees are associated in establishments where employees are employed for—

(a) the manufacture of any one or more of the following articles, Electrical porcelain insulators or fittings, crockery, pottery, ovenware, white or coloured glaze, sanitary ware, laboratory equipment, bathroom fittings, wall tiles or floor tiles (other than quarry tiles) which in the process of being manufactured are hardened by burning in a kiln or by any other heat process and which are made from clay or of which clay or any other heat-resisting or insulating mineral, ore or material or a combination of clay and any such other mineral, ore or material forms the principal component, or

(b) the extraction, mining, winning or preparation of the clay or heat-resisting or insulating mineral, ore or material used in the manufacture of any of the articles referred to in paragraph (a) if carried on by employers who are engaged in such manufacture,

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

(vi) "Heavy Clay and Allied Products Industry" means the industry in which employers and employees are associated in establishments where employees are engaged in—

(a) the manufacture of any one or more of the following articles (other than ceramic ware)

Bricks, silica-sand bricks, quarry tiles, roof tiles, slabs, hollow blocks, refractories, acid-proof or fire-proof earthenware, earthenware pipes, earthenware pipe fittings, ventilators, insulating products or any other article which in the process of being manufactured is hardened by burning in a kiln or by any other heat process and which is made from clay or of which clay or any other heat-resisting or insulating mineral, ore or material or a combination of clay and such other mineral ore or material forms the principal component,

(b) the extraction, mining, winning or preparation of the clay or heat-resisting or insulating mineral, ore or material used in the manufacture of any of the articles referred to in paragraph (a), if carried on by employers who are engaged in such manufacture,

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

(vii) "Roadmaking Industry" means the industry in which employers and employees are associated for the purpose of making roads or streets or levelling gravelling, covering with concrete or asphaltting premises or sites and includes any workshop where tools, vehicles or equipment used in any or all of the above-mentioned activities are made repaired, checked or overhauled and further includes all operations incidental to or consequent on any of the aforesaid activities

(viii) "Stonecrushing Industry" means the industry in which employers and employees are associated for—

(a) the crushing of stone;

(b) die uitgrawe of winning van klip ter vergruising indien uitgevoer deur werkgewers wat by die vergruising van sodanige klip betrokke is,

en dit omvat alle werksaamhede wat met enige van voornoemde bedrywighede in verband staan of daaruit voortspruit.

Posadres van applikant—Tweede Verdieping, Estrominhuis, Simmondsstraat 47a, Johannesburg, 2001

Kantooradres van applikant—Kamer 36, Tweede Verdieping, Estrominhuis, Simmondsstraat 47a, 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

Nota—Hierdie Kennisgewing vervang Kennisgewing 41 van 1981 wat in die *Staatskoerant* van 16 Januarie 1981 verskyn het

M W J LE ROUX, Nywerheidsregistrateur

(6 Februarie 1981)

KENNISGEWING 114 VAN 1981 DEPARTEMENT VAN STATISTIEK

Die Sekretaris van Statistiek maak vir algemene inligting bekend dat die Verbruikersprysindeks vir Desember 1980 soos volg is

VERBRUIKERSPRYSINDEKS, ALLE ITEMS

Gebied	Indeks	
	Basis 1975 = 100	Basis April 1970 = 100
1 Kaapstad	183,9	287,1
2 Port Elizabeth	184,2	291,6
3 Oos-Londen	184,9	292,1
4 Kimberley	188,3	289,6
5 Pietermaritzburg	188,0	294,8
6 Durban	187,8	290,9
7 Pretoria	187,0	298,8
8 Witwatersrand	194,2	306,6
9 Klerksdorp	186,7	293,5
10 Vaaldrichhoek	195,9	303,6
11 OVS-goudvelde	195,3	297,8
12 Bloemfontein	186,5	288,7
Beswaarde gemiddelde van die 12 gebiede	189,9	298,5

Verduidelikende opmerkings

Die Verbruikersprysindekse laat nie tussenstedelike vergelyking van pryspele of lewenskoste toe nie. Die indekse toon nie of dit duurder is om in een stad as in 'n ander te woon nie. Die indekse toon vir elke stedelike gebied onafhanklik, prysveranderinge wat van tyd tot tyd plaasgevind het

(b) the quarrying or winning of stone for crushing if carried on by employers who are engaged in crushing such stone,

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

Postal address of applicant—Second Floor, Estromin House, 47a Simmonds Street, Johannesburg, 2001

Office address of applicant—Room 36, Second Floor, Estromin House, 47a Simmonds 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 aforesaid date shall be taken into consideration

(b) The procedure laid down in subsection (2) must be followed in connection with any objection lodged

Note—This notice replaces Notice 41 of 1981 which appeared in the *Government Gazette* of 16 January 1981

M W J LE ROUX, Industrial Registrar

(6 February 1981)

NOTICE 114 OF 1981 DEPARTMENT OF STATISTICS

The Secretary for Statistics notifies for general information that the Consumer Price Index for December 1980 is as follows

CONSUMER PRICE INDEX, ALL ITEMS

Area	Index	
	Base 1975 = 100	Base April 1970 = 100
1 Cape Town	183,9	287,1
2 Port Elizabeth	184,2	291,6
3 East London	184,9	292,1
4 Kimberley	188,3	289,6
5 Pietermaritzburg	188,0	294,8
6 Durban	187,8	290,9
7 Pretoria	187,0	298,8
8 Witwatersrand	194,2	306,6
9 Klerksdorp	186,7	293,5
10 Vaal Triangle	195,9	303,6
11 OVS Goldfields	195,3	297,8
12 Bloemfontein	186,5	288,7
Weighted average of the 12 areas	189,9	298,5

Explanatory notes

The Consumer Price Indexes do not permit of inter-urban comparisons of price levels or living costs. They do not indicate whether it is more expensive to live in one city than in another. They indicate for each urban area, independently, the price changes which have taken place from time to time

FACULTY OF ENGINEERING

Corporation Medals
For the best student in each
of the 2nd, 3rd and final years.

Second Year (Bronze Medal)

Miss G C Littlewort

Third Year (Silver Medal)

Miss N C Davidson

Fourth Year (Gold Medal)

P M Salmon

T J Cumming

D P Weeks

J H Rens

B F McClelland

Professor George Menzies Prize

Awarded on results of final

examinations to the best male

student in Land Surveying or

Civil Engineering.

J H Rens

Sammy Sacks Memorial Prize

Awarded to the student with the
best classwork in Engineering
Drawing.

L Menegaldo

conditions and pay." — Sapa
covering all aspects of working
soon to have a full agreement
develop from here We hope
said "The board has recog-
nised us now, so things will
size
year student
highest average
drivers

The TGWU has about 75%
membership among their

been elected
Eight shop stewards have

union stop-order facilities
Union, and has granted the
an agreement with the Trans-
port and General Workers'
The board has entered into

on behalf of its 600 bus drivers
unrecognised trade union to act
has recognised a non-racial and
Transport Management Board

accepted now
union is
Bus drivers
RDM 2/28/15

CHEMICAL

EXTRA

HOURS

S. Tribune
8/2/81

UPSET

SHOP

151
~~287~~

WORKERS

Tribune Reporter

SHOP workers throughout Natal are taking a tough line against employers who want to extend trading hours into the night, Saturday afternoons and Sunday.

The Association of Distributive and Allied Workers' Unions has already lodged a total of 45 objections this year against shops in the province which want to open their doors to the public after 5pm weekdays and lunch time on Saturdays.

They feel the hours are unreasonable and they are opposed to shop workers having to work every weekend and every holiday in addition to their 45-hour working week.

The shops have been forced to renew their extended trading hours licences in terms of a change in the provincial ordinance. Now they have to prove that the public would be seriously inconvenienced if they did not open during the hours they are applying for or that they are catering for the needs of tourists and holiday-makers.

The association does not believe that the intention of the ordinance is to create a situation where there is general day and night trading throughout Natal. Nor does it believe that shop workers are meant to work every weekend and public holiday.

"How many people really need to buy shoes, handbags, clothing, television sets and radios and other luxury items on Sundays and public holidays" asks Durban's Dale Tiffin, local representative of the association.

"There are enough hours during the week for the general public to trade in these items."

The association also claims hours are beyond what tourists and holiday makers would reasonably require.

But what concerns the Association most is the effect that extended trading hours has on the shop worker. Although shop owners say their employees are not compelled to work the extended hours, many do for fear of losing their jobs.

UNION CLINCHES WAGE DEAL

~~3/2/81~~

151

~~8/2/81~~ 8/2/81

By Jack Brickhill
151

MORE than 10,000 sugar mill workers will get a pay rise of at least 14 percent in April.

The new industrial agreement announced by the chairman of the Industrial Council for the Sugar Manufacturing and Refining Industry, Mr W. R. M. Kullin, signals a period of stability in Natal's most vital industry.

It is understood that the negotiations, which extended over two months, were conducted in an amicable fashion and most of the parties were pleased with the outcome.

The main features of the new agreement are a 17 percent increase in minimum wages and at least 14 percent on actual basic pay. The agreement will run for two years.

The agreement includes a new promotion route for experienced workers which in effect will result in more cash in their pockets.

Most of the workers were represented by the National Union of Sugar Manufacturing and Refining employees which is one of the first black registered unions to enter into an industrial agreement.

Trade unions. registration 131
129 Dr A L BORAINÉ asked the
Minister of Manpower Utilization 151
12/2/81

How many trade unions applied between 1 January 1980 and 31 December 1980 for registration in respect of (a) Black employees only, (b) White employees only, (c) Coloured employees only and (d) employees of more than one population group?

The MINISTER OF MANPOWER UTILIZATION

- (a) 19
- (b) Nil
- (c) 2
- (d) 10

10 mixed unions applied

HOUSE OF ASSEMBLY — Ten trade unions with racially-mixed membership applied for registration last year, the Minister of Manpower Utilization, Mr Fanie Botha said yesterday. In a written reply to a question by Mr Alex Borame (PFP Pinelands), Mr Botha said 19 applications from black unions were received and two from coloured unions. No whites-only unions applied for registration in 1980 — Sapa

CHEMICAL

A E & C I Prize

For the first year student obtaining the highest average mark.

G L Cragg

L Menegaldo

Sammy Sacks Memorial Prize
Awarded to the student with the best classwork in Engineering Drawing.

J H Rens

Professor George Menzies Prize
Awarded on results of final examinations to the best male student in Land Surveying or Civil Engineering.

- P M Salmon
- T J Cumming
- D P Weeks
- J H Rens
- B F McClelland

Fourth Year (Gold Medal)

Miss N C Davidson

Third Year (Silver Medal)

Miss G C Littlewort

Second Year (Bronze Medal)

For the best student in each of the 2nd, 3rd and final years.

Corporation Medals

FACULTY OF ENGINEERING

CT. 13/2/81 (151)
 10 mixed unions applied

HOUSE OF ASSEMBLY — tion by Mr Alex Boraine (PFP
 Ten trade unions with racially- Pinelands), Mr Botha said 19
 mixed membership applied for applications from black unions
 registration last year, the Min- were received and two from
 ister of Manpower Utilization, coloured unions
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 yesterday plied for registration in 1980 —
 In a written reply to a ques- Sapa

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 Civil Engineering.

J H Rens

CHEMICAL

Benrose
 130 (18/51)
 workers
 CT 14/2/84
 granted
 increase

down in the agreement. But he said the firm had been unaware that the conditions were covered by the agreement, as Irvin and Johnson was not a member of the employer body which had negotiated it and had not been involved in the negotiations.

Only the lowest grade of unskilled workers had been underpaid and workers in other grades were all paid "much more" than the wages laid down in the agreement.

According to the spokesman 85 workers were underpaid last year but "few or none" of the workers had been underpaid since the company implemented its own wage increases on January 1 this year.

Own Correspondent

JOHANNESBURG - Black workers at an Irvin and Johnson plant in Benrose have been awarded pay increases and other benefits after trade union pressure on the firm to implement legally-stipulated working conditions for the industry.

A spokesman for the African Food and Canning Workers Union said yesterday that the firm had failed to implement certain conditions laid down in a conciliation Board agreement for the food and canning industry which came into force on November 11 last year.

The company has consequently increased wages for unskilled workers from R28 45 a week to R32 for women and R35 for men. Workers also received back pay for the period in which they were underpaid with men receiving up to R80 and women about R40 each.

Other improvements include longer tea breaks, longer annual leave, increases in night shift meal allowances and higher overtime rates.

A company spokesman yesterday confirmed that the company had failed to implement some of the conditions laid

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 ing
 h the

CF 16/2/81
Pay: Casuals walk out

ABOUT 14 casual workers at a Checkers supermarket in Meadowridge walked out yesterday when the management refused to pay them double time for working on Sunday.

However, the regional manager of Checkers, Mr Tertius Reynolds, said only four people had been paid off because they did not want to work. He said the staff would have been employed in restocking shelves.

The dispute began about 9 am when a number of casual workers, including a schoolteacher, refused to work unless they were paid double time for working on Sunday.

The management refused and paid off the workers, who left the store.

Registrations: Fosatu hits 'disastrous terms'

By Drew Forrest

The first trade-union affiliates of the Federation of South African Trade Unions (Fosatu) have been officially registered in terms of the Government's new labour deal — but on terms which have been severely criticised.

After nearly a year since their original applications, the Chemical Workers Industrial Union, the Sweet, Food and Allied Workers Union and the Paper, Wood and Allied Workers Union had received registration certificates, Fosatu general

secretary, Mr Alec Erwin said.

But far from expressing relief at the outcome, he described it as a "disastrous move on the part of the State".

This was because the unions had been registered for blacks only, he said. Although Fosatu's affiliates have largely an all-black membership, the federation had made an uncompromising stand on the principle of non-racial unionism.

No formal decision on how to respond to the granting of racial registra-

tion certificates had yet been taken by Fosatu.

A possible outcome, is the withdrawal of the federation from the whole registration exercise.

After a meeting late last year with the Minister of Manpower Utilisation, Mr Fanie Botha, Fosatu warned that unless the State met certain conditions — including the registration of its affiliates for all race-groups — it would reject registration.

Mr Erwin said the Industrial Registrar appeared to have upheld the objections of registered

white and coloured unions to the non-racial scope of the registration of Fosatu affiliates.

A flood of such objections is known to have reached the registrar's office, and they have been attacked by Fosatu.

Last year The Star revealed that the Department of Manpower Utilisation was severely embarrassed by the objections which forced it to choose between the registration of the Fosatu unions on their terms, and the interests of the white labour movement.

510K (151)
7/2/81

Follow-up
births
and TB
Contact

Attend

Minor
Antena
Chilo
VD.
Monthly
TB attend
Heaf te
Family
Postnatal

Includ

some
welfare

Family

Total

exc-

immu

Inc-

deliv

Av-ran

(low

This

aver-

car or

on earl

Travelling

Total amount paid to sisters other than
for Vithenage area mobile clinic / 330,88

Medicine

For minor ailments, TB and VD / 438,22
Vial for child TB patients for 3 months 500,00
6 011,64

A small amount is also spent on non-subsidized medicine. That listed consists of items reimbursed by the State Health Department.

Telephone calls and rentals, rental/maintenance and depreciation on the eight clinic buildings in the area, gas and paraffin and purchase of equipment were not included in the list.

These and the additional expense involved in running a mobile clinic in the Vithenage area were roughly estimated to be of the order of R300,00, bringing the total cost per month to R6 811, 84.

Fees Received monthly average for 1.7.77 to 31.12.77

Deliveries and sterility R 60,00

Minor ailments

202,47

269,47

Thus the net expense to the authorities was R6 542, approximately.

Services rendered 1.7.77 to 31.12.77

Deliveries at home or born before arrival 33

Deliveries in clinic 60

Ante natal and postnatal visits 201

Home visits (general nursing) 7

./...

CT 17/2/81 (2) (151) Only four walked out'

MR JAN MOUTON, regional marketing manager for Checkers in the Cape, said yesterday that a report in the Cape Times

that 14 casual workers in the Meadowridge store had walked out on Sunday was misleading

He said that only four of the workers — and not 14 as reported — had walked out because management refused to pay them double pay

Mr Mouton said that nowhere in the statutes was it stipulated that casual workers should receive double time pay He said that Checkers was paying well over the government limits for such workers

Unions in crisis over racial registration

CT 18/2/81

~~1/15/81~~ 151

Own Correspondent

JOHANNESBURG — The government's new labour dispensation faced a serious crisis yesterday after unions affiliated to the Federation of South African Trade Unions (Fosatu) were granted government registration — but on a racial basis.

Mr Alec Erwin, Fosatu's general secretary, warned yesterday that the body would reconsider its willingness to accept registration if appeals to change the registrations failed.

All Fosatu unions have non-racial constitutions but the registration certificates for three unions received so far — granting them entry to the official bargaining system — have given them registration for some race groups only.

One Fosatu union is only registered for coloured workers in Port Elizabeth and for black workers only in Durban. Others have certificates allowing them to bargain officially only for black workers.

Registration certificates for two other Fosatu unions are expected soon.

Yesterday Mr Erwin described the certificates as 'unacceptable'. He said Fosatu would appeal against them to the Minister of Manpower Utilization and if unsuccessful would appeal to the Supreme Court.

However, Dr P.J. van der Merwe, Deputy Director General of Manpower Utilization, said the department fully recognized the right of unions to order their affairs as they wished.

Must comply

Its only task was to ensure that registration applications complied with present legal prescriptions which could allow differences of opinion on 'purely technical points of law' and he urged dissatisfied unions to continue discussions with the department.

Fosatu and the Council of Unions of South Africa (Cusa) are the only members of the independent black union movement who have agreed to seek government registration. Fosatu said it would do so only if its unions were allowed

Minister of Manpower Utilization Mr Fanie Botha, to allow Fosatu unions to apply for registration on a non-racial basis.

In terms of labour law, these applications were published in the Government Gazette and objections invited from rival unions. A spate of objections was received, many of them claiming that Fosatu had no right to represent workers of a particular race group.

Upheld

The industrial registrar now appears to have upheld these objections and registered Fosatu unions only for those races for which they have substantial membership.

The only Fosatu union with full non-racial registration is an already registered coloured union.

Registered unionists and official sources argue that Fosatu unions are predominantly black and have no white members and few members of other races.

They therefore argue that, in terms of the Industrial Conciliation Act, Fosatu unions should not be entitled to official bargaining rights on behalf of non-black workers.

Mr Erwin said yesterday, however, that 'the situation is extremely fluid' and that predominantly black unions were 'rapidly' recruiting members of other races. Many Fosatu unions had received membership applications from white workers, he said.

'In terms of these certificates, every time we want to vary our scope to include these workers, it will take four or five months — which will make industrial relations unworkable.'

Disaster

The registration system was not designed for changing circumstances and it would be a disaster if Fosatu unions accepted 'racial' registration, he added.

The industrial registrar, Mr M. le Roux, declined to comment on the registrations as they were subject to appeal.

Dr Van der Merwe said the department recognized the principle of trade union auton-

wished

Must comply

Its only task was to ensure that registration applications complied with present legal prescriptions which could allow differences of opinion on "purely technical points of law" and he urged dissatisfied unions to continue discussions with the department.

Fosatu and the Council of Unions of South Africa (Cusa) are the only members of the independent black union movement who have agreed to seek government registration. Fosatu said it would do so only if its unions were allowed to remain non-racial.

A Fosatu decision to reject registration would mean that the vast bulk of the independent black union movement would remain outside the official bargaining system. Some top government men regard Fosatu's participation in the new dispensation as crucial.

Fosatu's "racial" registration follows a decision by the

vary our scope to include these workers, it will take four or five months — which will make industrial relations unworkable."

Disaster

The registration system was not designed for changing circumstances and it would be a disaster if Fosatu unions accepted "racial" registration, he added.

The industrial registrar, Mr M le Roux, declined to comment on the registrations as they were subject to appeal.

Dr Van der Merwe said the department recognized the principle of trade union autonomy and had no objection to registering trade unions on any basis they chose.

Insisting that there were no policy differences at issue, he said the possibility of the department reaching other conclusions on "technical points of law" could not be excluded.

"If necessary, we may even refer the matter to neutral legal advisers."

Union Status for Review

The National Manpower Commission — the Government's labour "think-tank" — is to review official registration procedures for trade-unions as a "priority."

This was said today by the commission's vice-chairman, Dr P J van der Merwe.

His assurance comes in the wake of a major row over the "racial" registration of three

affiliates of the Federation of South African Trade Unions.

The unions have been registered for blacks, and in one case black and coloured workers only. Fosatu has in the past insisted that it will accept registration for all race groups or not at all

Reacting to Fosatu threats that it might withdraw from the whole registration exercise if appeals against the registration certificates failed, Dr van der Merwe said the Industrial Registrar had no choice but to administer the law as it stood.

The existing proce-

dures have come under fire from a leading figure in the registered union movement, Mr A J "Ike" van der Watt, general secretary of the SA Boilermakers' Society.

He said: "It is a mockery to promise unions full autonomy in organising the

workers of their choice and then register them for workers of a particular race-group."

Registration should do no more than establish the unions' bonafides, he said, and objections should not be permitted. The question of which workers the union represented was a matter for the union and employers, to be resolved at a later stage.

(i)

Acknowledgements

I should like to express my thanks to all those in both the medical and economics professions who have assisted me in this work, particularly the following:

Graham van Wyk for sharing the work of the survey.

Dr J. Smith, Senior Medical Superintendent, Day Hospitals Organization, for guidance and correction where I erred.

Mr J. le Roux, Secretary, Day Hospitals Organization, for providing statistics and information on the Day Hospitals.

Dr K. Sundgrun, Senior Medical Superintendent, Groote Schuur Hospital Outpatient Department.

Mr B.C. Floor, Director, Transport Research Centre, University of Stellenbosch, for access to the data matrix on transport costs in the Cape Town Metropolitan Area.

Gill Westcott and Jonathan Brodie for constant support and encouragement and for criticisms on earlier drafts and finally, SALDRU for financial assistance during the first stages of the work.

I alone remain responsible for errors and value judgments that exist.

Note:

This paper is based on a more comprehensive study ~~to be~~ presented as my Honours thesis, School of Economics, University of Cape Town, 1978.

The analysis of the principles of the cost benefit approach especially its theoretical foundations in welfare economics has been considerably reduced, to a level economists may find simplistic (and the medical profession incomprehensible because of the jargon and "mysterious methodology" which economists use.) I have assumed familiarity with the details of the operation of the decentralized system of primary medical care in the Cape Peninsula, and I have tried to complement Dr Smith's paper by leaving out sections of my work that have been covered by him. The details of the survey and examples of applications of the cost benefit approach in the health sector are also excluded, and comments on the available data have been relegated to an appendix. Only such tables and graphs that are crucial to the explanation are to be found here. There is a full bibliography and those books and articles that would be particularly useful to anyone wishing to conduct a study are marked with an asterisk.

FM 22/2/81
INDUSTRIAL COURT
No jurisdiction

151

The effects of a ruling handed down by the Industrial Court last week are already being felt in labour circles. This week lawyers decided to withdraw two cases which were due to come before the court within the next two months.

The court held on Friday that it did not have the jurisdiction to hear a case in which dismissed workers at Raleigh Cycle asked for an interim interdict restraining the company from failing to re-employ them under the same conditions they had been subject to before they were dismissed. The court ruled that workers could only approach it on the issue of an unfair labour practice if they had approached either an industrial council or a conciliation board.

Labour observers predicted that the ruling would act as a deterrent for workers who were considering seeking relief through the labour court. Pending cases against Bullbrand and Putco have been withdrawn - the former case will now be taken directly to the Supreme Court while the Putco case is to go before a Conciliation Board. Both cases involve prohibitions of unfair labour practices and requests for

(11)

OUTLINE

1. Introduction

relief

Labour observers predict that the cases will now be protracted and that in the Supreme Court case the applicants will be faced with large legal fees. They point out that the Industrial Court was established precisely to prevent these circumstances arising.

"We are back at square one," says a labour observer. "Black workers have as little chance of winning redress now as they did before Wiehahn's new labour dispensation was heralded in. If the court cannot provide institutional relief for them, what means do they have?"

"The only answer for them is to resort to other means - such as strike action."

THE COST EFFECTIVENESS STUDY

4. Costs

- (4.1) Capital costs.
- (4.2) Direct operating
- (4.3) Indirect objectives
 - (4.3.1) Transpo
 - (4.3.2) Waiting
- (4.4) Indirect subject

5. Benefits

- (5.1) Outpatient atten
- (5.2) Average length o
- (5.3) The health of th
 - (5.3.1) Obstetri
 - (5.3.2) Gastro
 - (5.3.3) Maturit

6. Discussion

- (6.1) The incidence o
- (6.2) Services at nig
- (6.3) Economies of sc...

7. Conclusions

- (7.1) The Cost Effectiveness of the DHO.
- (7.2) The cost benefit approach to health once more.

Appendix

A note on the available statistics.

Bibliography.

Pen Leppings

ALGEMENE KENNISGEWINGS

KENNISGEWING 138 VAN 1981

DEPARTEMENT VAN MANNEKRAG-
BENUTTING

WET OP NYWERHEIDSVERSOFNING, 1956

AANSOEK OM REGISTRASIE VAN 'N
VAKVERENIGING

Ek, Mattheus Willem Johannes le Roux, Nywerheidsregistrator, maak ingevolge artikel 4 (2) van bogenoemde Wet hierby bekend dat 'n aansoek om registrasie as 'n vakvereniging ontvang is van die Bay Bus Workers' Union. 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 Mannekragbenutting, Ongevallegebou 449, Schoemanstraat 215 Pretoria (posadres Privaatsak X117, Pretoria, 0001).

TABEL

Naam van vakvereniging — Bay Bus Workers' Union
Datum waarop aansoek ingedien is — 27 Augustus 1980

Belange en gebied ten opsigte waarvan aansoek gedoen word — Swartes wat vir die toepassing van die Wet werknemers is en in diens is in die Padpassasiersvervoerbedryf in die landdrostdistrikte Port Elizabeth en Uitenhage.

“Padpassasiersvervoerbedryf” beteken die bedryf waarin werkgewers en werknemers met mekaar geassosieer is met die doel om 'n persoon of persone teen beloning per openbare pad te vervoer deur middel van 'n voertuig (uitgesonderd 'n voertuig wat deur die Suid-Afrikaanse Spoorweg- en Hawensadministrasie beheer word) ontwerp vir aandrywing op 'n ander manier as deur middel van mens- of dierekrag en ontwerp vir die vervoer van meer as agt persone, benevens die drywer van sodanige voertuig.

Posadres van applikant — Posbus 4239, Korsten, Port Elizabeth, 6014

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

(a) Die mate waarin 'n vakvereniging wat teen die aansoek beswaar maak, 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.

M W J LE ROUX, Nywerheidsregistrator
(20 Februarie 1981)

GENERAL NOTICES

NOTICE 138 OF 1981

DEPARTMENT OF MANPOWER
UTILISATION

INDUSTRIAL CONCILIATION ACT, 1956

APPLICATION FOR REGISTRATION OF
A TRADE UNION

I, Mattheus Willem Johannes le Roux, Industrial Registrar, do hereby in terms of section 4 (2) of the above-mentioned Act, give notice that an application for registration as a trade union has been received from the Bay Bus Workers' Union. 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 Utilisation, 449 Compensation Buildings, 215 Schoeman Street, Pretoria (postal address Private Bag X117, Pretoria, 0001), within one month of the date of publication of this notice.

TABLE

Name of trade union — Bay Bus Workers' Union.
Date on which application was lodged — 27 August 1980

Interests and area in respect of which application is made — Black persons who are employees for the purposes of the Act and are employed in the Road Passenger Transport Industry in the Magisterial Districts of Port Elizabeth and Uitenhage.

“Road Passenger Transport Industry” means the industry in which employers and employees are associated for the purpose of transporting for reward over any public road any person or persons by means of any vehicle (other than a vehicle controlled by the South African Railways and Harbours Administration) designed for propulsion otherwise than by human or animal power and designed to carry more than eight persons in addition to the driver of such vehicle.

Postal address of applicant — P O Box 4239, Korsten, Port Elizabeth, 6014

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.

M W J LE ROUX, Industrial Registrar
(20 February 1981)

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and overcrowding, which he describes as 'a positively lethal combination', particularly when coupled with the factors of family breakdown, migrant labour, poor agricultural development, non-existent labour opportunities, limited land resources and the efforts of people to support themselves on reduced remittances from migrant labourers (Star, 28 January 1978).

Against such a background there is, he believes, no possibility for a decrease in TB. Similarly, medical reports have emphasised that it is a web of social and political circumstances that is the major determinant of the rates of malnutrition in this society. The annual report of St Michael's Mission Hospital in Baltharos, for instance, states that much of their medical work is devoted to combating malnutrition and it comments that this work is mostly concentrated

in the rural areas, where families, low having little resources, are the major contributors and ironically recognised that the only way in improving the situation is by considering the health of the community as the safety.

central part of the problem is not or treatment in a casual manner. However, more that of an holistic approach to health care can be achieved if this causal relationship is taken into account.

It cannot be defined as effective medicine. To fail to recognise this would be to trap the medical profession into the role of body repair and maintenance mechanics. In positive terms, effective medicine is that which is deeply involved in combating the whole causative web of circumstances - socio-economic as well as medical - underlying morbidity and mortality.

To a great extent, health is a purchasable commodity. South Africa can purchase as much or as little health for its population as it by and large

desires. The 1944 Gluckman Commission into the National Health Services (UG 30/44) reported that 47,6% of white schoolboys in the Transvaal were malnourished and that 31,5% of white schoolboys in the Cape and 43,6% in the Orange Free State were malnourished. Subsequent to these findings, national resources were then devoted to combating not merely the physical effects of malnutrition but the whole complex web of causes behind it. It was recognised that such malnutrition was merely one part of the wider issue of the so-called 'poor white problem' - and that it was necessary to tackle this wider problem by creating employment opportunities, by easing the transition of poor whites from the rural areas into the towns, by providing more effective political participation and by generally improving the social circumstances of this community if one was to eliminate, as has now been done, malnutrition amongst white schoolchildren.

Essentially, thus, health was purchased for this group not by buying more drugs or medical services but by instituting a coordinated response to the problem involving a conscious programme of community development in which the health services played only one part. Implicitly, thus, the response to malnutrition amongst white schoolchildren involved the rejection of the idea that the health care system should be separated from other factors known to have an important effect on malnutrition.

Similarly, South Africa could purchase higher health levels for the black population and could decide to close the gap between black and white health standards. However, to do this, it would have to act on the recognition that the primary determinants of health and illness are social and political phenomena. Social policies in South Africa which divide men from their families, which have excluded the bulk of the population from effective political participation, which disrupt communities and which are associated with widespread poverty, malnutrition and a failure to create employment opportunities in rural areas cannot be conducive to a healthy society. If medicine is to be effective, it must promote stable family life, adequate wages, promote educational and employment opportunities, better agriculture and more effective participation by communities in decision-making processes. As Montemayor has put it:

'As long as social injustice is not reduced, no amount of medicine or medical work can stem the ever-increasing tide of illness. For no amount of drugs or antibiotics can take the place of three square meals a day, and the normal means of getting three square meals a day is a just wage'. (Wells, 1974:24).

Corporation Medals

For the best student in each of the 2nd, 3rd and final years.

Second Year (Bronze Medal)

Miss G C Littlewort

Third Year (Silver Medal)

Miss N C Davidson

Fourth

P M Sall

T J Gum

D P Wee

J H Rens

B F McC

At this stage, the federation is almost certain to appeal against the decision to the Minister of Manpower Utilisation and, if that fails, to the Supreme Court. It has not decided on any other action, however. Fosatu's decision is being watched closely, as its withdrawal from the official system would be a serious blow to the system's credibility.

Professor George Menzies Prize

Awarded on results of final examinations to the best male student in Land Surveying or

Civil Engineering.

J H Rens

Sammy Sacks Memorial Prize

Awarded to the student with the

best classwork in Engineering

Drawing.

L Menegaldo

A E & C I Prize

For the first year student

obtaining the highest average

mark.

G L Cragg

'Racial'
RDM 21/481
listings
upset

unions

By STEVEN FRIEDMAN
Labour Reporter

TWO more unions affiliated to the non-racial Federation of SA Trade Unions (Fosatu) have been granted "racial" registration certificates by the Government

They are the Metal and Allied Workers Union and the Transport and General Workers Union, which have been registered to represent black workers only

In another development, it has been disclosed that the Fosatu-affiliated National Union of Textile Workers (NUTW), has resolved not to accept a "racial" registration certificate

A storm erupted this week when three Fosatu-affiliated unions received registration certificates preventing them from officially bargaining for some race groups

One union was allowed to negotiate officially for coloured workers only in Port Elizabeth -- but black workers only in Durban

Fosatu had agreed to register on condition its unions were allowed fully non-racial status, and the decision to grant "racial" certificates means that its unions could decide to withdraw from the official system

The NUTW has resolved to appeal against the Government registrar's decision, but has decided not to use its registration certificate until this appeal is resolved

This would mean that the union would not apply to join an industrial council or make use of any of the machinery of the official bargaining system

Though the union has not yet received its certificate, it is expected to do so soon, and its registration, too, is almost certain to be racially exclusive

Fosatu has not decided officially on a response to the decision. However, three Fosatu unions are to meet this weekend to decide on a response

They are the Metal and Allied Workers Union, Chemical Industrial Workers Union, and the Paper, Wood and Allied Workers Union -- all of whom have received "racial" certificates

In addition, Fosatu executives will meet informally this week to discuss the issue

According to Fosatu's general secretary, Mr Alec Erwin, this meeting cannot take an official decision. He added, however, that Fosatu could decide to call an urgent official meeting to decide on a response

'Racial' unions unacceptable

2/2/81 Silk

Two more trade unions affiliated to the Federation of South African Trade Unions (Fosatu) have been registered on racial terms — drawing a sharp reaction from the federation's officials.

The registration of the Transport and General Workers' Union for blacks and coloured workers only, and of the Metal and Allied Workers' Union for blacks only, was "entirely unacceptable," the general secretary of Fosatu, Mr Alec Erwin, said yesterday.

Five Fosatu unions have now received racial registration certificates — a policy which could have serious repercussions for the State's new labour deal. One of the fastest-growing union federations in the country, Fosatu has warned that unless its affiliates are registered for all race groups, it may reject registration altogether.

Reacting to Government assurances that existing registration procedures are to be reviewed by the National Manpower Commission, Mr Erwin said

such action "came far too late."

The Industrial Registrar appeared to have upheld the objections of white and coloured registered unions to the non-racial registration of Fosatu's affiliates, he said. This indicated the State had "misunderstood" the federation's arguments on the registration issue.

A formal decision on how to respond to the "racial" registration would be made within the next fortnight, Mr Erwin said.

TABLE 8

Response to question —
"Rank the importance of the following criteria for the selection of medical students"

1	Personal interview
2	Personality
3	Academic results
4	Entrance exam
5	Previous qualifications
6	Age
7	Nationality
8	Sex
9	Random selection
10	Proximity to UCT
11	Race

'Race' bar on unions criticised

RDM 28/2/81 (151) ~~140A~~

By STEVEN FRIEDMAN
Labour Reporter

A MAJOR company has criticised the Government for granting "racial" registration to trade unions affiliated to the Federation of SA Trade Unions.

It is rare for individual employers to take a stand publicly on controversial issues of labour policy.

Mr Murray Rogers, managing director of Kellogg's (SA), told the Rand Daily Mail that his company was "disappointed" by the Government registrar's decision, and felt that it made a "mockery" of labour reforms.

"The effect of this decision is that these unions are prevented from representing the workers of their choice, and we sympathise with them in their plight," he said.

Kellogg's recognises a Federation of SA Trade Unions-affiliated (Fosatu) trade union — the Sweet, Food and Allied Workers Union — which is one to have received a registration certificate preventing it from bargaining officially for some race groups.

Mr Rogers said that Kellogg's was, as a United States company operating in South Africa, committed to desegregation in the workplace.

"As such, a non-racial union such as those affiliated to Fosatu, is precisely the type of

union we would prefer to have to deal with.

"However, this decision seems to make it impossible for us to deal with one union. Unless it is rescinded, we could have to deal with separate unions for each race group. Having taken a decision to desegregate, we would be forced against our will to re-segregate in a crucial area."

This created problems for US companies operating in South Africa which were keen to demonstrate to their critics that they were fully committed to desegregation.

He added that it was possible that whites would be working alongside blacks on the Kellogg's packing line within the foreseeable future.

"We cannot see the sense of forcing people doing the same jobs to belong to different unions."

The company was also worried about the decision because it could prompt Fosatu unions to reject registration.

"We want to work within the law and the official labour system. But this decision is making this difficult to achieve."

Mr Rogers added that he hoped Fosatu unions would decide to "take a sensible view of the decision and appeal against it."

The company hoped the appeal would succeed in overturning the decision.

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Prize

- For the best student in each of the 2nd, 3rd and final years.
- Corporation Medals
- Second Year (Bronze Medal) Miss G C Littlewort
 - Third Year (Silver Medal) Miss N C Davidson
 - Fourth Year (Gold Medal) P M Salmon
 - T J Cumming

NOTES

1. "These events were simply overwhelming when they occurred I was a medical student at the time of sulfanilamide and penicillin and I remember the earliest reaction of flat disbelief concerning such things We had given up on therapy a century earlier With a few exceptions which we regarded as anomalies, such as Vitamin B for pellagra, liver extract for pernicious anemia, and insulin for diabetes, we were educated to be skeptical about the treatment of disease. Miliary tuberculosis and subacute bacterial endocarditis were fatal in 100 per cent of cases, and we were convinced that the course of master diseases like these could never be changed, not in our lifetime nor in any other Overnight, we became optimists, enthusiasts. The realisation that disease could be turned around by treatment, provided that one knew enough about the underlying mechanism, was a totally new idea just forty years ago. Most people have forgotten about that time, or are too young to remember it, and now tend to take such things for granted the drugs simply (Thomas 1977: 16)

2. In 1971 the Nixon health polic maintenance organ accepts, on a con the delivery of 2 voluntarily enrol fixed periodic pa individual physic method they agree (Somers 1973:147)

3. "A no less serious in health care as caused by medicare-medicaid As we have seen, the incentives for waste and inflation were built into our health care system long before 1965, Medicare-Medicaid merely made a bad situation worse. The moral of these measures is not that some people will rip off the government if they get the chance - this was hardly news in 1965 or even in 1865 - but rather that if you pump more water into a leaky plumbing system, the leaks get worse By the same token, if we pump in still more water, say, through an expanded system of national health insurance without first plugging the leaks, we could produce an inflationary flood". (Claiborne 1978 50)

4. The American situation is described in the following terms "In essence, federal health-care policy is formulated by multistage coalition building: among the bureaucracy, Office of Management and Budget, and policy advisors in the executive, among the parties, committees and regions in Congress; among providers, state and local officials, and HEW, and among many local interests at the point of implementation This approach produces strange results, but it speaks to the first limitation of 'rational actor' approaches to policy the uncertainty and disagreement which characterise them Different institutions in the 'dance of legislation' represent different interests, values, and opinions, lacking a better way to make policy, it is not strange that our system follows its structural instincts and leaves great latitude for their expression and interaction". (Brown 1978: 57).

5. "The guild privileges granted them by the state allow physicians to control entrance into the profession, via their control over medical schools, and to control certification of all workers (including those of lesser skills and grades) remitted to deliver medical care. So long as they are able to exercise these controls, they are able to extract a form of 'economic rent' from the consumers of their services". (Rodberg & Stevenson 1977: 107).

6. "A market is a pattern of regular, recurrent exchange relations between units of economic decision. (who) transact their exchange in two stages, sale and purchase, they sell their resources for money and buy with the money the resources desired Meeting in the market the various units match their offers and bids, their supplies and demands, against each other They adjust and readjust their quantities offered and demanded and their prices until coordination of their

Blow to govt labour system

CT. 25/2/81
157
140A

Own Correspondent

JOHANNESBURG - In a blow to the government's official labour system, four trade unions affiliated to the non-racial Federation of South African Trade Unions have resolved not to use government registration certificates as long as these remain "racial"

This means that the unions will not make use of any of the machinery which makes up the government's official bargaining system for as long as their registration prevents them from bargaining officially for some race groups

Their decision is a blow to government labour plans because it means that the vast majority of the independent black trade union movement has decided to stay out of the official system

It is still likely, however; that the Fosatu unions will appeal against the registrar's decision racially restricting the groups they can bargain for - a move which could still open the way for them to join the official system

● A black trade union, the Tucs-a-affiliated African Tobacco Workers' Union, has been admitted to the tobacco industry's industrial council

This makes the industry only the third which is known to have admitted a black union to its industrial council, a key element in the official bargaining system

The other two are steel and engineering, and transport The steel and engineering industrial council has now granted membership to three black unions

However, only one union which has not been established by a registered non-black union has been admitted to a council - the Steel, Engineering and Allied Workers Union, which is affiliated to the Council of Unions of South Africa

Only registered unions may join industrial councils

8. "Rationing has never been explicitly organised, but has hidden behind each doctor's clinical freedom to act solely in the interests of his patient Any conflict of interests between patients has been implicitly resolved by the doctor's judgements as to their relative need for care and attention". (Cooper 1974 106)

9. "According to the Great Equation, Medical Care equals Health But the Great Equation is wrong More available medical care does not equal better health. The best estimates are that the medical system (doctors, drugs, hospitals) affects about 10 per cent of the usual indices for measuring health whether you live at all (infant mortality), how well you live (days lost due to sickness), how long you live (adult mortality) The remaining 90 per cent are determined by factors over which doctors have little or no control, from individual life style (smoking, exercise, worry), to social conditions (income, eating habits, physiological inheritance), to the physical environment (air and water quality). Most of the bad things that happen to people are at present beyond the reach of medicine". (Wildavsky 1977 105).

10. Once upon a time in another transitional society, the political role of the medical fraternity was seen rather differently from today. "Who, then, should denounce tyrants to mankind if not the doctors, who make man their sole study, and who, each day, in the homes of poor and rich, among ordinary citizens and among the highest in the land, in cottage and mansion, contemplate the human miseries that have no other origin but tyranny and slavery?" (Lantthanas 1792, quoted in Foucault 1973: 33).

Four unions spurn 'racial' registration

RDM 25/2/81

(1404) (157)

By STEVEN FRIEDMAN
Labour Reporter

IN A blow to the Government's official labour system four trade unions affiliated to the non-racial Federation of SA Trade Unions (Fosatu) have resolved not to use Government registration certificates as long as they are "racial"

This means they will not make use of the machinery which makes up the Government's official bargaining system as long as their registration prevents them from bargaining for some race groups

Their decision is a serious blow to Government labour plans, because it means most of the independent black trade union movement has decided to stay out of the official system — at least for the time being

It is still likely, however, that Fosatu unions will appeal against the registrar's decision to restrict racially the groups for which they can bargain

Earlier this week, the Government's decision to grant Fosatu unions "racial" registration was criticised by the Nationalist newspaper, Beeld

It said the unions' desire to

remain nonracial was consistent with Government policy that unions should be autonomous — even if it did not comply strictly with legal requirements

It said it hoped the Minister of Manpower Utilisation, Mr Fanie Botha, would consider the Fosatu appeals "in the light of labour peace"

The decision has also evoked criticism from the Kellogg's company which recognises a Fosatu-affiliated union

The four unions which have decided to reject "racial" registration are the Metal and Allied Workers Union, Paper Wood and Allied Workers Union, Sweet, Food and Allied Workers Union, and National Union of Textile Workers (NUTW)

The NUTW has not yet received a "racial" registration certificate, but expects one and took a decision some time ago

The other three unions, it is understood, resolved to reject "racial" registration at meetings at the weekend. All have received "racial" certificates

There has not yet been an official Fosatu response to the

Government decision, but it is understood a detailed statement outlining its unions' response will be issued soon

Recently a storm erupted in union circles when the Government's industrial registrar issued registration certificates to five Fosatu unions which prevented them from bargaining officially for some race groups

Government sources have argued that the registrar correctly applied the law as it stands at present, and that the present registration procedures which make racial registrations possible, will be amended soon

Fosatu has claimed, however, that the registrar is not forced to take race into account when he decides on a union's registration application

Observers believe the incident has created serious problems for the Government's labour system

A Fosatu decision to withdraw from this system permanently would mean that most of the independent unions representing black workers had decided not to take part in the system

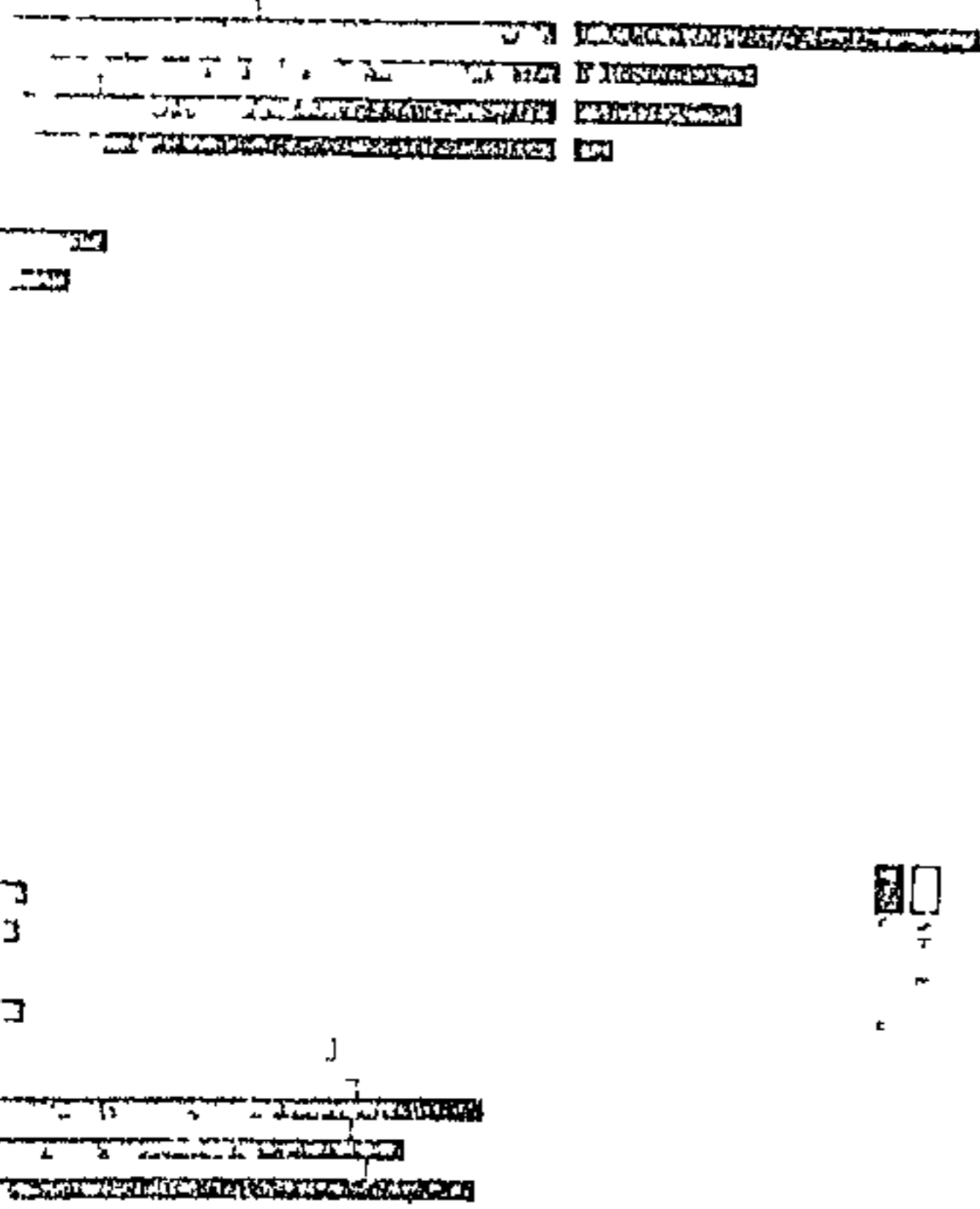


Fig 3 Standardized Mortality Rate 1969 Whites and Coloureds 1929 1970

Trade unions will not use 'racial' registration certificates

Mercury Correspondent

JOHANNESBURG—In a blow to the Government's official labour system, four trade unions affiliated to the non-racial Federation of South African Trade Unions (Fosatu) have resolved not to use Government registration certificates as long as these remain 'racial'.

This means that the unions will not make use of any of the machinery which makes up the Government's official bargaining system for as long as their registration prevents them from bargaining officially for some race groups.

Their decision is a serious blow to Government labour plans because it means that the vast majority of the independent black trade union movement has decided to stay out of the official system — at least for the time being.

It is still likely, however, that the Fosatu unions will appeal against the registrar's decision racially restricting the groups they can bargain for — a move which could still open the way for them to join the official system.

Earlier this week, the Government's decision to grant Fosatu unions 'racial' registration was criticised by the Nationalist newspaper Beeld.

The paper argued that Fosatu unions' desire to remain non-racial was consistent with Government policy that

unions should be autonomous — even if it did not strictly comply with legal requirements.

It said it hoped the Minister of Manpower Utilisation, Mr Fanie Botha, would consider the Fosatu appeals 'in the light of labour peace'.

The four unions which have decided to reject 'racial' registration are the Metal and Allied Workers' Union, the Paper Wood and Allied Workers Union, the Sweet, Food and Allied Workers Union and the National Union of Textile Workers.

The NUTW — which has not yet received a 'racial' registration certificate, but is expected to do so — took this decision some time ago.

The other three unions it is understood, resolved to reject 'racial' registration at individual union meetings held at the weekend. All three of them now have received 'racial' registration certificates.

Government sources have argued that the registrar correctly applied the law as it stands and that the present registration procedures, which make 'racial' registrations possible, will be amended soon.

Fosatu has claimed, however, that the registrar is not forced to take race into account when he decides on a union's registration application.

14/01/81
15/1
13/1

Fosatu: Botha guarded

Political Staff

HOUSE OF ASSEMBLY —
The Minister of Manpower Utilization, Mr Fanie Botha, yesterday refused to give any indication whether he would allow Fosatu unions to represent all races

The Industrial Registrar recently granted provisional registration to seven Fosatu unions on the basis that they represented one race but the unions have rejected this. The unions can now appeal to the minister to change this registration

Yesterday, Mr Botha said the Industrial Registrar had to satisfy himself that unions applying for registration were serving the interests and/or areas applied for and if no objecting union was sufficiently representative, the registrar could register the applicant in respect of such small interests and/or areas served by the applicant

"In fact, registration has been accorded to unions serving all race groups." As minister, he had to give attention to the matter only if any person felt aggrieved by the decision of the registrar

Mr Botha confirmed that no registration certificate had been issued to the seven Fosatu unions to represent all race groups

South African Federated Trade Unions
 Hans S. Oude 221 is (1) 1981
 12 Dr A. L. BORAINÉ asked the
 Minister of Manpower Utilization
 25/2/81

- (1) Whether any unions affiliated to the South African Federation of Trade Unions have applied to him or his Department for registration, if so, how many,
- (2) whether registration certificates for such unions have been issued in respect of all race groups, if not,
- (3) whether he will consider granting full registration to all such unions or any other unions which may apply?

†The MINISTER OF MANPOWER UTILIZATION

- (1) Yes Seven
- (2) No registration certificate has been issued to any of the unions concerned in respect of all race groups
- (3) In terms of the Industrial Conciliation Act the Industrial Registrar is charged with the registration of trade unions. By way of elucidation it may be mentioned that when registration is considered by the Registrar, he is required by the Act to satisfy himself, *inter alia*—
 - (a) that the applicant is serving the interests and area(s) in respect of which application is made, and
 - (b) whether any objecting party is or is not sufficiently representative

If an applicant is not serving the interests and/or areas applied for and if no objecting union is sufficiently representative, the Registrar may register the applicant in respect of such smaller interests and/or areas served by the applicant (in other words, in

which members have been enrolled) In fact, registration has been accorded to unions serving all race groups I, as the Minister, have to give attention thereto only in the event of any person who feels aggrieved by the decision of the Registrar appealing to me in terms of section 16 of the Act against such decision I am therefore unable to indicate in advance whether I would, on appeal, set aside the Registrar's decision to register the unions concerned on a racial basis

Black Labour Relations Regulation Act:
disputes

110.5 5 2033 26/11/151
342 Dr A L BORAINÉ asked the
Minister of Manpower Utilization

How many disputes were dealt with in
terms of the Black Labour Relations
Regulation Act in 1980 by (a) Black
labour officers, (b) the Central Black
Labour Board and (c) the Wage Board?

The MINISTER OF MANPOWER UTIL-
LIZATION

- (a) 161
- (b) 2
- (c) 2

Union row looms in steel industry

KPM
27/2/81

151

182

740A

By STEVEN FRIEDMAN
Labour Reporter

A PREDOMINANTLY black trade union claimed yesterday it had been denied organising facilities at a company by the country's biggest industrial council, despite the company's willingness to grant the facilities

The accusation sparked new controversy about the country's official bargaining system, with the union claiming the incident "demonstrates again that industrial councils, which are an important part of the official system, are far from ideal for black workers"

However, Dr Errol Drummond, director of Seifsa, the employer body on the council, said yesterday no final decision on the issue had been taken

The Fosatu-affiliated Chemical Industrial Workers Union claims the industrial council for the metal industries has refused to allow it "stop order" facilities at a Pinetown plastics company "Stop order" facilities mean union dues are deducted by an employer on a union's behalf

Although the union is based in the chemical industry, it also organises plastics workers and

sections of the plastics industry fall under the metal industries' industrial council. The union said it now had a majority membership at a plastics company which falls under the scope of the council.

However, a clause in the metal industries' industrial agreement states that no union which does not belong to the council can enjoy "stop order" facilities in areas covered by the agreement without the council's permission

Because the agreement is legally binding, it would be an offence for the company to grant facilities without permission. The union says it applied for exemption from this clause and was refused

The reason given by the council was that it had not applied for registration in the plastics industry in Pinetown and that an exemption would only be considered if the union applied for this registration

A union spokesman claimed yesterday: "It could take us months to have an application gazetted. And, if we decide to reject racial registration along with other Fosatu unions, we could have to wait longer"

He claimed that "we are being denied rights which we are entitled to as a majority union

and which the employer is prepared to grant us — all as a result of an agreement in which we had no part. Why should the council have the power to decide who gives us facilities?"

Dr Drummond confirmed yesterday that the union had asked for an exemption and that this had been refused by the council.

The exemption, he added, could only be granted to registered unions or to unregistered unions which submitted their constitution to the council and which had had their registration application gazetted

Although the chemical union had submitted a constitution and a gazetted application, it had not applied for registration in the plastics industry.

"Until then, they cannot qualify for an exemption. We try to make things as easy as possible, but we might as well have a textile union applying"

Dr Drummond said the employer concerned had applied for an exemption and this was still under consideration. "The matter hasn't been finally resolved," he said

He added "If the union were to have a registration application for the plastics industry gazetted, this would simplify matters considerably"

RDM 28/2/81
Work to
rule threat

DURBAN — About 250 Durban Corporation electricians will begin working to rule next Wednesday if their demands for an across-the-board increase of R200 a month are not met

In a letter to the Town Clerk, Mr J J Maree, secretary of the Durban Municipal Employees' Society, said he had a meeting with the artisans on Monday and was told they wanted a wage adjustment of R200 a month.

"The society has been made to understand that the artisan electricians want a reply to their demand by Wednesday; failing which they are going to start working to rule as from that day." — Sapa

Another black union can now bargain

RDM 3/3/81

(151) (183)

(143)

By STEVEN FRIEDMAN
Labour Reporter

ANOTHER black trade union has been admitted to an industrial council, the official bargaining bodies which are a cornerstone of the official bargaining system.

It is the SA Chemical Workers Union (SACWU), which is affiliated to the Council of Unions of South Africa (Cusa).

This makes the SACWU the second Cusa affiliate to gain admission to an industrial council. Recently, the Steel, Engineering and Allied Workers Union became the first independent black union to win admission to a council.

Four industrial councils are known to have admitted black unions.

The SACWU has gained admission to the industrial council for the Transvaal chemical manufacturing industry and

will therefore be entitled to bargain officially for its members in the Transvaal.

The only other trade union on the council is the Chemical Workers Union representing white coloured and Asian workers, which has close links with the SACWU.

Registered non-black unions already represented on an industrial council have the power to veto an application by a new union to join and unions which already have close links with their registered counterparts are less likely to be vetoed.

However the veto right has not yet been used — even in the giant steel and engineering industries in which there has been conflict between registered and unregistered unions.

The authorities are known to be eager to see black unions register and take part in industrial councils.

RDM 6/3/81
187 (52) (135)
151
**Clothing
wage talks
adjourned**

Labour Correspondent

SPECIAL wage talks between unions and employers in the Transvaal clothing industry were adjourned yesterday and will be continued today

The unions involved — the National Union of Clothing Workers and the Garment Workers' Union of SA — are demanding a 10% wage increase in addition to a 10% increase due in July

Mr Jimmy Thomas, secretary of the Industrial Council for the Clothing Industry in the Transvaal, would not comment on the progress of the talks yesterday

Meanwhile, almost 400 coloured and black clothing workers are still on strike at Cut-Rite Apparel Manufacturers in Nancefield, near Kliptown. They went on strike on Monday after demands for an immediate R3 a week increase were turned down

DD 3/3/81 (139)
(151)
(152)
(153)

Union helps settle dispute

EAST LONDON — The firing of a worker for allegedly forging a work-time card resulted in 350 workers going out on strike and a top level meeting on Friday between Langeberg Co-op management and the African Food and Canning Workers Union (Afcwu)

The General Secretary of Afcwu, Mr Jan Theron, flew in from Cape Town to meet the fruit canning factory's management to settle the labour dispute that closed the factory on Friday

The manager of the factory, Mr J. R. Burg, said the meeting was successful and yesterday the workforce was back in the factory

The dispute started on Thursday morning when a man was dismissed for allegedly forging the card to credit himself with

more time at work

At tea-time on Thursday morning, 350 other workers in the factory walked out, but returned at lunchtime

On Friday, the workers again walked out after morning tea, but did not return and the factory was closed for the rest of the day.

Mr Burg said he explained the reasons for the worker's dismissal to Mr Theron and the strike was called off — DDR

20 000 strike

TEL AVIV — Israel's 20 000 engineers went on a one-day strike yesterday, causing a variety of disruptions

The strikers threatened a prolonged strike unless the government agreed to a revision of their wages — SAPA-AP.

Four black unions seek registration

START
11-6/3/81 (151)

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

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

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

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

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

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

6/3/81
157

Union law to change — minister

TZANEEN — Legislation would be introduced later this year to bring about order in trade unions the Minister of Manpower Utilization Mr Fanie Botha said here last night

In a report-back meeting he said he considered this the most important labour legislation in 20 years. A dangerous situation had arisen in South Africa making it necessary to place all trade unions under the discipline of the law.

In accordance with the proposed amendment to the Industrial Conciliation Act, no black trade union would be allowed to have an office outside the Republic of South Africa receive money for politicking or funds from overseas for strikes the minister said.

In repl. to an objection to the registration of black trade unions Mr Botha said such unions had existed since early this century. Because they were not registered their books and constitutions were obscure they had no visible office or leaders and had not been subjected to the discipline of the law.

The minister said "The white man in South Africa does not work hard enough. If the country wants to build up a strong economy and compete with countries like Japan on the export market it will have to increase its productivity."

If South Africa strengthened its economy and maintained the high level it could become one of the 10 strongest countries in the West within 20 years. Then the country could choose its friends and would not be kicked about by the 'Big Ones' — Sapa

RDM
 (151) 6/3/81
 (138)
 (193)
 (139)

Bricks could fly over this close union

The acquittal of municipal worker leader Mr Joseph Mavi has focused attention on the formation of "company" unions by employers. Labour Reporter STEVEN FRIEDMAN reports on an alleged company union which seems set to cause a major controversy in the brick industry.

IF BLACK trade unionists are correct, the spirit of Francois Oberholzer lives — on the first floor of a building at the corners of Wanderers and Plein streets, Johannesburg

The building, Darragh House, houses the offices of the National Union of Brick and Allied Workers (NUBAW), whose application for Government registration is due to be gazetted this morning

While the union's general secretary, Mr Eustace Legotlo, insists that his union is totally independent of management, rival unionists insist that it was formed as a "company union" by management at the Corobrik brick company, a subsidiary of the Tongaat group

The allegations seem set to spark off a controversy which could put another aspect of the Government's official labour system under the spotlight

"Company" unions have a long history. They were invented by motor magnate Henry Ford, who formed his own unions at his plants in order to keep the growing American trade union movement out

The experiment was not an unqualified success — indeed, it ended in total disaster. If one of the purposes of dealing with a union is to enable the employer to solve genuine grievances through negotiation rather than confrontation, a hand-picked union is unlikely to fulfill this function

But this has not deterred other employers in the Western world from trying the same thing from time to time

Obviously, a union formed by employers is unlikely to give employers a particularly hard time. Establishing one also means that you can keep real unions out by telling them that you already deal with a union

It was, of course, Mr Francois Oberholzer, chairman of the Johannesburg City Council's management committee, who made company unions headline news in South Africa

His council was accused of setting up just such a union in order to thwart the efforts of the Black Municipality Workers Union under Mr Joseph Mavi

And, in the week in which Mr Mavi won his acquittal on charges flowing from the council work stoppage, unionists insist that "Obie" has his imitators at Corobrik

Assuming for the sake of argument that the NUBAW is a company union, it may well also be aimed at keeping other unions out of the bargaining process

For it has objected to a registration application by an independent black trade union, the Building, Construction and Allied Workers Union, which is affiliated to the Councils of Unions of South Africa (Cusa)

In a letter to the industrial registrar, NUBAW says that the Cusa union should not be registered for workers in the brick industry because that is NUBAW's area of interest

The objection itself has heightened rival union suspicions because the letter to the industrial registrar containing it was sent by De Villiers and Strauss, a law firm whose address is Smith Street, Durban

The union's head office is in Johannesburg, not Durban. Tongaat's head office is in Durban

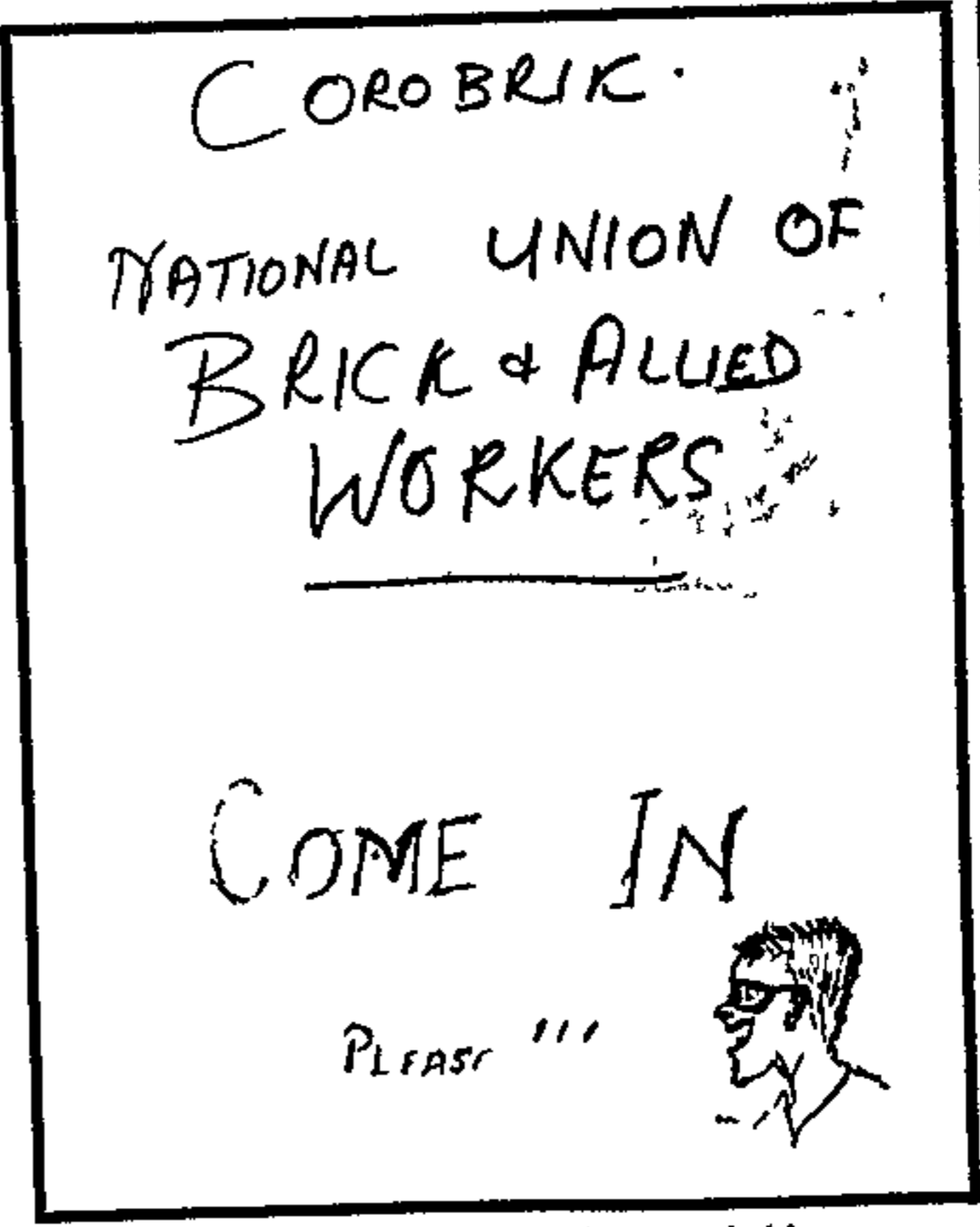
There are other factors which tend to add fuel to the fire

Firstly, there are two signs outside the union's offices in Darragh House

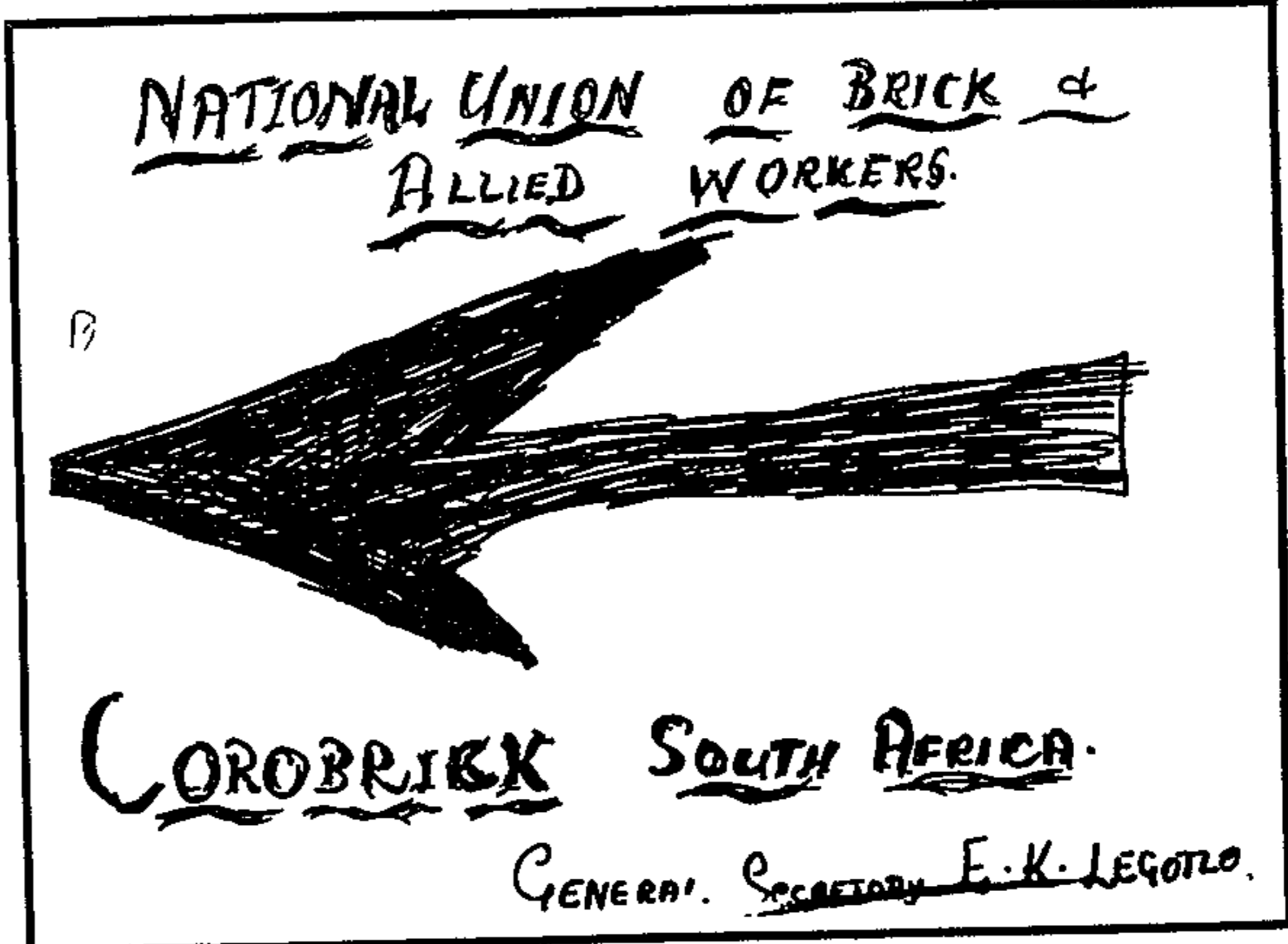
The first directs workers to "The National Union of Brick and Allied Workers Corobrik (SA)". The second, on the door of the union's office, reads "Corobrik National Union of Brick and Allied Workers"

Trade unionists regard this as fairly weighty circumstantial evidence that NUBAW is a company union

It is only fair to add that, when this



Signs outside the National Union of Brick and Allied Workers office in Darragh House — a company or an independent union?



reporter telephoned the union's offices, a secretary answered the phone with a cheery "Corobrik, good morning", which obviously did little to allay suspicion

Eventually, on being put through to Mr Legotlo, the "Mail" asked him what he did for a living before joining the union movement. The answer "I was a personnel officer at Corobrik"

Despite all this, Mr Legotlo angrily rejects suggestions that his union is a company union. The secretary's greeting, he says, was "a mistake"

He says the union was started independently by himself and other Corobrik workers in 1979. They decided after "the Durban riots" that the official liaison committee system was ineffective and that a trade union was needed

Mr Legotlo adds that the union is not restricted to Corobrik workers and has members throughout the country at several companies. He concedes, however, that Corobrik workers outnumber the others

He is equally angry about suggestions that the union is a management "stooge". Management at brick companies has, he says, been extremely hostile to the union

"They have tried to throw us off the factory floor. But we keep coming back to them to ask them for facilities and eventually they have to agree"

The union has thus applied for registration "so that they will have to talk to us and grant us stop order facilities"

Mr Legotlo could certainly not be classed as a militant unionist. He tells the "Mail" that he is committed to taking up worker complaints but "not if they are rubbish"

He adds "I am not prepared to have my members causing labour unrest over rubbish". As a result, he says, worker complaints are scrutinised "very carefully" before the union decides to act on them

Despite this caution, workers are flocking to the union, Mr Legotlo says, and he claims a membership of 7 500. He claims representation in the Eastern and Western Cape, Durban, Johannesburg and Vereeniging

The union has not yet decided whether it will join any of the union co-ordinating bodies. "We might even form one ourselves," says Mr Legotlo. The union is for black workers only

Workers, he says, are attracted by free legal aid offered by the union and by "our excellent burial benefit scheme"

He says the union was formed in 1979 and union sources point out that a union

which has signed up that number of members in so short a time must have prodigious organising abilities — or be receiving a more cordial management reception than other unions usually enjoy

However, most rival unionists say they do not believe "for a moment" that the NUBAW has the membership it claims. And they remain convinced that it is, indeed, a company union

Unionists point to the fact that Tongaat was one of the first companies to back a system very similar to the "company union" idea. And they insist it hasn't changed

The company's manpower manager, Mr Stan Savage, says he prefers not to comment on the NUBAW. He says Corobrik is "aware" of the union's existence but adds "it would be more appropriate for Mr Legotlo to discuss the matter"

So there the matter rests. But, if union suspicions are founded, it is unlikely to rest there for long

Rival unions are likely to object to NUBAW's registration application as soon as it is gazetted, arguing that it is a "company" union

If they can demonstrate that it is one, an interesting situation for the Department of Manpower Utilisation may be created

The department's Minister, Mr Fanie Botha, last year delivered two speeches in which he warned employers against "sweetheart unions" — a category in which company unions certainly fall

There was talk after those speeches that the department would carry this warning to its logical conclusion and be extremely wary of registering any unions which were obviously formed by managements

The registrar's decision would therefore be watched with great interest

An even greater test, however, will be the registrar's decision on whether to uphold NUBAW's objections against the Cusa union's application

If it does, a storm of protest is inevitable, with unionists protesting that the registration system can be used to deny representative unions official bargaining rights

All a company would have to do — keep unions out would be to form one of its own, get a registration application in first — and sit back

After all, unions who apply for registration before their rivals are entitled to object to their rivals' applications

So the rumours about that office in Darragh House may well end up by going well beyond the confines of yet another inter-union battle

RDM
Mine 6/3/81
group (151)
opens to
blacks

By RIAAN DE VILLIERS
Labour Correspondent

The 14 000-strong Mine Surface Officials' Association yesterday formally announced that it had opened its ranks to blacks

The announcement was made at its annual meeting in Johannesburg yesterday

In its annual report, the executive committee said following a MSOA council decision last September, the MSOA had applied to the Minister of Manpower Utilisation for exemption to open its ranks

The permission had been granted and the MSOA was now entitled to recruit "non-white" members. Once it had enrolled sufficient numbers, it would apply to the industrial registrar for an extension of scope to represent them

Only when this was granted would the MSOA be recognised in law as being competent to represent a multiracial membership, and be enabled to conclude a recognition agreement with the Chamber of Mines entitling it to negotiate on behalf of "non-white" members

At a Press conference, Mr Robbie Botha, secretary of the MSOA, said there was no clarity yet on which posts for monthly-paid blacks on the mines would eventually be granted official status

He confirmed the chamber had presented the association with a proposed list of occupations which would qualify for official status and thus become eligible for MSOA membership

"The list is still under discussion and at this stage we cannot say how many blacks will eventually qualify. It may be less than 6 000 or more than 12 000," he said

Mr Botha added that the MSOA had started recruiting members of other races on January 29 and so far there had been a "favourable reaction"

He said the association had been granted full nonracial status

The Underground Officials' Association has also opened its ranks to workers of all races, and the third association, the Technical Officials' Association, has opened its membership to coloureds

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KENNISGEWING 172 VAN 1981
 DEPARTEMENT VAN MANNEKRAG-
 BENUTIING
 WET OP NYWERHEIDSVERSOENING,
 1956
 AANSOEK OM REGISTRASIE VAN 'N
 VAKVERENIGING

Ek, Mattheus Willem Johannes le Roux, Nywerheidsregistrator, maak ingevolge artikel 4 (2) van bogenoemde Wet hierby bekend dat 'n aansoek om registrasie as 'n vakvereniging ontvang is van die National Union of Brick and Allied Workers. Besonderhede van die aansoek word in onderstaande tabel verstrekk.

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, by die Departement van Mannekragbenutting, Ongevallegebou 449, Schoemanstraat 215, Pretoria (posadres Privaatsak X117, Pretoria, 0001)

TABEL

Naam van vakvereniging—National Union of Brick and Allied Workers

Datum waarop aansoek ingedien is—4 November 1980

Belange en gebied ten opsigte waarvan aansoek gedoen word—Swartes wat vir die toepassing van die Wet werknemers is en wat in diens is in die Swaarkleigroefnywerheid, die Keramiekteelnywerheid, die Sementsteennywerheid en die kleipot- en -pypnywerheid in die landdrosdistrikte Alberton, Bloemfontein, Brakpan, Bronkhorstspuit, Durban, Ermelo, Germiston, Glencoe, Klerksdorp, Lower Umfolozi, Nigel, Odendaalsrus, Pietermaritzburg, Pretoria, Roodepoort, Springs, Westonaria en Witbank

“Swaarkleigroefnywerheid” beteken die nywerheid waarin werkgewers en werknemers met mekaar geassosieer is vir—

(a) die ekstraheer, myn, win of bereiding van die klei of hittebestande of isolerende mineraal, erts of materiaal wat gebruik word by die vervaardiging van die artikels in paragraaf (b) vermeld.

(b) die vervaardiging van die volgende artikels (uitgesonderd keramiekware), naamlik bakstene, silikasandstene, kleiteels dakpanne, plate, hol blokke vuurvaste produkte, suurvaste of vuurvaste erdewerk, erdepype, erdepyp toebehore, lugroosters, isoleerprodukte of enige ander artikel wat in die vervaardigingsproses verhard word deur dit in 'n oond te bak of enige ander verhitingsproses te laat ondergaan en wat van klei gemaak is of waarvan klei of enige ander hittebestande of isolerende mineraal, erts of materiaal of 'n kombinasie van klei en sodanige ander mineraal, erts of materiaal die hoofbestanddeel uitmaak.

(c) alle werksaamhede wat met enige van voormelde aktiwiteite in verband staan of daaruit voortvloei

“Keramiekteelnywerheid” beteken die nywerheid waarin werkgewers en werknemers met mekaar geassosieer is vir—

(a) die uitgraving, myn, win of bereiding van ligteklei wat gebruik word by die vervaardiging van die artikels in paragraaf (b) vermeld;

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NOTICE 172 OF 1981

DEPARTMENT OF MANPOWER UTILISATION
 INDUSTRIAL CONCILIATION ACT, 1956
 APPLICATION FOR REGISTRATION OF
 A TRADE UNION

I, Mattheus Willem Johannes le Roux, Registrar, do hereby, in terms of section 4 (2) of the above-mentioned Act, give notice that an application for registration as a trade union has been received from the National Union of Brick and Allied Workers. Particulars of the application are reflected in the following table

Any registered trade union which objects to the application is invited to lodge its objection with me at the Department of Manpower Utilisation, 449 Compensation House, 215 Schoeman Street, Pretoria (postal address Private Bag X117, Pretoria, 0001) within one month of the date of publication of this notice

TABLE

Name of trade union—National Union of Brick and Allied Workers

Date on which application was lodged—4 November 1980

Interests and area in respect of which application made—Black persons who are employees for the purposes of the Act and who are employed in the Heavy Clay Quarry Industry, the Ceramic Tile Industry, the Cement Brick Industry and the Clay Pot and Pipe Industry in the Magisterial Districts of Alberton, Bloemfontein, Brakpan, Bronkhorstspuit, Durban, Ermelo, Germiston, Glencoe, Klerksdorp, Lower Umfolozi, Nigel, Odendaalsrus, Pietermaritzburg, Pretoria, Roodepoort, Springs, Westonaria and Witbank

“Heavy Clay Quarry Industry” means the industry in which employers and employees are associated for the purpose of—

(a) the extraction, mining, winning or processing of the clay or heat-resisting or insulating mineral, ore or material used in the manufacture of the articles referred to in paragraph (b).

(b) the manufacture of the following articles (other than ceramic ware) bricks, silica sand bricks, tiles, roof tiles, slabs, hollow blocks, refractory acid-proof or fireproof earthenware, earthenware pipes, earthenware pipe fittings, ventilators, refractory products or any other article which in the process of being manufactured is hardened by firing in a kiln or by any other heat process and which is made from clay or of which clay or an insulating heat-resisting or insulating mineral, ore or material or a combination of clay and such other mineral, ore or material forms the principal component

(c) all operations incidental to or consequent upon any of the aforesaid activities

“Ceramic Tile Industry” means the industry in which employers and employees are associated for the purpose of—

(a) the excavation, mining, winning or processing of light clay used in the manufacture of the articles referred to in paragraph (b);

Shiloh, in die distrik Hewu, as 'n plek vir die hou van hofsittings deur die Oos-Kaapse Streekafdeling, soos ingestel by Goewermentskennisgewing 2457 van 2 Desember 1977

P G J KOORNHOF, Minister van Samewerking en Ontwikkeling

DEPARTEMENT VAN VERVOER

No 468

6 Maart 1981

WET OP DIE REELING VAN UITVOER VAN BEDERFBARE PRODUKTE, 1926

VERBETERINGSKENNISGEWING

Vervang die heffingstafel 25,05c per kubieke meter vanaf 75 001 en meer kubieke meter van Goewermentskennisgewing 267, *Staatskoerant* 7400 van 13 Februarie 1981 met die tarief 25,5c per kubieke meter vanaf 75 001 en meer kubieke meter

ALGEMENE KENNISGEWINGS

KENNISGEWING 171 VAN 1981

DEPARTEMENT VAN MANNEKRAG-BENUTTING

WET OP NYWERHILDSVERSOENING, 1956

AANSOEK OM VERANDERING VAN DIE REGISTRASIEBESTEK VAN 'N VAKVERENIGING

Ek, Mattheus Willem Johannes le Roux, Nywerheidsregisrateur, maak ingevolge artikel 4 (2) soos toegepas by artikel 7 (5) van bogenoemde Wet, hierby bekend dat 'n aansoek om die verandering van sy registrasiebestek ontvang is van die South African Theatre and Cinema Employees' Union. Besonderhede van die aansoek word in onderstaande tabel verstrekk.

'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 Mannekragbenutting Ongevallegebou 449, Schoemanstraat 215, Pretoria (posadres Privaatsak X117, Pretoria, 0001)

TABEL

Naam van vakvereniging—South African Theatre and Cinema Employees' Union

Datum waarop aansoek ingedien is—13 Januarie 1981

Belange en gebied ten opsigte waarvan aansoek gedoen word—Alle persone wat vir die doeleindes van die Wet werknemers is en wat in diens is in die Bioskoop- en Skouburgbedryf (uitgesonderd musikante, akteurs en bestuurders) in die Republiek van Suid-Afrika

“Bioskoop- en Skouburgbedryf” beteken, sonder om die gewone betekenis van die uitdrukking enigerwys te beperk, die bedryf waarin werkgewers en werknemers met mekaar geassosieer is met die doel om vermaaklikheid aan die publiek te verskaf deur middel van die visuele en/of elektroniese en/of ouditiewe

the District of Hewu, as a place for the holding of court by the Oos-Kaapse Regional Division as established by Government Notice 2457 of 2 December 1977

P G J KOORNHOF Minister of Co-operation and Development

DEPARTMENT OF TRANSPORT

No 468

6 March 1981

PERISHABLE PRODUCTS EXPORT CONTROL ACT, 1926

CORRECTION NOTICE

In Government Notice 267, *Government Gazette* 7400 of 13 February 1981 substitute the rate of levy 25c per cubic metre from 75 001 cubic metres with the rate 25,5c per cubic metre from 75 001 cubic metres

GENERAL NOTICES

NOTICE 171 OF 1981

DEPARTMENT OF MANPOWER UTILISATION

INDUSTRIAL CONCILIATION ACT, 1956

APPLICATION FOR VARIATION OF SCOPE OF REGISTRATION OF A TRADE UNION

I, Mattheus Willem Johannes le Roux, Industrial Registrar, do hereby, in terms of section 4 (2), as applied by section 7 (5), of the above-mentioned Act, give notice that an application for the variation of the scope of its registration has been received from the South African Theatre and Cinema Employees' Union. Particulars of the application are set forth 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 Utilisation, 449 Compensation House, 215 Schoeman Street, Pretoria (postal address Private Bag X117, Pretoria 0001), within one month of the date of publication of this notice

TABLE

Name of trade union—South African Theatre and Cinema Employees' Union

Date on which application was lodged—13 January 1981

Interests and area in respect of which application made—All persons who are employees for the purposes of the Act and who are employed in the Cinematograph and Theatre Industry (excluding musicians, actors and managers) in the Republic of South Africa.

“Cinematograph and Theatre Industry” means, without in any way limiting the ordinary meaning of the expression, the industry in which employers and employees are associated for the purpose of providing entertainment to the public through the optical and/or

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aanbieding van rolprente en/of skouburgopvoerings, met inbegrip van een of meer van die volgende werksaamhede

(1) Die produksie en/of prosessering van rolprente en/of skyfies en/of uitrusting en/of opneemateriaal en/of reklame en/of opvoedkundige materiaal en/of literatuur wat op die Bedryf betrekking het,

(2) die verkoop en/of verskaffing aan persone wat bioskoopvertonings of skouburgopvoerings bywoon, op die perseel van en deur die onderneming wat sodanige vertonings of opvoerings aanbied, van literatuur wat op die bedryf betrekking het en/of een of meer van die volgende ware vir gebruik op sodanige perseel, naamlik eetware, drank, sigarette, sigare, tabak en vuurhoutjies,

(3) die koop, verkoop, huur, instandhouding, hermaak, verspreiding of toeris van een of meer van die volgende artikels, naamlik rolprente, skyfies, projektors, toebehore, onderdele, opneemateriaal en uitrusting wat in die Bedryf gebruik word;

en verder omvat dit alle bedrywighede wat saamgaan met of voortvloei uit enige van bogenoemde werksaamhede. Met dien verstande dat dit nie die volgende insluit nie

(a) Die verskaffing van vermaaklikheid deur akteurs in verhoogaanbiedings,

(b) die vertoning van rolprente deur kerklike of liefdadigheidsorganisasies of wanneer nie vir wins nie,

(c) die vervaardiging van grammofoonplate,

(d) die vervaardiging van ongeprosesseerde films,

(e) die verkoop, uit 'n winkel, van onbeligte films,

(f) die verkoop en of verskaffing van die artikels genoem in paragraaf (2) op of vanaf persele wat vir die publiek oop is vir handeldryf gedurende tye wanneer die bioskoop of skouburg waarvan op die persele sodanige verkoop en/of verskaffing uitgevoer word, vir die publiek gesluit is,

(g) die ontwikkeling en/of druk van beligte films op bestelling van die publiek

(h) die produksie van drukwerk, uitgesonderd die opstelling van 'n ruwe uitleg vir tydskrifte, soewenierprogramme en ander literatuur wat op rolprente en verhoogopvoerings betrekking het

Posadres van applikant—Postbus 8752, Johannesburg, 2000

Kantooradres van applikant—Marlborough House 301, Eloffstraat 60, Johannesburg

Die aandag word gevestig op onderstaande vereistes van artikels 4 en 7 van die Wet

(a) Die mate waarin 'n vakvereniging wat teen die aansoek beswaart maak, verteenwoordigend is, word ingevolge artikel 4 (4), soos toegepas by artikel 7 (5), 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 artikel 4 (2) moet gevolg word in verband met 'n beswaar wat ingedien word

M. W. J. LE ROUX, Nywerheidsregistrateur

(6 Maart 1981)

electronic and/or auditory transmission of films and/or theatrical productions, including any one or more of the following activities

(1) The production and/or processing of films and/or slides and/or equipage and/or recording material and/or advertising and/or educational material and/or literature pertaining to the Industry,

(2) the sale and/or supply to persons attending cinema performances or theatrical productions, on the premises of and by the establishment providing such performances or productions, of literature pertaining to the Industry and/or any one or more of the following commodities for consumption on such premises, viz edibles, beverages, cigarettes, cigars, tobacco and matches,

(3) the buying, selling, hiring, maintaining, repairing, distributing or equipping of any one or more of the following articles, viz films, slides, projectors, accessories, spares, recording materials and equipage used in the Industry.

and further includes all operations incidental to or consequent on any of the aforesaid activities. Provided that it shall not include—

(a) the provision of entertainment by actors in live shows,

(b) the exhibition of films by religious or charitable institutions or when not for gain

(c) the manufacture of gramophone records,

(d) the manufacture of unprocessed films,

(e) the sale, from a shop, of unexposed film,

(f) the sale and/or supply of the articles mentioned in paragraph (2) on or from premises which are open to the public for trading during periods when the cinema or theatre on whose premises such sale and/or supply is carried out, is closed to the public,

(g) the development and/or printing of exposed films on order from the public;

(h) the production of printed matter, other than the preparation of rough layout for magazines, souvenir programmes and other literature appertaining to films and stage productions

Postal address of applicant—P O Box 8752, Johannesburg, 2000

Office address of applicant—301 Marlborough House, 60 Eloff Street, Johannesburg

Attention is drawn to the following requirements of sections 4 and 7 of the Act

(a) The representativeness of any trade union which objects to the application shall in terms of section 4 (4), as applied by section 7 (5), 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 section 4 (2) must be followed in connection with any objection lodged

M. W. J. LE ROUX, Industrial Registrar

(6 March 1981)

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(b) die vervaardiging van keramiekteels,
(c) alle werksaamhede wat met enige van voormelde aktiwiteite in verband staan of daaruit voortspuit.

"Sementsteennywerheid" beteken die nywerheid waarin werkgewers en werknemers met mekaar geassosieer is vii—

(a) die konstruksie myn win of bereiding van materiale vir die produksie van sement en die bereiding van sement vir gebruik by die vervaardiging van enige van die artikels in paragraaf (b) vermeld,

(b) die vervaardiging van een of meer van die volgende artikels, naamlik sementstene, sementblokke, sementpype, sementplavestene, sementteels en sementblaaie,

(c) alle werksaamhede wat met enige van voormelde aktiwiteite in verband staan of daaruit voortspuit

"Kleipot- en -pypnywerheid" beteken die nywerheid waarin werkgewers en werknemers met mekaar geassosieer is vii—

(a) die uitgraving, myn, win of bereiding van ligteklei wat gebruik word by die vervaardiging van die artikels in paragraaf (b) vermeld,

(b) die vervaardiging van kleibloempotte en kleipype,

(c) alle werksaamhede wat met enige van voormelde aktiwiteite in verband staan of daaruit voortspuit.

Posadres van applikant—Posbus 82238, Southdale, 2135

Kantooradres van applikant—Darragh House, hoek van Wanderers- en Pleinstraat, Johannesburg

Die aandag word gevestig op onderstaande veristes van artikel 4 van die Wet

(a) Die mate waarin 'n vakvereniging wat teen die aansoek "beswaar" maak, verteenwoordig 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 lende wat ingevolge artikel 1 (2) van die Wet op voormelde datum volwaardige lende was, in aanmerking geneem

(b) Die prosedure voorgeskryf by subartikel (2) moet gevolg word in verband met 'n beswaar wat ingedien word

M W J LE ROUX, Nywerheidsregistrator
(6 Maart 1981)

(b) the manufacture of ceramic tiles,
(c) all operations incidental to or consequent on any of the aforesaid activities

"Cement Brick Industry" means the industry in which employers and employees are associated for the purpose of—

(a) the construction, mining, winning or preparation of materials for the production of cement and the preparation of cement for use in the manufacture of any of the articles referred to in paragraph (b),

(b) the manufacture of any one or more of the following articles, cement bricks, cement block-cement pipes, cement pavers, cement tiles and cement slabs,

(c) all operations incidental to or consequent on any of the aforesaid activities

"Clay Pot and Pipe Industry" means the industry in which employers and employees are associated for the purpose of—

(a) the excavation, mining, winning or preparation of light clay used in the manufacture of the articles referred to in paragraph (b);

(b) the manufacture of clay flower pots and clay pipes;

(c) all operations incidental to or consequent on any of the aforesaid activities

Postal address of applicant—P O Box 82238, Southdale, 2135

Office address of applicant—Darragh House, corner of Wanderers and Plein Streets, 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 applications shall, in terms of subsection (4), be determined on the facts as they exist 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

M W J LE ROUX, Industrial Registrar
(6 March 1981)

KENNISGEWING 173 VAN 1981

WET OP GEMEENSKAPSONTWIKKELING, 1966
KENNISGEWING INGEVOLGE REGULASIE 3 (3)
VAN DIE REGULASIES KRAGTENS GOEWER-
MENTSKENNISGEWING R 1247 VAN 19 AUGUS-
TUS 1966

Kennis-geskied hiermee dat—

(a) die lys van geaffekteerde eiendomme vir die groepsgebied Colchester/Cannonville (Blank) in die distrik Port Elizabeth, provinsie Kaap en soos omskryf in die Bylae tot Proklamasie 122 soos gepubliseer in *Staatskoerant* 7118, gedateer 11 Julie 1980, opgestel is kragtens artikel 29 van die Wet op Gemeenskapsontwikkeling, 1966 (Wet 3 van 1966),

NOTICE 173 OF 1981

COMMUNITY DEVELOPMENT ACT, 1966

NOTICE IN TERMS OF REGULATION 3 (3)
PUBLISHED IN GOVERNMENT NOTICE R 12-
DATED 19 AUGUST 1966

Notice is hereby given that—

(a) the list of affected properties in respect of the group area Colchester/Cannonville (White group) in the District of Port Elizabeth, Province of the Cape as defined in the Schedule to Proclamation 122 published in *Government Gazette* 7118, dated the 11 July 1980, has been compiled in terms of section 29 of the Community Development Act, 1966 (Act 3 of 1966);

Fosatu plan new line of action

151 ~~USA~~ c. Herald 7/3/81

FEDERATION of South African Trade Unions (Fosatu) affiliates who have rejected their recent registration along racial lines are expected to announce by Wednesday what action they are to take.

One of the courses open is to de-register Mr Alec Erwin, general secretary of the 60 000 strong Fosatu said the affiliates had considered this

Unions affiliated to Fosatu have met individually and their choice of action in response to the racial registration was being coordinated and would be announced by Wednesday, said Mr Erwin

They could appeal to the Minister of Manpower Utilisation, Mr Fanie Botha and if this fails to the Supreme Court

But the strongest action Fosatu could take is to withdraw from the official bargaining process

Fosatu, which has adopted a non-racial stand, was



● **ALEC ERWIN**, general secretary of Fosatu 'We have considered deregistering if our non-racial demand is not met'

strongly criticised by fellow, but more militant unions when it decided to

apply for registration last year

The federation said at the time that it was not applying on the government's racial terms but would demand that its affiliates be non-racially registered — in other words, to be exempted from the racial provisions of the law.

Fosatu's demand was not met and the stand taken by unregistered unions, among them the African Food and Canning Workers Union and the Western Province General Workers Union, to reject registration, was vindicated

Mr Erwin has described the racial registrations as a 'disastrous move on the part of the State'

Warning by Fosatu

By RIAAN DE VILLIERS
Labour Correspondent

FOSATU (the Federation of South African Trade Unions) yesterday announced its full support for affiliated unions which have decided to reject the racially restrictive registration certificates issued by the Government recently. Fosatu also pointed out that if appeals against the certificates failed, it was committed to considering withdrawal from registration.

The announcement is the latest development in a controversy which is crucially important to the success or failure of the Government's new labour dispensation. Fosatu's withdrawal from registration will be

a serious blow to the Government, because it will mean that most of the predominantly black independent union movement will remain outside the official industrial relations system.

All Fosatu unions have non-racial constitutions, but the certificates received by five unions so far — which grant them entry to official collective bargaining — have given them registration for only some race groups.

In its first formal statement on the issue yesterday, Fosatu said it supported its affiliates because it was convinced that nonracial certificates for its unions were possible in terms of present legislation.

Fosatu six to appeal to Botha

SOWETAN
10/3/81

SIX trade-union affiliates of the Federation of South African Trade Unions (Fosatu) are to appeal to the Minister of Manpower Utilisation against the racial terms of their registration.

If the appeals fail, warned Fosatu General Secretary Mr Alec Erwin, the next step could well be the de-registration of the unions involved.

Five Fosatu unions were recently registered for certain race-groups only and another — the National Union of Textile Workers — is expected to receive a racial registration certificate in the near future.

Fosatu embraces the principle of non-racial unionism and agreed in 1979 to register its affiliates on condition that they could gain for all races. Since these unions have a largely black membership, their withdrawal from the registration exercise would be a major blow to the credibility of the State's new labour reforms.

DOUBTS

In a statement at the weekend, Mr Erwin said the granting of racial certificates "raised serious doubts as to whether non-racial unions will be allowed in South Africa".

Non-racial registration for the areas and occupations represented by the unions was "entirely possible in terms of the law," and it was up to employers to support the federation in its non-racial stand.

Otherwise Mr Erwin warned, Fosatu "had common ground with other progressive unions which have chosen not to register, and will be prepared to stand with them."

Meanwhile, the refusal of the Fosatu-affiliated Metal and Allied Workers Union (Mawu) to use its racial registration cer-

tificate has brought a setback to another body — the powerful Engineering Industrial Council.

Several registered engineering unions are known to favour Mawu's inclusion in the council, which meets today to negotiate a new agreement for the industry.

However, said Mr Er-

win, Mawu would not apply for membership of the council at this point as "we believe the registration matter should be finalised".

Any attempt to "bulldoze" unions into industrial councils before this crucial issue was resolved "would not be in the interest of any party".

151

227

1400

Registration: RDM 10/3/81 (15) 140A united union front looms

By STEVEN FRIEDMAN
Labour Reporter

A COMMON front against Government registration, involving the bulk of the predominantly black union movement, has become a distinct possibility

This follows a weekend statement by the non-racial Federation of SA Trade Unions in which Fosatu backed the decision of its affiliates not to accept registration as long as it was racially defined

Fosatu unions are appealing against a decision by the Industrial Registrar to grant them 'racial' registration certificates

A key paragraph in the statement says "If the appeal fails, then we are also committed to withdrawal from registration. We have common ground with other progressive trade unions who have chosen not to register and we will be prepared to stand together with them"

This is the clearest indication so far that Fosatu will join the anti-registration bloc if the

appeals fail. This would create major problems for the Government's new labour dispensation

It would bring all major independent union groupings, with the exception of the Council of Unions of SA and the Black Allied Workers' Union — which recently announced that four of its affiliated unions would seek registration — into opposition to entering the official bargaining system

Since late 1979, the predominantly black union movement has been split on the registration issue

Groupings like Fosatu and Cusa reluctantly decided to opt for registration, and others, such as the Western Province General Workers' Union and the African Food and Canning Workers' Union decided to continue to refuse to register.

Since then, the anti-registration bloc has grown, with new unions such as the SA Allied Workers' Union and the Motor Assembly and Components Workers' Union joining in

DD 10/3/81 (15) 752
Workers re-employed

EAST LONDON — The majority of workers who lost their job after a work stoppage at Berkshire International here on Friday were re-employed yesterday, the company's managing director, Mr Mike Strong, said in a statement yesterday.

A short statement from Mr Strong said: "The greater proportion of those involved in the work stoppage last week were re-employed by 8.30 am this morning without any loss of service benefits."

The work stoppage followed a dispute about an incentive bonus.

More than 300 workers were involved in the stoppage. — DDR.

In the Graaff-

permanent men workers respectively and 13 000 hectares

district, covering 39 000 and 26 495 hectares, employ 25 and 23 average in the area. For example, two farms in the Beaufort West in this survey are bigger - with bigger labour forces - than the farms, seem to confirm the impression that many of the farms those quoted by the census and to a lesser extent by the Unisa. The differences between figures derived in this survey and

The Unisa survey found an average of 5.62 permanent farm workers per farm in area 3 and 2.84 in area 4. (3)

SOURCE: Report on agricultural and pastoral production, Agricultural Census No. 46, 1972-73, Report No. 06-01-10.

District	No. of workers	No. of holdings	Average No. of workers per holding
Beaufort West	1 015	274	3.7
Fraserburg	591	214	2.8
Middelburg	1 141	204	5.6
Graaff-Reinet	1 384	199	7.0
Total	4 131	891	4.6

District, Number of permanent ('regular') Coloured and African men workers employed, number of holdings and average number employed per holding, 1972-73 :

TABLE 2

Agricultural census data give the following averages:

Barlows' big step to union recognition

RDM 12/3/81

151

189

137

133

By STEVEN FRIEDMAN
Labour Reporter

IN A major policy statement, the country's largest industrial group, Barlow Rand, has committed itself fully to recognising representative trade unions, even if they are unregistered.

This is a significant change from the policy spelled out last year in a speech by Barlows' executive chairman, Mr Mike Rosholt — that the group would negotiate with unregistered unions "in special circumstances".

Barlows has also laid out labour guidelines which urge companies to "talk to unions, whether registered or unregistered, at all times". The only criteria for recognition are that the union must be representative and must have an "acceptable" constitution.

The latest modification in Barlow Rand's policy is likely to attract intense employer and trade union interest.

Although Mr Rosholt's original statement was itself regarded as signifying a major policy change, it was much more cautious about recognition of unregistered unions. This statement was, however, criticised by some employers.

Mr Reinald Hofmeyr, the group's executive director in charge of labour relations, says Barlow Rand has "no option" but to adopt this policy until Government registration is

made "voluntary, simple and attractive".

His statement of the group's policy is contained in an article in Barlows' corporate magazine "Barlows' 81". The article also contains a detailed account of labour guidelines issued by Mr Rosholt to Barlow Rand companies.

Mr Hofmeyr also disclosed that Barlows were attacked by some other employers over Mr Rosholt's original statement that the group would be prepared to deal with unregistered unions in some circumstances.

"We were accused of 'letting the side down' and 'weakening the position of other employers'," he writes.

"We were unrepentant, however, since we could see no other sensible way of accommodating the realities of the South African industrial relations situation."

Key aspects of Barlows' guidelines include:

- Do not hesitate to recognise a union that represents the majority of workers it seeks to enrol and has an acceptable constitution.

- Although Barlows still supports factory-level bargaining through works councils — which many unions reject — workers should have the free choice either union or committee representation.

- Companies should not encourage or obstruct recruit-

ment by unions, and should be careful not to take action which could be seen as victimisation of union members;

- Companies should never take sides when rival unions are competing for membership.

Mr Hofmeyr says Barlows have found "a powerful ally" in the SA Federated Chamber of Industries, "arguably the most representative and influential employer organisation".

The FCI recently released labour guidelines which "represented a dramatic shift from traditional employer attitudes to industrial relations". It recommended that employers should negotiate with representative unions whether or not they were registered.

According to Mr Hofmeyr, there is "no difference whatsoever" between Barlows' stance and that of the FCI.

He said the group had first moved from a policy of favouring negotiations between employer organisations and registered unions only to one in which it was prepared to deal with unregistered unions "in special circumstances".

It was now, however, committed to "our present view that representativeness, not registration, is the key issue and that until registration is made voluntary, simple and attractive, we have no option but to recognise unregistered unions".

DD 2/3/81 (30) (157) (134) (232)

Group changes policy on unions

JOHANNESBURG — In a major policy statement, the country's largest industrial group, Barlow Rand, has fully committed itself to recognising representative trade unions even if they are unregistered.

Mr Reinald Hofmeyr, executive director of the group in charge of labour relations, said Barlow Rand had "no option" but to adopt this policy until government registration is made "voluntary, simple and attractive".

This is a significant change from the policy spelled out last year in a speech by Barlow's executive chairman, Mr Mike Rosholt, in which he said the group would negotiate with unregistered unions "in special circumstances".

His statement of the group's policy is contained in an article in Barlow's corporate magazine, Barlows' 81.

Barlow's has also spelled out labour guidelines which urge companies to "talk to unions, whether registered or unregistered, at all times." The only criteria for recognition were representativeness and the union having an "acceptable" constitution

Mr Hofmeyr also revealed that Barlows' had been attacked by other employers for Mr Rosholt's original statement that the group would be prepared to deal with unregistered unions in some circumstances

"We were accused of letting the side down" he writes

The latest modification in Barlow's policy is likely to attract intense employer and trade union interest.

Mr Hofmeyr said that Barlows' had found "a powerful ally" in the SA Federated Chamber of Industries "arguably the most representative and influential employer organisation" in the country. — DDC

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DOM 14/3/81
**Electrical
workers
pay hike**

Own Correspondent

CAPE TOWN — Electrical workers in the Cape have been awarded a 30% pay rise following mediation of a dispute with employers.

The regional chairman of the Electrical Contractors Association, Mr Ralf Pinto, said the agreement reached with the employees' SA Electrical Workers' Association would come into effect as soon as it could be gazetted. It would take about six weeks.

A new category of labour has also been introduced in terms of the agreement intended to cut the cost of electrical work on housing schemes by allowing "systems installers" to do work previously done by more qualified electricians.

SP caused

RDM 18/3/81.

Unionists to

~~139~~ ~~135~~ (157) ~~327~~
miss plane

— Saawu

By STEVEN FRIEDMAN
Labour Reporter

SECURITY Police have questioned two trade unionists at East London airport in an attempt to "disrupt" a recognition agreement between their union and an employer, it was claimed yesterday.

The unregistered South African Allied Workers Union (Saawu) said that two of its officials had been questioned by police shortly before they were to board a plane for Johannesburg.

They were due at a negotiation meeting with senior executives of Chloride (SA), which recognises the union. According to Saawu, police questioned the unionists until their plane took off and then released them.

A senior official of the East London Security Police told the Rand Daily Mail's East London correspondent yesterday that he had "no knowledge" of the incident.

The two SAAWU officials — its national organiser, Mr Thozamile Gqweta, and a member of the union committee at Chloride, Mr Bennie Sisingo, were due in Johannesburg yesterday to discuss a new job grading system with Chloride management.

A union spokesman said yesterday, however, that the two men were stopped at East London airport by two men who identified themselves as Security Policemen.

They were questioned about a detained unionist, Mr Bonisile

Norushe, and were forced to miss their flight as a result, the spokesman said. As soon as their plane had left, they were released, he claimed.

This had delayed their arrival in Johannesburg by more than three hours, he said.

"This appears to be harassment, aimed at disrupting our negotiations with Chloride — the only company to recognise us in East London," the spokesman added.

Chloride recognised the union late last year. Earlier in the year the Minister of Manpower Utilisation had urged East London employers not to recognise SAAWU as the Government was opposed to the recognition of unregistered unions.

Unionists have claimed that the authorities are opposed to any negotiations with unions outside the Government's official labour system.

A Chloride spokesman yesterday confirmed that the two unionists had been delayed for three hours at East London airport.

"We understand that there was an incident at the airport which delayed them," he added.

He said the meeting had been called to plan a new job grading system for the company. The two unionists had been invited to attend because "we recognise SAAWU and we felt it best to have a union view on the new system we are planning," he added.

CT 14/3/81 (151) ~~155~~ ~~347~~

Raise for electrical workers

Industrial Reporter

ELECTRICAL workers in the Cape have been awarded a 30 percent pay rise following the resolution of a dispute with employers

The regional chairman of the Electrical Contractors' Association, Mr Ralf Pinto, said the agreement reached with the employees' South African Electrical Workers' Association would come into effect as soon

as it could be gazetted, which would take about six weeks

The previous agreement expired last September.

A new category of labour has also been introduced in terms of the agreement which is intended to cut the cost of electrical work on housing schemes by allowing "systems installers" to do work previously done by more qualified electricians



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ROM 19/3/81

Frame group denies dispute

184
157
139

By STEVEN FRIEDMAN
Labour Reporter

THE giant Frame group has flatly denied an allegation by the unregistered SA Allied Workers Union that a worker at one of its subsidiaries, Natal Canvas, has been fired for refusing to join a registered union.

The Frame Group's joint managing director, Mr Selwyn Lurie, said yesterday "It is certainly not our policy to force workers to join unions. We have never heard of Saawu and we know of no trouble at Natal Canvas. We do not even know of any dismissal there."

Saawu's general secretary, Mr Samuel Kikine, claims that the chairman of a Saawu committee at Natal Canvas was fired for refusing to join a registered leather workers' union which recently opened its doors to black workers.

He said workers had been told to join this union or be

fired. He also claimed that a similar incident had occurred at a Natal printing works where workers had resigned after being told to join a registered union or be fired.

Mr Lurie said, however, that he knew of no incident at Natal Canvas. He said the 300-odd black workers at the plant were all registered union members, but added "We are employers - why should we force workers to belong to a trade union, which is on the other side of the bargaining table?"

A clause in the industrial agreement governing the leather and footwear industry says employers must show "preferential treatment" to members of the registered union.

But Mr Lurie said the company had never understood this to mean workers could be forced to join the union. "Membership of the union is entirely voluntary and this entire story is total nonsense", he added.

White, mixed unions clash

CT 19/3/21

133 134 136 157

Own Correspondent

JOHANNESBURG — Growing tensions between white and mixed unions came into the open yesterday as two of the country's most influential registered trade unions clashed publicly.

Yesterday, the general secretary of the SA Boilermakers' Society, Mr Ike van der Watt, issued a statement reacting angrily to claims by the Mine Workers Union that white boilermakers wanted to leave the union because it had opened its doors to black workers.

His statement comes at a time when the MWU is renewing efforts to recruit non-mineworkers, arguing that white workers are becoming increasingly unhappy with other established unions.

The boilermakers, one of the country's biggest non-racial unions, recently accused another white union, the Amalgamated Engineering Union, of telling boilermakers' members that 'the union is no longer interested in white members' and that it is concentrating exclusively on blacks.

Yesterday Mr Van der Watt reacted to an article in the MWU's journal, the *Mineworker*, by its general secretary, Mr Arrie Paulus.

Allocations

Mr Paulus asked whether all the boilermakers' white members were happy to belong to a mixed union and challenged the union to scrap the "allocation of occupations" agreement between the union and the Chamber of Mines.

This agreement gives registered unions in the mining in-

dustry a "closed shop" — workers in specific jobs must belong to one union.

Mr Paulus said this would make it possible for unhappy members of the union to join another — all-white — union.

Mr Van der Watt replied yesterday that the boilermakers were perfectly prepared to accept Mr Paulus's challenge if the present agreement was replaced by an industrial council "on which all are fairly and equally represented without any reference to race."

He also accused Mr Paulus of using "belittling language about some population groups" which "must arouse the resentment, not only of members of our union but of all South Africans."

Hiding

But Mr Paulus rejected this yesterday. "They are hiding behind an industrial council. All I am asking is that then white members be allowed to join other unions. What has that to do with a council?" he said.

Yesterday's statement by Mr Van der Watt is the latest salvo in a battle between the all-white unions and the boilermakers in which it has said that the heads of its right-wing opponents "seem to have been screwed on with a left-handed monkey-wrench."

The union has said that non-racialism is the only "realistic" union policy. It said other unions were "worried" by our stand against a couple of compromises (offered by employers) which they were prepared to accept.

Last week Mr Paulus responded by saying that it was

merely a matter of time" before black workers "take over" mixed unions. "They will become the majority and black domination will simply be a matter of time."

He challenged the boilermakers to let their members "decide for themselves whether they like fruit salad."

'Brother Paulus'

He also attacked the union for calling him "Brother Paulus." He said he was thankful he was not called "Comrade Paulus" and added "I would like to know if the writer uses the word 'brother' when he talks to other races."

Mr Van der Watt yesterday said his union wanted an industrial council on the mines because "it would be responsible to abandon any arrangement which would tend to protect the interests of workers without replacing it with a better system."

He also demanded that "Mr Paulus state unequivocally what his objectives are in organizing an exclusively white union." Such a union "cannot be a trade union" and members could not derive benefits from it, he added.

He also attacked the MWU's stated goal of representing "all white workers in whatever industry they may be employed" asking how this could be reconciled with "the special interests of each industry."

Mr Van der Watt warned that "the course being advocated by Mr Paulus can only seriously harm the position of all workers at a time when unity is of the utmost importance irrespective of race."

FOSATU APPEAL

ISI FM 20/3/81

The first step in the appeal by the Federation of SA Trade Unions (Fosatu) against racially restrictive registration certificates has been completed

The Industrial Registrar has given the union federation his reasons for refusing six Fosatu affiliates nonracial status. He states he was legally bound to take race into account as an interest, that in some cases the unions were unable to serve the interests of certain race groups as they did not have paid-up members from these groups, and objections were placed by other unions in respect of certain race groups.

The Registrar upheld these objections as he found that Fosatu was not sufficiently representative in certain instances as at the date of application.

Fosatu's next step will be to appeal to the Minister of Manpower Utilisation against the Registrar's decision.

CT 20/3/81
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Black unions 'legal'

JOHANNESBURG — Registration of black trade unions was introduced in order to bring them under the ambit of the law, the Department of Manpower Development said in a statement yesterday

The statement said it was wrong to say the government had only now given trade union rights to black workers and pointed out that the first black trade union was established in 1918

Previously all trade unions had the right to exist but they were not under legal discipline because they were not registered

Outside the law

"More and more employers began negotiating with black trade unions outside the law. This is wrong. This must be stopped because everyone must come under the law's discipline and negotiate within the law

"Registration of trade unions has now been extended to black trade unions so that they too, like all the other trade unions, have certain obligations under the law. These include

- They must disclose their books,
- They must disclose membership lists,
- They are subject to inspection, and
- They may not participate in politics "

Like other trade unions, black ones must now also comply with the rules, the statement said — Sapa

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KENNISGEWING 207 VAN 1981

WATERWESE, BOSBOU EN OMGEWINGS-
BEWARING

SUID-NDEBELE-STAATSTREEKWATERVER-
SPREIDINGSKEMA, RHENOSTERKOPDAM

Hierby word bekendgemaak dat dit as gevolg van die bou van die Rhenosterkopdam nodig is om die stofflike oorskot van persone wat begrawe is in die damkomgebied te Marble Hall in die provinsie Transvaal, te verwyder en te herbegrawe.

Enigeen wat vanwee verwantskap met die oorledenes belang het by die aangeleentheid, word hierby versoek om binne een maand na die datum van publikasie van hierdie kennisgewing in verbinding te tree met die Plaaslike Ingenieur, Departement van Waterwese, Bosbou en Omgewingsbewaring, Suid-Ndebele-staatstreeks-waterverspreidingskema, Rhenosterkopdam, Marble Hall (Telefoon Mthombo 2)

(20 Maart 1981)

NOTICE 207 OF 1981

WATER AFFAIRS FORESTRY AND ENVIRONMENTAL CONSERVATION

SOUTH NDEBELE REGIONAL GOVERNMENT WATER DISTRIBUTION SCHEME RHENOSTERKOP DAM

It is hereby notified that, as a result of the construction of the Rhenosterkop Dam, it is necessary to remove and re-inter the remains of persons buried in the dam basin area at Marble Hall in the Province of the Transvaal.

Any person who, by virtue of kinship with the deceased, is interested in the matter is hereby requested to communicate with the Resident Engineer, Department of Water Affairs, Forestry and Environmental Conservation, South Ndebele Regional Government Water Distribution Scheme, Rhenosterkop Dam, Marble Hall (Telephone Mthombo 2) within one month of the date of publication of this notice.

(20 March 1981)

KENNISGEWING 213 VAN 1981

DEPARTEMENT VAN MANNEKRAG-
BENUTTING

WET OP NYWERHEIDSVERSOENING, 1956

AANSOEK OM VERANDERING VAN DIE REGI-
STRASIFBESTEK VAN 'N VAKVERENIGING

Ek, Mattheus Willem Johannes le Roux, Nywerheidsregistrator, maak ingevolge artikel 4 (2) soos toegepas by artikel 7 (5) van bogenoemde Wet, hierby bekend dat 'n aansoek om die verandering van sy registrasiebestek ontvang is van die Laundering, Cleaning and Dyeing Workers' Union of South Africa. Besonderhede van die aansoek word in onderstaande tabel verstrek.

Elke geregistreerde vakvereniging wat teen die aansoek beswaart 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 Mannekragbenutting, Ongevallegebou 449 Schoemanstraat 215, Pretoria (posadres Privaatsak X117, Pretoria, 0001)

TABEL

Naam van vakvereniging—Laundering, Cleaning and Dyeing Workers' Union of South Africa

Datum waarop aansoek ingedien is—22 Oktober 1980

Belange en gebied ten opsigte waarvan aansoek redoen word—Blankes wat vir die doeleindes van die Wet werkoemers is en in diens is in die Wassery-, Droogskoonmaak- en Kleurbedryf in die landdrostdistrik Johannesburg

“Wassery-, Droogskoonmaak- en Kleurbedryf” beteken sonder om die gewone betekenis van die uitdrukking enigszins te beperk, die bedryf waarin werkgewers en werknemers met mekaar geassosieer is vir die was, skoonmaak, kleur of heelmaak, of die verkryging vir die was, skoonmaak, kleur of heelmaak van artikels volgens die bestelling van klante, insluitende enige werkzaamheid, funksie of diens wat uitgevoer of gelewer word wat daarmee in verband staan of daaruit voortspuit, maar sluit nie die kleur van pelse in nie.

NOTICE 213 OF 1981

DEPARTMENT OF MANPOWER
UTILISATION

INDUSTRIAL CONCILIATION ACT, 1956

APPLICATION FOR VARIATION OF SCOPE
OF REGISTRATION OF A TRADE UNION

I, Mattheus Willem Johannes le Roux, Industrial Registrar, do hereby, in terms of section 4 (2) as applied by section 7 (5) of the above-mentioned Act, give notice that an application for the variation of its scope of registration has been received from the Laundering, Cleaning and Dyeing Workers' Union of South Africa. 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 Utilisation, 449 Compensation House 215 Schoeman Street, Pretoria (postal address Private Bag X117 Pretoria, 0001), within one month of the date of publication of this notice.

TABEL

Name of trade union—Laundering, Cleaning and Dyeing Workers' Union of South Africa

Date on which application was lodged—22 October 1980

Interests and area in respect of which application is made—White persons who are employees for the purposes of the Act and are employed in the Laundry, Cleaning and Dyeing Trade in the Magisterial District of Johannesburg

“Laundry, Dry Cleaning and Dyeing Trade” means without in any way limiting the ordinary meaning of the expression, the trade in which employers and employees are associated for the purpose of blanking, ironing, cleaning, dyeing or mending, or the procuring for laundering, cleaning, dyeing or mending of articles to the order of customers, including any operation, function or service performed or rendered in connection thereto or consequent thereon, but excluding the dyeing of fur pelts.

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Belange en gebied ten opsigte waarvan registrasie gehou word—Blankes in diens in die Wassery-, Droogskoonmaak- en Kleurbedryf in die landdrosdistrik Johannesburg soos daardie gebied op 14 Julie 1960 saamgestel was

Posadres van applikant—Posbus 9478, Johannesburg, 2000

Kantooradres van applikant—Gemstone House, hoek van Rockey- en Sherwellstraat, Doornfontein

Die aandag word gevestig op onderstaande vereistes van artikels 4 en 7 van die Wet

(a) Die mate waarin 'n beswaarmakende vakvereniging verteenwoordigend is, word ingevolge artikel 4 (4), soos toegepas by artikel 7 (5), 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 artikel 4 (2) moet gevolg word in verband met 'n beswaar wat ingedien word

M W J LE ROUX, Nywerheidsregistrator
(20 Maart 1981)

Interests and area in respect of which registration is held—White persons employed in the Laundry Cleaning and Dyeing Trade in the Magisterial District of Johannesburg as that area was constituted as at 14 July 1960

Postal address of applicant—P O Box 9478 Johannesburg, 2000

Office address of applicant—Gemstone House, corner of Rockey and Sherwell Streets, Doornfontein

Attention is drawn to the following requirements of sections 4 and 7 of the Act

(a) The representativeness of any trade union which objects to the application shall in terms of section 4 (4) as applied by section 7 (5) 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 section 4 (2) must be followed in connection with any objection lodged

M W J LE ROUX, Industrial Registrar
(20 March 1981)

KENNISGEWING 212 VAN 1981

KENNISGEWING VAN VERGADERINGS VAN SKULDEISERS KRAGTENS ARTIKEL 22 (1) VAN DIE WET OP LANDBOUKREDIE 1, 1966

Hierby word vergaderings van ondergenoemde applikante en hul skuldeisers op die plekke en datums hieronder genoem, belê, met die doel om skuldeisers in staat te stel om hul vorderings teen die applikante te bewys en skiktingsvoorstelle van die Landboukredietraad te oorweeg

D W IMMELMAN, Direkteur-generaal Landbou en Visserye

Aansoek van Application by

Walter Helmuth Schreve, Posbus/P O Box 324, Riversdal

Antonie Theunis Stoffel Scholtz, Posbus/P O Box 703, Louis Trichardt

(20 Maart 1981)/(20 March 1981)

Plek van biveenkoms Place of meeting

Kantoor van die Landdros/Office of the Magistrate, Riversdal

Kantoor van die Landdros/Office of the Magistrate, Louis Trichardt

Datum en tyd Date and time

8/5/81 om/at 10h00

8/5/81 om/at 10h00

NOTICE 212 OF 1981

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

Meetings of the undermentioned applicants and their creditors are hereby convened at the places and dates mentioned hereunder for the purpose of enabling creditors to prove their claims against the applicants and of considering proposals for compromises by the Agricultural Credit Board

D W IMMELMAN Director-General Agriculture and Fisheries

KENNISGEWING 215 VAN 1981

INKOMSTEBELASTING, 1981

KENNISGEWING OM OPGAWES VIR DIE 1981- JAAR VAN AANSLAG TE VERSIUK

Hiermee word bekendgemaak dat almal wat belastingpligtig is, hetsy persoonlik of in 'n verteenwoordigende hoedanigheid ingevolge die bepalings van die Inkomstebelastingwet, 1962, belastingopgawes moet verstrek. Ook moet opgawes verstrek word deur enigiemand anders, of hy belastingpligtig is of nie, op wie paragraaf (a), (b), (c), (d), (e), (f) of (g) van hierdie kennisgewing van toepassing is

Opgawes word vereis van—

(a) elke persoon (behalwe 'n getroude persoon of 'n maatskappy) onder die ouderdom van 60 jaar, of 'n verteenwoordiger van so 'n persoon, wie se

NOTICE 215 OF 1981

INCOME TAX, 1981

NOTICE TO FURNISH RETURNS FOR THE 1981 YEAR OF ASSESSMENT

Notice is hereby given that all persons liable to taxation, personally or in any representative capacity, under the provisions of the Income Tax Act, 1962, are required to furnish returns for the assessment of the tax. Returns are also required from any other person, whether a taxpayer or not, to whom paragraph (a), (b), (c), (d), (e), (f), or (g) of this notice applies

Returns are required from—

(a) every person (not being a married person or a company) under the age of 60 years, or a representative of such person, who derived a gross income in

Dismissed worker gets a big shock from boss

23/3/81

SOWETAN

(151) ~~151~~

FOR almost nine years a Katlehong mother of four thought she was an employee of a linen company, only to learn the opposite when she was dismissed "because she could not meet target sales".

According to Mrs Sophie Dlamini she was employed as a saleslady by the Blue Line Linen Company at their Germiston branch on April 26, 1972 at a basic wage of R7 a week plus commission.

By Z B MOLEFE

Explaining to the SOWETAN how she was paid, Mrs Dlamini said "In all those years I have

been working for the company I have managed to earn R50, R30 and R15 per month This was commission and not the basic weekly wage I was promised"

Mrs Dlamini further said that the company never paid its employees travel expenses while they were conducting business in the townships They were also never paid backpay except for Christmas bonuses each year (During her period as employee of the company, Mrs Dlamini earned R6 which rose to R12 last year)

Mrs Dlamini added that when she was dismissed she had R75 through collections and a few sales The company's sales target for individual salesladies is at least R100 each month "I could not meet my target because I had attended a family funeral the previous week When I told my boss this, he said why didn't I attend the funeral after achieving my target," said Mrs Dlamini

Reporters also discovered that Mrs Dlamini was registered as a general worker on April 26, 1972 by the company But when the company was approached by the Industrial Aid Society, on behalf of Mrs Dlamini, it had a different story to tell

In a letter to the society, one of the company's directors Mr H P Nagel, said "She was at no time an employee of the company, but purely a commission agent who conducted her agency on a freelance basis A commission agent is precluded from contributing to the Unemployment Insurance Fund Similarly no wage determination apply in this instance, the relationship between principal and agent is covered by common law"

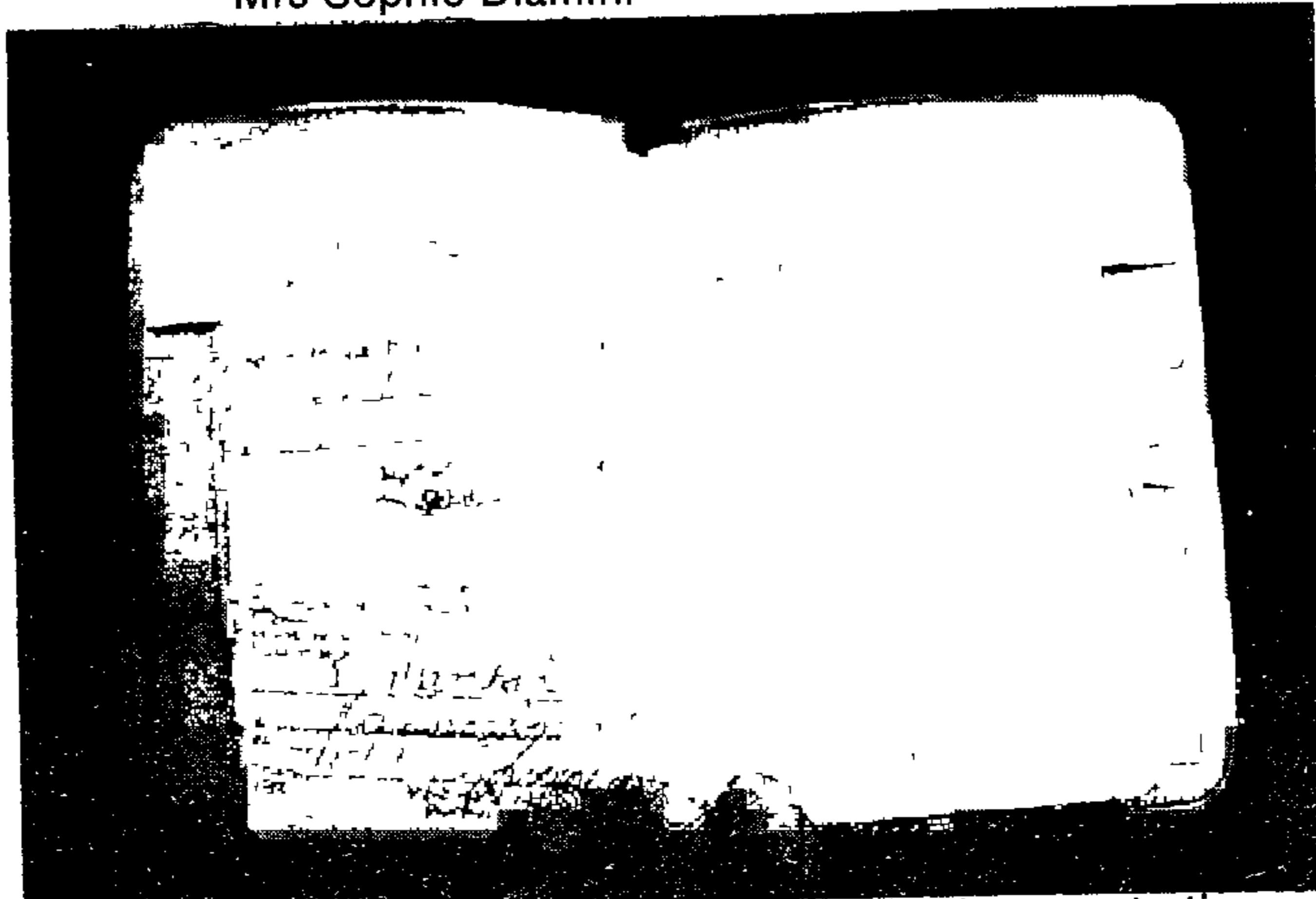
A number of women employed by the company explained to reporters how their commission was paid For R500 worth of articles sold monthly, R50 was paid while R30 was paid to a saleslady who sold R250 worth of goods and R15 for R100 of goods sold The women also said they did not earn their basic weekly wages of R7 and R8

The society had demanded that Mrs Dlamini's employers pay her two weeks wages in lieu of notice and supply her with her Unemployment Insurance Fund card The society also wanted to know in what manner was Mrs Dlamini's R7 basic weekly wage paid? And in what manner was her leave pay calculated?

Mrs Emma Mashini, secretary of the Commercial Catering and Allied Workers' Union, who was also approached by the society on behalf of Mrs Dlamini told SOWETAN "We are still waiting for the society to tell us what her employer said Another difficulty is that Mrs Dlamini is not our member"



Mrs Sophie Dlamini



Mrs Sophie Dlamini's reference book showing her registration as a general worker for the Blue Line Linen Company.

Pic: LEN KUMALO

Randburg store hit by four-hour sit-in

THERE WAS a four-hour sit-in strike by about 70 black employees of a giant supermarket group yesterday after they learned that their Works Committee vice-chairman had been dismissed.

By Z B MOLEFE

Mr William Mataboge, also a Commercial Catering and Allied Workers' Union member, told SOWETAN minutes after the workers had returned to work that the manager promised to look into the dismissal.

According to Mr Mataboge, yesterday's strike was a result of simmering anger by the Randburg Pick'n Pay black employees. This began last Friday when management decided to lock their toilets after conducting a search of their lockers. The toilets used by whites and coloureds were not locked.

The black staff then approached their Works Committee which in turn went to the assistant manager.

Mr William Mataboge, a Works' Committee vice-chairman, whose dismissal at a Randburg supermarket yesterday led to a four-hour sit-in strike

At the time the black staff members had staged a sit-in strike in the supermarket's canteen. The toilets which were locked at 8 am were finally opened at 3 pm. Mr Mataboge also explained that during the time the toilets were locked those who wanted to use them had to go to the assistant manager's office for the keys.

While the toilets were locked another incident cropped up. We had a terrible quarrel with the department manager when I demanded that he open them. He even threatened to beat me," added Mr Mataboge. Later during the day,

a white senior of the butchery where Mr Mataboge works as a blockman told him to be through with a meeting the committee was holding with the assistant manager in not more than 15 minutes. Unfortunately he took more than 15 minutes but went to his senior's office to apologise after the meeting, said Mr Mataboge.

FIRED

Mr Mataboge continued: "He told me to get my locking card and clock out and never come back. I approached the committee which later went to see the assistant manager. The assistant manager told us that he was not interested in what went on at the butchery. The committee then told me to carry on working and not take heed of what my senior had told me."

On Saturday Mr Mataboge received a phone call from the supermarket's headquarters. The caller was one of the executives who accused him of hav-

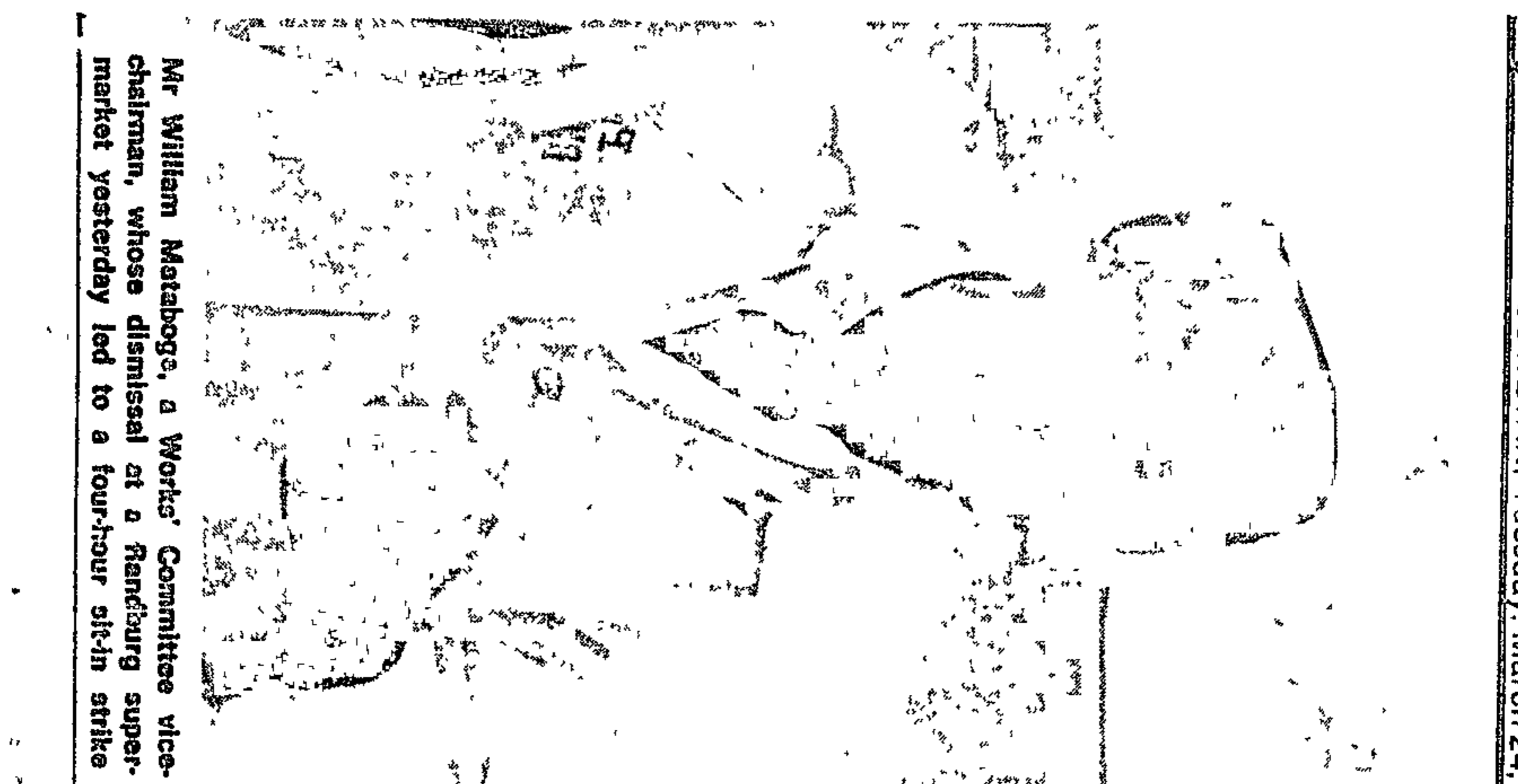
ing shouted at the manager in front of customers. Mr Mataboge was also told not to clock in yesterday.

Yesterday afternoon, tea time, Mr Mataboge received another phone call from headquarters which informed him that he was dismissed. He was asked to sign and hand in his notice form. It was then that the black staff staged the sit-in.

The assistant manager addressed the workers. He told them that if they were not at work within 15 minutes he would call the police. He also asked the workers to choose three people who were to discuss Mr Mataboge's case with the firm's headquarters.

The assistant manager of the supermarket told SOWETAN that there was never a strike at the supermarket. Earlier the supermarket's headquarters in Bedfordview had referred this reporter to Randburg where the sit-in took place.

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GENERAL NEWS

Workers made to join 'closed' union

By STEVEN FRIEDMAN
Labour Reporter

ALL black workers in the Natal furniture industry are forced to join a registered trade union — on pain of losing their jobs

Rival unionists say this stipulation — the result of a "closed shop" agreement between employers and the Tucsa-affiliated National Union of Furniture and Allied Workers — has serious implications throughout the industry

By signing such an agreement, they argue, registered unions which have gained permission to enrol black workers could make it "extremely difficult" for other unions to recruit workers in the industry

They add that established unions can thus gain the right to represent all black workers in an industry — without actually recruiting one

It was also established yesterday that "closed shop" agreements of this sort — whereby employers are not allowed to employ workers who do not belong to a particular union — make it more difficult

for new unions to register

The general secretary of the SA Allied Workers Union, Mr Samuel Kikine, has claimed that the stipulation is "an attempt to freeze out real unions and ensure that employers only have to deal with tame unions of their choice"

Mr Kikine claims that SAAWU has been organising furniture workers and that many of them wish to resign from the registered union. However, the "closed shop" provision means they cannot do so

A notice signed by the Industrial Council for the Furniture Industry, Natal, and posted in factories reads "Important Notice As From August 1, 1980, all black employees working in this factory must become members of the National Union of Furniture and Allied Workers of South Africa"

The council's secretary, Mr D J Rossouw, said yesterday the notice was issued after the "closed shop" clause in the industry's industrial agreement was extended to black workers

The "closed shop" is common in agreements, but usually covers non-black workers only. Since the extension of the clause to black workers, those who have not joined are subject to dismissal

Mr Rossouw said that "98% of the black workers have joined the union"

He added "We are not planning to see that those who don't join are dismissed. But we have told the union to be patient because workers usually join when the legal position is explained to them"

He said that "in this industry workers cannot join another union". It has been established, however, that workers are legally entitled to do this as long as they remain registered union members

The clause could hamper new unions who try to win official bargaining rights in the industry

According to industrial law, unions already registered may object to the registration application of a new union. If the union which objects can prove

it represents a majority in the industry, the new union may not be registered

A "closed shop" clause would obviously enable a registered union to claim majority membership, even if this was not voluntary

The industrial registrar, Mr Matt le Roux, said yesterday that labour legislation did allow him to take into account the fact that the objecting union had enrolled members through a closed shop

If the objecting union had a closed shop, he could assume that workers who had also joined another union were not voluntary registered union members

But the new union would have to prove majority membership, not the established one

Labour experts say this would make it extremely difficult for a new union to gain registration

● The Government's National Manpower Commission is currently investigating the "closed shop"

It appears then, that either farmers' estimates of

payment in kind in the agricultural census are well below actual payments,⁽⁸⁾ or that many of the farms included in this survey pay high wages relative to the average for the area. This question will be further examined in the next section.

(c) Total payment.

The addition of cash wage, bonus (expressed in weekly

terms) and payment in kind gives an approximation of total

payment made by farmers (with the omissions noted above).

The distribution of workers at various levels of total payment is shown in the table below.

TABLE 18

Distribution of workers according to total payment, weekly R

Total payment (R per week)	Number of workers	Cumulative %
0 - 2,50	0	0
2,51 - 5,00	2	1,54
5,01 - - -	-	5,38
		16,15
		29,23
		55,38
		75,38
		83,08
		93,85
		96,15
		100,00

(151) ~~333~~
Coloured teachers on go-slow strike ^{STRIKE} _{25/36}

week.

Coloured teachers at an Alberton primary school began a go-slow strike yesterday in protest against the "meagre" 12 percent salary increases announced last week.

Altogether 25 teachers at the Edenpark Primary School are taking part in the strike.

"A cleaner at the school gets more than us," a spokesman for the teachers said today.

The teachers will remain in the classrooms until 11 o'clock each day, and will then leave the school buildings

Teachers with 25 years experience are earning only R270 a month. There are teachers at the school who are earning only R98 a month.

The Edenpark School teachers are also complaining that, because of the Group Areas Act, they have to live far from the school and spend up to R50 a month just to get to school.

Mrs E Medina, a teacher at the Riverlea Coloured Primary School, said teachers at the school planned to "rope in the parents" today to form a deputation to meet the Minister of Education.

Settlement of miners' dispute over shifts likely

By Drew Forrest

Prospects for a settlement of the dispute over new shift times for white artisans in the mining industry brightened yesterday after a meeting between the Federation of Mining Unions and the Chamber of Mines.

Leaders of the six unions affiliated to the FMU had made "good progress" towards persuading the chamber of the need for consultation with workers over changes, said the federation's chairman, Mr Ben Nicholson.

Yesterday's meeting was requested by the FMU to draw the chamber's attention to the mounting unrest among white engineering workers employed mainly on the gold mines.

The dispute was sparked three weeks ago after an agreement between the unions and the chamber

which provided for a reduced working week. The subsequent reorganisation of shift times prompted an outcry from the unionists, who claimed mine managements were "manipulating" hours without consulting workers.

A major flash-point, according to unionists, has been attempts by managements to extend the current Saturday half-shift into the afternoon.

Some mine managements have also been called on to consult workers on the implementation of an "additional" bonus scheme, offered by the chamber as an incentive to accept the new 11 shift fortnight.

The unions' proposals would now be forwarded to the Gold Producers' and Collieries' Committees — the supreme executive bodies for both sections of the mining industry — Mr Nicholson said.

- (86) Grey, op. cit., pp. 304-308 passim.
- (87) Ibid., p.319.
- (88) Merriman Correspondence, 1912, No. 213; BRA, H.E., v.134 S. Evans to R. Schumacher, 20 Nov. 1905.
- (89) BRA, H.E., v.134; Evans's letter book, S.E. Evans to F. Eckstein, 25 Feb. 1907. See also ibid., v.162, R. Schumacher to H. Marrlott, 29 Nov. 1907.
- (90) Ibid., v.138, S. Evans to L. Reyersbach, 2 March 1907.
- (91) The Mining Industry Commission, 1907-1908, did not investigate working conditions conducive to phthisis as Burke and Richardson, op. cit., p.15, state. In fact, when requested to listen to evidence on silicosis, the commission^{er} stated that this was the function of the Mining Regulations Commission.
- (92) BRA, H.E., v.258, file 154M, T.J. Britten to COM, 1 June 1906. See also ibid., C.H. Price to H. Eckstein and Co., 30 Aug. 1904; RIPC 1903 p.xxv; Transvaal Chamber of Mines, Miners' Phthisis Compensation Committee; Report of Judges (Johannesburg, 1904), pp. 1. ff; Payne et al, op. cit., p.8.
- (93) Burke and Richardson, op. cit., p.10.
- (94) RIPC 1903, p.20, q.72.
- (95) Minutes of City Deep Ltd (Probably August 1913) Maintenance and Running Costs Jan 1911-June 1911 Ferguson and Scott, op. cit., pp. 14-18 passim; T.G. 2, 1908, pp.386ff, evidence of T. Mathews; U.G. 10, 1912, p.18, par.43; BRA, H.E., v.258, File 154 M, report dated 15 Nov. 1910; Boyd, J., Methods for Determining the Dust in Mine Air as practised on the Witwatersrand, in ILOSC 1930, pp. 5, 9-10.
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- (98) BRA, H.E., v.258, file 154 M, Subcommittee Report of COM on Health, signed L. Irvine, 15 Nov. 1910.
- (99) Grey, op. cit., p.312.
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- (102) Merriman Correspondence, 1911, R. Barry to J.X.M., 15 Dec. 1911; Pratt, A., The Real South Africa (London, 1913), p.163.
- (103) Merriman Correspondence, 1912, No. 98, Dr Aymard's Paper; Worker, 21 Aug. 1913, in which the Government Mining Engineer supported this idea.
- (104) FRMRC 1910, v.1, p.34; T.G.2, 1908, evidence, pt.II, p.512, q.6005, evidence of E. Moore. South African Mines Commerce and Industries, 24 Nov. 1906; BRA, H.E., v.258, file 154 M, T. Britten to COM, 18 June 1906.
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- (106) Merriman Correspondence, letterbook, J.X.M. to M.T. Steyn, 12 May 1912.
- (107) Ibid., 1914 correspondence, R. Barry to J.X.M., 21 May 1914.
- (107a) FRMRC 1910, pp. 34-35, 38-39, 253-254; U.G. 10, 1912, p.18, par. 43.
- (108) FRMRC 1910, v.1, pp. 27, 88-89; File 154M, report of Chamber of Health, 15 Nov. 1910, on single Acts, Mines and Works Act, No. 1
- (108a) U.G. 12, 1914, Report of the Ec January 1914, p.25, par.36.
- (109) Merriman Correspondence, 1911, Dec. 1911.
- (110) BRA, H.E., v.258, file 154M, m Oct. 1910.
- (111) Information supplied by Dr D. 7
- (112) FRMRC 1910, p.37.
- (113) Ibid., pp.34-35, 38-39, 253-251
- (114) Ibid., p.34.
- (115) Ibid., p.38.
- (116) Ibid., p.34.
- (117) U.G. 10, 1912, p.12, par.20.
- (118) Ibid., p.11, para. 16-17.
- (119) Ibid., pp. 15,16,19,21,22, par
- (120) Fraser and Irvine, op. cit., pp. 4-5.
- (120a) Ibid., p. 11, par.18; Irvine et al, op. cit., p.7. Union Acts, Miners' Phthisis Act, No. 34 of 1911. A full list of Acts is given below, see(209).
- (121) Ibid., p.13, para.23-25.
- (122) Union Acts, 1911, Act No. 9, section 9(1); Mines

International TU appeals to SA on Mawu's behalf

GENEVA. — The International Metalworkers' Federation has appealed to the South African Government to reverse immediately a decision granting racial registration to the Metal and Allied Workers' Union.

Mr Herman Rebhan, the Federation's General Secretary, said the decision could lead to "new, serious threats to a peaceful solution of South African problems."

Done with: 28/3/18

International body hits at racial labour ~~move~~ ^{move}

By Drew Forrest

In what may herald a tougher line on South Africa, the powerful International Metalworkers Federation (IMF) has strongly condemned the racial registration of a South African affiliate, the Metal and Allied Workers Union

from the IMF headquarters in Geneva, general secretary Mr Herman Rebhan said the Government's action "was in contradiction with the declared non-racial aims of the new South African labour policy" and "contrary to the interests of South African workers"

Workers Union was one of six affiliates of the Federation of South African Trade Unions (Fosatu) which were recently registered for certain race groups only

tion decision. If these appeals fail, it has threatened to deal a major blow to the State's new labour deal by withdrawing from registration

Fosatu is committed to non-racial unionism, and has said it will back its affiliates in their appeals against the racial registra

The IMF statement condemns the racial registration as a "continuation of the South African authorities' apartheid approach to labour issues"

It calls for reversal of the measure in the name of 14 million metal workers organised in the IMF

Observers see signs of hardening attitudes in the IMF towards the State's new deal for black workers

Initially the federation cautiously approved of the reforms but, they say, it has grown impatient at slow progress in the elimination of the racial factor from the labour field

IMF delegates who visited South Africa on a fact-finding tour in December last year were anxious for more rapid change, union sources said at the time

2. To what extent has the introduction of scientific

medicine led to changes in traditional medicine?

3. What type or kind of or either type of medicine

4. In what circumstances of medical attention

5. What are some of the factors from the introduction

6. What are the psychological of scientific medicine

practitioners are generally far preoccupied with the pressing needs of the ill to spare time to study a parallel and often presumed inferior rival system. There is also a general lack of epidemiologic knowledge for this type of research there is also a lack of interest in community medicine in South Africa. Most therefore contribute impressionistic information based on samples of patients who come to them after a failure in the hands of a traditional practitioner. Their impressions then confirm the incompetence of the traditional practitioners. The fact that many of their own patients perceive treatment failure in their hands and seek out help in the traditional sector goes unreported. The case of the Thalidomide baby, should be a constant reminder for all.

The purpose of this paper is therefore to present the traditional medical care system of the rural and urban areas of the area, which also have implications for other traditional societies. Of fundamental importance here is to examine the manner in which the traditional medical system continues to serve the needs of the society and to be able to determine how far a changed situation as a result of western contact can lead to a modification of the traditional system.

We need to ask ourselves the following questions:

1. How does the traditional medical institution serve the present needs of the society?

(135) (5)

KENNISGEWING 225 VAN 1981
DEPARTEMENT VAN MANNEKRAG-
BENUTTING

WET OP NYWERHEIDSVERSOENING, 1956
AANSOEK OM VERANDERING VAN DIE
REGISTRASIEBESTEK VAN 'N VAKVERENI-
GING

Ek, Mattheus Willem Johannes le Roux, Nywerheidsregistrator, maak ingevolge artikel 4 (2) soos toegepas by artikel 7 (5) van bogenoemde Wet, hierby bekend dat 'n aansoek om die verandering van sy registrasiebestek ontvang is van die Motor Transport Workers Union (S A). 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 Mannekragbenutting, Ongevallegebou 449, Schoemanstraat 215, Pretoria, (posadres Privaatsak X117, Pretoria, 0001).

TABEL

Naam van vakvereniging — Motor Transport Workers Union (S A)

Datum waarop aansoek ingedien is — 12 Desember 1980

Belange en gebied ten opsigte waarvan aansoek gedoen word — Blankes wat vir die doeleindes van die Wet werknemers is en in diens is as vragmotordrywers in die Motorvevoeronderneming (Goedere) in die landdrosdistrikte Die Kaap en Paarl

Posadres van applikant — Posbus 19, Johannesburg, 2000

Kantooradres van applikant — Sesde Verdieping, Cape York House, Jeppestraat 252, Johannesburg

Die aandag word gevestig op onderstaande vereistes van artikels 4 en 7 van die Wet

(a) Die mate waarin 'n vakvereniging wat teen die aansoek beswaar maak, verteenwoordigend is, word ingevolge artikel 4 (4), soos toegepas by artikel 7 (5), 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 artikel 4 (2) moet gevolg word in verband met 'n beswaar wat ingedien word

M W J LE ROUX, Nywerheidsregistrator
(27 Maart 1981)

NOTICE 225 OF 1981

DEPARTMENT OF MANPOWER
UTILISATION

INDUSTRIAL CONCILIATION ACT, 1956

APPLICATION FOR VARIATION OF SCOPE OF
REGISTRATION OF A TRADE UNION

I, Mattheus Willem Johannes le Roux, Industrial Registrar, do hereby, in terms of section 4 (2) as applied by section 7 (5) of the above-mentioned Act, give notice that an application for the variation of its scope of registration has been received from the Motor Transport Workers Union (S A). 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 Utilisation, 449 Compensation House, 215 Schoeman Street, Pretoria (postal address Private Bag X117, Pretoria, 0001), within one month of the date of publication of this notice.

TABLE

Name of trade union — Motor Transport Workers Union (S A)

Date on which application was lodged — 12 December 1980

Interests and area in respect of which application is made — White persons who are employees for purposes of the Act and are employed as lorry drivers in the Motor Transport Undertaking (Goods) in the Magisterial Districts of Paarl and The Cape

Postal address of applicant — P O Box 19, Johannesburg, 2000

Office address of applicant — Sixth Floor, Cape York House, 252 Jeppe Street, Johannesburg

Attention is drawn to the following requirements of sections 4 and 7 of the Act.

(a) The representativeness of any trade union which objects to the application shall, in terms of section 4 (4) as applied by section 7 (5), 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 section 4 (2) must be followed in connection with any objection lodged.

M W J LE ROUX, Industrial Registrar
(27 March 1981)

GENERAL NEWS

State puts clamps on union activities

By Tony Davis and Drew Forrest

The draft amendments to the Industrial Conciliation Act introduce new controls by the Government over unions, say trade union leaders and labour lawyers.

The Bill was printed in yesterday's Government Gazette following an earlier announcement by the Minister of Manpower Utilisation, Mr Fanie Botha.

Amendments which have brought sharp criticism from trade unionists include

- The appointment of an inspector who is entitled to examine union documents and offices

- A union must notify the Minister that it intends to hold a strike ballot.

- An unregistered union will be unable to pay strike relief to an employed member on strike.

- There is a total ban proposed on a union having affiliations with any political party.

POWERS

The inspector will have the power to investigate any registered or unregistered union and examine its records. This is seen as a new Government inroad into labour affairs

A union intending to hold a strike ballot must notify the Minister of Manpower Utilisation of the date, time, place and industry in which the ballot is being held and the Minister is likely to appoint an official to oversee the ballot.

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EL company recognises black union

By STEVEN FRIEDMAN
Labour Reporter

THE unregistered SA Allied Workers Union (SAAWU) won another major breakthrough yesterday when a multinational company, Johnson and Johnson, agreed to recognise the union at its East London plant

A joint statement by the two parties last night said this resulted from a referendum at the plant, when 93,5% of workers voted to be represented by the SAAWU

Johnson and Johnson now become the third company to agree to recognise SAAWU. Last year Chloride (SA), a battery manufacturing company, said it was recognising SAAWU

The union's national organiser, Mr Thozamile Gqweta, said last night that the union is to be recognised shortly, at KSM, a South African-owned milling company in East London

Chloride and Johnson and Johnson are both multinational companies

The new announcement is an important breakthrough for the union. The Government is known to be unhappy about recognition agreements between

companies and SAAWU, which refuses to register under the new labour dispensation

Last year the Minister of Manpower Utilisation, Mr Fanie Botha, advised East London companies not to recognise SAAWU.

For this reason, and because the union is regarded as "militant" by many employers, most companies have refused to recognise it

SAAWU has grown rapidly in the East London area, which has been hit by a series of strikes since last year.

The latest was this week at the Everite construction company

The SAAWU-Johnson and Johnson statement said the two parties would now proceed to negotiate a written recognition agreement

"This is in line with Johnson and Johnson's policy of negotiating with anyone who truly represents most workers," the statement added

Mr Gqweta said he was happy with the company's decision. "Despite many problems, the SAAWU is continuing to make progress"

Mines' black unions policy 'not yet final'

RDM 28/3/81

151

138

By RIAAN DE VILLIERS
Labour Correspondent

THE Chamber of Mines said yesterday that it had "not reached a final decision" on criteria for recognising trade unions which may seek to represent black mineworkers

The chamber said this in a statement issued in response to a report in the Rand Daily Mail yesterday giving details of a confidential chamber document spelling out new criteria for dealing with unions, including unions representing blacks

The criteria set out in the document were described as the toughest ever devised by any employer group since the Wiehahn labour reforms

Yesterday the chamber said that after talks last November last with a number of unions representing mine employees, a document had been drafted for their consideration

Since then the chamber had received representations from some of the unions seeking amendments to certain of the

proposed criteria

"No doubt, further suggestions will be made by other unions which are considering the opening of their ranks to black workers," the statement said

It added that the chamber itself had made "certain revisions" in the four months since the proposals were sent to the unions

The article in the "Mail", based on a copy of the initial draft proposals drawn up last year, should not, therefore, be regarded as the chamber's "final attitude" on the issue, the statement said

It added "It is to be regretted that the newspaper, which itself refers to the recognition of unions for black people in the industry as a sensitive and crucial issue, should have seen fit to publish a confidential document which it acknowledges as being 'not a final statement of policy' "

According to the document the chamber will not recognise

or negotiate with unregistered unions. It will also not recognise registered unions before they meet certain further stringent conditions

Among these are that they prove paid-up membership of at least 30% of workers in certain occupations throughout the whole mining industry — a condition believed to almost impossible to meet

In terms of the document, this condition will also apply to existing unions recognised by the industry who open their ranks to blacks

One implication of these proposed conditions is that individual mines may not negotiate with registered unions which may represent the vast majority of their black workers

The document proposes that unregistered unions should be scrutinised to ascertain whether they are "non-subversive"

"Unregisterable" unions and unions which refuse to register, are to be denied all access to mineworkers

Another

CT 28/3/81

major

gain for

151

union

Own Correspondent

JOHANNESBURG — The unregistered SA Allied Workers Union won another major breakthrough yesterday when a multinational company, Johnson and Johnson, agreed to recognize the union at its East London plant

A joint statement released by the two parties last night said this had followed a referendum at the company in which 93,5 percent of workers had voted to be represented by the SAAWU

Johnson and Johnson now become the third company to agree to recognize the SAAWU. Last year, Chloride (SA), a battery manufacturing company, announced that it was recognizing the SAAWU

The union's national organizer, Mr Thozamile Gqweta, disclosed last night that the union is shortly to be recognized at KSM, a South African-owned milling company in East London

Chloride and Johnson and Johnson are both multinational companies.

The announcement is an important breakthrough for the union. The government is known to be unhappy about recognition agreements between companies and the SAAWU, which refuses to register under the new labour dispensation

Last year, the Minister of Manpower Utilisation, Mr Fanie Botha advised East London companies not to recognize SAAWU

For this reason, and because the union is regarded as "militant" by many employers, most companies have refused to recognize the union

The SAAWU has experienced rapid growth in the East London area which has been hit by a series of strikes since early last year

This week, the Everite construction company became the latest East London company to be hit by a strike

The joint statement issued by the SAAWU and Johnson and Johnson says the two parties will now proceed to negotiate a written recognition agreement

This is in line with Johnson and Johnson's policy of negotiating with anyone who truly represents the majority of workers," the statement adds

Mr Gqweta said he was "very happy" with the company's decision. "Despite many problems, SAAWU is continuing to make progress," he added

One worker was simply described as having been on

the farm 'less than one year'.

The tables show that about a quarter of the workers

had been on the farm for less than one year and a further

18 percent for more than 20 years. About 13 percent of

all workers had been on the farm for less than two months.

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Union to apply for registration

Another union affiliated to the Federation of South African Trade Unions (Fosatu) is to apply for registration

The Glass and Allied Workers' Union yesterday made the decision at a meeting of Fosatu's Transvaal regional council in Benoni

The application is seen as another challenge to the Government which has refused to allow Fosatu unions to register on a non-racial basis

At yesterday's meeting member unions agreed that they would continue to challenge racial clauses of the Industrial Conciliation Act

Fosatu had applied to put the principle of non-racialism to a Government which operated a racial system of apartheid, members said

Other unions they said who were affiliated to the Council of Unions of South Africa had fallen into the "trap" of applying under racial terms while they were sticking to their principle of non-racialism

Fosatu had agreed to seek registration on tactical grounds to remove "obstacles" to trade unions and to avoid the possibility of the Government one day forcing unions to register.

By allowing affiliated black unions to register the Government had acknowledged the power of the black work force and now there was a new power struggle against racial registration, Mr Taffy Adley, secretary for the Transvaal region, said

He said that by registering the unions could bargain more effectively

schooling completed.

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Fosatu ROM 1/4/81 defends (57) ~~the~~ move to register

By STEVEN FRIEDMAN
Labour Reporter

THE Transvaal region of the nonracial Federation of South African Trade Unions (Fosatu) has defended its unions' decision to register with the Government, but has said unions will "pull out" of registration if it continues to be granted on a racial basis.

A spokesman for the Fosatu Transvaal region announced that the only Fosatu union not to have applied for registration, the Glass and Allied Workers Union, has now applied.

The statement implies that Fosatu unions are still fully committed to registration as long as it is granted on a non-racial basis.

It comes at a time when a debate is raging in the black union movement on this issue and unregistered unions are seeking a common stand on registration.

It is not clear yet, however, whether the new Industrial Conciliation Amendment Bill, which places tough new controls on registered and unregistered unions, will affect the Transvaal unions' stand.

A statement issued by Fosatu's Transvaal region after a meeting at the weekend says Fosatu has never agreed to registration as a principle. "We have always said we will only register to get certain obstacles out of the way."

These obstacles were employers' refusal to talk to unregistered unions, "employer and state favouritism for registered unions" and "a major assault against unregistered unions by the State."

The Fosatu unions also argue that "laws in South Africa will hamper unions whether they are registered or not."

While Fosatu affiliates remained unregistered, Fosatu's money was cut off, its members victimised, members on strike "were attacked by police" and unions could be banned and have their books investigated.

Fosatu had set certain conditions for registering and all but one of these had been met, the statement adds.

On racial registration, the statement says that Fosatu unions will challenge "racism in the law" by appealing against the decision.

If this failed, it would recommend to affiliates that they "pull out of registration"

The report of the SANTA volunteer indicated the presence of a number of obvious untreated disease in the rural areas. Her view was that distance could have inhibited farm workers' families from attending the doctor on their own initiative. Perhaps eye complaints were not sufficiently obvious and arose slowly, so were not brought to the attention of the farmer. It is also possible that the families did not know that a cure was possible.

There was some indication that the ailments of women on farms are less obvious than those of the men, because they could escape the notice of the farmer unless specifically brought to his attention. If the husband does not think a

• / ...

• / ...

Only a few illnesses which are not emergencies seem to be referred to Bloemfontein for specialist treatment. For these it is possible for the busfares (R2.30) to be refunded for the patient and for the infirm to be taken in by special transport (see below).

A converted van was run by a local farmer, mainly for emergency cases. The magistrate or the police could authorise this 'ambulance' to bring patients from farms or the location to the district surgeon, or to Bloemfontein if he were not present or unable to deal with the emergency. A white farmer reported that obtaining the 'ambulance' service in this way could take several hours owing to difficulty in finding someone to authorize the request.

If the 'ambulance' was already on a trip the patient would return. Thus owners of private cars

wife's illness serious enough he will not ask for help. Of the 7 patients who reported having had an illness without seeking help from a doctor or employer, 6 were women and 3 of them (a disproportionate number) came from farms. Another woman living on a farm with her mother had endured 9 months of an intermittently inflated stomach and being unable to pass water before approaching the 'master' to seek medical attention. He brought her to town the following day.

3) Cost

In only 19 of the 89 cases of illness reported was the cost of either treatment or transport considered a problem in obtaining medical care. On the whole those who did

problem were not those who had paid fees for a

reporter, but one in Bloemfontein charged nothing. Respondents paid much higher fees, particularly for specialists. e.g. up to R10 for a blood test. Most of them carried some form of medical insurance and were satisfied with doctors' fees.

Few black patients were willing to pay the fees of a private doctor in order to avoid waiting or to gain rapid admission to the hospital in Bloemfontein. Sometimes a farmer would pay for a labourer to ensure quick attention. However, many blacks did consult private doctors when they could have obtained medicine at State expense, usually

• / ...

out of their minds

In short, for whatever reasons, it is clear that Cape Town only partially learnt the lessons of 'Black October' 1918.

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16. CAPE TIMES. 8 October 1918
17. CAPE TIMES. 8-14 October, 1918.
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20. CAPE TIMES. 14 October, 1918
21. See, for instance, CAPE TIMES, 9, 10 and 14 October 1918
22. Quoted in Report of the Influenza Epidemic Commission, U.G. 15-'19 p. 31.
23. CAPE TIMES: 27 November, 1918.
24. CAPE TIMES: 8-15 October, 1918 and information given to author in interviews with Alderman I. Osovov (Sea Point, 28 May 1978), Dr. B. Clain (Cape Town, 1 June, 1978) and Mrs. Meisbecker (Pinejands, 1 June, 1978).

Union man loses victimisation case

A Boksburg Regional Court magistrate has found a multinational firm not guilty of victimising a worker

Executives of Van den Bergh and Jurgens, part of the Unilever group, were accused of having victimised Mr Paul Ntuli, a member of the Food Beverage Workers' Union who was dismissed in December, 1979.

The firm yesterday pleaded not guilty to alternative charges under victimisation clauses in the Wage and Industrial Conciliation Acts.

Mr Ntuli claimed he was dismissed for his activities as a shop steward. But his employers said Mr Ntuli was dismissed only after he received several verbal warnings and one written warning.

DEFENCE

Van den Bergh and Jurgens's defence was that Mr Ntuli had left his post on occasion, was guilty of absenteeism and bad time-keeping and had refused to take instructions from his superiors.

Mr Ntuli was first employed in June 1979 as a trainee supervisor and in August had joined the Food Beverage Workers' Union

The death of unregistered unions?

In last Friday's

Government Gazette the

Government

released details of its new draft bill

amendments to

the Industrial Conciliation Act.

These amendments

are largely

concerned with

spreading control over unregistered

unions.

Labour lawyers and union leaders say the new draft bill amendments to the Industrial Conciliation Act spell the "death knell" for unregistered unions.

Sections in the draft bill include measures which will extend official controls over unregistered unions while, at the same time, allow them none of the benefits of being a registered union.

For about a year now the issue of compulsory registration of trade unions has been debated within the Department of Manpower Utilisation, according to sources there.

Conservative elements in the department felt it was necessary to bring unregistered unions — which are largely black — under industrial laws. The more liberal camp in the department felt strict measures would only serve to alienate these unions.

The draft bill amendments are seen as a compromise on the issue of compulsory registration with new controls making registration more practical and a matter of union survival.

Labour lawyers consulted by The Star said while the draft bill did not force unregistered unions to register it did make certain regulations for them to operate under.

Like their registered counterparts unregistered unions under the draft bill will have to keep accounts, auditor's reports, member registers, minutes of meetings and all correspondence for three years.

The ban on political activities contained in the present act would be extended to unregistered unions and include measures against affiliation to "political organisations".

Unregistered unions would have to submit to inspection and be subject to penalties under the draft amendments.

The scope of the Government inspector is extended with wide powers of investigation into unregistered union offices and papers as well as the power of seizure.

Once the new amended act is in force unregistered unions would have three months to submit their constitutions to the registrar.

Under the draft bill registered unions have the right to compulsory stop over payments (union dues deducted through wages by management) while the unregistered union has to apply to the Minister of Manpower Utilisation for such a facility.

The draft bill makes it an offence to assist anyone who participates in an illegal strike, which would keep the unregistered unions from helping their members with strike relief.

The bill also does away with the earlier Black Labour Relations Regulation Act and its subsequent amendments which would mean the effective scrapping of compulsory negotiation open to workers through the works committees.

Unregistered unions are expected to meet in the near future to discuss these amendments, and major union federations are also expected to make rep-

resentations to the department about the draft bill. Those unions largely affected by the bill are the South African Allied Workers' Union (Saawu) and two Western Province unions.

Mr Sam Kikine, general secretary of Saawu, said the draft bill amendments were a measure to force his federation into taking out registration.

"These political activities represent restriction on industrial matters," Mr Kikine said. Saawu has refused to consider registration as long as there are laws affecting the work force such as the Group Areas Act.

The president of the Black Allied Workers' Union, Mr M Khumalo, also said the Government was introducing politics into the labour sphere and said these amendments would severely restrict the autonomy of trade unions.

Labour lawyers have also criticized the draft bill for "ignoring" certain labour "trouble spots" such as no changes to registration procedures which are a sore point to the Federation of South African Trade Unions (Fosatu) by allowing existing unions to block the admission of newcomers, and nor does it bolster up the Industrial Court with wider legal powers.

On the "plus" side, however, the draft bill does make provision for the removal of age and sex discrimination, extends its provisions to all races and allows unions multiracial constitutions, and extends trade union rights to workers on contract from independent homelands and foreign countries.

Gardening. More emphasis should be placed on

are relatively easy to grow such as beans, pumpkins and spinach than the more 'exotic' sorts such as beetroot and onions.

Growing of fruit trees should be recommended, and trees and seeds should be provided at low cost by the IRU's.

With regard to fencing, the use of sticks and hedges should be encouraged in those areas where gardeners cannot afford chicken-wire, while the provision of chicken-wire at low cost by the IRU's should be investigated. Alternatively in those areas which have been "rehabilitated", with the population living close together, community gardens should be regarded as a priority.

economic, social, agricultural and other factors tend to outweigh the small amount which can be achieved purely through health education. Bearing this in mind, the study has, however, provided information on which recommendations concerning the IRU's may be based.

Recommendations

Length of stay at the NRU: From the nutritional education aspect, the study points to a need for only about 1 week's stay at the NRU. However, the over-riding factor should be whether the clinical condition of the child is such as to safely allow discharge home, so to minimise those deaths occurring within a few days of discharge.

ROM 3/4/81

Deadlock pay talks will be resumed

3/4/81
157

Staff Reporter

VEREENIGING. — Wage talks between management for the Vaal Transport Corporation and the company's black drivers' works committee, which ended in deadlock on Wednesday night, are to continue once again in Sebokeng today.

Drivers are demanding a starting wage of R98 a week, rising to R135. Their negotiations with management began about a month ago.

A spokesman for the drivers' works committee told the Rand Daily Mail yesterday that the company's management offered to pay drivers, who have been with the company for six months to five years, R81 a week.

Workers with five years to 8½ years with the company were offered R90 a week, while those with with 8½ years to 9½ years of service were offered a weekly wage of R100, and another offer of a R115 top notch was also made.

But the Wednesday night meeting ended in deadlock when the works committee rejected the offers by management.

Mr F M Brick, the company's managing director, was not available for comment.

NOTICE 243 OF 1981

DEPARTMENT OF MANPOWER UTILISATION
INDUSTRIAL CONCILIATION ACT 1956APPLICATION FOR VARIATION OF SCOPE OF
REGISTRATION OF A TRADE UNION

I, Mattheus Willem Johannes le Roux, Industrial Registrar, do hereby, in terms of section 4 (2) as applied by section 7 (5) of the above-mentioned Act, give notice that an application for the variation of its scope of registration has been received from the Underground Officials' Association of South Africa. 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 Utilisation, 449 Compensation House, 215 Schoeman Street, Pretoria (postal address Private Bag X117, Pretoria, 0001), within one month of the date of publication of this notice.

TABLE

Name of trade union—Underground Officials' Association of South Africa

Date on which application was lodged—6 February 1981

Interests and area in respect of which application is made—All persons who are employees for the purposes of the Industrial Conciliation Act, 1956, who are employed in the Mining Industry as underground officials whose duties cause them to go underground in any mine, or who work below the surface in any mine, as defined in the Mines and Works Act, in the Republic of South Africa

Postal address of applicant—P O Box 5965, Johannesburg, 2000

Office address of applicant—Sixth Floor, Fleetway House, 208 Bree Street, Johannesburg

Attention is drawn to the following requirements of sections 4 and 7 of the Act

(a) The representativeness of any trade union which objects to the application shall, in terms of section 4 (4) as applied by section 7 (5), 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 section 4 (2) must be followed in connection with any objection lodged

M W J LE ROUX, Industrial Registrar
(3 April 1981)

NOTICE 244 OF 1981

DEPARTMENT OF AGRICULTURE AND
FISHERIESAGRICULTURAL PRODUCE AGENCY SALES
ACT, 1975 (ACT 12 OF 1975)

It is hereby notified for general information, in terms of section 14 of the Agricultural Produce Agency Sales Act, 1975 (Act 12 of 1975), that Mr K J Aboud who carried on business as commission agent at the East London National Fresh Produce Market, Wilsonia,

KENNISGEWING 243 VAN 1981

DEPARTEMENT VAN MANNEKRAG-
BLNUITING

WET OP NYWERHEIDSVERSOENING, 1956

AANSOEK OM VERANDERING VAN DIE REGI-
STRASIEBESTEK VAN 'N VAKVERENIGING

Ek Mattheus Willem Johannes le Roux, Nywerheidsregistrator, maak ingevolge artikel 4 (2), soos toegepas by artikel 7 (5), van bogenoemde Wet hierby bekend dat 'n aansoek om die verandering van sy registrasie bestek ontvang is van die Underground Officials' Association of South Africa. Besonderhede van die aansoek word in onderstaande tabel verstrekk

Enige geregistreerde vakvereniging wat teen die aansoek beswaar maak, word versoek om binne een maand ná die datum van publikasie van hierdie kennisgewing sy beswaar skriftelik by my in te dien, p/a die Departement van Mannekragbenutting, Ongevallegebou 449, Schoemanstraat 215, Pretoria (posadres Privaatsak X117, Pretoria, 0001)

TABEL

Naam van vakvereniging—Underground Officials' Association of South Africa

Datum waarop aansoek ingedien is—6 Februarie 1981

Belange en gebied ten opsigte waarvan aansoek gedoen word—Alle persone wat vir die doeleindes van die Wet op Nywerheidsversoening, 1956, werknemers is en in die mynbedryf in die Republiek van Suid-Afrika in diens is as ondergrondse amptenare wie se pligte meebring dat hulle in 'n myn, soos omskryf in die Wet op Myne en Bedrywe, 1956, ondergronds moet gaan of onder die oppervlak moet werk

Posadres van applikant—Posbus 5965, Johannesburg, 2000

Kantooradres van applikant—Sesde Verdieping, Fleetwaygebou, Breestraat 208, Johannesburg

Die aandag word gevestig op onderstaande vereistes van artikels 4 en 7 van die Wet

(a) Die mate waarin 'n beswaarmakende vakvereniging verteenwoordigend is, word ingevolge artikel 4 (4), soos toegepas by artikel 7 (5), 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 artikel 4 (2), moet gevolg word in verband met 'n beswaar wat ingedien word

M W J LE ROUX, Nywerheidsregistrator
(3 April 1981)

KENNISGEWING 244 VAN 1981

DEPARTEMENT VAN LANDBOU EN VISSERYE

WET OP AGENTSKAPSVERKOPING VAN LAND-
BOUPRODUKTE, 1975 (WET 12 VAN 1975)

Ooreenkomstig artikel 14 van die Wet op Agent-skapsverkoop van Landbouprodukte, 1975 (Wet 12 van 1975) word hierby vir algemene inligting bekendgemaak dat myn K J Aboud wat te Oos-Londen Nasionale Varsprodukte Mark, Wilsonia, Oos-Londen,

GENERAL NOTICES

NOTICE 236 OF 1981

DEPARTMENT OF MANPOWER UTILISATION
INDUSTRIAL CONCILIATION ACT, 1956
APPLICATION FOR VARIATION OF SCOPE OF
REGISTRATION OF A TRADE UNION

I, Mattheus Willem Johannes le Roux, Industrial Registrar, do hereby, in terms of section 4 (2), as applied by section 7 (5), of the above-mentioned Act, give notice that an application for the variation of its scope of registration has been received from the South African Technical Officials' Association. Particulars of the application appear 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 Utilisation, 449 Compensation House, 215 Schoeman Street, Pretoria (postal address: Private Bag X117, Pretoria, 0001), within one month of the date of publication of this notice.

TABLE

Name of trade union—South African Technical Officials' Association

Date on which application was lodged—27 January 1981

Interests and area in respect of which application is made—(i) Coloured persons who are employees for the purposes of the Act and who are employed in or about reduction works at mines and kindred undertakings in the Republic of South Africa, and

(ii) White and Coloured persons who are employees for the purposes of the Act and who are employed as winding engine drivers at mines and kindred undertakings in the Republic of South Africa

Postal address of applicant—P.O. Box 7060, Johannesburg, 2000

Office address of applicant—Eighth Floor, Santam Centre, corner of Rissik and Plein Streets, Johannesburg

Attention is drawn to the following requirements of sections 4 and 7 of the Act

(a) The representativeness of any trade union which objects to the application shall in terms of section 4 (4), as applied by section 7 (5), 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 section 4 (2) must be followed in connection with any objection lodged.

M. W. J. LE ROUX, Industrial Registrar
(3 April 1981)

NOTICE 239 OF 1981

DEPARTMENT OF AGRICULTURE AND
FISHERIES

AGRICULTURAL PRODUCE AGENCY SALES
ACT, 1975 (ACT 12 OF 1975)

It is hereby notified for general information, in terms of section 14 of the Agricultural Produce Agency Sales

ALGEMENE KENNISGEWINGS

KENNISGEWING 236 VAN 1981

DEPARTEMENT VAN MANNEKRAG-
BENUTTING

WET OP NYWERHEIDSVERSOENING, 1956

AANSOEK OM VERANDERING VAN DIE REGI-
STRASIEBESTEK VAN 'N VAKVERENIGING

Ek, Mattheus Willem Johannes le Roux, Nywerheidsregistrator, maak ingevolge artikel 4 (2) soos toegepas by artikel 7 (5) van bogenoemde Wet, hierby bekend dat 'n aansoek om die verandering van sy registrasiebestek ontvang is van die South African Technical Officials' Association. Besonderhede van die aansoek word in onderstaande tabel verstrekk.

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, by die Departement van Mannekragebenutting, Ongevallegebou 449, Schoemanstraat 215, Pretoria (posadres: Privaatsak X117 Pretoria, 0001)

TABEL

Naam van vakvereniging—South African Technical Officials' Association

Datum waarop aansoek ingedien is—27 Januarie 1981

Belange en gebied ten opsigte waarvan aansoek gedoen word—(i) Kleurlinge wat vir die toepassing van die Wet werknemers is en in diens is in of by reduksiewerke by myne en verwante ondernemings in die Republiek van Suid-Afrika, en

(ii) Blankes en Kleurlinge wat vir die toepassing van die Wet werknemers is en in diens is as hysenjindrywers by myne en verwante ondernemings in die Republiek van Suid-Afrika

Posadres van applikant—Posbus 7060, Johannesburg, 2000

Kantooradres van applikant—Agtste Verdieping, Santamsentrum, hoek van Rissik- en Pleinstraat, Johannesburg

Die aandag word gevestig op onderstaande vereistes van artikels 4 en 7 van die Wet

(a) Die mate waarin 'n vakvereniging wat teen die aansoek beswaar maak, verteenwoordigend is, word ingevolge artikel 4 (4), soos toegepas by artikel 7 (5), 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 artikel 4 (2) moet gevolg word in verband met 'n beswaar wat ingedien word

M. W. J. LE ROUX, Nywerheidsregistrator
(3 April 1981)

KENNISGEWING 239 VAN 1981

DEPARTEMENT VAN LANDBOU EN
VISSERYE

WET OP AGENTS-KAPSVERKOPING VAN LAND-
BOUPRODUKTE, 1975 (WET 12 VAN 1975)

Ooreenkomstig artikel 14 van die Wet op Agent-
skapsverkoop van Landhouprodukte, 1975 (Wet 12

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Bill extends powers to shut unions

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8/4/81
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Labour lawyers are concerned at controversial clauses in a draft Bill on labour relations, which would give the Government new powers to shut down registered unions and union federations

The Industrial Conciliation Amendment Bill, published recently, proposes to extend the powers of the Industrial Registrar to rescind the registration of a union or federation

Once deregistered, the organisation concerned could be "wound up" and its assets transferred to another union in the same industry.

DISCOURAGE

Labour lawyers interviewed today described the relevant sections of the Bill as a "mess," and pointed out that they could have the effect of discouraging unregistered unions from entering the statutory bargaining system

This ran counter to the overall thrust of the Bill, they said, which was to make the position of unregistered unions untenable and thus to lure them into the official system

POWERS

Section 12 of the Bill widens the powers of the Registrar by enabling him to recommend that a registered union or federation be deregistered if it has acted unconstitutionally, unlawfully or in such a way that "a substantial number" of its members are dissatisfied with it

Whereas under the existing Act, unions can be shut down if they have ceased to operate, the Registrar could in terms of the Bill shut them down if their registration has been cancelled for any reason.

At time to raise family planning	Percentage of total	Percentage of main	Percentage of main
Does not know about family planning	30%	27%	74
Does not believe in family planning	12%	50%	5%
Does not believe in family planning	6%	6%	5+
Family disapproves	6%	31%	67%
Does not apply	16%	37%	63
Knows but no action	30%	86	44%

Other and other figures educational level

Union dispute takes a new turn

By Drew Forrest

The bitter one year dispute over union recognition at the Colgate-Palmolive plant in Boksburg has taken an unexpected turn with the union calling for the establishment of a statutory conciliation board

The Fosatu-affiliated Chemical Workers' Industrial Union had taken this unusual step after its 'final demand' for recognition had been refused by the company, a union spokesman said

If the conciliation process failed, she added, the union would be entitled to stage a legal strike

The CWIU, which claims to represent about two-thirds of the company's 300 strong workforce, has for some time demanded plant-level negotiations with Colgate on wages and working conditions.

INSISTENCE

Management's continued insistence on negotiating only at industrial council level was a "catch 22" the spokesman said, as few of its workers were covered by the industrial agreement

Colgate workers were asking for an 80 cent increase in the minimum hourly wage, and wanted the union to negotiate the 1981 increases on their behalf

Employers seemed increasingly intent on "taming" unions by allowing them to deal only with day-to-day problems on the shopfloor the spokesman said, while denying them negotiating rights on major issues

The company could not be contacted for comment last night

(15) ~~15/1/81~~ ~~15/1/81~~ ~~15/1/81~~

15/1/81

degree of mystery over educational level - obstacles as possible. However, for the rural person catastrophes at family or community level are seen as the results of forces over which there is no control - the displeasure of ancestors, bewitchment etc. It must be understood that in an undereducated state this is the only adjustment that an individual can make to an apparently hopeless situation.

This explains the responses which reflected a general lack of conviction about the cause of the disease, the steps needed to prevent a relapse; and the need for family planning. It also explains the adherence to traditional practices and the readiness to pursue traditional forms of treatment

The investigations led us to believe that the mother or mother figure of the diarrhoeal child was likely to have certain characteristics:
- She is illiterate or has no formal education;
- She is not convinced of the cause of her child's illness
- She is likely to believe in the value of traditional medicine practices viz. giving amulets
- She is not likely to be motivated towards family planning
- She is likely to be uneducated, or if educated the customary local education will not have been met.

aged to which the household in which she lives is also

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No conventional health worker's response to the mother and her malnourished child will be to
- Give her advice on how to feed the child
- Offer her a packet of powdered milk at a subsidized rate
- recommend that she attends the family planning clinic.

The health worker has done her bit. Another 'case' has been recorded and attended to; but the problems at community level that have precipitated the onset of the disease remain untouched.

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15/1

Dairy man in court over dismissals

A director of a dairy was charged in the Johannesburg Magistrate's Court today with illegally dismissing three employees for participating in the formation of a liaison or works committee.

Mr J D Nel of Nel's Dairy, Rustenburg Road, Victory Park, pleaded not guilty to contravening the Manpower Utilisation Act.

The State alleged that Mr Nel unlawfully dismissed Mr Isaac Kanva, Mr Albanes Sefanvetsa and Mr Jarius Mosine in March last year.

The three alleged victimisation for their part in the election of a liaison committee.

In a surprising development, the magistrate, Mr C A Alcock, said the Chief Magistrate of Johannesburg had received a letter in which the writer objected to Mr Nel being allowed to sit alongside his legal representative."

(Proceeding)

Dairy owner in court

A DIRECTOR of a dairy was charged in the Johannesburg Magistrate's Court yesterday with illegally dismissing three employees for participating in the formation of a liaison or work committee.

Mr J D Nel of Nel's Dairy pleaded not guilty to contravening the Manpower Utilisation Act

The State alleged that Mr Nel unlawfully dismissed Mr Isaac Kanya, Mr Albanes Sefanyetso and Mr Jairus Mosine in March last year.

15/11/77
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S'J. NETAU
10/4/81

Man-years lost		Black		White	
White	Black	White	Black	White	Black
89	323	55	55	51	30
2,1	2,7	56	46	96	42
86	397	46	79	51	644
90	477	46	79	42	644
88	1 197	137	230	123	1 687
8,0	8,0	1 197	230	123	1 687

Working days lost 426 810 (Whites: 70,9%)

• Total cost R50,8 million
 • Medical care R18,9 million (37,2% of total cost)
 • Lost productivity (absenteeism) R31,9 million (62,8% of total cost)
 • Morbidity R19,9 m (62,2%)
 • Temporary absenteeism R8,0 m (40%)
 • Period of diagnosis (consultation and tests) (2 working days)
 • Surgery (29 working days)
 • Next-period (15 working days/20% of cases)
 • Gastric cripples R11,9 m (60%)
 • -0,2% of all cases
 • -Whites 89% of cost
 • Matched by R12,0 m (32,8%)
 • White 212, Black 79% of 0

COST OF PEPTIC ULCERATION IN THE R.S.A. - JULY 1976 TO JUNE 1977

Total 169 720 (II, I)

Nonsurgical 127 152 (10,1)

Surgical 42 568 (12,4)

Transvaal: 50% of cost
 Number of patients: 15 270
 Surgery: 22,4%
 = f (hospital days x cost/day)

In-patients: R8,6 m (97%)
 Outpatients: R0,3 m (3%)

Whites: 54,6% of cost

Consultations (private practitioners) R1,5 m
 Diagnostics (tests, barium meal, gas-troscopy, etc.) R2,1 m
 Drugs R4,5 m
 Provincial hospitals R8,9 m (47%)
 Private hospitals (bed rate, theatre, dispensary) R1,3 m
 Surgery (surgeon, anaesthetist, assistant) R0,6 m

Total cost R50,8 million

Lost productivity (absenteeism) R31,9 million (62,8% of total cost)

Medical care R18,9 million (37,2% of total cost)

COST OF PEPTIC ULCERATION IN R.S.A. - JULY 1976 TO JUNE 1977

UNIONS 1

Fear of control

151

134

FM 10/4/81

Close scrutiny of the Industrial Conciliation Act Amendment Bill published by government two weeks ago discloses even more strenuous controls on unions than was first believed (*Current Affairs* April 2). These controls relate to registered unions and their implementation threatens to undermine government's attempts to draw all unions into its industrial relations system.

The provisions deal with the deregistration of unions and give new powers to the Industrial Registrar. Deregistration powers have always been vested in the Registrar but the Bill goes further by making it possible for him to wind up the affairs of a trade union once he has decided on its deregistration.

Previous interpretations of the Bill were that deregistration would merely cost a union its official bargaining status without threatening its existence. But the Bill in fact stipulates that a union be closed down on losing its registered status.

Says one labour observer: 'The whole purpose of labour reform will be defeated if the controls have the effect of scaring off unions. The Bill is just another example of expansion of the discretionary authority of bureaucrats outside the scope of legal control.'

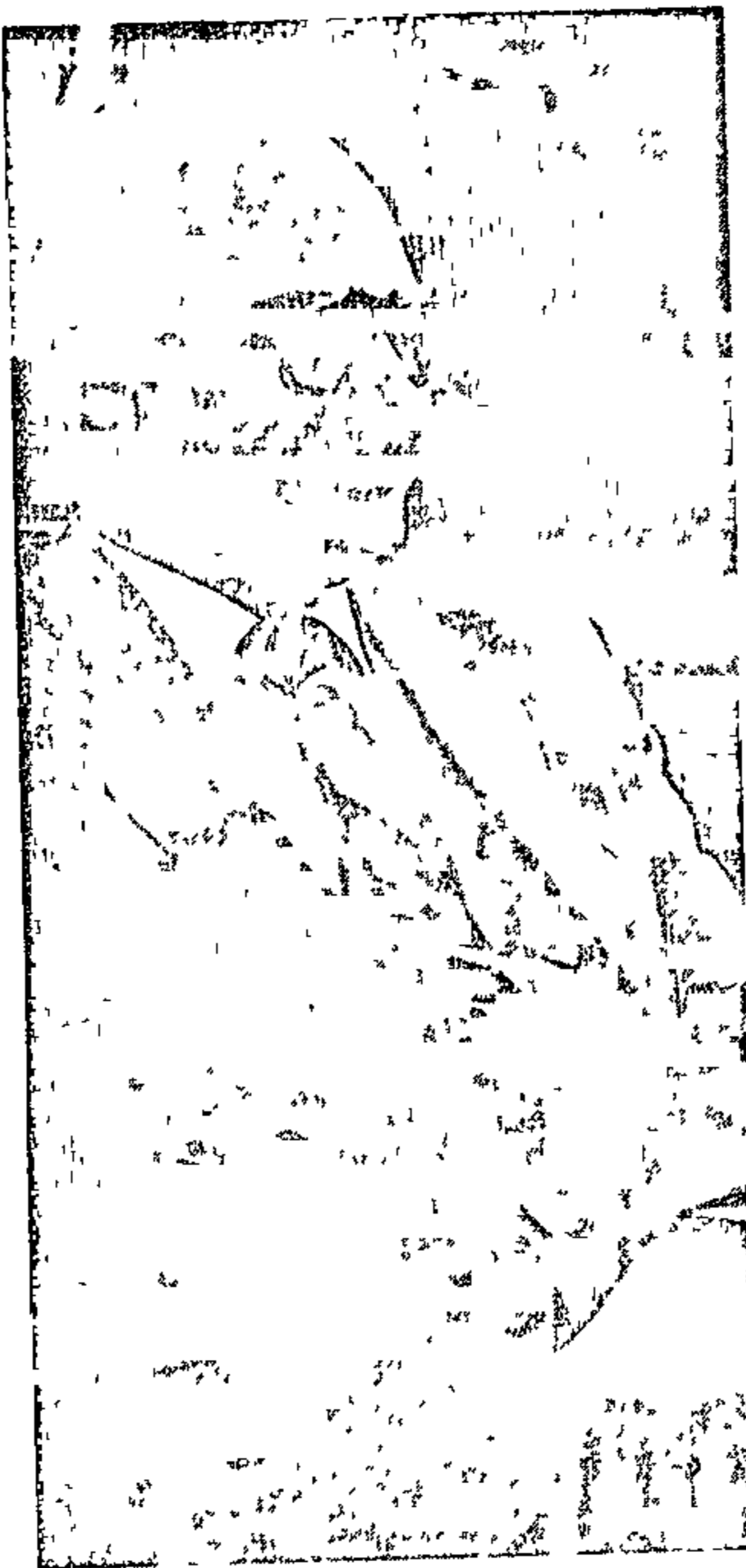
Labour observers say the provisions might force unions across the board to reconsider their registration status as it would be safer for them to work outside the official bargaining system. They also point out that the controls will frighten away any unions that might have considered registration.

Suicidal

Says Fred Ferreira, Ford's industrial relations manager: 'If the interpretation is correct, the added controls sound illogical. On the one hand government is trying to entice unions to register and on the other it is threatening those that register with tougher controls. What union would elect for registration if its affairs could be wound up at the discretion of government?'

Already the Federation of SA Trade Unions (Fosatu) has hinted that it will be forced to reconsider registration if the Bill is passed. Spokesmen for unregistered unions have said the new controls would make it suicidal for them to apply for registration.

Trade unionists fear that the Registrar's new powers could be misused as the Bill does not provide for appeal. Says one: 'I would go along with the provision



Ford's Ferreira added controls are illogical'

providing there was a form of appeal to higher authority. I would like to see this as a balance check. Without this the consequences could be frightening.

Unionists have expressed particular concern about vague wording in the Bill. The Registrar is given the power to cancel the registration of a trade union, employers' organisation or federation if he believes the organisation has failed to observe any provision of the constitution or has acted unlawfully.

He may also take this step if he feels the union has acted in a manner which is unreasonable in relation to the members and which has caused serious dissatisfaction among a substantial number of its members.

Argues one unionist: 'This is wide open to mis-interpretation and could sound the death knell for any unions government wants to stamp out.'

The Department of Manpower Utilisation has made it clear that it will consider

all representations on the draft legislation. A spokesman said all interested parties should make representations suggesting changes. There are two weeks left for comments to be filed.

UNIONS 2
FM 19/4/81

Colgate's Catch 22

In a step that could make labour history a registered black trade union affiliated to the Federation of SA Trade Unions (Fosatu) the Chemical Workers Industrial Union (CWIU) has called for a Conciliation Board to settle its dispute with Colgate-Palmolive

Labour observers see the move as significant as it could lead to the first legal strike by a black union

Calling for the creation of a Conciliation Board is the first step a union can take towards settling a dispute legally. If the Board fails to settle the dispute, the union can call a legal strike after a month's cooling off period

The dispute centres on the extent to which the company is prepared to allow the union to become involved in negotiations and, as a corollary, the role of industrial councils

In a press statement released last night, the CWIU says: Employers cannot recognise a union without recognising its right to negotiate on behalf of its members. Colgate refuses to recognise the union's right to negotiate

CWIU says employers are trying to force unions to negotiate all major issues at the industrial council level. Members are reacting angrily to this strategy. They see it as an attempt to displace any real negotiations

The union says workers are objecting to the industrial council system because they had no part in designing it. They say it is not properly representative of workers but has the power to make binding agreements on all workers in a particular industry

The press statement adds: Colgate is taking an intransigent stand with regard to the issue of negotiating wages and working conditions. It has reiterated its position that the union can deal only with shop floor grievances. It seems intent on forcing the union onto an industrial council which does not cover the majority of Colgate workers

The union says that it is caught in a Catch 22 situation. If we do not go to the industrial council Colgate refuses to nego-

tiate. If we do go we only negotiate minimum wages which are well below those paid by Colgate

CWIU says its final demand for recognition includes the right of the union to negotiate wages and working conditions, the recognition of union shop stewards as representing workers in the plant, access to the plant for union officials, stop order facilities, the right to negotiate procedures such as grievance and dismissal procedures, and the right to negotiate the 1981 wage increases

The FM could not contact a Colgate spokesman for comment

● In another surprise move Alec Erwin, general secretary of the Federation of SA Trade Unions (Fosatu) has resigned

Erwin, who has been general secretary of SA's largest independent trade union federation since its inception in April 1979, will present his resignation to Fosatu's central committee at the end of this month. Erwin is expected to continue working for Fosatu. Says a federation spokesman: "He made a deliberate choice so that the leadership reins could be handed over to someone else"

NOTICE 251 OF 1981

DEPARTMENT OF POSTS AND TELECOMMUNICATIONS

STATE-OWNED LAND OFFERED FOR PURCHASE BY PUBLIC TENDER

Notice is hereby given that the above-mentioned Department offers the State-owned land mentioned below for sale by public tender and invites tenders for the purchase thereof in terms of the provisions of the State Land Disposal Act, 1961

Erf 936, Simonstown, situate in the Municipality of Simonstown, Division of The Cape, measuring 4 381 (four thousand three hundred and eighty one) square metres

Tenders close at 11h00 on 26 May 1981. Tenders must be submitted on the prescribed form obtainable from the Postmaster General, P.O. Box 2648 Pretoria, 0001, or from Room 2214, Post Office Headquarters, 178 Vermeulen Street, Pretoria, 0002 (Telephone 293-2330), or from the Regional Director, Department of Posts and Telecommunications, GPO, Cape Town, 8000

(10 April 1981)

NOTICE 253 OF 1981

THE SOUTH AFRICAN MEDICAL AND DENTAL COUNCIL

NOTICE IN TERMS OF REGULATION 14 OF GOVERNMENT NOTICE R 1189 OF 1 JULY 1977

The following particulars concerning registered psychologists who have been found guilty by the South African Medical and Dental Council and upon whom penalties have been imposed in terms of the Medical, Dental and Supplementary Health Service Professions Act, 1974 (Act 56 of 1974), are published for general information

<i>Name of person</i>	<i>Nature of charge on which found guilty</i>	<i>Penalty imposed</i>
Dr C J Barnard	Disgraceful conduct Contravened Rule 9 of Government Notice R 1856/1977	Suspension of 12 months, conditionally suspended for three years
Mr W F Botha	Improper conduct Contravened rule 17 (1) of Government Notice R 1856/1977	Suspension of 12 months, conditionally suspended for three years
Mrs M M Strauss	Improper conduct Contravened rules 17 (1) and 9 of Government Notice R 1856/1977	Suspension of 12 months, conditionally suspended for three years
<i>Naam van persoon</i>	<i>Aard van aanklag waaraan skuldig bevind</i>	<i>Straf wat opgelê is</i>
Dr C J Barnard	Skandelerike gedrag Reël 9 van Goewermentskennisgewing R 1856/1977 oortree	Geskors vir 12 maande wat geskort is vir drie jaar
Mnr W F Botha	Onbetaamlike gedrag Reël 17 (1) van Goewermentskennisgewing R 1856/1977 oortree	Geskors vir 12 maande wat geskort is vir drie jaar
Mev M M Strauss	Onbetaamlike gedrag Reëls 17 (1) en 9 van Goewermentskennisgewing R 1856/1977 oortree	Geskors vir 12 maande wat geskort is vir drie jaar

(10 April 1981)

NOTICE 252 OF 1981

INDUSTRIAL CONCILIATION ACT, 1956

APPLICATION FOR VARIATION OF SCOPE OF REGISTRATION OF A TRADE UNION

I, Mattheus Willem Johannes le Roux, Industrial Registrar, do hereby, in terms of section 4 (2) as applied by section 7 (5) of the above-mentioned Act,

194/81

KENNISGEWING 251 VAN 1981

DEPARTEMENT VAN POS- EN TELEKOMMUNIKASIEWESE

STAATSGROND PER OPENBARE TENDER TE KOOP AANGEBOD

Hiermee word kennis gegee dat bogenoemde Departement ondergenoemde staatsgrond per openbare tender te koop aanbied en kragtens die bepalings van die op die Beskikking oor Staatsgrond, 1961, tenders die koop daarvan vra

Erf 936 Simonstad, geleë in die Munisipaliteit van Simonstad, Afdeling van die Kaap, groot 4 381 (vier duisend driehonderd een-en-tagtig) vierkante meter

Tenders sluit om 11h00 op 26 Mei 1981. Tenders moet ingedien word op die voorgeskrewe vorm wat die Posmeester-generaal, Posbus 2648, Pretoria, 0001, by Kamer 2214 Poskantoorhoofkantoor, Vermeulenstraat 178, Pretoria, 0002 (Telefoon 293-2330) of die Streekdirekteur, Departement van Pos- en Telekommunikasiewese, HPK, Kaapstad, 8000, verkrygbaar is

(10 April 1981)

KENNISGEWING 253 VAN 1981

DIE SUID-AFRIKAANSE GENESKUNDIGE EN TANDHEFLEKUNDIGE RAAD

KENNISGEWING Kragtens REGULASIE VAN GOEWERMENISKENNISGEWING R 1189 VAN 1 JULIE 1977

Die onderstaande besonderhede rakende geregistreerde sielkundiges wat kragtens die bepalings van die Wet op Geneeskerse Tandartse en Aanvullende Gesondheidsdiensberoep, 1974 (Wet 56 van 1974) deur die Suid-Afrikaanse Geneeskundige en Tandheflekundige Raad skuldig bevind en gestraf is, word hiermee vir algemene inligting bekend gemaak

KENNISGEWING 252 VAN 1981

WET OP NYWERHEIDSVERSOENING, 1956

AANSOEK OM VERANDERING VAN DIE REGISTRASIEBESTEK VAN 'N VAKVERENIGING

Ek, Mattheus Willem Johannes le Roux, Nywerheidsregistrateur, maak ingevolge artikel 4 (2) soos toegevoeg deur artikel 7 (5) van bogenoemde Wet, hierby bekend

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give notice that an application for the variation of its scope of registration has been received from the African Transport Workers Union. 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 Utilisation, 449 Compensation House, 215 Schoeman Street, Pretoria (postal address: Private Bag X117, Pretoria 0001), within one month of the date of publication of this notice.

TABLE

Name of trade union—African Transport Workers Union

Date on which application was lodged—18 February 1981

Interests and area in respect of which application is made—Black persons who are employees for the purposes of the Act and who are employed in the Transport Undertaking (Goods) as—

- (i) vehicle drivers, general workers, despatch clerks and security officers in the Magisterial District of Highveld Ridge, and
- (ii) vehicle drivers and general workers in the Magisterial Districts of Potgietersrus and Wonderboom

Transport Undertaking (Goods)" means the undertaking in which employers and employees are associated for the transportation of goods by means of motor transport for hire or reward and includes the transportation of soil, gravel, stone or sand which is intended for sale whether or not such transportation is performed for hire or reward.

Postal address of applicant—P O Box 19, Johannesburg, 2000

Office address of applicant—Sixth Floor Cape York House, 252 Jeppe Street, Johannesburg

Attention is drawn to the following requirements of sections 4 and 7 of the Act

(a) The representativeness of any trade union which objects to the application shall in terms of section 4 (4) as applied by section 7 (5) 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 section 4 (2) must be followed in connection with any objection lodged.

M W U L I ROUX, Industrial Registrar
(10 April 1981)

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**NOTICE 257 OF 1981
COMMISSIONER FOR INLAND REVENUE
CONSCIENC L MONFY**

The receipt of the following amount sent anonymously to the Receiver of Revenue, Pretoria is hereby acknowledged.

Date of receipt	Amount
9 March 1981	R 100
10 April 1981	

dat 'n aansoek om die verandering van sy registrasiebestek ontvang is van die African Transport Workers Union. Besonderhede van die aansoek word in onderstaande tabel verstrekk.

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 Mannekragbenutting Ongevallegebou 449, Schoemanstraat 215, Pretoria (posadres: Privaatsak X117, Pretoria 0001).

TABEL

Naam van vakvereniging—African Transport Workers Union

Datum waarop aansoek ingedien is—18 Februarie 1981

Belange en gebied ten opsigte waarvan aansoek gedoen word—Swartes wat vir die doeleindes van die Wet werknemers is en in diens is in die Vervoeronderneming (Goedere) as—

- (i) motorvoertuigdrywers, algemene werkers, versendingsklerke en veiligheidsbeamptes in die landdrostdistrik Hoefeldrit en
- (ii) motorvoertuigdrywers en algemene werkers in die landdrostdistrikte Potgietersrus en Wonderboom

"Vervoeronderneming (Goedere)" beteken die onderneming waarin werkgewers en werknemers met mekaar geassosieer is vir die vervoer van goedere teen huur of vergoeding deur middel van motorvervoer en dit sluit in die vervoer van grond, gruis, klip of sand wat vir verkoop bedoel is, hetsy sodanige vervoer teen huur of vergoeding geskied al dan nie.

Posadres van applikant—Posbus 19, Johannesburg, 2000

Kantooradres van applikant—Sesde Verdieping, Cape York House, Jeppestraat 252, Johannesburg

Die aandag word gevestig op onderstaande vereistes van artikels 4 en 7 van die Wet

(a) Die mate waarin 'n beswaarmakende vakvereniging verteenwoordigend is word ingevolge artikel 4 (4), soos toegepas by artikel 7 (5), 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 artikel 4 (2), moet gevolg word in verband met 'n beswaar wat ingedien word.

M W U L I F ROUX, Nwerheidsregistrateur
(10 April 1981)

*** KENNISGIEWING 257 VAN 1981
KOMMISSARIS VAN BINNELANDSE INKOMSTEF
GFWELTENSVELD**

Hierby word die ontvangs erken van die volgende bedrag wat anoniem aan die Ontvanger van Inkomste, Pretoria gestuur is.

Datum van ontvangs	Bedrag
9 Maart 1981	R 100
10 April 1981	

0014/5/81

MA 151

Dispute over sacked workers

EAST LONDON — A former employee at the CDA plant here, Mr Tony Botha, claims that he and three others who worked in the company's black canteen were unfairly dismissed on Tuesday.

However, the personnel manager of CDA, Mr J van der Walt, denied the claim, saying the matter had been fully investigated and it had been found that the four were guilty of certain malpractices.

He said a member of the union to which the men belong, the National Union of Motor Assembly and Rubber Workers, affiliated to the Federation of South African Trade Unions (Fosatu) had been fully consulted.

Mr Botha, however, said he had never seen any evidence against them but had just been told by management that there was sufficient information on which to dismiss them.

A spokesman for the union, Mr V A Sheen, of Port Elizabeth said he had

checked with the union representative at CDA and had found that the men had not been caught committing any offence but were fired on the basis of statements made by other employees.

He said the union representative had not seen this evidence nor had it been shown to the men who were fired.

Mr Sheen said there had been much strife in the company recently because although the union was officially recognised, management had forbidden shop stewards to operate.

He said the union had received a number of complaints from workers who felt they had been unfairly dismissed and blamed this situation on the fact that shop stewards could not be on the spot to check what was happening.

Mr Sheen said the executive of the union in the Eastern Cape would discuss the matter at a meeting at the weekend.

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hospitals should be effective complements and not substitutes. In Britain, one of the original intentions of the National Health Service was to encourage the establishment of group practices of general practitioners who would work in the same health centres as preventive health staff. Initially there was little support for the practice by doctors, but since the early 1960's, health centres have become increasingly common. (9) In France, there is a growing tendency for private physicians to work in terms with ancillary personnel under one roof. In the districts of large cities in the United States, neighbourhood health centres have been established and financed by the state. These centres are staffed by specialists, general practitioners and nurses and community health aides with the aim of providing comprehensive primary health care close to where the medical indigent live, in place of the superspecialist approach of a typical outpatient department. (10)

In less developed countries, one of the main features of health centres is the use of medical auxiliaries and health assistants in place of physicians, for example the barefoot doctor in China, the village medical helper and rural medical aide in Tanzania. (11)

In developing countries, the functions of health centres from rural to urban location. In urban areas, health centres are usually responsible for preventive care only since outpatient departments and private physicians are readily available to provide curative medical care.

From this brief study of health centres in other countries, it appears that clinics providing only curative treatment are uncommon. In South Africa, responsibility for preventive curative medicine is separated because of the separate financing. However, both Provincial and Municipal health centres are heavily subsidised by the Central Government. (12)

At the Day Hospitals, doctors are responsible for the final diagnosis and the writing of prescriptions. Nurses take pressures, do urine analysis, take case histories, change dressings, thereby reducing the work load in the doctors' offices. There are 3,6 nurses to each doctor including District nurses. Antenatal care and deliveries are largely the responsibility of the nursing staff and midwives. While the type of treatment provided at the Day Hospitals is more sophisticated than at the Soweto and Eastern Province clinics, the question must be raised whether/.....

whether the characteristics of the community are such that the illnesses cannot be treated with the simple drugs, with the few complicated cases being referred to doctors.

Draft labour Bill unfair - Mvubelo

RDM 15/4/81

#151 #27 #39

By STEVEN FRIEDMAN
Labour Reporter

IN A shock for the Government, the black union movement's staunchest supporter of official labour reforms says the draft Industrial Conciliation Amendment Bill tends to justify the stand of unions who are against registration.

Mrs Lucy Mvubelo, general secretary of the registered National Union of Clothing Workers, added "If this Bill goes through, we would rather not have registered at all."

Mrs Mvubelo is also a member of the Government's National Manpower Commission and a TucsA deputy vice-president.

Mrs Mvubelo's strong attack on the Bill is likely to be a major shock to the authorities.

She has been a strong supporter of Government labour reforms and has backed registration by black unions wholeheartedly - a view which has led to her being attacked by black unionists.

The Bill is regarded by the Government as a major reform.

But the fact that it has been sharply attacked by a unionist who has always tended to support Government reforms could be a serious blow to its credibility.

Mrs Mvubelo's criticism of the Bill is centred around a clause which would allow the Government to close down a registered trade union if it has acted unlawfully or "has failed to observe" any provision of its constitution.

It could also close the union down if the Government's industrial registrar decided that it had "acted in a manner which is unreasonable in relation to its members and which causes serious dissatisfaction among a substantial number of members."

Mrs Mvubelo said yesterday "I have been heralding the new labour dispensation, but this clause gives those who are against registration all the ammunition they need."

"Why must the Government intervene in internal union affairs?"

"If a union does not apply its constitution, the matter can be

taken to the rank and file "It has nothing to do with the Government."

In an interview with the Rand Daily Mail's Port Elizabeth correspondent earlier this week, Mrs Mvubelo described the proposed Bill as a "disgrace" and said it was "unfair."

She was in the Eastern Cape to receive an honorary doctorate from Rhodes University.

Mrs Mvubelo said the Bill tended to justify unions who opposed registration and added:

"We who have laboured for registration for so many years have now been given many rights, but the Government now wants to take it all away again."

She said she was "very perturbed" about the Bill.

Meanwhile, the Motor Assembly and Components Workers Union of SA has joined other anti-registration unions in saying the Bill "has fully justified our decision not to enter into the Government's registration machinery."

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NOTICE 271 OF 1981

DEPARTMENT OF MANPOWER UTILISATION
INDUSTRIAL CONCILIATION ACT, 1956APPLICATION FOR VARIATION OF SCOPE OF
REGISTRATION OF A TRADE UNION

I, Mattheus Willem Johannes le Roux, Industrial Registrar, do hereby, in terms of section 4 (2) as applied by section 7 (5) of the above-mentioned Act, give notice that an application for the variation of its scope of registration has been received from the South African Canvas and Ropeworkers' Union. 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 Utilisation, 449 Compensation House, 215 Schoeman Street, Pretoria (postal address: Private Bag X117, Pretoria, 0001), within one month of the date of publication of this notice.

TABLE

Name of trade union—South African Canvas and Ropeworkers' Union

Date on which application was lodged—2 March 1981

Interests and area in respect of which application is made—All persons who are employees for the purposes of the Act and who are employed in the Canvas and Ropeworking Industry in the Magisterial Districts of Benoni, Boksburg, Germiston, Johannesburg, Krugersdorp, Pretoria and Springs.

"Canvas and Ropeworking Industry" means the industry in which employers and employees are associated for—

(a) the making up of goods or articles mainly from any or some of the following

(i) Canvas made from cotton, flax, jute, hemp or any similar decorticated vegetable or acrylic fibres or mixtures thereof,

(ii) rope made from manilla, sisal, cotton, hemp, coir or any similar decorticated vegetable or acrylic fibres or mixtures thereof,

and includes the manufacture of articles from hessian, bunting, calico, webbing or any similar material, whether unproofed, proofed or otherwise treated. Provided that the production thereof is incidental to the activities described in subparagraphs (i) and (ii) above, and shall include the manufacture of articles from a plastic fabric where such articles form part and are manufactured by employers engaged in the manufacture of the articles described in subparagraphs (i) and (ii) above,

(b) the repair, renovation and alteration of goods or articles made from the materials referred to in paragraph (a),

(c) the making of wooden and/or metal frames, components and/or accessories to goods or articles made from materials referred to in paragraph (a),

(d) the installation, erection or fixing in buildings of any produce of the Industry

Provided that the operations referred to in paragraphs (c) and (d) are carried out by employers engaged in the activities specified in paragraph (a)

KENNISGEWING 271 VAN 1981

DEPARTEMENT VAN MANNEKRAG-
BENUITING

WET OP NYWERHEIDSVERSOENING, 1956

AANSOEK OM VERANDERING VAN DIE REGI-
STRASIEBESTEK VAN 'N VAKVERENIGING

Ek, Mattheus Willem Johannes le Roux, Nywerheids-registrateur, maak ingevolge artikel 4 (2), soos toegepas by artikel 7 (5) van bogenoemde Wet, hierby bekend dat 'n aansoek om die verandering van sy registrasiebestek ontvang is van die South African Canvas and Ropeworkers' Union. 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 Mannekragbenutting, Ongevallegebou 449, Schoemanstraat 215, Pretoria (posadres: Privaatsak X117, Pretoria, 0001)

TABEL

Naam van vakvereniging—South African Canvas and Ropeworkers' Union

Datum waarop aansoek ingedien is—2 Maart 1981

Belange en gebied ten opsigte waarvan aansoek gedoen word—Alle persone wat vir die doeleindes van die Wet werknemers is en wat in diens is in die Seildoek- en Touwerknywerheid in die landdrostdistrikte Benoni, Boksburg, Germiston, Johannesburg, Krugersdorp, Pretoria en Springs.

"Seildoek- en Touwerknywerheid" beteken die nywerheid waarin werkgewers en werknemers met mekaar geassosieer is vir—

(a) die opmaak van goedere of artikels hoofsaaklik van enige of sommige van die volgende

(i) Seildoek gemaak van katoen, vlas, jute, hennep of enige soortgelyke ontbaste plant- of akrielvesels of mengsels daarvan,

(ii) tou gemaak van manilla, sisal, katoen, hennep, klapperhaar of enige soortgelyke ontbaste plant- of akrielvesels of mengsels daarvan

en dit omvat die vervaardiging van artikels van going, vlagdoek, kaliko, webband of enige soortgelyke materiaal, hetsy dig gemaak al dan nie of anders behandel. Met dien verstande dat die vervaardiging daarvan in verband staan met die aktiwiteite wat in subparagrafe (i) en (ii) hierbo beskryf word, en dit omvat ook die vervaardiging van artikels van 'n plastiekmateriaal waar sodanige artikels deel uitmaak en vervaardig word deur werkgewers betrokke by die vervaardiging van die artikels wat in subparagrafe (i) en (ii) hierbo beskryf word,

(b) die herstel, opknapping en verstelling van goedere of artikels wat van materiale in paragraaf (a) bedoel, gemaak is,

(c) die maak van hout- en/of metaalrame, -komponente en/of -bybehore vir goedere of artikels wat van materiale in paragraaf (a) bedoel gemaak is

(d) die installering, oprigting of aanbring in geboue van enige produkte van die Nywerheid

Met dien verstande dat die werksaamhede in paragrafe (c) en (d) bedoel, uitgevoer word deur werkgewers betrokke by die aktiwiteite wat in paragraaf (a) gespesifiseer word

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NOTICE 274 OF 1981

DEPARTMENT OF MANPOWER UTILISATION

INDUSTRIAL CONCILIATION ACT, 1956

APPLICATION FOR VARIATION OF SCOPE OF
REGISTRATION OF A TRADE UNION

I, Mattheus Willem Johannes le Roux, Industrial Registrar, do hereby, in terms of section 4 (2) as applied by section 7 (5) of the above-mentioned Act, give notice that an application for the variation of its scope of registration has been received from the Transvaal Leather and Allied Trades Industrial Union. 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 Utilisation,

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KENNISGEWING 274 VAN 1981

DEPARTEMENT VAN MANNEKRAG-
BENUTTING

WET OP NYWERHEIDSVERSOENING, 1956

AANSOEK OM VERANDERING VAN DIE REGI-
STRASIEBESTEK VAN 'N VAKVERENIGING

Ek, Mattheus Willem Johannes le Roux, Nywerheids-registrateur, maak ingevolge artikel 4 (2), soos toegepas by artikel 7 (5), van bogenoemde Wet, hierby bekend dat 'n aansoek om die verandering van sy registrasiebestek ontvang is van die Transvaal Leather and Allied Trades Industrial Union. Besonderhede van die aansoek word in onderstaande tabel verstrek.

Enige geregistreeerde vakvereniging wat teen die aansoek beswaar maak, word versoek om binne een maand ná die datum van publikasie van hierdie kennisgewing

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Postal address of applicant—25 Fourth Floor, Criterion Place, 156 Jeppe Street, Johannesburg, 2001

Office address of applicant—25 Fourth Floor, Criterion Place, 156 Jeppe Street, Johannesburg

Attention is drawn to the following requirements of sections 4 and 7 of the Act

(a) The representativeness of any trade union which objects to the application shall in terms of section 4 (4) as applied by section 7 (5) 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 section 4 (2) must be followed in connection with any objection lodged

M W J LE ROUX, Industrial Registrar

(16 April 1981)

Posadres van applikant—Vierde Verdieping 25, Criterion Place, Jeppestraat 156 Johannesburg 2001

Kantooradres van applikant—Vierde Verdieping 25, Criterion Place, Jeppestraat 156, Johannesburg.

Die aandag word gevestig op onderstaande vereistes van artikels 4 en 7 van die Wet

(a) Die mate waarin 'n beswaarmakende vakvereniging verteenwoordigend is word ingevolge artikel 4 (4), soos toegepas by artikel 7 (5), 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 artikel 4 (2) moet gevolg word in verband met 'n beswaai wat ingedien word

M W J LE ROUX, Nywerheidsregistrateur

(16 April 1981)

449 Compensation House, 215 Schoeman Street, Pretoria (postal address Private Bag X117, Pretoria, 0001), within one month of the date of publication of this notice

TABLE

Name of trade union—Transvaal Leather and Allied Trades Industrial Union.

Date on which application was lodged.—5 March 1981.

Interests and area in respect of which application is made—All persons who are employees for the purposes of the Act and who are employed in the Leather and Allied Industries in the Magisterial District of Nigel

“Leather and Allied Industries” means the industries in which employers and employees are associated in any of the following enterprises:

(i) The manufacture of all types of footwear, including soles, throughs, insoles, heels, lifts, toe-puffs and stiffeners.

(ii) The manufacture of any article made wholly or mainly of leather, including bridles; belts, braces, cases or carriers for cameras, tools, instruments, kit, documents, sports or other equipment or personal effects; footballs, gloves, handbags; harnesses, all types of luggage requisites, leggings; desk blotters, desk pads; purses; pouches; punchballs, netballs, straps, strappings; saddles; saddlery; shopping bags, knitting bags; kit bags or other bags for carrying tools, kit, instruments, sports or other equipment or personal effects, wallets and/or such goods as are specified above made wholly or mainly of materials other than leather.

(iii) The manufacture of leather washers or seals, including moulded or shaped washers or seals, or the manufacture of leather components used in the manufacture of any type of article whatsoever.

(iv) The tanning, dressing, felmongering, woolpulling and/or pickling of hides and skins.

Postal address of applicant—P.O. Box 3400, Johannesburg, 2000

Office address of applicant.—Fifth Floor, Meubelsentrum, corner of Eloff and Anderson Streets, Johannesburg

Attention is drawn to the following requirements of sections 4 and 7 of the Act

(a) The representativeness of any trade union which objects to the application shall in terms of section 4 (4) as applied by section 7 (5) 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 section 4 (2) must be followed in connection with any objection lodged

M. W. J. LE ROUX, Industrial Registrar.
(16 April 1981)

sy beswaar skriftelik by my in te dien, p/a die Departement van Mannekragbenutting, Ongevallegebou Schoemanstraat 215, Pretoria (posadres Private Bag X117, Pretoria, 0001)

TABEL

Naam van vakvereniging—Transvaal Leather and Allied Trades Industrial Union

Datum waarop aansoek ingedien is—5 Maart 1981

Belange en gebied ten opsigte waarvan aangesoek gedoen word—Alle persone wat vir die doeleinde van die Wet werknemers is en in die Leer- en Aanverwante Nywerhede in die landdrostdistrik Nigel in diens is.

“Leer- en Aanverwante Nywerhede” beteken die Nywerhede waarin werkgewers en werknemers saam mekaar geassosieer is in enige van die volgende ondernemings.

(i) Die vervaardiging van alle tipes skoel, insluitende sole, deurlopers, binnesole, hakke, leerlae en die hakke van stewels te gebruik, neusverstywers en verstywers

(ii) Die vervaardiging van enige artikel wat uit hoofsaaklik van leer gemaak word, insluitende tooms; gordels; kruisbande; tasse of houers vir gereedskap, instrumente, uitrusting, dokumentsport- of ander uitrusting of persoonlike besittings; voetballe; handskoene; handsakke, tye, alle tipes bagasiebehoeftes; kamaste; lessenaarkladder; lessenaarskryfblokke; beursies, tabaksakke, netballe, bande; bande wat as vasmaakmiddel dien; saals, saaltue; inkopiesakke; breisakke, sakke of ander sakke vir die dra van gereedskap, uitrusting, instrumente, sport- of ander uitrusting of persoonlike besittings, notebeursies en/of sodanige goedere as wat hierbo gespesifiseer is, wat uitsluitlik of hoofsaaklik gemaak word van ander materiale as leer.

(iii) Die vervaardiging van leerwasters of sluitende gevormde of gefatsoeneerde wasters of of die vervaardiging van komponente van leer wat gebruik word in die vervaardiging van enige tipe van leer van hoognaamde.

(iv) Die looi, bewerking, bloting, ontwol en/of versorging van huide en velle

Posadres van applikant—Posbus 3400, Johannesburg, 2000

Kantooradres van applikant—Vyfde Verdie, Meubelsentrum, hoek van Eloff- en Anderson Streets, Johannesburg.

Die aandag word gevestig op onderstaande vereistes van artikels 4 en 7 van die Wet

(a) Die mate waarin 'n beswaarmakende vakvereniging verteenwoordigend is, word ingevolge artikel 4 (4) soos toegepas by artikel 7 (5), bepaal volgens die omstandighede wat hulle bestaan het op die datum waarop die aansoek ingedien is, en wat die lidmaatskap betref, word bepaal deur die lede wat ingevolge artikel 1 (2) van die Wet op die datum van die aansoek ingedien is, in aanmerking geneem.

(b) Die prosedure voorgeskryf by artikel 4 (2) moet gevolg word in verband met 'n beswaar wat ingedien word.

M. W. J. LE ROUX, Nywerheidsregistrateur.
(16 April 1981)

NOTICE 272 OF 1981

DEPARTMENT OF MANPOWER UTILISATION

INDUSTRIAL CONCILIATION ACT, 1956

APPLICATION FOR VARIATION OF SCOPE OF REGISTRATION OF A TRADE UNION

I, Mattheus Willem Johannes le Roux, Industrial Registrar, do hereby in terms of section 4 (2) as applied by section 7 (5) of the above-mentioned Act, give notice that an application for the variation of its scope of registration has been received from the Natal Sugar Industry Employees' Union. 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 Utilisation, 449 Compensation House, 215 Schoeman Street, Pretoria (postal address Private Bag X117, Pretoria, 0001), within one month of the date of publication of this notice.

TABLE

Name of trade union—Natal Sugar Industry Employees' Union.

Date on which application was lodged—9 February 1981

Interests and area in respect of which application is made—Coloured persons who are employees for the purposes of the Act and who are employed in the Sugar Industry in the Magisterial District of New Hanover

Postal address of applicant—P.O. Box 2680, Durban, 4000

Office address of applicant—216/7 Goodhope Centre, 92/6 Queen Street, Durban

Attention is drawn to the following requirements of sections 4 and 7 of the Act

(a) The representativeness of any trade union which objects to the application shall in terms of section 4 (4) as applied by section 7 (5) 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.

KENNISGEWING 272 VAN 1981

DEPARTEMENT VAN MANNEKRAG-BENUTTING

WET OP NYWERHEIDSVERSOENING, 1956

AANSOEK OM VERANDERING VAN DIE REGISTRASIEBESTEK VAN 'N VAKVERENIGING

Ek, Mattheus Willem Johannes le Roux, Nywerheids-registrateur, maak ingevolge artikel 4 (2), soos toegepas by artikel 7 (5) van bogenoemde Wet, hierby bekend dat 'n aansoek om die verandering van sy registrasiebestek ontvang is van die Natal Sugar Industry Employees' Union. Besonderhede van die aansoek word in onderstande tabel verstrekk.

Enige geregistreerde vakvereniging wat teen die aansoek beswaar maak, word versoek om binne een maand ná die datum van publikasie van hierdie kennisgewing sy beswaar skriftelik by my in te dien, p/a die Departement van Mannekragenutting, Ongevallegebou 449, Schoemanstraat 215, Pretoria (posadres Privaatsak X117, Pretoria, 0001)

TABEL

Naam van vakvereniging—Natal Sugar Industry Employees' Union.

Datum waarop aansoek ingedien is—9 Februarie 1981.

Belange en gebied ten opsigte waarvan aansoek gedoen word—Gekleurdes wat vir die doeleindes van die Wet werknemers is en in die Suikernywerheid in diens is in die landdroststrik New Hanover.

Posadres van applikant—Posbus 2680, Durban, 4000.

Kantooradres van applikant—Goodhope Centre 216/7, Queenstraat 92/6, Durban

Die aandag word gevestig op onderstaande vereistes van artikels 4 en 7 van die Wet

(a) Die mate waarin 'n beswaarmakende vakvereniging verteenwoordigend is, word ingevolge artikel 4 (4), soos toegepas by artikel 7 (5), 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

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(b) The procedure laid down in section 4 (2) must be followed in connection with any objection lodged

M W J. LE ROUX, Industrial Registrar
(16 April 1981)

(b) Die prosedure voorgeskryf by artikel 4 (2) gevolg word in verband met 'n beswaar wat ingedien word

M W J LE ROUX, Nywerheidsregistrator.
(16 April 1981)

NOTICE 273 OF 1981

**THE SOUTH AFRICAN PHARMACY BOARD
NOTICE IN TERMS OF SECTION 45 (2) OF THE
PHARMACY ACT, 1974 (ACT 53 OF 1974)**

The following particulars concerning pharmacists found guilty by the South African Pharmacy Board, after due inquiry into their conduct, and upon whom penalties were imposed in terms of the Pharmacy Act, are published for general information

<i>Name of person</i>	<i>Nature of offence of which found guilty</i>	<i>Penalty imposed</i>
Vinaichandre Dayaram	Disgraceful conduct Defrauded a medical scheme	Suspended for a period of months as from 1 April
Manilal Jairam Jhina	(a) Disgraceful conduct: Contravened the Abuse of Dependence Producing Substances and Rehabilitation Centres Act (No 41 of 1971) by dealing in a potentially dangerous dependence producing drug (b) Improper conduct: Contravened section 22A (9) (e) of the Medicines and Related Substances Control Act, 1965 (Act 101 of 1965) by failing to keep a Schedule 7 substances register in the prescribed manner	Suspended for a period of months as from 1 April Reprimanded and cautioned
Mahilal Mistry	Disgraceful conduct: Contravened ethical rule 1 (6) by failing to exercise proper and reasonable care and control of the acquisition, storage, sale and/or supply of medicines under his control.	Suspended for a period of month, sentence suspended for one year
<i>Naam van persoon</i>	<i>Aard van oortreding waaraan skuldig bevind</i>	<i>Straf opgelê</i>
Vinaichandre Dayaram	Skandelige gedrag Het bedrog teenoor 'n mediese skema gepleeg	Geskors vir drie maande ingang 1 April 1981.
Manilal Jairam Jhina	(a) Skandelige gedrag: Het die Wet op die Misbruik van Afhanklikheidsvormende Stowwe en Rehabilitasiesentrums (No 41 van 1971) oortree deur dat hy met 'n moontlik gevaarlike afhanklikheidsvormende stof handel gedryf het (b) Onbetaamlike gedrag: Het artikel 22A (9) (e) van die Wet op die Beheer van Medisyne en Verwante Stowwe (Wet 101 van 1965) oortree deur dat hy versuim het om sy register van Bylae 7-stowwe op die voorgeskrewe wyse te hou	Geskors vir drie maande ingang 1 April 1981 Berispe en gewaarsku
Mahilal Mistry	Skandelige gedrag: Het etiese reël 1 (6) oortree deur dat hy versuim het om behoorlike en redelike sorg te dra by en beheer uit te oefen oor die aankaffing, opberging, verkoop en/of verskaffing van medisyne onder sy beheer	Geskors vir een maand vir een jaar ongeskort.

(16 April 1981)

KENNISGEWING 273 VAN 1981

**DIE SUID-AFRIKAANSE APTEKERSRAAD
KENNISGEWING KRAGTENS ARTIKEL 45
VAN DIE WET OP APTEKERS, 1974 (WET
VAN 1974)**

Onderstaande besonderhede rakende aptekers na behoorlike ondersoek na hul gedrag, deur die Afrikaanse Aptekersraad, aan onbetaamlike of skandelige gedrag skuldig bevind en gestraf is, word vir algemene inligting bekend gemaak.

NOTICE 278 OF 1981

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

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.

D W. IMMELMAN, Director-General of Agriculture and Fisheries

*Application by
Aansoek van*

Douglas James Ramsay, Private Bag/Privaatsak X1305, Vryheid
(16 April 1981)

KENNISGEWING 278 VAN 1981

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

Hierby word 'n vergadering van ondergenoemde applikant en sy skuldeisers op die plek en datum onder genoem belê, met die doel om skuldeisers in te stel om hul vorderings teen die applikant te bewys en 'n skikkings voorstel van die Landbouraad te bespreek.

D W. IMMELMAN, Direkteur-generaal van Landbou en Visserye

*Place of meeting
Plek van byeenkoms*

Office of the Magistrate/Kantoor van die Landdros, Vryheid

*Date and
Datum en*

4/6/81 at/om

5 1/2m
Ballot win
secures
position
for union

By Drew Forrest

An independent trade union has won an important victory in a tussle for dominance with an "in-company" union at Cadbury (Pty) Ltd in Port Elizabeth.

The company last week signed a recognition agreement with the Eastern Province Sweet, Food and Allied Workers Union (EPSFAWU), an affiliate of the Federation of South African Trade Unions.

This followed the union's clear victory in a ballot held last month at the company, in which the EPSFAWU was pitted against the "in-company" Chocolate and Sweet Workers Union.

Controversy has surrounded the latter since its formation in 1977. It was claimed that it had been created by management in an attempt to keep the EPSFAWU at bay and to defeat the collective bargaining process.

But, according to EPSFAWU secretary Mr Fookie Ah Shene, the in-company union has steadily lost ground this year among Cadbury's black and coloured workers despite gaining official registration last year.

The recognition agreement provides for a new grievance procedure and negotiations with the union on wages and working conditions.

The first negotiations between the union and the company took place last week.

SIM 20/4/81 1A/10/1 186 200 150

Fired workers in test case (151)

An application — which may strengthen the position of contract workers involved in labour disputes — has been brought in the Natal division of the Supreme Court.

The application has been sought by 45 workers who were among the 460 dismissed from the Union Co-operative Bark and Sugar Company in Dalton, Natal, after a strike two weeks ago.

They are being assisted by the Sweet, Food and

Allied Workers Union, an affiliate of the Federation of SA Trade Unions (Fosatu).

The workers have asked for a spoliation order, requiring the company to restore them to its compound and married quarters from which they say they were evicted by armed police after their dismissal. They argue that they were unlawfully deprived of accommodation.

Most are contract labourers from northern

kwaZulu and Transkei, where they were deported after the strike.

An application for an interim order restoring their accommodation will be heard on April 24.

The full application, which will ask the court to declare their dismissal null and void because it constituted a "lockout," will be heard next month.

The action may establish a precedent that employers wishing to evict their employees must follow the due process of law — a lengthy process — rather than forcibly removing them.

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Four South African insurance companies quote higher motor insurance rates to Blacks than those offered to Whites.

In Durban, hundreds of African shipyard workers are fired. Their crime? They had asked for part of a wage increase, due in mid-year, to be brought forward. Later, some are reinstated.

In Johannesburg's giant all-African township complex - Soweto (pop. 1 million) - 16 murders and 12 rapes are reported in one weekend.

In Johannesburg there are 100 000 Coloured people without a pleasure resort in the city or surrounding districts, while Whites have 130 resorts in the area.

Throughout South Africa, so tardy is the development of education facilities for African children that some schools don't even have the traditional desks and wooden benches.

They walk up to 10 km or more on a mug of black tea, and a piece of dry bread or a dish of mealie-meal porridge if they are more fortunate.

These primary school youngsters kneel on cement floors, with wooden planks as desks, to learn their lessons. Then they face the two-hour plus walk home.

Hardships are also part of the Black teacher's life. More than 11 000 of them have to cope with exhausting double teaching sessions for no extra pay. Each of these teachers has to teach well over 100 pupils in two overlapping three and a half hour sessions.

In accordance with South Africa's apartheid lifestyle, a special television service for Blacks is to be introduced by 1981. The amount budgeted by the Government for this colour-conscious service is R102-million.

Within four years, for that amount of money, compulsory education could be introduced for most Black children outside the homelands.

A Black student, a 19-year-old girl, is told she cannot write her first-year public service law examination at the University of Zululand because she has not paid on time her arrear fees of R1,16.

Apart from in a handful of pricey "international" hotels, there is not one café or restaurant in the whole of Johannesburg where a White accompanied by a Black can lawfully be served with a cup of coffee or a meal to be consumed on the premises while in one another's company.

For a Black on his own, or accompanied by other Blacks, there are "black" eating-houses, usually inferior establishments run by discourteous Portuguese.

Comments a Black attorney, who is permitted by law to practice only

in the rundown west end of the city "I'd rather have my lunch in the office than eat the inferior food offered for profit in a black eating-house by an inferior White shopkeeper who is liable to call me a 'boy' or a 'bleddy kaffir'."

It is Christmas time. And South African-born Black k parents' sleeves when they notice a mini-funfair set up in giant shopping complex, the Carlton Centre. But those Blacks are told "Sorry, Whites only."

One recalls the words of South Africa's ambassador to Pietermaritzburg, in his celebrated United Nations speech in 1976: "My Government does not condone discrimination on grounds of race or colour. Discrimination based solely on a man's skin cannot be defended. And we shall do everything to move away from discrimination based on race or colour."

TCI advice on trade unions

Industrial Week 21/4/81

(151) 138

MEMBERS of the Transvaal Chamber of Industries are cautioned that, in view of the recent developments in Natal and the Eastern Cape, not to "recognise" any trade unions with whom they have not had previous dealings.

A legal spokesman for the TCI told Industrial Week that industrialists were also urged not to enter into "recognition agreements", with unions until after they had consulted the TCI or sought legal advice as to the full implication of the documents and Arbitration Act.

"This Act is a most specialised type of Act and a document in terms of it cannot be withdrawn easily," says the TCI spokesman.

He assures, however, that no Transvaal industrialists are known to have made the mistake of entering into agreements with unions that are strange to them.

"We have, however heard of the problem in Natal and the Eastern Cape," he says.

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Wage talks collapse: miners declare dispute

By Drew Forrest
Wage increases for about 22 000 white workers on the mines may be delayed by several weeks after the collapse of talks between their trade-unions and the Chamber of Mines. Annual wage negotia-

tions were deadlocked last week and the eight trade union affiliates of the SA Council of Unions have declared a dispute, said CMU chairman Mr P J 'Arrie' Paulus. The Chamber's final offer had been a 14.4

percent package effective from May — of which 1.6 percent would be in the form of improvements in pensions and death benefits — while the unions had held out for 16.6 percent. Mr Paulus said the cru-

cial question had been that of the Consumer Price Index for the year ending February 1981. The Chamber had insisted on basing its offer on the CPI for higher income groups which was unacceptable to the unions.

Mr Paulus expressed "disappointment" at the employers' unwillingness to meet the unions' terms, while the general secretary of the SA Electrical Workers Association, Mr Ben Nicholson, criticised the Chamber for "seeking to impose financial discipline at the expense of worker."

He said no attempt had been made to curb dividends to shareholders. These had leapt by a minimum of 50 percent last year.

The declaration of a dispute by the unions sets in motion a lengthy dispute procedure, centring on an enquiry by a statutory conciliation board. The most recent wage-dispute, in 1978, took nearly two months to settle.

Faculty of Accounting
as Senior Lecturer P Smith
Senior Lecturer: K Mattison, I Pihla, R Young
as Lecturer: M Eccles, A Greyling
Lecturer: A Mackerzie, M Wormald
of Business Science
to Lecturer: S B Manyuku
to Senior Lecturer: M Birt
ool of Business
to Senior Lecturer: Mr R Mackintosh and
onsultant: Mr J Miller

Staff Changes
Several changes took place in the Faculty during the year. Associate Professor G Everingham, Senior Lecturers T Scotcher, K van der Poel and J Loebenstein, Lecturers Mrs J Hume and Junior Lecturer C Kooyman left the Faculty. Promotions and appointments were made as follows:

In 1981 the "structured" M Com degree in Business Data Processing will be offered for the first time while a new B Com curriculum enables students to choose one of seven streams of study as from the beginning of next year. A new one-year intensive conversion course preparing graduates from non-commerce disciplines for the final year of the Certificate in the Theory of Accountancy is another innovation for 1981. The GSB will offer new programmes in Corporate Financial Modelling and Pharmacy Management.

Mining unions in pay dispute

Own Correspondent

JOHANNESBURG — Pay negotiations between the Chamber of Mines and all-white trade unions in the grant mining industry have broken down.

The unions have now declared a dispute on the issue — a move which is the first step of the way to a strike in the industry.

While a strike remains unlikely at this stage, union sources said on Wednesday that a "bitter battle" lay ahead.

"Our members are pretty cheesed off and they simply won't accept the Chamber's offer," said one unionist.

The Chamber refused to comment. A spokesman said the Chamber did not comment on negotiations while they were in progress.

The breakdown came after the unions represented by the Council of Mining Unions, rejected a 14.4 percent wage and fringe benefit offer from the Chamber.

"This does not even cover the rate of inflation. The Chamber seems to have set itself up as the saviour of the nation, imposing financial discipline on workers. But its member mining houses aren't subject to this discipline," Mr Ben Nicholson, a prominent unionist, said.

The unions are demanding a 20 percent wage increase together with an employer agreement to contribute two percent more to the industry's pension fund.

The Chamber has argued that the unions' claims in wages and fringe benefits amount to a 43 percent increase but unionists say this is "misleading because it includes union claims which have already been dealt with and 'long-standing claims which we have been introducing repeatedly'".

Unionists say the Chamber originally offered a 12.4 percent pay increase together with an extra one percent employer contribution to the pension fund and a 0.6 percent contribution to the death benefit fund.

However, the unions would have had to agree that workers increased their contributions by the same amount. Later the Chamber increased its offer by another 0.4 percent.

"This, too, was obviously unacceptable. The inflation rate rose by 16 percent last year. Their offer would have meant that workers' real pay actually dropped," Mr Nicholson said.

In terms of labour law, the Minister of Manpower Utilization must now appoint a conciliation board to resolve the dispute. Only if that fails can a strike be called — and then only after 30 days.

Union calls for 'united front' against Bill

ROM 29/4/81 157

Labour Reporter
A KEY unregistered trade union has reacted to the Government's new labour Bill by reaffirming its refusal to register.

It has also called for a "united front" against the Bill, which contains tough new controls on the union movement.

The Bill is believed to be designed to persuade unregistered unions to register and join the Government's official bargaining system.

The union, the General Workers Union (previously known as the Western Province General Workers Union) took this decision at its first national conference, held in Cape Town at the weekend, a union statement said yesterday.

The GWU's decision confirms predictions of labour analysts who argued that the Bill would fail in its main object — that of persuading unregistered unions to join the system. The decision is almost certain to be followed by similar moves by other unregistered unions.

The statement said the GWU's members had decided at the conference to reaffirm

"our policy and principles of worker control of, and non-interference of the authorities in, union affairs".

Accordingly, the conference had reaffirmed the union's decision not to seek registration.

It said the proposals contained in the draft Bill "further indicates the State's contempt for trade union autonomy".

It added that delegates had "pledged themselves to struggle relentlessly against such attempts by the State to take control of the union's affairs out of the hands of its members".

The statement called on "all concerned" to launch a "united front" against the Bill.

A union spokesman added: "As far as we are concerned, industrial relations is an issue between trade unions and their employers. It has nothing to do with the State. Official control of the union is totally unacceptable to our members."

● The union has submitted comment to the Department of Manpower Utilisation setting out the conditions under which it would be prepared to register.



Young actors leapt for joy in a scene from the play. Peter and Mary Jo Randle were seen in the Royal Academy of Dramatic Arts.

Nipper around his wedding

Nipper, who normally sits down burrows, has been the subject of television coverage of the recent wedding of Prince Charles and Lady Diana.

The dog animal is standing by the television Company on its underground passage to an outside area.

A 15 cm duct with a right-angle bend.

When it doesn't work, Nipper will go in and dig to her tail so that a new duct can be laid.

Nipper, said the attraction is to persuade his pet through a chunk of ham.—Sapa AP

^{My 15} Sigma 30/4/81 accepts union for workers

Agus correspondent
PRETORIA — The National Union of Motor Assembly and Rubber Workers of South Africa has been recognised as the negotiating body for conditions of service for Pretoria's Sigma workers for 1981-82.

A Sigma spokesman said today that in terms of the agreement reached between the Sigma Motor Corporation and the union a count was made of employees back in employment yesterday and of union membership.

FIRST MEETING

Since this has revealed that the union has achieved sufficient members to be recognised for the purposes of negotiating service conditions for 1981-82, the corporation and the union have set into motion those processes which will enable them to meet on a regular basis to complete negotiations as soon as possible.

'Arrangements are being made to set up the first meeting today,' he said.

The spokesman said production was back to normal after 4 000 striking workers were dismissed about two weeks ago crippling the plant for about 13 days.

LIQUIDATORS

affects certain land in extent approximately 130 square metres, being a portion of the remainder of Erf 398, Somerset West, situate in the Municipality of Somerset West, Administrative District of Stellenbosch, Province of the Cape of Good Hope, as more fully shown on Plan EPR287E lying for inspection in the offices of the General Manager, South African Railways and Harbours, Johannesburg, and the System Manager, South African Railways and Harbours, Cape Town

2 The expropriation takes effect on the date of notice (i.e. the day on which this notice of expropriation is published in the *Government Gazette*) and the right or rights hereby expropriated vests/vest in the said Administration on the date the expropriation so takes effect.

3 In accordance with the provisions of the Expropriation Act, 1975 (Act 63 of 1975), you are hereby requested to deliver or cause to be delivered to me at the address stated below within 60 days from the date of notice, a written statement indicating—

(a) what the total amount is which is claimed by you as compensation and how much of that amount represents respectively compensation for actual financial loss and for inconvenience contemplated in section 12 (1) (b) of the Act, as well as full particulars as to how such amounts are made up,

(b) the address to which you desire that further documents in connection with the expropriation should be posted to you.

4 Subject to the Administration's right to reduce the period stated hereinafter by giving you notice, or unless otherwise agreed in writing between you and the Administration, the Administration shall be entitled to exercise the right or rights expropriated on expiry of 60 (sixty) days after the date of notice

H J. L. DU TOIT, Deputy General Manager.

Johannesburg, 3 April 1981.

Address General Manager, South African Railways and Harbours, Private Bag X47, Johannesburg, 2134

(1 May 1981)

NOTICE 306 OF 1981

DEPARTMENT OF MANPOWER UTILISATION

INDUSTRIAL CONCILIATION ACT, 1956

APPLICATION FOR VARIATION OF SCOPE OF REGISTRATION OF A TRADE UNION

I, Mattheus Willem Johannes le Roux, Industrial Registrar, do hereby, in terms of section 4 (2) as applied by section 7 (5) of the above-mentioned Act, give notice that an application for the variation of its scope of registration has been received from the Natal Baking Industry Employees' Union. 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 Utilisation, 449 Compensation House, 215 Schoeman Street, Pretoria (Postal Address: Private Bag X117, Pretoria, 0001), within one month of the date of publication of this notice

betrekking het op sekere grond groot ongeveer 130 kante meter, synde 'n gedeelte van restant van Erf 398, Somerset-Wes, gelee in die Munisipaliteit van Somerset West, administratiewe distrik Stellenbosch, provinsie Kaap die Goede Hoop, soos breedvoeriger aangedui op Plan EPR287E wat ter insae lê in die kantore van die Hoofbestuurder, Suid-Afrikaanse Spoorwee en Hawens, Johannesburg, en die Afdelingsbestuurder, Suid-Afrikaanse Spoorwee en Hawens, Kaapstad.

2. Die onteiening word van krag op die kennisgewingdatum (d.w.s. die dag waarop hierdie kennisgewing in die *Staatskoerant* gepubliseer word) en die regte wat hierby onteien word gaan op die kennisgewingdatum van krag word.

3. Kragtens die bepaling van die Onteieningswet (Wet 63 van 1975), word u hierby versoek om binne 60 dae vanaf die kennisgewingdatum aan my by die Administrasie onder gemeld 'n skriftelike verklaring te lewer waarin die volgende aangedui word:

(a) Wat die totale bedrag is wat u as vergoeding van die hoeveel van daardie bedrag onderskeidelik vir werklike geldelike verlies en vir ongerief verteenwoordig, soos in artikel 12 (1) (b) van die Wet bedoel, asook ledige besonderhede van hoe daardie bedrae saamgestel is.

(b) Die adres waarheen u verlang dat verdere dokumente in verband met die onteiening aan u gepos moet word.

4. Behoudens die Administrasie se reg om die kennisgewing aan u die tydperk hierna vermeld te verkort, tensy daar skriftelik anders tussen u en die Administrasie ooreengekom is, is die Administrasie geregtig om die onteienende reg of regte uit te oefen by verstryking van (sestig) dae na die kennisgewingdatum.

H J. L. DU TOIT, Adjunk-hoofbestuurder

Johannesburg, 3 April 1981.

Adres. Hoofbestuurder, Suid-Afrikaanse Spoorwee en Hawens, Privaatsak X47, Johannesburg, 2134

(1 Mei 1981)

116/81
KENNISGEWING 306 VAN 1981

DEPARTEMENT VAN MANNEKRAGBENUTTING

WET OP NYWERHEIDSVERSOENING

AANSOEK OM VERANDERING VAN DIE WET
SIEBESTEK VAN 'N VAKVERENIGING

Ek, Mattheus Willem Johannes le Roux, Nywerheidsreguleerder, maak ingevolge artikel 4 (2) soos aangedui in artikel 7 (5) van bogenoemde Wet, hierby kennisgewing van 'n aansoek om die verandering van sy registrasie. Die aard van die verandering is van die Natal Baking Industry Employees' Union. Besonderhede van die aansoek word in onderstaande tabel verstrekk.

Enige geregistreerde vakvereniging wat teen die aansoek beswaar maak, word versoek om binne een maand na die kennisgewingdatum van publikasie van hierdie kennisgewing skriftelik by my in te dien, p a die Departement van Mannekragebenutting, Ongevallegebou 449, Privaatsak X117, Pretoria (Posadres Privaatsak X117, Pretoria, 0001).

TABLE

Name of trade union—Natal Baking Industry Employees' Union

Date on which application was lodged—16 March 1981

Interests and area in respect of which application is made.—Black persons who are employees for the purposes of the Industrial Conciliation Act, 1956, and are employed in the Baking and Confectionery Industry in the Magisterial Districts of Durban, Inanda, Lower Tugela, Pietermaritzburg and Pinetown

“Baking and Confectionery Industry” means the Industry in which employers and employees are associated for the purpose of baking and/or making bread and/or confectionery and includes—

(a) the baking and/or making of rolls, buns, currant bread, doughnuts, rusks, mosbolletjies cakes, pastries, pies, yeast goods and other products of a bakehouse of which dough or batter forms a component part,

(b) the manufacture of any commodity or ingredient used in the baking or the making or confectionery if carried on by employers and employees engaged in the activities referred to in paragraph (a),

(c) all activities carried on by such employers which are incidental to, connected with or consequent on the activities referred to in paragraph (a) or the distribution of products referred to therein, if carried on by such employers and their employees, including the distribution and/or sale from a baker's shop and/or the display of the said products, but excluding the manufacture of sweets and biscuits other than hand-made biscuits

Postal address of applicant.—Suite 22, Tivoli House, 110 Victoria Street, Durban, 4001

Office address of applicant.—Suite 22, Tivoli House, 110 Victoria Street, Durban

Attention is drawn to the following requirements of sections 4 and 7 of the Act:

(a) The representativeness of any trade union which objects to the application shall, in terms of section 4 (4) as applied by section 7 (5), 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 section 4 (2) must be followed in connection with any objection lodged

M W J LE ROUX, Industrial Registrar

(1 May 1981)

NOTICE 307 OF 1981

WATER AFFAIRS, FORESTRY AND ENVIRONMENTAL CONSERVATION

ZEEKOEHOEK IRRIGATION DISTRICT

ELECTION OF MEMBERS OF THE BOARD

Notice 294 of 24 April 1981 is hereby withdrawn. The new date for the election of members of the board for the irrigation district will shortly be made known

(1 May 1981)

TABEL

Naam van vakvereniging—Natal Baking Industry Employees' Union

Datum waarop aansoek ingedien is—16 Maart 1981

Belange en gebied ten opsigte waarvan aansoek gedoen word—Swartes wat vir die doeleindes van die Wet op Nywerheidsversoening, 1956, werknemers is en in diens is in die Bak- en Banketnywerheid in die landdroesdistrikte Durban, Inanda, Lower Tugela, Pietermaritzburg en Pinetown

“Bak- en Banketnywerheid” beteken die Nywerheid waarin werkgewers en werknemers met mekaar geassosieer is met die doel om brood en/of banket te bak en/of te maak en omvat—

(a) die bak en/of maak van broodrolletjies, bolletjies, korintebrood, oliebolle, beskuit, mosbolletjies, koek, fyngebak, pasteië, suurdeeggebak en ander produkte van 'n bakkery waarvan deeg of beslag 'n samestellende deel uitmaak,

(b) die vervaardiging van enige artikel of bestanddeel wat gebruik word vir die bak of maak van banket, indien dit gedoen word deur werkgewers en werknemers wat betrokke is by die werksaamhede in paragraaf (a) bedoel,

(c) alle werksaamhede wat sodanige werkgewers uitoefen en wat saamhang met, in verband staan met, of voortvloei uit die werksaamhede wat in paragraaf (a) bedoel word, of die verspreiding van die produkte wat daarin genoem word, as dit deur sodanige werkgewers en hul werknemers uitgeoefen word, met inbegrip van die verspreiding en/of verkoop van genoemde produkte uit 'n bakkerswinkel en/of die uitstalling daarvan in sodanige bakkerswinkel, maar uitgesonderd die vervaardiging van lekkergoed en ander beskuitjies as handgemaakte beskuitjies

Posadres van aansoeker—Suite 22, Tivoligebou, Victoriastraat 110, Durban, 4001

Kantooradres van aansoeker—Suite 22, Tivoligebou, Victoriastraat 110, Durban.

Die aandag word gevestig op onderstaande vereistes van artikels 4 en 7 van die Wet

(a) Die mate waarin 'n beswaarmakende vakvereniging verteenwoordigend is, word ingevolge artikel 4 (4) soos toegepas by artikel 7 (5), 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 in artikel 4 (2) voorgeskryf, moet gevolg word in verband met 'n beswaar wat ingedien word

M W J LE ROUX, Nywerheidsregistrator

(1 Mei 1981)

KENNISGEWING 307 VAN 1981

WATERWESE, BOSBOU EN OMGEWINGSBEWARING

ZEEKOEHOEK-BESPROEINGSDISTRIK

VERKIESING VAN RAADSLEDE

Kennisgewing 294 van 24 April 1981 word hierby ingetrek. Die nuwe datum vir die verkiesing van raadslede vir die besproeiingsdistrik sal binnekort bekendgemaak word

(1 Mei 1981)

between South Africa and Europe (children 50% infants 10%)". Under "Aircraft to be used", delete. "Boeing 707-344B LX-LGR and Boeing 747SP-44 LX-LTM" Under "Types of traffic to be conveyed (special conditions)", delete paragraphs (a) and (b) and replace by the following "(a) 136 return flights between the Republic of South Africa and Luxembourg during the period 1 April 1981 to 31 March 11982, (b) may not pick up more than one hundred and seventy-four (174) paying passengers on any one flight".

(A) B. E. Hersov, P.O. Box 62379, Marshalltown, 2107
(B) Atair (Pty) Ltd. (C) Non-scheduled Air Transport Service Licence N87 Under "Aircraft to be used" add "Rockwell Commander 980 3D-ABH". Under "Types of traffic to be conveyed", add "Freight"

(This advertisement supersedes a similar one which appeared in the *Government Gazette*, dated 10 April 1981) (1 May 1981)

tussen Suid-Afrika en Europa (kinders 50% suigelinge 10%)". Onder "Lugvaartuie wat gebruik gaan word", skrap. "Boeing 707-344B LX-LGR en Boeing 747SP-44 LX-LTM" Onder "Soort verkeer wat vervoer gaan word (spesiale voorwaardes)", skrap paragrawe (a) en (b) en vervang deur die volgende: "(a) 136 retoervlugte tussen die Republiek van Suid-Afrika en Luxemburg gedurende die tydperk 1 April 1981 tot 31 Maart 1982; (b) mag nie meer as eenhonderd vier-en-sewentig (174) betalende passasiers op 'n bepaalde vlug oplaai nie"

(A) B. E. Hersov, Posbus 62379, Marshalltown, 2107
(B) Atair (Edms.) Bpk. (C) Nie-vasgesteldelugvervoerdienlisensie N87 Onder "Lugvaartuie wat gebruik gaan word", voeg by "Rockwell Commander 980 3D-ABH". Onder "Soort verkeer wat vervoer gaan word", voeg by: "Vrag".

(Hierdie advertensie vervang 'n soortgelyke een wat in die *Staatskoerant* van 10 April 1981 verskyn het) (1 MEI 1981)

NOTICE 310 OF 1981

DEPARTMENT OF MANPOWER UTILISATION
INDUSTRIAL CONCILIATION ACT, 1956

APPLICATION FOR VARIATION OF SCOPE OF
REGISTRATION OF A TRADE UNION

I, Mattheus Willem Johannes le Roux, Industrial Registrar, do hereby, in terms of section 4 (2) as applied by section 7 (5) of the above-mentioned Act, give notice that an application for the variation of its scope of registration has been received from the Transport Workers Union (Coloured and Asian) 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 Utilisation, 449 Compensation House, 215 Schoeman Street, Pretoria (postal address Private Bag X117, Pretoria, 0001), within one month of the date of publication of this notice.

TABLE

Name of trade union—Transport Workers Union (Coloured and Asian).

Date on which application was lodged.—14 February 1981

Interests and area in respect of which application is made—Coloured persons who are employees for the purposes of the Act and are employed in the Transport Undertaking (Goods) as—

(a) vehicle drivers, storemen, packers, motor mechanics, general workers, front-end loader operators and repair shop assistants in the Magisterial District of Bellville,

(b) operations managers, storemen, packers, motor mechanics, general workers, front-end loader operators, repair shop assistants, clerks, supervisors, handymen, spray painters and French polishers in the Magisterial District of The Cape, and

(c) vehicle drivers, storemen, packers, diesel and motor mechanics, general workers, repair shop assistants and front-end loader operators in the Magisterial Districts of Durban and Pinetown.

"Transport Undertaking (Goods)" means the undertaking in which employers and employees are associated for the transportation of goods by means of motor transport for or reward and includes the transportation of soil, gravel, stone or sand which is intended for sale, whether or such transportation is performed for hire or reward.

KENNISGEWING 310 VAN 1981

DEPARTEMENT VAN MANNEKRAGBENUTTING
WET OP NYWERHEIDSVERSOENING, 1956

AANSOEK OM VERANDERING VAN DIE REGISTRA-
SIEBESTEK VAN 'N VAKVERENIGING

Ek, Mattheus Willem Johannes le Roux, Nywerheidsregistrator, maak ingevolge artikel 4 (2), soos toegepas by artikel 7 (5) van bogenoemde Wet, hierby bekend dat 'n aansoek om die verandering van sy registrasiebestek ontvang is van die Transport Workers Union (Coloured and Asian) 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 Mannekragbenutting, Ongevallegebou 449, Schoemanstraat 215, Pretoria (posadres. Privaatsak X117, Pretoria, 0001)

TABEL

Naam van vakvereniging—Transport Workers Union (Coloured and Asian)

Datum waarop aansoek ingedien is —14 Februarie 1981.

Belange en gebied ten opsigte waarvan aansoek gedoen word—Gekleurdes wat vir die doeleindes van die Wet werknemers is en in diens is in die Vervoeronderneming (Goedere) as—

(a) voertuigdrywers, magasynmanne, verpakkers, motorwerktuigkundiges, algemene werkers, voorlaaiers-operateurs en herstelwinkelassistente in die landdrosdistrik Bellville;

(b) bedryfsbestuurders, magasynmanne, verpakkers, motorwerktuigkundiges, algemene werkers, voorlaaiers-operateurs, herstelwinkelassistente, klerke, toesighouers, faktotums, spuitverwers en lakpoleerders in die landdrosdistrik Die Kaap, en

(c) voertuigdrywers, magasynmanne, verpakkers, diesel- en motorwerktuigkundiges, algemene werkers, herstelwinkelassistente en voorlaaiersoperateurs in die landdrosdistrikte Durban en Pinetown

"Vervoeronderneming (Goedere)" beteken die onderneming waarin werkgewers en werknemers met mekaar geassosieer is vir die vervoer van goedere teen huur of vergoeding deur middel van motorvervoer, en dit sluit die vervoer van grond, gruis, klip of sand wat vir verkoop bedoel is, in, hetsy sodanige vervoer teen huur of vergoeding geskied al dan nie

Postal address of applicant.—P O. Box 19, Johannesburg, 2000

Office address of applicant—206 Vulcan House, 88 Anderson Street, Johannesburg.

Attention is drawn to the following requirements of sections 4 and 7 of the Act.

(a) The representativeness of any trade union which objects to the application shall, in terms of section 4 (4) as applied by section 7 (5), 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 section 4 (2) must be followed in connection with any objection lodged

M. W. J. LE ROUX, Industrial Registrar.

(1 May 1981)

NOTICE 311 OF 1981

NOTICE OF APPLICATION FOR APPROVAL FOR THE ERECTION OF A NEW ABATTOIR IN TERMS OF SECTION 12 (1) OF THE ABATTOIR INDUSTRY ACT, 1976 (ACT 54 OF 1976)

It is hereby made known in terms of section 12 (1) of the Abattoir Industry Act, 1976 (Act 54 of 1976), that Mr Kim Wood, 9 North Street, Komga, 4950 has in terms of section 11 of the said Act applied to the Minister of Agriculture and Fisheries for approval for the erection of a new abattoir at Komga on a Portion of Erf 1, Komga Industrial Area

If the application is granted, the abattoir will be used for the slaughtering of five head of cattle, one calf, 30 sheep and goats and five pigs per day for supplying meat to the residents of Komga

Any person intending to submit representations or objections in regard to the above-mentioned application shall forward such representations or objections to the Chairman, Abattoir Commission, Private Bag X250, Pretoria, 0001, within a period of 30 days from the date of publication of this notice and in the manner set out in the regulations published under the said Act

Attention is invited to the provisions of regulation 11 (6) of the said regulations which requires any person who submits objections to an application to the Minister to serve on the applicant concerned a copy of the document in which his objections are set out

A R COCHRANE, for Director-General Agriculture and Fisheries (Abattoir Commission)

Note—The Regulations require that objections be affirmed under oath and submitted in triplicate

(1 May 1981)

NOTICE 312 OF 1981

NOTICE OF APPLICATION FOR APPROVAL FOR THE ERECTION OF A NEW ABATTOIR IN TERMS OF SECTION 12 (1) OF THE ABATTOIR INDUSTRY ACT, 1976 (ACT 54 OF 1976)

It is hereby made known in terms of section 12 (1) of the Abattoir Industry Act, 1976 (Act 54 of 1976), that Aliwal North Municipality, P O. Box 206, Aliwal North, 5530, has in terms of section 11 of the said Act applied to the Minister of Agriculture and Fisheries for approval for the erection of a new abattoir at Aliwal North on a portion of Erf 1, Industrial Area

Posadres van applikant—Posbus 19, 2000

Kantooradres van applikant.—Vulcan Andersonstraat 88, Johannesburg

Die aandag word gevestig op onderstaande artikels 4 en 7 van die Wet

(a) Die mate waarin 'n-beswaarmakende verteenwoordigend is, word ingevoelge toegepas by artikel 7 (5), bepaal volgens die bestaan het op die datum waarop die aansoek wat die lidmaatskap betref, word alleen lende was, in aanmerking geneem

(b) Die prosedure voorgeskryf by artikel gevolg word in verband met 'n beswaar wat

M. W. J. LE ROUX, Nywerheidsregistrator

(1 Mei 1981)

KENNISGEWING 311 VAN 1981

KENNISGEWING VAN AANSOEK OM RING VIR DIE OPRIGTING VAN 'N ABATTOIR KRAGTENS ARTIKEL 12 (1) VAN DIE ABATTOIRBEDRYF, 1976 (WET 54)

Kennis geskied hiermee kragtens artikel 12 van die Wet op die Abattoirbedryf, 1976 (Wet 54 van 1976) dat mnr. Kim Wood, Noordstraat 9, Komga, 4950, in terms van artikel 11 van genoemde Wet by die Minister van Landbou en Visserye aansoek gedoen het om goedkeuring vir die oprigting van 'n nuwe abattoir te Komga op Erf 1, Komga Industriële Gebied

Indien die aansoek toegestaan word, sal gebruik word vir die slag van vyf beeste, een kalf en bokke en vyf varke per dag vir die verskaffing van vleis aan die inwoners van Komga.

Iemand wat vertoe of besware in verband met die genoemde aansoek wil rig, moet sodanige vertoe of besware teen 'n aansoek aan die Voorvoerder, Abattoirkommissie, Private Bag X250, Pretoria, 0001, rig binne 'n tydperk van 30 dae na die publikasie van hierdie kennisgewing en in die vorm uiteengesit in die regulasies kragtens genoemde Wet

Aandag word gevestig op die bepalinge van artikel 11 (6) van die genoemde regulasies wat vereis dat vertoe of besware teen 'n aansoek aan die Minister van Landbou en Visserye terselfdertyd 'n afskrif van die stuk waarin sy uiteengesit is op die betrokke applikant moet

A R COCHRANE, namens Direkteur-generaal Landbou en Visserye (Abattoirkommissie)

Let wel—Die Regulasies vereis dat besware bevestig en in drievoud voorgelê moet word.

(1 Mei 1981)

KENNISGEWING 312 VAN 1981

KENNISGEWING VAN AANSOEK OM RING VIR DIE OPRIGTING VAN 'N NUWE ABATTOIR KRAGTENS ARTIKEL 12 (1) VAN DIE ABATTOIRBEDRYF, 1976 (WET 54)

Kennis geskied hiermee kragtens artikel 12 van die Wet op die Abattoirbedryf, 1976 (Wet 54 van 1976) dat die Munisipaliteit van Aliwal-Noord, Posbus 206, Aliwal Noord, 5530, kragtens artikel 11 van genoemde Wet by die Minister van Landbou en Visserye aansoek gedoen het om goedkeuring vir die oprigting van 'n nuwe abattoir te Aliwal-Noord op 'n gedeelte van Erf 1, Industriële

BBC film on EL labour

dispute
Daily JWS 1/5/81

Slammed

By IAN HOBBS, Daily Dispatch London Bureau.

A BBC television report on the strike troubles at the East London subsidiary of the British giant, Rowntree - Mackintosh, was described yesterday as biased and unfair.

The BBC programme 'Newsnight' said the company's "legalistic approach" to the two-months-long "strike" by nearly 500 blacks at Wilson-Rowntree had led to a confrontation of "enormous political significance" for South Africa, and ultimately threatened white power.

In a statement released yesterday, the Rowntree - Mackintosh headquarters at York said they fully supported the action taken by their South African management team in East London.

The statement said the actions of the South African Allied Workers Union (Saawu) were political and it was not a true union.

A company spokesman said the dismissed workers at the Wilson-Rowntree subsidiary were not on strike but had dismissed themselves by walking out and had now been replaced.

The spokesman said the subsidiary had an exemplary employment record, that conditions were well above the Common Market code of practice, and the men the BBC called "strikers" had been given repeated opportunities to air their grievances.

He claimed there had been intimidation and violence against non-strikers.

About 20 of the men who originally walked out were among those claiming they were victims of intimidation and they were against working for the company.

The spokesman said

following investigations, they concluded there were no grounds for strike action by the members of Saawu. It was now the company's duty to stay in business and guarantee employment for its 1,600 employees.

The Rowntree-Mackintosh statement said

"The BBC programme, Newsnight, broadcast a one-sided and a very pro-Saawu view of what in reality is a very complex situation affecting Wilson-Rowntree.

"Wilson - Rowntree already have a recognised multi-racial sweet union workers representing its black, white, coloured and Asian workforce.

"The company explored, with Saawu, ways in which Saawu might have a place in the company's industrial relations structure.

"However, Saawu, which has only black members, was not prepared to sit down with any other union.

"Its condonation of violence and intimidation of employees in furtherance of political aims discredited it as a genuine trade union with the interests of the Wilson-Rowntree work force at heart.

"Statements issued from Saawu cannot be relied upon. Since October 1980, Saawu has caused 17 strikes or stoppages and 45 disputes on the basis of alleged grievances which, on investigation, were found to be groundless and were not pursued.

"Physical attacks on employees and petrol bomb attacks on their

homes have been part of the more recent developments.

"Wilson - Rowntree's record as an employer with enlightened policies is second to none. Its parent company is kept fully informed of developments and fully supports the local South African management."

The BBC introduced its 20-minute film report on the Wilson-Rowntree troubles, made by a TV journalist, Mr Ian Smith, as a study of "the progress of black power in white industry" in South Africa.

The introduction said headline blacks seeking more control were increasingly joining unofficial unions and forcing white employers closer to recognising them.

Mr Smith said the East London-based Saawu, which already claimed 15,000 members, was the union management most loved to hate.

The demands they were making, he said, "may ultimately threaten the power of white South

Africa much more than even the massive public demonstrations in favour of freedom and political rights of the early 1960s.

He said East London, where top black wage earners still received only marginally more than the lowest-paid whites earned five years ago, was a fruitful hunting ground for Saawu.

Conditions and wages had improved under pressure from foreign-owned companies, but nowhere near enough to overcome "the pent up tide of black resentment."

He said Saawu had regularly proved it had the majority of workers behind it.

He said that in its dealings with Saawu, Rowntrees had been careful not to do anything illegal, but the company's "legalistic" approach to the unregistered union had created "a confrontation with enormous political significance."

Mr Thozamile Gqweta, Saawu's national organiser, who was imprisoned and then released three times last year, was the dominant figure in the report.

He said Saawu was not there to make compromises, but to speak on behalf of the workers and

"But I think that before one enters that stage one has to take cognisance of what people are saying or desiring.

A period of conflict or a form of conflict is probably unavoidable, though I foresee further significant changes taking place.

"I say this because it seems to me the level of expectation of those people not participating in the system at the moment is growing, probably at the same speed as government is prepared to make concessions.

"So I foresee in the next several years an increasing level of participation, but also maintenance of the gap between expectations and willingness to let people participate."

Mr Ferreira concluded "Until such time as people are capable of participating on an equal basis as everybody else in the whole process of the industrial mechanism there are going to be strikes and a degree of unrest.

"That does not mean I am suggesting that when there is total and full participation there is necessarily going to be industrial peace, because I think one will then start looking at possibly the degree to which people have been excluded in the past and the degree of retribution almost that has to be made for that."

Mr Gqweta's last word was that black workers themselves had to participate fully in democracy.

"They must not think that Saawu is going to liberate them," he said. "In fact Saawu is the workers themselves."

If Saawu had succeeded in raising the workers' consciousness and in trade unionising them in general, "they shall be able to look after themselves."

Brigadier Sebe told Newsnight that Saawu was not a force for future prosperity.

"There would be chaos," he said. "Investment would be frightened off and this was why 'we are putting our foot down on this exercise of criminal elements by Saawu."

Brigadier Sebe said he had not detained Saawu members as trade

Thozamile Gqweta, Saawu organiser — a storm around his head.

to "tell the bosses and anybody else what the workers actually say."

Mr Smith said the burning down of the houses of some of the Rowntree workers after the start of the strike gave the Ciskei authorities "just the stick they wanted with which to beat Saawu."

Eighty members of the strike committee were arrested on the orders of Brigadier Charles Sebe of the Ciskei security police



Mr Fred Ferreira, director of industrial relations at the Ford motor company in Port Elizabeth, said in the film, "I think there is a necessity in South Africa to negotiate and I don't believe the acid test necessarily has to be how representative particular people are.

"The more important aspect in my view is to display a willingness to negotiate and to recognise that people aren't necessarily totally representative.

"The question of representation does come in though when one enters the legal area to settle disputes or negotiate national agreements

4 detainees in hospital

15/81 (22) (44) (151) (196)

EAST LONDON — Four of the 21 former Wilson Rowntree employees detained under the Ciskei emergency regulations are in hospital after going on a hunger strike, the Secretary for the Ciskei Central Intelligence Services, Brig Charles Sebe, confirmed yesterday.

Brig Sebe, who returned to his office yesterday after being away for three days, said he did not have the names of the men with him but had received a report that the men were in hospital in Mdantsane.

There was nothing special about their admission to hospital, he said

"As a matter of routine we always take prisoners who are on a hunger strike to hospital," he said

Brig Sebe said charges were being preferred against the men and they would all appear in court soon

The men were detained four weeks ago — DDR

'Controls' August 15/81 attacked on unions

Labour Reporter

THE aim of the draft Industrial Conciliation Amendment Bill is to increase State intervention in the internal affairs of unions and the conduct of industrial relations, according to the Western Province General Workers' Union.

In a memorandum submitted to the Department of Manpower Utilisation, the union says the Bill is in flagrant contradiction with internationally accepted practice.

'The Bill makes no attempt to facilitate the redress of the basic grievances which lie at the heart of burgeoning industrial disputes. Rather it is designed to circumscribe narrowly the independence and, accordingly, the effectiveness of the trade union movement.'

CONTROLS

Long an opponent of union registration under existing legislation, the WPGWU sees the Amendment Bill as a means of extending controls on registered unions to unions which choose not to register.

'This further reinforces the tendency to shift conduct of individual industrial relations from a permissive to a compulsory basis. We must restate our belief that sound industrial relations have to be based on acceptance by all representative parties.'

MEMBERS

On the grounds that industrial relations primarily involve negotiations between workers, their employers and their respective representative organisations, the WPGWU believes all that is required of registration is 'the notification of the existence of these representative organisations.'

It believes that on its internal relations, a voluntary organisation such as a trade union should be answerable to its members only.

AUTONOMY

The union objects to sections of the Bill which it sees as violating the 'internationally accepted principles of trade union autonomy.'

These include the prohibition on affiliation of a union to a political party or political organisation and the 'extreme policing powers' the Bill would give the State.

White miners win a 13,9%^{RDM 2(5/8)} pay increase

Labour Correspondent

ALL white trade union members working on gold and coal mines will receive a 13,9% increase in standard rates of pay, in terms of an agreement reached between their unions and the Chamber of Mines yesterday

The increase affects all members of the eight unions affiliated to the Council of Mining Unions

The agreement has come after the council recently declared a wage dispute with the

chamber.

The pay increase will come into effect from the current pay month. Employer contributions to the mine employees' pension fund will increase by 1% from 9,5% to 10,5%, and employee contributions from 7,5% to 8,5%

Employer and employee contributions to the death benefit scheme will be increased to make possible an increase in death benefits from the present R10 000 to an amount equal to 24 times the monthly pay.

LABOUR LAW

FM 1/5/81
Outside Subject

In a surprise move, an unregistered union — the Western Province General Workers' Union — has sent representations to the Department of Manpower Utilisation on the Industrial Conciliation Amendment Bill.

The union, which organised last year's Western Cape meat strike, reaffirmed its stand not to register at its national conference over the weekend. Thus, it will not join government's official bargaining system although it voted to submit criticism on government's latest labour legislation. Conference noted the Industrial Conciliation Bill further indicated the state's contempt for trade union autonomy and accordingly endorsed the union's submission to the Department of Manpower Utilisation regarding the Bill," says a union press statement.

The union's submission strongly condemns the state's "pervasive involve-

ment" in the trade union movement and the extended controls proposed in the Bill. The union makes it clear that it feels relationships in the labour field should be worked out between employers and employees with little state interference.

But the union also says it is not opposed "in principle" to registration and outlines its reasons for refusing to do so.

On the issue of controls the statement says: "Unfortunately the Bill as a whole is aimed at increasing state intervention in the internal affairs of the union and in the conduct of industrial relations generally. We wish to record strongest opposition at these attempts."

The union holds that the measures contained in the Bill "stand in flagrant contradiction with internationally accepted practices and are an attack on the autonomy and essential independence of the trade union movement." As a result, the statement argues, government is also circumscribing the union movement's effectiveness.

It voices exception to the section of the Bill which puts further controls on unions' affiliation to political organisations. Although, says the union, it is not affiliated to any political party or "political organisation," it wishes to retain the right to affiliate if its members so wish.

The union says it strongly objects to this provision if the aim of the legislation is "to prohibit trade unions from active participation in the affairs of the wider community in which the members reside."

Objections

The statement also argues that the Bill makes matters worse as far as dispute procedures are concerned. The Bill makes provision for a strike ballot which must be overseen by the Department of Manpower Utilisation — a move the union says will "inevitably lengthen and certainly complicate an already unacceptable procedure for the settlement of industrial disputes."

It argues that it does not object to dispute procedures but that they must emphasise speed and keep open acceptable channels of communication between the parties.

The union also objects to the prohibition on unions or members of the community from assisting striking workers. The paper points out that in many countries it is standard practice for workers to be paid from a special fund especially intended for this purpose.

Despite these criticisms, the union says it is prepared to accept certain controls in the Bill proposed for unregistered unions. "Our opposition to the state's involvement in our affairs does not stem from a desire to maintain secrecy about the affairs of our organisation. Our attitude reflects our belief that, in its internal relations, a voluntary organisation such as a trade union should be answerable to its mem-

bers only." From this standpoint the union says it is prepared to submit its constitution (and changes to it), the names of its officials and office bearers, information about its financial records and membership registers to the Registrar. "We, in fact, believe that the provision contained in these sections should constitute the sole requirements of a registration process." The union says it does not object to registration, as long as it is voluntary and enshrines the principle that industrial relations primarily involves negotiation between workers and their employers and national congress

their representative organisations. "So, in our opinion, all that is required of registration is the notification of the existence of these organisations." The union changed its name from the Western Province General Workers' Union to the General Workers' Union at its national congress

contained in these sections should constitute the sole requirements of a registration process." The union says it does not object to registration, as long as it is voluntary and enshrines the principle that industrial relations primarily involves negotiation between workers and their employers and national congress

D. Dis 2/5/81
**4 back in
detention**

EAST LONDON — The four former Wilson Rowntree workers who were in hospital following a hunger strike had been discharged and were back in detention, the head of the Ciskei Central Intelligence Services, Brigadier Charles Sebe, confirmed here last night.

He said everything was back to normal — DDR

DAILY DSP 5/5/81

~~151~~
151
~~151~~

Timber firm agrees to deal with Saawu

By PHILLIP van NIEKERK
Labour correspondent

EAST LONDON — The management of Buffalo Timber here has agreed to recognise the unregistered South African Allied Workers Union (Saawu) as representative of the majority of workers at the firm

A spokesman for the firm, Mr S J Vroom, confirmed yesterday that the firm had agreed to deal with Saawu on an informal basis, adding that the firm did not intend to enter into any formal agreement with Saawu

"We are prepared to deal with Saawu because we believe they represent the majority of workers on our staff," he said

Mr Vroom estimated that Saawu membership at the firm was about 95 per cent. He said a committee composed of Saawu members had been elected to represent the firm's black workforce and to liaise with management

Meanwhile, a spokesman for another firm, Nairn Industries, refused to comment yesterday on a Saawu claim that the management at the firm had agreed to recognise Saawu

The development at Buffalo Timber follows the decision by management at the giant SA Chloride plant to formally recognise Saawu last year. This was the first firm to recognise the union

Many firms in the East London area have been wary of recognising Saawu because of its objections to registration and because they suspect the union of having political motives

However, earlier this year the Border Chamber of Industries supported the principle of talking to unregistered trade unions provided they could show they were representative of the workforce

Last month a referendum was conducted at Johnson and Johnsons and Saawu gained a 93.5 per cent "yes" vote. On the strength of this management at the plant and Saawu are in the process of drawing up a formal recognition agreement

Union lays down provisos

By STEVEN FRIEDMAN
Labour Reporter

FOR the first time, a key unregistered trade union has spelt out the conditions under which it would be prepared to accept Government registration.

However, the union, the General Workers Union (formerly the Western Province General Workers Union) has reiterated its refusal to register if the Government's draft Industrial Conciliation Amendment Bill becomes law.

The union says the Bill, seen by the Government as a major reform, is "provocative" and "an attack on the independence of the union movement".

These comments are contained in the union's submissions to the authorities on the Bill.

The submissions confirm speculation that the Bill, which extends control to unregistered unions in an attempt to persuade them to register, will not persuade these unions to enter the Government's labour system.

The GWU says all that should be required of registration is that representative worker and employer bodies notify the authorities of their existence.

The union says it also has no objection to giving the authorities information "which we regard as public in any case" as part of registration criteria.

The GWU says it is opposed to control of the union movement, firstly because "our members have never been party to the law-making process" which sanctions the State's involvement in the affairs of their organisation.

It adds that "the extreme measures against the union resorted to by the authorities" also create suspicion among union members.

Nevertheless it stresses that its opposition to State involvement does not stem from a "desire to maintain secrecy" about its affairs.

Among other clauses, it objects to

- Clamps on union political activity which it describes as a "further attempt to stifle free and open discussion of, and participation in, areas which are of intimate concern to the workers".

- Further clamps on strikes. The union calls for "simple disputes" procedures negotiated between the workers themselves and their employers".

- Bars on unions assisting members during an "illegal" strike which will "introduce an element of chaos and anarchy into a strike situation".

- A proposal that minorities in unions be allowed to break off and form new ones which, it says, is designed to "facilitate divisions among workers".

- The registrar's powers to recommend the closing down of a union.

- A clause barring unregistered unions from "stop order" facilities without Government permission, and

- A proposal that the Government could take steps against a union if it did not comply with its constitution.

Key trade union succeeds in bid for recognition

By RIAAN DE VILLIERS
Labour Correspondent

A KEY unregistered union — the Cape-based General Workers' Union — has won a recognition agreement from stevedoring employers in a third major South African port.

The latest agreement was signed in Port Elizabeth on Monday between the Port Elizabeth Stevedoring Labour Supply Company and the union's Port Elizabeth Stevedores' Committee.

Announcing this in a statement yesterday, the union said the agreement extended full negotiation rights to the committee and was substantially similar to agreements concluded in Cape Town last year and East London early this year.

"The GWU now represents the workers in all three ports," the statement said.

Officials of the GWU, of whom the "vast majority" of Port Elizabeth stevedores were members, took part in the negotiations.

The union said it welcomed the latest agreement as a further step in the establishment of a sound industrial relations structure in the stevedoring industry.

It was further evidence of the union's belief that an industrial relations structure directly negotiated between the true representatives of workers and management was the only way of preserving harmony in the workplace.

"Industrial peace will not be facilitated if the State attempts to foist an industrial relations structure on workers who have played no part in the development of such a structure.

"The situation in these three ports should help to persuade the State that its increasing intervention in industrial relations is unnecessary and ill-fated," it said.

Stevedoring employers involved in the new agreement are Grindrod, Rennie and Sassco. Employer spokesmen could not be reached for comment.

The GWU — formerly the Western Province General Workers' Union — has strongly opposed certain features of recent labour legislation. Recently, it reaffirmed its refusal to register in terms of the Government's new labour dispensation unless labour law was substantially amended.

ANGLW 7/5/81
**Dockers,
bosses
sign
pact No 3**

Labour Reporter

IN the third agreement of its kind in the Cape stevedores in Port Elizabeth this week negotiated an agreement with their employers which gives their elected committee full rights of representation and negotiation

The agreement is substantially similar to agreements concluded between employers and the Cape Town stevedores' committee last year and the East London stevedores' committee early this year, the General Workers' Union said in a statement

The situation in these three ports should help to persuade the State that its increasing intervention in the field of industrial relations is unnecessary and ill-fated.

UNREGISTERED

Officials of the unregistered General Workers' Union, to which most of the stevedores belong, took part in the negotiations between the Port Elizabeth Stevedoring Supply Company and the stevedores committee

The union welcomed the latest agreement as 'a further step in the establishment of a sound industrial relations structure in the stevedoring industry'

VOICELESS

Industrial peace will not be attained if the State attempts to foist an industrial relations structure upon workers who are voiceless and accordingly play no part in the development of such a structure, the General Workers' Union said

Stevedoring firm recognizes GWU

CT 7/5/81

144 382

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Own Correspondent

African port

JOHANNESBURG — A key unregistered union — the Cape-based General Workers' Union — has won a recognition agreement from stevedoring employers in a third major South

The latest agreement was signed in Port Elizabeth on Monday between the Port Elizabeth Stevedoring Labour Supply Company and the union's Port Elizabeth Stevedores' Committee

Announcing this in a statement yesterday, the union said the agreement extended full negotiation rights to the committee and was substantially similar to agreements concluded in Cape Town last year and East London early this year

"The GWU now represents the workers in all three ports"

The GWU represented the "vast majority" of Port Elizabeth stevedores

The union said it welcomed the latest agreement as a further step in the establishment of a sound industrial-relations structure in the industry

STEVEDORES
FN 8/5/81
Port parity



An agreement signed between the PE Stevedores' Association (the employers) and the stevedores committee representing workers in the harbour has been hailed by both parties as a breakthrough for union/employer negotiations outside the official bargaining system

In a statement, the General Workers Union (GWU) — to which the vast majority of Port Elizabeth stevedores belong — welcomes the agreement as "further evidence of the union's belief that an industrial relations structure directly negotiated between true representatives of the workers and management, is the only way of ensuring harmony in the workplace"

The union has persistently refused to register despite the Department of Manpower Utilisation's attempts to entice unions into its official bargaining structure

The Port Elizabeth agreement was signed one year after the GWU concluded its first agreement with the company in Cape Town, and six months after it signed a similar accord in East London "The agreement extends to the committee full rights to negotiate and represent, and is substantially identical to agreements concluded with the Cape Town stevedores' committee and East London stevedores committee where the union also represents the stevedores" says the press statement

An industrial relations spokesman for the national SA Stevedores Employers Association says the company entered into the agreement with the union because it believes representativeness rather than registration is the key issue "The company believes that, where black workers are concerned, shop floor bargaining is more effective than bargaining which is removed from the workplace, such as through the industrial councils"

The association, which is made up of Rannies, Grindrod and Sasco, says it entered the agreement in the belief that workers should meaningfully participate in deciding what their own conditions of employment are

The agreement is one of the few signed between companies and unregistered un-

ions in SA and reflects the new trend among employers — as outlined by the Federated Chamber of Industries and Barlow Rand guidelines — that a strong union presence on the factory floor is vital for industrial peace

The union goes on to argue that "industrial peace will not be attained if the State attempts to foist an industrial relations structure on workers who are voiceless and therefore played no part in the development of such a structure"

It says that "the situation in the three ports should help persuade the State that its increasing intervention in industrial relations is unnecessary and ill-fated"

Paper RDM 8/5/81 union ~~140A~~ 151 spurns industry council

By RIAAN DE VILLIERS
Labour Correspondent

A PREDOMINANTLY black registered trade union active in the paper industry announced yesterday it would not join the industrial council in the industry until it was more representative.

Spelling out its reasons for rejecting the council, it also said its members had "important reservations" about the industrial council system.

The announcement came yesterday after the union — the Paper, Wood and Allied Workers' Union — had met with employers.

Its stance is in line with a recent policy statement by the Federation of South African Trade Unions (Fosatu), to which it is affiliated.

The announcement has come at a time of mounting criticism of the official bargaining system including industrial councils.

A union representative said yesterday the meeting was called because employers were refusing to sign in-plant recognition agreements with the union unless it undertook to join the industrial council.

Employers also wanted such agreements to fall away once the union joined the council — which was "completely unacceptable".

The union told employers it could not participate in the council as it was "completely unrepresentative".

The union itself was young and did not represent the majority of black workers. It therefore could not negotiate on their behalf.

The union accepted the principle of industry-wide bargaining but believed this was a goal it should work towards once it was a representative national union and more securely established.

Also, its members felt the councils were unrepresentative, despite setting agreements covering all workers.

The representative said the employers — members of the Employer Association for the Pulp and Paper Industry — said they could not give a "principled reply" at this stage.

Employer spokesmen could not be reached for comment.

Support
for sweet
boycott
claimed

DAILY DORSET
(K1)
(K2)
(K3)

EAST LONDON — The boycott of Wilson-Rowntree products has become a national issue, according to Mr Thozamile Gqweta, the national president of the South African Allied Workers Union

Mr Gqweta said here yesterday that he was pleased with the support that the boycott had received from organisations in other centres, especially in Durban and Cape Town

Organisations which were supporting the boycott included the SRCs of the Universities of Natal, Durban-Westville, Cape Town and Western Cape as well as the Food and Canning Workers Union and the General Workers Union

Mr Gqweta said he could not gauge at present what the effect of the boycott had been on sales of Wilson-Rowntree products

"That information can only be obtained from Wilson Rowntree and we think it is unlikely they will release it"

The personnel manager of Wilson-Rowntree, Mr Alistair Lightbody, was unavailable for comment yesterday

The Wilson-Rowntree boycott was called after the dismissal of about 500 workers at the firm's plant here in February — DDR

DAILY DSP 9/5/81

Spell out union policy Sebe told

PORT ELIZABETH — The independent South African Allied Workers' Union, which claims a membership of more than 75 000 workers in East London and Durban, has challenged the Ciskei Government to spell out what its policy on trade unions will be after independence.

A resolution adopted at Saawu's national congress in Durban this week said it rejected the "abhorrent system of bantustanisation which makes foreigners of us in the land of our birth".

Although it demanded to know what the policy towards trade unions would be in independent Ciskei, Saawu said it did not recognise this independence.

The resolution condemned the arbitrary eviction of workers from their homes by supporters of the ruling parties of the homelands, including

Ciskei, and the practice of detaining workers and their leaders without trial. It demanded an explanation why workers were not allowed to hold meetings in Mdantsane.

Speaking from Durban, the union's general secretary, Mr Sam Kikine, said Saawu had come under a great deal of harassment from Ciskei and warned that the territory's government would face problems if it did not come to terms with Saawu.

The congress also demanded the release of the "internationally accepted leader of South Africa," Nelson Mandela, reaffirmed its stand against registration and called for the abolition of the pass laws and migrant labour system.

It called for a national minimum wage for all workers, regardless of sex or colour, of R50 a week in rural areas and R2 an hour in urban areas — DDC.

S. Inbure 10/5/81

Black labour on the march

Tribune Reporter

WHILE more than 300 black workers marched to the Pietermaritzburg Supreme Court on Friday, employers throughout the country anxiously awaited the outcome of their labour dispute being heard there.

The workers, from Dalton's Union Co-Operative Bank and Sugar Company, had elected to stay in the city since Tuesday when charges of trespass brought against them by the company were dropped. They, too, were waiting to hear whether or not the court would uphold their application to return to the compound which, they claim, they were unlawfully forced to leave after a three-day work stoppage at the beginning of April.

If they win, this could mean the breakdown of the compound system and ultimately the migrant labour system as workers could no longer be simply sent back to their respective homelands when there is a dispute. A ruling in their favour could mean that employers would not be allowed to evict fired contract workers from their compound housing without a court order, making it virtually impossible for an employer to replace workers before winning such an order.

Already one of them has been granted an interim order instructing the mill to restore his compound housing. This week an urgent application was brought before Mr Willem Booysen in the Pietermaritzburg Supreme Court for 186 others. He will give his judgment on the matter.

Colgate denies refusing to meet workers

RDM 12/5/81
(151) (183) (62)

By STEVEN FRIEDMAN
Labour Reporter

THE US-based chairman of multinational Colgate Palmolive, which is engaged in a bitter union recognition dispute at its Boksburg plant, has visited South Africa and held talks with the company's workers, according to Colgate.

The company also revealed that Mr Keith Crane, its parent company chairman, "fully supports" the stance of local management that it will recognise the union but will not negotiate with it on wages and work conditions.

Colgate says negotiation on this issue should take place through an official industrial council.

The Chemical Industrial Workers Union has declared a dispute on the issue and an official conciliation board has been appointed to resolve it. This is the first step on the way to a legal strike by Colgate workers.

These points are contained in a letter to the Rand Daily Mail from Colgate in which it reacts to allegations by the union that Mr Crane "avoided" a meeting with black workers at the Boksburg plant.

The union claimed workers

had twice tried to meet Mr Crane during his visit but that he had not answered a letter and telegram asking for a meeting.

The company refused to comment on these charges at the time.

In its letter, Colgate says Mr Crane attended meetings at the Boksburg plant on May 4 and 5. "Far from avoiding employees, Mr Crane had conversations with many employees, black and white."

The company says Mr Crane received no telegram from the union requesting a meeting. It confirms it received a letter asking for a meeting from six workers, but says the company's managing director, Mr G W Nocker, replied to this letter.

The letter says Colgate has not refused to recognise the union but has "offered our full support to a union in the efforts it may make to become part of a broadened industrial council".

The letter quotes Mr Crane as saying that he has kept himself "well informed" on the dispute.

Colgate was initially accused of opposing the appointment of a conciliation board.

RDM 13/5/81

Colgate workers may go out on strike

By STEVEN FRIEDMAN
Labour Reporter

A FOSATU-affiliated trade union will call a legal strike at Colgate-Palmolive's Boksburg plant if its recognition dispute with the company is not resolved.

If a strike is called, it will be only the second legal strike by black workers in the country's labour history.

In a booklet called "Workers' Struggles at Colgate", released yesterday, the union confirms its intention to call a legal strike if the dispute is not resolved.

The booklet, which sets out the union's account of the dispute at Colgate, is to be distributed to all members of Fosatu and to international trade union bodies in the Western world.

A Colgate spokesman said the company would comment on the booklet yesterday, but no comment was forthcoming.

It forms part of a concerted union campaign to win from Colgate the right to bargain on wages and work conditions at the Boksburg plant.

Colgate says it will recognise the union but all bargaining on wages and work conditions must take place through an official industrial council only.

The booklet also contains a comprehensive list of Colgate products, as well as a photograph of some of them.

Although union spokesmen would not comment yesterday, it is likely that the list is a precursor to a consumer boycott against the company if talks break down.

The Minister of Manpower Utilisation has appointed a conciliation board to attempt to resolve the dispute. It will meet on Monday.

If it fails to resolve the dispute, the union may call a legal strike after 30 days have elapsed.

The union says it has produced the booklet "in furtherance of a contemplated legal strike".

It adds "It has been produced in order to explain to the public and particularly the unemployed, why workers at Colgate may have to take industrial action in order to secure their basic trade union rights".

The booklet details the dispute between it and Colgate at the Boksburg plant.

Throughout the dispute, which has lasted well over a year, the union has accused Colgate of not being prepared to bargain with worker representatives and of violating the Rev Leon Sullivan's labour code for American companies here.

It says that the company's insistence that it will only negotiate on wages and work conditions through an industrial council is an attempt to create a "toothless" union.

Colgate says wages must be negotiated at an industrial council to ensure that minimum wages are uniform throughout the industry.

It denies that it is violating the Sullivan code.

Tawu and Putco talk ^{(151) SOWEFAN} 14/5/87

By ZB MOLEFE
THE Transport and Allied Workers Union and Putco held another round of talks on Tuesday towards a recognition agreement of the union.

A Putco spokesman told the SOWEFAN that the talks were one of the series the corporation is having with the union. He also added that the

talks would continue and hopefully finalisation will then take place with a formal agreement

No date has been fixed for the next meeting "but it should take place within a week," the spokesman added

The talks between Putco and the union, which have been going on for some time,

are keenly watched by the thousands of the corporation's employees. A sizeable number of them are union members

One positive aspect to come out of the talks so far has been to streamline Putco's grievance procedure. This has meant that the out-dated "Indaba" system is to be scrapped

88 7582

NOTICE 341 OF 1981

151

DEPARTMENT OF MANPOWER UTILISATION
INDUSTRIAL CONCILIATION ACT, 1956
CANCELLATION OF REGISTRATION OF A TRADE
UNION

I, Matheus Willem Johannes le Roux, Industrial Registrar, hereby notify, in terms of section 14 (2) of the Industrial Conciliation Act, 1956, that I have cancelled the registration of the Cape Musicians' Association with effect from 21 April 1981

M. W. J. LE ROUX, Industrial Registrar.

21 April 1981.

(15 May 1981)

15/5/81

KENNISGEWING 341 VAN 1981

DEPARTEMENT VAN MANNEKRAGBENUTTING
WET OP NYWERHEIDSVERSOENING, 1956
INTREKKING VAN REGISTRASIE VAN 'N
VAKVERENIGING

Ek, Matheus Willem Johannes le Roux, Nywerheidsregis-
trateur, maak hierby kragtens artikel 14 (2) van die Wet
op Nywerheidsversoening, 1956, bekend dat ek die regis-
trasie van die Cape Musicians' Association met ingang
21 April 1981 ingetrek het

M. W. J. LE ROUX, Nywerheidsregisrateur

21 April 1981.

(15 Mei 1981)

Standard Film

WORLDWIDE WORKERS

WORKERS

STRUGGLE

AT

COLGATE

THE bitter union recognition dispute at the multinational Colgate-Palmolive's Boksburg plant took another turn this week when the Chemical Workers Industrial Union (CWIU) released a booklet "produced in furtherance of a contemplated legal strike".

This booklet, "Workers' Struggle at Colgate", comes days after Colgate's United States-based chairman, Mr Keith Crane, visited the plant.

Py Z B MOLEFFE

Mr Crane's visit was surrounded by controversy as the union claimed workers had twice tried to meet Mr Crane during his visit but that he had ignored a letter and telegram requesting a meeting.

But the Boksburg plant denied this. It said Mr Crane attended meetings at the plant on May 4 and 5 'far from avoiding employees Mr Crane had conversations with many employees, black and white'.

The booklet charges this union will not sell out its basic right to negotiate wages and working conditions for its members. This is what is at issue Colgate wants to turn the Union into another liaison committee dealing with shop floor grievances only.

The 30-page booklet then details worker grievances at Colgate and says, despite management denials in the Press, black workers claim

- they are discriminated against
- factory facilities remain racially segregated even though the signs have come down
- there are unfair dismissals

Colgate denies these charges and says that the plant's facilities are segregated; the booklet

Colgate demonstrates what trade unionists have been saying since the Codes of Conduct and Principles for foreign companies have become fashionable. The Codes assist companies with their image overseas, and remove pressures to disinvest. The companies benefit — not the black workers.

A liaison committee is an institution of apartheid, the booklet emphasises. It points out that since 1953 while the Government recognised white unions, it tried to impose an inferior committee system on black workers. The Government instituted the system to bleed the African unions to death.

Toothless

Workers reject the liaison committee system, the booklet says, because

- it is toothless — the constitution only empowers the committee to 'consider matters of mutual interest' and to 'make recommendations'.

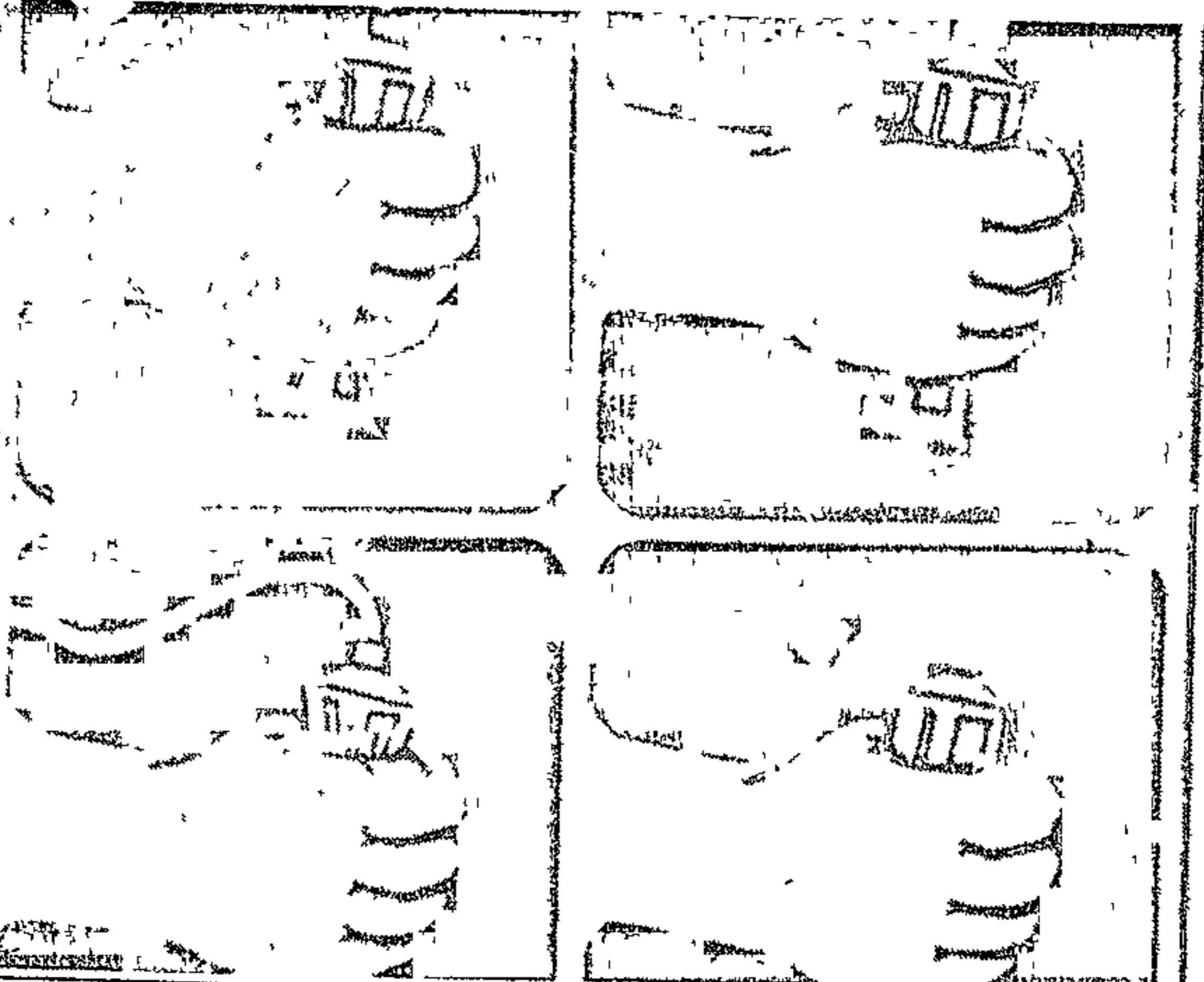
Workers reject the liaison committee system, the booklet says, because it is toothless — the constitution only empowers the committee to 'consider matters of mutual interest' and to 'make recommendations'.

Unions (Fosatu) affiliate A Colgate executive in the role of consultant — employee and Industrial Relations', visited the Aunt Caroline factory. He attempted to persuade workers that the union was no good for them and later told them "his firm could never recognise a union properly registered and the name of his firm appearing in the gazette" the booklet quotes minutes of a general meeting.

This episode ends in a sour note if it were whites who wanted the recognition of their union in the factory, he (a Colgate executive) is certain that this would have been granted without all this fuss that is being made on them as black people. The whole question of this dispute he said was based on racism.

The Chemical Industrial Workers Union has declared a dispute on the issue of recognition and an official conciliation board has been appointed to resolve it. This is the first time a legal strike by workers.

The cover of The Chemical Workers Industrial Union booklet detailing black worker grievances and union recognition at Colgate-Palmolive's Boksburg plant which has led to the first step to a legal strike



The cover of The Chemical Workers Industrial Union booklet detailing black worker grievances and union recognition at Colgate-Palmolive's Boksburg plant which has led to the first step to a legal strike

Simon Khumalo, a shop steward at the plant - Mr. Khumalo tells of an incident at a previous whites-only shower room. There was a fight between him and a white engineering foreman who insisted that Mr Khumalo was not allowed to be there.

Mr Khumalo's interview ends in a bitter note "all this happened to me in 1977. Up to now no black goes near what used to be the whites-only change rooms, or uses their toilets."

Without reference to workers - it deals with trivial points - this committee will discuss "bins and towels" - it is undemocratic - workers sent petitions to their so-called "representatives" and called upon them to resign. 198 workers signed these petitions. Nevertheless "the committee unanimously resolved that there were no valid reason to resign and that they were strongly of the opinion that the liaison committee serves a useful and effective means of communication"

A notice to Colgate employees from the managing director, Mr G W Nocker, in August last year reveals that all is not well at the Boksburg plant. Some of the points raised in the notice are that employees work as slowly as possible, and are reluctant to get on with the job, wilfully disregard legitimate instructions and requests given by superiors in the course of their duty and challenge the authority of an immediate superior by being hostile and using abusive language.

The booklet becomes fascinating reading when it reveals that while these events were taking place, union recognition within the Colgate group surfaced in Natal.

Black workers at Aunt Caroline Rice Mills - a subsidy of Colgate - in Pietermaritzburg began to organise themselves. They joined the Sweet, Food and Allied Workers' Union, another Federation of South African Trade

Violations

Colgate, in relation to the Sullivan Principles, comes under the spotlight in the booklet. The booklet says that the union accused Colgate of violating the Principles by not acknowledging "the rights of black workers to form their own union or be presented by trade unions where unions already exist"

When Rev Leon Sullivan visited South Africa in September last year, the booklet says, the union asked him to clarify his position on the recognition of black trade unions. As reported in the Press then, Rev Sullivan said the Principles committed companies to recognise black trade unions - whether or not they were registered with the South African Government.

The booklet points out "if a company, rated as one of the most progressive in terms of the Principles, can so blatantly resist the implementation of the most crucial Principle, the code is clearly useless to African workers."

Name/Naam	Scheduled area Ingelyste opper- vlakke ha	Number of Getal
Stemmet, G J	3	1
Liebenberg, J J	5	1
Horn J W L	1	1
Munisipaliteit Boere	24	5
<i>Municipality/Munisipaliteit</i>		
K W Knipe	4,0	1
K W Knipe	2,0	1
W J Basson	1,5	1
W J Mouton	1,0	1
W B van der Merwe	3,0	1
T U Alston	1,0	1
J D Breytenbach	0,5	1
W A Conradie	3,0	1
P J J du Toit	2,0	1
J W Joubert	0,5	1
H J Oberholzer	1,0	1
P S Warnich	0,5	1
W A Homewood	0,5	1
J E Abott	0,5	1
P J Fouche	3,0	1

(15 May 1981)/(15 Mei 1981)

NOTICE 347 OF 1981

DEPARTMENT OF MANPOWER UTILISATION

INDUSTRIAL COUNCILIATION ACT, 1956

APPLICATION FOR VARIATION OF SCOPE OF
REGISTRATION OF A TRADE UNION

I, Mattheus Willem Johannes le Roux, Industrial Registrar, do hereby, in terms of section 4 (2) as applied by section 7 (5) of the above-mentioned Act, give notice that an application for the variation of its scope of registration has been received from the African Transport Workers' Union. 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 Utilisation, 449 Compensation House, 215 Schoeman Street, Pretoria (postal address Private Bag X117, Pretoria, 0001), within one month of the date of publication of this notice.

TABLE

Name of trade union—African Transport Workers' Union

Date on which application was lodged.—17 March 1981

Interests and area in respect of which application is made—Black persons who are employees for the purposes of the Act and who are employed in the Transport Undertaking (Goods) in the Magisterial Districts of Aliwal North, East London, Grahamstown, King William's Town, Kroonstad, Ladybrand, Parys, Port Elizabeth and Queenstown.

“Transport Undertaking (Goods)” means the undertaking in which employers and employees are associated for the transportation of goods by means of motor transport for hire or reward and includes the transportation of soil, gravel, stone or sand which is intended for sale, whether or not such transportation is performed for hire or reward.

Postal address of applicant.—P.O. Box 19, Johannesburg, 2000.

Office address of applicant—Sixth Floor, Cape York House, 252 Jeppe Street, Johannesburg

KENNISGEWING 347 VAN 1981

DEPARTEMENT VAN MANNEKRAGBENUTTING

WET OP NYWERHEIDSVERSOENING, 1956

AANSOEK OM VERANDERING VAN DIE REGISTRASIEBESTEK VAN 'N VAKVERENIGING

Ek, Mattheus Willem Johannes Le Roux, Nywerheidsregistrator, maak ingevolge artikel 4 (2), soos toegepas op artikel 7 (5), van bogenoemde Wet, hierby bekend dat 'n aansoek om die verandering van sy registrasiebestek ontvang is van die African Transport Workers' Union. Besonderhede van die aansoek word in onderstaande tabel gestrek.

Enige geregistreerde vakvereniging wat teen die aansoek beswaar maak, word versoek om binne een maand na datum van publikasie van hierdie kennisgewing sy beswaarskriflik by my in te dien, p/a die Departement van Mannekragbenutting, Ongevallegbou 449, Schoemanstraat 215, Pretoria (posadres Privaatsak X117, Pretoria, 0001).

TABEL

Naam van vakvereniging—African Transport Workers' Union

Datum waarop aansoek ingedien is.—17 Maart 1981

Belange en gebied ten opsigte waarvan aansoek word—Swartes wat vir die toepassing van die Wet werknemers is en in diens is in die Vervoeronderneming (Goedere) in die landdrostdistrikte Aliwal-Noord, Grahamstown, King William's Town, Kroonstad, Ladybrand, Oos-Londen, Parys, Port Elizabeth en Queenstown.

“Vervoeronderneming (Goedere)” beteken die onderneming waarin werkgewers en werknemers met mekaar geassosieer is vir die vervoer van goedere deur middel van motorvervoer teen huur of vergoeding, en dit omvat vervoer van grond, gruis, klip of sand, wat vir verkoop bedoel is, hetsy sodanige vervoer teen huur of vergoeding geskied, al dan nie.

Posadres van applikant—Posbus 19, Johannesburg, 2000.

Kantooradres van applikant—Sesde Verdieping, Cape York House, Jeppestraat 252, Johannesburg

Attention is drawn to the following requirements of sections 4 and 7 of the Act

(a) The representativeness of any trade union which objects to the application shall in terms of section 4 (4) as applied by section 7 (5) 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 section 4 (2) must be followed in connection with any objection lodged

M. W. J. LE ROUX, Industrial Registrar

(15 May 1981)

NOTICE 348 OF 1981

THE SOUTH AFRICAN MEDICAL AND DENTAL COUNCIL

NOTICE OF ELECTION.—ELECTION OF MEMBERS OF THE PROFESSIONAL BOARD FOR OPTICAL DISPENSERS

Notice is hereby given in terms of the provisions of the regulations relating to the election of members of the Council, read with section 15 (11) of the Medical, Dental and Supplementary Health Service Professions Act, 1974 (Act 56 of 1974), that an election of five optical dispensers as members of the Professional Board for Optical Dispensers to serve during the period ending the 31st day of August 1986 is about to be held

Nominations of eligible optical dispensers are awaited. Every person so registered (a) who has not entered into a composition with the creditors of his estate, or whose estate has not been sequestrated, (b) who is not disqualified under the Act from practising his profession, is eligible for nomination

Each candidate must be nominated on a separate nomination form, but any person entitled to vote in the election may sign the nomination forms of any number of candidates not exceeding the number to be elected

Each nomination form must state the first names and the surname of the candidate nominated and must be signed by two registered optical dispensers. The person nominated must also sign the form, confirming that he consents to his nomination. The registered address of each one so signing must be appended to his signature. If the person nominated is unable to sign the nomination form he may inform the returning officer by letter or telegram that he consents to his nomination. Every nomination form must reach the undersigned (from whom nomination forms may be obtained on application) at the address given below not later than 30 June 1981 at 12h00.

A deposit of R30 must accompany the nomination

Every nomination form in respect of which any of these provisions has not been complied with, or which is not received by the aforesaid date at the address given below, will be invalid.

N M PRINSLOO, Returning Officer, P O Box 205, Pretoria, 0001, or 6115 Oranje-Nassau Buildings, 188 Schoeman Street, Pretoria, 0002

29 May 1981

(15 May 1981)

Die aandag word gevestig op onderstaande vereistes van artikels 4 en 7 van die Wet

(a) Die mate waarin 'n beswaarmakende vakvereniging verteenwoordigend is, word ingevolge artikel 4 (4), soos toegepas by artikel 7 (5), 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 artikel 4 (2), moet gevolg word in verband met 'n beswaar wat ingedien word

M W. J. LE ROUX, Nywerheidsregistrateur

(15 Mei 1981)

KENNISGEWING 348 VAN 1981

DIE SUID-AFRIKAANSE GENEESKUNDIGE EN TANDHEELKUNDIGE RAAD

VERKIESINGSKENNISGEWING —VERKIESING VAN LEDE VAN DIE BEROEPSRAAD VIR BRILOPMAKERS

Hierby word ingevolge die bepalings van die regulasies betreffende die verkiesing van lede van die Raad, gelees met artikel 15 (11) van die Wet op Geneesher, Tandartse en Aanvullende Gesondheidsdiensberoep, 1974 (Wet 56 van 1974), kennis gegee dat 'n verkiesing gehou staan te word van vyf brilopmakers as lede van die Beroepsraad vir Brilopmakers om te dien gedurende die tydperk wat op die 31ste dag van Augustus 1986 verstryk

Nominasies van verkiesbare brilopmakers word ingewag. Elke sodanige geregistreerde persoon (a) wat nie met sy skuldeisers 'n akkoord aangegaan het nie, of wie se boedel nie gesekwestreer is nie, (b) wat nie kragtens die Wet onbevoeg is om sy beroep te beoefen nie, is nomineerbaar

Elke kandidaat moet op 'n afsonderlike nominasievorm genomineer word maar elkeen wat by die verkiesing stemgeregtig is, kan die nominasievorms van enige aantal kandidate teken, dog nie meer as die getal wat verkies moet word nie

Elke nominasievorm moet die voornamen en die van van die genomineerde kandidaat aangee en moet geteken wees deur twee geregistreerde brilopmakers. Die genomineerde persoon moet ook die vorm onderteken ter bekragtiging van sy instemming tot sy nominasie. Die geregistreerde adres van elkeen wat aldus teken, moet by sy handtekening gevoeg wees. As die genomineerde persoon nie in staat is om die nominasievorm te teken nie, kan hy die kiesbeampte per brief of telegram meedeel dat hy tot sy nominasie instem. Elke nominasievorm moet die ondergetekende (van wie nominasievorms op aanvraag verkry word) voor of op 30 Junie 1981 om 12h00 by onderstaande adres hereik

'n Deposito van R30 moet die nominasie vergesel

Elke nominasievorm ten opsigte waarvan een van hierdie bepalings nie nagekom is nie of wat nie teen voormelde datum by onderstaande adres ontvang is nie, is ongeldig

N M PRINSLOO, Kiesbeampte, Posbus 205, Pretoria, 0001, of Oranje-Nassaugebou 6115, Schoemanstraat 188, Pretoria, 0002

29 Mei 1981

(15 Mei 1981)

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RDM 15/5/81
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Recognise black unions — AHI

By DAVID CARTE
Deputy Financial Editor
THE Afrikaanse Handelsinstituut has called on its members to recognise black trade unions. The 36th annual congress of the powerful business organisation yesterday approved a motion calling on members to "recognise credible and representative trade unions as negotiating partners and to establish and maintain healthy relations with them". Members were urged to "engage in dialogue" even with unregistered trade unions and to persuade them to join the established labour relations system. The 800-delegate congress in Bloemfontein also called on the Government not to scrap legis-

lation underpinning existing workers' liaison committees. Scrapping the Organisation of Black Labour Act of 1953 would remove the legal framework of the workers' committees, said Mr Ti Steenkamp, the AHI's chief labour spokesman. Mr Steenkamp said the Act had failed in its aim of setting up workers' committees as substitutes for black trades unions. "The motive was wrong there is no alternative to trade unions except no trade unions". Workers' committees and trade unions were being seen as alternatives, when the two were complementary and not competitive, he said.

● See Page 4

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PLEASE CIRCLE ITEMS REQUIRED

RDM 15/5/81
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By DAVID CARTE
Deputy Financial Editor

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Members were urged to "engage in dialogue" even with unregistered trade unions and to persuade them to join the established labour relations system

The 800-delegate congress in Bloemfontein also called on the Government not to scrap legis-

lation underpinning existing workers' liason committees

Scrapping the Organisation of Black Labour Act of 1953 would remove the legal framework of the workers' committees, said Mr Ti Steenkamp, the AHI's chief labour spokesman

Mr Steenkamp said the Act had failed in its aim of setting up workers' committees as substitutes for black trades unions "The motive was wrong there is no alternative to trade unions except no trade unions"

Workers' committees and trade unions were being seen as alternatives, when the two were complementary and not competitive, he said

● See Page 4

Overtime wages too low say bus drivers

DAILY DISPATCH
15/5/81

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EAST LONDON — The Ciskei Transport Corporation has had difficulties finding drivers to man the late night special buses, which are operated on an overtime basis

Bus drivers say this is because of a wage dispute which had arisen between management and drivers but Mr Hans Kaiser, the group manager of CTC, has denied this

A bus driver who did not wish to be named as he is an employee of the firm, told the Daily Dispatch yesterday that several drivers had refused to work overtime because they were unhappy with their wages

He said bus drivers in King William's Town were being paid R15 a week

more than those in East London and they had consulted management with this grievance

Mr Kaiser, however, said the problems with overtime were a separate domestic issue

He said late night shift drivers had experienced problems getting home after finishing their shifts He added that arrangements had been made to provide additional transport for the late night drivers and that the problem had now been solved

Mr Kaiser admitted that employees had raised certain aspects regarding their conditions of employment and said these were presently under consideration — DDR

Saawu alleges Ciskei favours sweet union

DAICY DISP 16/5/81
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158A
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CAPE TOWN — The vice-president of the South African Allied Workers Union (Saawu), Mr Sisa Njikelana, has alleged here that East London sweet workers belonging to the union are being forced, while in detention in the Ciskei, to join the rival Sweet Workers Union

Mr Njikelana was speaking at a rally of 400 students at the University of Cape Town held in support of 500 workers who have been dismissed by Wilson-Rowntree in East London

The rally, which was punctuated by clenched fist salutes and "freedom" slogans was also addressed by Ms Zora Mehlemakulu, of the General Workers Union, and Mr Tony Karron, a member of the UCT Committee, supporting the dismissed workers

Mr Njikelana said the Ciskei Security Police, the South African state and Wilson-Rowntree management were working together in an effort to crush Saawu. He alleged that an anonymous memorandum detailing methods of undermining Saawu had been distributed to all East London employers, and that Wilson-Rowntree management had given the Ciskei security police a list of workers they wanted detained. Twenty-four workers are in detention

Saawu an unregistered

trade union which claims a membership of 75 000, has become a powerful force among East London black workers over the past year

The present dispute arose after three workers were dismissed for refusing to fix a machine

Wilson-Rowntree management insists the workers dismissed themselves

Mr Njikelana strongly denied this

"Where would you get people dismissing themselves in an area of massive unemployment such as East London, he told the UCT rally. "That would be suicide. The workers were arbitrarily dismissed by management"

He said Wilson-Rowntree had also accused Saawu of intimidating workers into joining the Union. He said Saawu considered this allegation in a serious light and had referred the matter to its lawyers

He said three large British trade unions were to meet with Wilson-Mackintosh, the Wilson-Rowntree parent company, on Monday to pressurise the company into reinstating all the dismissed workers, unconditionally

The three British trade unions are the Transport and General Workers Union, the General and Municipal Workers Union and the Shop Distributors and Allied Workers

Union
Brigadier Charles Sebe, the head of the Ciskei Central Intelligence Service, denied the allegations, saying that charges of sabotage and arson were being investigated against the 24 detainees

"There will be a docket on the desk of the Attorney-General next week in which the charges against these men will be spelled out," he said. "What connection do we have with the Sweet Workers Union? Why should we interfere in their affairs? There is no logic in that"

Brigadier Sebe said he was not interested in whether the detainees were members of Saawu

He said Saawu were not trade unionists, but were hiding behind the cloak of trade unionism

He denied the Ciskei was working hand in hand with Wilson-Rowntree management and the South African state

"There is no joint venture to crush the upheaval which has resulted from the activities of Saawu. Mr Njikelana is speaking out of his lips not out of his brains," he said

The Wilson-Rowntree management in East London were approached for comment yesterday on Mr Njikelana's remarks. They said a statement would be issued. — DDC-DDR

Union decision on blacks delayed

DALEY JASP
16/5/81

736
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134

EAST LONDON — The South African Railways and Harbours Salaried Staff Association has deferred a decision on whether or not to open its ranks to blacks.

Mr B L Currie, the president of the association, said after its biennial congress was concluded here yesterday that the issue of the possible opening of membership to people other than whites was to be given closer attention by the Executive Council.

"The congress asked the Executive Council to look into this matter with a view to making representations to a special congress which could be held in about a year's time," he said.

"It was decided that we weren't quite ready to effect the necessary amendments to the constitution.

"One doesn't take a decision of this

magnitude without considering the consequences. We need a little bit of time to think the matter over."

The South African Railways and Harbours Salaried Staff Association, represents mostly clerical and administrative staff and is the biggest of the seven white railway associations, with a membership of about 28 000.

The congress re-elected Mr Currie as president for the sixth successive term. Mr Currie who serves on the Prime Minister's Economic Advisory Council and on Mr Fanie Botha's manpower commission, is also president of the South African Confederation of Labour.

Mr J F. Viljoen and Mr M Lombard were re-elected as vice-presidents.

— DDR

Pictures page 4.



Handwritten: 14/5/81 M. L. S. M. S.

Handwritten: R50 000
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R30 000

A leading insurance company has announced a donation of R50 000 to the University of Zululand (Ngoye).

The first instalment of R10 000 will be handed to the rector of the University, Prof A C Nkabinde, at Umlazi, Durban, by the general manager of Old Mutual, Mr M J C van Greunen today

Already, arrangements have been made for R30 000 to be used for the installation of a Language Laboratory at the Vocational Training Centre run by the extra-mural campus of the University of Zululand at Umlazi

The balance of the money, R20 000, will be presented to the university during the next few years. The Language Laboratory at Umlazi will be officially opened later this year. At present there are about 345 students enrolled at the Umlazi campus

The insurance company last year donated R50 000 to the University of Fort Hare. The first instalment of R10 000 was handed to them in December. The money is being used for the newly established Academic Development Centre

UNIVERSITY

Company faces strike and consumer boycott

STAR
21/5/81
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140A

By Tony Davis
Labour Reporter
Colgate Palmolive in
Boksburg faces a legal
strike by its employees
next month as well as a
consumer boycott after a
deadlock in talks this
week

Colgate management

met officials of the Chemical Workers Industrial Union on Monday and yesterday at a hearing of a conciliation board to resolve their dispute.

The CWIU, which is an affiliate of the Federation of South African Trade Unions, had demanded

that Colgate negotiate wages and working conditions and union recognition talks at the plant level

Colgate, however, had stuck to its position of negotiating only at the Industrial Council level.

As a result of the deadlock the CWIU can hold a strike ballot in 30 days and go on strike if more than half its members support a strike.

A consumer boycott of Colgate products also looms for the company. In a recent booklet issued by the union, the company's products are all listed and pictured.

Union spokesmen see the Industrial Council system as a new means used by employers to control unions and limit direct negotiations.

● Page 31: Call to boycott Rowntree products.

151

3 No claim in respect of the compensation was received as laid down in terms of section 9 (1) (b) of Act 63 of 1975.

4. Therefore the Community Development Board has in terms of section 10 (2) of Act 63 of 1975, determined the compensation at the amount as per attached Schedule.

5. All interested parties are requested to submit in writing within 30 days from date hereof any representations they may wish to make in connection herewith to the Regional Representative, Community Development and State Auxiliary Services, Private Bag X18, Johannesburg, 2000, Telephone 37-1033

6 This advertisement is published in terms of the provisions of section 7 (3) and (5) of Act 63 of 1975.

Dated at Johannesburg this 22nd day of May 1981

L. FOUCHE, Director-General, c/o Regional Representative, Department of Community Development and State Auxiliary Services, Private Bag X18, Johannesburg, 2000

SCHEDULE

Stand No	Registered owner	Title Deed No	Compensation
Stand 124, Finetown	Rose Dawn Lut-tig	12737/71, dated 6/8/71	R685,00 plus 10%

(22 May 1981)

NOTICE 354 OF 1981

DEPARTMENT OF MINERAL AND ENERGY AFFAIRS
RESERVATION OF LAND FOR THE PURPOSES OF A PUBLIC ROAD

The Mining Commissioner for the Mining District of Heidelberg has, in terms of section 179 (1) (b) of the Mining Rights Act, 1967 (Act 20 of 1967), reserved for the purposes of a public road a strip of proclaimed land on the farm Zonnestraat 163 IR, District of Nigel, Mining District of Heidelberg, Province of the Transvaal, as shown on a sketch plan, copies of which are filed in the Mining Titles Office, Johannesburg, and in the Office of the Mining Commissioner, Heidelberg, under RMT No. R19/79

(19/5/1/1225)

(22 May 1981)

NOTICE 355 OF 1981

DEPARTMENT OF MANPOWER UTILISATION
INDUSTRIAL CONCILIATION ACT, 1956
APPLICATION FOR REGISTRATION OF A TRADE UNION

I, Mattheus Willem Johannes le Roux, Industrial Registrar, do hereby, in terms of section 4 (2) of the above-mentioned Act, give notice that an application for registration as a trade union has been received from the Union of Johannesburg Municipal Workers. Particulars of the application are reflected in the subjoined table.

3. Geen eise ten opsigte van vergoeding soos bepaal kragtens artikel 9 (1) (b) van Wet 63 van 1975 is ontvang me.

4. Derhalwe het die Gemeenskapsontwikkelingsraad die vergoeding ingevolge artikel 10 (2) van Wet 63 van 1975 bepaal soos in Bylae hiertoe aangedui.

5. Alle belanghebbendes word versoek om vertoë w hulle in verband hiermee wil maak skriftelik binne 30 da vanaf datum van hierdie kennisgewing by die Streekv teenwoordiger, Departement van Gemeenskapsontwik ing en Owerheidshulpdienste, Privaatsak X18, Johanne burg, 2000, Telefoon 37-1033, in te dien.

6. Hierdie advertensie word ingevolge die bepalings v artikel 7 (3) en (5) van Wet 63 van 1975 gepubliseer.

Gedateer te Johannesburg op hede die 22ste dag van M 1981.

L. FOUCHE, Direkteur-generaal, p/a Streekverteenvo diger, Departement van Gemeenskapsontwikkeling e Owerheidshulpdienste, Privaatsak X18, Johannesburg, 2000.

BYLAE

Erf No	Geregistreerde eienaar	Titelakte No	Vergoeding
Erf 124, Finetown	Rose Dawn Lut-tig	12737/71, ge-dateer 6/8/71	R685,00 plus 10%

(22 Mei 1981)

354 van 1981

DEPARTEMENT VAN MINERAAL- EN ENERGIESAKE
UITHOU VAN GROND VIR DIE DOELEINDES VAN 'N OPENBARE PAD

Die Mynkommissaris vir die myndistrik Heidelberg 'n strook geproklameerde grond op die plaas Zonnestraat 163 IR, distrik Nigel, myndistrik Heidelberg, provinsie Transvaal, soos getoon op 'n sketskaart waarvan afskrif onder RMT No. R19/79 in die Mynbriewekantoor, Johannesburg, en in die Kantoor van die Mynkommissaris, Heidelberg, bewaar word, kragtens artikel 179 (1) (b) van die Wet op Mynregte, 1967 (Wet 20 van 1967), vir die doeleindes van 'n openbare pad uitgehou.

(19/5/1/1225)

(22 Mei 1981)

KENNISGEWING 355 VAN 1981

DEPARTEMENT VAN MANNEKRAGBENUTTING
WET OP NYWERHEIDSVERSOENING, 1956
AANSOEK OM REGISTRASIE VAN 'N VAKVERENIGING

Ek, Mattheus Willem Johannes le Roux, Nywerheidsregistrator, maak ingevolge artikel 4 (2) van bogenoemde Wet hierby bekend dat 'n aansoek om registrasie as vakvereniging ontvang is van die Union of Johannesburg Municipal Workers. Besonderhede van die aansoek is in die onderstaande tabel verstrek.

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 Utilisation, 449 Compensation House, 215 Schoeman Street, Pretoria (postal address: Private Bag X117, Pretoria, 0001), within one month of the date of publication of this notice.

Table

Name of trade union.—Union of Johannesburg Municipal Workers.

Date on which application was lodged.—2 April 1981.

Interests and area in respect of which application is made.—Black persons who are employees for the purposes of the Act and who are employed in the Local Authority Undertaking in the Municipal Area of Johannesburg and in such additional areas in which the aforementioned Undertaking is undertaken by the City Council of Johannesburg.

“Local Authority Undertaking” means the undertaking in which employers and employees are associated for instituting, continuing and finishing any act, scheme, service or other activity which is undertaken by a local authority in accordance with the powers vested in such local authority by the applicable municipal ordinance or any other applicable legislation.

“Local Authority” shall have the same meaning as that assigned to it in section 1 of the Industrial Conciliation Act, 1956. Provided that it shall not include Administration Boards established in terms of the Black Affairs Administration Act, 1971 (Act 45 of 1971).

Postal address of applicant.—P.O. Box 10638, Johannesburg, 2000.

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

M. W. J. LE ROUX, Industrial Registrar.

(22 May 1981)

Enige geregistreeerde 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 Mannekragbenutting, Ongevallegebou 449, Schoemanstraat 215, Pretoria (posadres. Privaatsak X117, Pretoria, 0001)

Tabel

Naam van vakvereniging—Union of Johannesburg Municipal Workers

Datum waarop aansoek ingedien is.—2 April 1981

Belange en gebied ten opsigte waarvan aansoek gedoen word.—Swartes wat vir die toepassing van die Wet werknemers is en wat in diens is in die Plaaslike Owerheidsonderneming in die munisipale gebied Johannesburg en in sodanige bykomende gebiede waarin voormelde Onderneming deur die Stadsraad van Johannesburg onderneem word.

“Plaaslike Owerheidsonderneming” beteken die onderneming waarin werkgewers en werknemers met mekaar geassosieer is vir die instelling, voortsetting en afhandeling van 'n handeling, skema, diens of ander aktiwiteit wat deur 'n plaaslike owerheid onderneem word ooreenkomstig die bevoegdheid aan sodanige plaaslike owerheid verleen by die toepaslike munisipale ordonnansie of enige ander toepaslike wetgewing.

“Plaaslike Owerheid” het dieselfde betekenis as wat in artikel 1 van die Wet op Nywerheidsversoening, 1956, daaraan toegewys is. Met dien verstande dat dit nie Administrasie ingestel kragtens die Wet op die Administrasie van Swart Sake, 1971 (Wet 45 van 1971), insluit nie

Posadres van aplikant—Posbus 10638, Johannesburg, 2000

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

M W J LE ROUX, Nywerheidsregistrator.

(22 Mei 1981)

recognition, including the right to bargain at plant level on wages and working conditions

The company has been willing to recognise the union but will only negotiate on wages and working conditions at industrial council level

A booklet, setting out the union's account of the dispute and listing all Colgate products, was being distributed to foreign and local labour bodies and other organisations likely to support the boycott

A union spokesman said yesterday all Fosatu affiliates had agreed to support the boycott and that the union was going ahead with its preparations for a formal strike ballot

The proposed Colgate boycott is the latest of a growing number of consumer boycotts called by unions in recent years. The SA Allied Workers' Union is also attempting to step up its boycott of Wilson-Rowntree products

Deadlock, RDM 23/5/8 but both doors ~~140~~ ~~151~~ ~~183~~ are 'open

By RIAAN DE VILLIERS
Labour Correspondent

THE Colgate-Palmolive company said yesterday it was prepared to continue negotiations to avoid strike action by members of the Chemical Workers' Industrial Union at its Boksburg plant

However, its statement gave no indication that the firm would concede to the union's demands for full recognition at plant level

The statement followed the formal deadlock reached at conciliation board meetings on the recognition dispute earlier this week — which opens the door to a legal strike by union members

If the strike goes through, it will be the first legal strike by a black union in the country's labour history

The firm also faces a boycott of its products called by the Federation of South African Trade Unions (Fosatu), to which the union is affiliated

In its first public comment after the conciliation board meetings, the firm expressed regrets that the union had called off the negotiations

The union is demanding the right to negotiate wages and working conditions at plant level, while the firm is only prepared to negotiate on wages at industrial council level

It said wage negotiations at industry level were the only fair method of ensuring that the company was not placed at a "severe disadvantage" relative to its competitors, which might happen at plant level negotiations

It said the company's wage levels were the highest in the industry, at a minimum of R401 a month for the lowest grade shift workers and over R700 a month for grade 1 plant operators, including year-end bonuses

The company was prepared to make major concessions, while the union was not prepared to make any, it said

It added it was prepared to "keep the door open" on any suggestions to resolve the dispute

A union spokesman said last night that the union's doors remained open as well

"But the company's offer means nothing if it is still not prepared to meet our demands"



FIRED Police tell workers to leave the premises

'Sit-in' Women fired

Workers dissatisfied with R16-a-week pay

Mercury Reporter
SIXTY-TWO workers from Fine Foods (Pty) Ltd in Rosehill, Durban, were fired yesterday when they refused to work until the company had negotiated a wage increase.
The women workers

ment and their workers committee

'We then tried to approach the manager but he refused to see us and instead asked us to come back next week,' he said. 'The workers felt this was a delaying tactic as

they had been fired and that they should return today to collect their wages

The manager, Mr J P Bello, could not be reached for comment but his wife said 'It's not worth commenting at this

of the stoppage yesterday, said Mr I Posniak, managing director of the firm

He said workers were demanding double their present wages in what seemed to be a 'political strike' timed to coincide with Republic Festival

'Sit-in'

NATAL MERCURY

27/5/81

146
151
132
139
140

strike but were merely staging a peaceful sit-in until the management of Fine Foods listened to their grievances

The women, who cook in the food processing company, are paid R16 a week and were asking for R50 a week

Mr Mathew Oliphant, general secretary of the National Federation of Workers, said the workers had called his union on Monday and asked them to negotiate between manage-

ment to listen to their demands for the past three years'

Comment

Representatives of the department of Manpower Utilisation were called in. They told the workers the strike was illegal and if they did not go back to work they would be arrested

When the workers did not go back police were called to remove them from the premises

They were then told that

Our Pietermaritzburg Bureau reports that most of a 1300-strong Estcourt Burhose factory labour force was dispersed with teargas 'for their own good', police said yesterday

Workers, who downed tools over a pay dispute, had gathered in the road outside the factory and were a hazard to themselves in the pre-dawn, according to Capt W Moon

Most of the workers were still out on the second day

Rehiring

There was 'nothing wrong' with workers wanting more money but it would be necessary for them to lodge their grievances through a negotiating committee elected by the workers

Mr Posniak said rehiring would start today

Burhose were not prepared to negotiate with the National Union of Textile Workers, of whom about 900 of their workers were members, until they had negotiated an agreement of recognition with the company

'We're not prepared to negotiate with them over this strike because that would be giving them de facto recognition,' said Mr Posniak after accusing the union of 'trying to muscle in' on the strike for publicity.

Most of the women workers were earning between R15 and R21 a week, according to Mr John Copelyn, branch secretary of the union.

'Our interest is in the workers who are members of the union,' he said

Aug 15
Union is
27/5/81
recognised

~~157~~
157
~~157~~

Labour Reporter

IRVIN AND JOHNSON
management yesterday
signed an agreement
recognising the unregis-
tered Food Beverage
Workers' Union at its pro-
cessed food factory in
Springs.

The agreement covers
negotiating rights, access,
check-off, strikes and lock-
outs, union-management
meetings, union facilities
at the plant and conflict
handling procedures.

Back to work
SAR 27/5/81 (ISI) 15
at Industria

About 200 employees of Ullman Brothers in Industria, Johannesburg, returned to work this morning after a dispute at the plant yesterday

In two weeks' time workers will appoint a new workers' committee to meet management and discuss grievances

Workers said they were dissatisfied with the present committee and had various complaints about wages and working conditions

Union gets ^{STAR} recognition _{27/5/81}

Labour Reporter ₁₉

Irvin and Johnson has recognised the unregistered Food, Beverage Workers' Union at its plant in Springs

The recognition agreement was signed yesterday and Irvin and Johnson announced the union had a 50 percent membership at the plant

The union has applied for registration. It is an affiliate of the Council of Unions of South Africa.

I & J 306/81
recognize
**unregistered
black union**

AFTER what has been described by both sides as 'extremely successful' negotiations, senior officials of the Food Beverage Workers' Union of South Africa and top management from Irvin and Johnson signed a comprehensive recognition agreement in respect of the Irvin and Johnson processed foods complex in Springs.

The 2500-strong black Food Beverages Workers' Union applied for provisional registration in June, 1980 and soon began recruiting workers at the plant. Most of workers at the Springs complex are now members of the union.

During the four-day negotiations, which union general secretary 'Skakes' Sikhakhane and Mr H Ehlers, group personnel manager of Irvin and Johnson, described as "tough", details were finalized regarding negotiating rights, access, check-off, strikes and lock-outs, union/management meetings and union facilities at the plant.

In addition, Irvin and Johnson and the Food Beverage Workers' Union have reached agreement on several important conflict-handling procedures. These procedures relate to the handling of the grievances discipline, retrenchments and disputes.

Follow-up meetings between both parties have been planned to ensure that any teething problems in connection with the agreement are ironed out.

It was also agreed by the company that the union will have access to the plant to explain the agreement and clarify any issues for the benefit of the workers.

Both the union's president, Mr L Kwelementini, and Irvin and Johnson's managing director, Mr J J Williams, have expressed the conviction that the agreement has laid a solid cornerstone for industrial peace at the plant, to the benefit of both the company and the workers.

By DAVID MIDDIE

MORE than 15000 pamphlets calling for a boycott of Colgate-Palmolive products have been distributed on the Reef in support of what may become the first legal strike by black workers under the country's new labour dispensation.

The boycott call has been put out by the Chemical Workers Industrial Union, a Government-registered affiliate of Fosata (Federation of South African Trade Unions), which has been locked in a recognition dispute with the local management of the multinational Colgate-Palmolive company for more than a year.

It is being extended to a national campaign with the support of all other member unions under the Fosatu umbrella. It comes within days of a call by the South African Allied Workers' Union for a boycott of all Wilson-Rowntree sweets.

The decision to call a Colgate boycott follows the deadlock last week of a Labour Department conciliation board hearing between the union and Colgate.

Colgate Palmolive is a signatory to the Sullivan Code which commits US companies to removing discrimination in their South African factories. It has in the past been seen as a model employer by other US companies operating in this country.

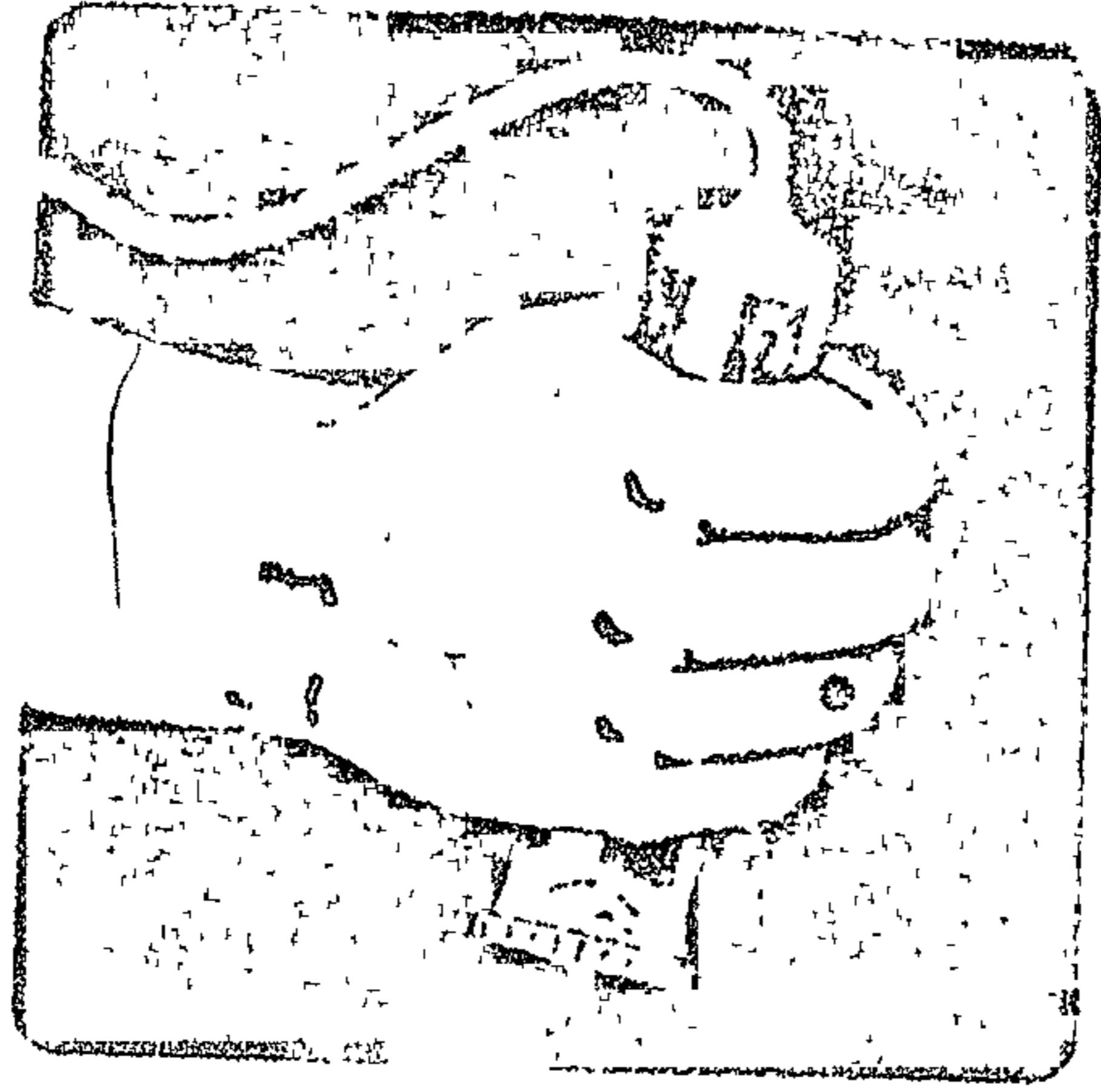
If the deadlock is not broken, according to a union representative, CWTU will hold a strike ballot within the next two weeks among Colgate's 240 black workers.

UNION POLITICS

ON THE SQUARES

S. Tubwe 31/5/87

Colgate boycott call



Grant recognition to the union which claims to represent more than two thirds of the Colgate workforce.

A petition signed by 189 black workers was presented to Colgate soon afterwards, asking for a management-union meeting to discuss recognition.

By October, Colgate had agreed to recognise the union but only to represent the black workforce in "matters relating to shop floor grievances". This would have excluded wage and general working condition negotiation rights for the union — both negotiating rights included in CWTU's original demand for recognition.

The wrangling continued until the union declared a formal dispute earlier this year. In an attempt to resolve it, both sides went to arbitration by a Department of Labour conciliation board. But hearings ended in deadlock last week. By 31 days after a breakdown in negotiations before calling a strike — a wait that will end in three weeks. Although both sides still

maintain they are willing to negotiate, Fosatu has announced that Colgate had made "no genuine attempt to meet the aspirations of the majority of workers."

As a result Fosatu said it was calling for a nationwide boycott. Colgate has responded by issuing pamphlets to its workforce rejecting the dispute and the boycott call as "the work of outsiders not interested in the genuine welfare of the workers."

Trade unions have in recent years recognised consumer boycotts as powerful weapons with which to fight employers. The last two years have seen boycotts called against Fatis and Mon's Pasta products, red meat, as a result of disputes in the Cape Meat industry, and more recently, of Wilson-Rowntree sweets, following the sacking of 500 workers at Rowntree's East London factory.

Although Fosatu has not formally discussed the sweet boycott, a spokesman said this week Fosatu and its membership "would want to support anything that would get workers back to work on their terms."

Depending on the outcome, a strike could begin in mid-June — about three weeks from now. It will be the first legal black strike under the Government's new labour laws introduced last year.

In preparation, the union has distributed to local and foreign labour bodies a booklet outlining the month-old dispute with Colgate. In black townships it is distributing a pamphlet calling for support for the boycott and naming 18 Colgate products.

The Colgate union dispute began in February last year with a refusal by management at the Boksburg plant to meet union representatives or to

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Unrest in motor industry reveals inter-union strife

The labour unrest which has hit the Port Elizabeth motor industry in recent weeks is subsiding — but the inter-union strife underlying it is far from over. The protagonist in the city's latest labour relations drama has been the Motor Assembly and Components Workers Union (Macwusa), which on Wednesday negotiated a settlement to the two week long strike by about 3 000 workers at Ford, Firestone and General Motors

NEW BREED

Macwusa is one of a tough new breed of trade unions which flatly reject registration and which believe they must involve themselves in all aspects of workers' struggles — not just their problems on the shop-floor. At odds with Macwusa in Port Elizabeth, and increasingly undercut by the former's growing support among black workers, is a key affiliate of the Federation of South African Trade Unions, the National Union of Motor Assembly and Rubber Workers (NUMARW).

Originally a registered coloured union recognised by many employers in the Port Elizabeth-Uitenhage complex, NUMARW last year merged with two other Fosatu affiliates, including a black union to become non-racial. The black union now absorbed into NUMARW was already in trouble at

the time of the merger. Charging that it was "pro-management," 700 workers at Ford's Cortina plant withdrew their support for it, requested management to cancel their stop-orders and in September last year launched Macwusa. At the root of their dissatisfaction was the

union's handling of the 1979 Cortina plant during which workers elected their own committee to deal directly with management. Simmering conflict between Macwusa and NUMARW, hinted at by a pensions strike at Firestone in January this year, has been thrown

Recent unrest in the South African motor industry has involved rival unions. Immediate disputes with management have been resolved but tension between the unions shows signs of growing. DREW FORREST reports.

140A 139 151 5/6/81 Jan

sharp relief by the current unrest. The strikes have centred on a very real issue — the reinstatement of 150 Firestone workers who lost their jobs in January. But they are also seen as a show of strength by Macwusa, aimed at highlighting its inroads to NUMARW member-

ship and at mobilising further support. From the strikes it has emerged that Macwusa dominates Ford's engine plant as well as the Cortina plant. Macwusa organising secretary, Mr Government Zini, estimates that from a negligible figure union membership at Firestone has leapt to 600

during the strike, and the company has "accepted the union's credentials". The question now is what further threat does Macwusa pose to the NUMARW. It is ironic that just as the NUMARW was poised to take over Pretoria's motor assembly industry and become South Africa's first true industrial union — it should suffer reverses in its heartland of the Eastern Cape.

the hybrid curiosity of people by its with little or no discernible preventive disease hurt may produce and an explosion of anxiety with its fact on health.

el, diagnoses in that category of person. some diseases more common than others, different diseases. Blacks die from some of the same diseases. The poor boy faces certain dangers because the doctors look at patients because the sets off a train of suspicion in the community. Unfortunately everyone is in one or more of these categories. It is either young or old or brown or fair or female or male. Publicly into risk groups and advocating screening examination and early detection may serve the unhealthy preoccupation of individuals. In the same way annual medical case. In the same way annual medical case. In the same way annual medical case.

Eastern Cape sources hold that Uitenhage will be "a much tougher nut to crack" than Port Elizabeth — particularly as NUMARW leaders there have close links with the local community organisation, Uthco. Mr Zini claims organising successes in Uitenhage, but employers in the area are sceptical. After the recent strike at the Sigma Motor Corporation, it is likely that Macwusa will set up shop in Pretoria. Members of the Committee of 20, who were not rehired after the Sigma strike, have moved off from NUMARW and have approached Macwusa for assistance.

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Colgate accused of smear tactics'

The protracted row over union recognition at Colgate-Palmolive in Boksburg has reached new heights of bitterness with the union accusing the company of "intimidatory and smear tactics."

The Chemical Workers' Industrial Union (CWIU) also claims the multinational company has stepped up its advertising campaign and is distributing free samples to defuse the current consumer boycott of Colgate products

Colgate management has said the distribution of samples was "routine marketing strategy" but further comment could not be obtained last night

The statement setting out these claims is the latest development in a

year-long drive by the CWIU for full negotiating rights at Colgate's Boksburg plant. The company has agreed to recognise the union, but will only negotiate wages and working conditions at Industrial Council level.

A conciliation board meeting called recently to resolve the dispute ended in deadlock.

In its statement the CWIU claims the company last week issued four pamphlets to workers as part of a campaign to dissuade them from striking. One of these had said workers were being "misled, fooled and tricked by persons who are not members of the company" and another had attacked elected worker representatives in the plant.

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Retrench penalty ^{DOM 11/11/81} (151) for fast ~~33~~ diggers ~~33~~

By SOPHIE TEMA

ABOUT 60 unregistered black trench-diggers employed by the Industrial Electrical Company, contracted to work in Soweto by the West Rand Administration Board, were yesterday laid off — because they are far ahead of the machine that lays the main cables

The workers who were paid off yesterday, most of them women from the homelands, had been employed on a daily basis and were expected to provide their own spades or picks. They were paid 90c a metre and worked from 7am to 3 30pm

Mrs Regina Mhlungu, one of the dismissed women, said she came from Nqutu in Natal last year to visit her husband and went to work as a trench-digger, earning between R52 and R66 a fortnight. When she was retrenched all she received was a cheque for R52.

A spokesman for the company confirmed that the workers had been retrenched.

"The people who have been digging service-trenches which had to lie open for a lengthy time were faster than the machine that was digging trenches for the main cable," he said

"And, for the machine to be catch up with the trenches already opened we had to lay them off."

He claimed the workers had to bring their own implements because about 150 spades and picks were missing at the end of the first day the diggers were employed

GENERAL NEWS

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Comprehensive agreement reached at Kellogg

By Drew Forrest
 One of the most comprehensive recognition agreements in recent years has been reached between the Kellogg Company of SA and a largely black trade union.

The agreement between the Springs-based food company and the Sweet, Food and Allied Workers

Union (SFAWU) — an affiliate of the Federation of SA Trade Unions — is the second major recognition agreement negotiated by a Fosatu union in the Transvaal.

Apart from a clause providing for wage negotiations, there are unusual features, including

- A comprehensive retrenchment procedure — requiring negotiation on all retrenchments, establishing the principle of "first in, last out" and stipulating levels of redundancy pay

A Fosatu spokesman said that in view of the downturn in the economy and the threat of large-

scale redundancies, this was "particularly important"

- Paid maternity leave for women with at least a year's service

Kellogg, an important American subsidiary which subscribes to Sullivan principles, first recognised SFAWU in 1979

when the union was still unregistered. It was the second company in South Africa to take this step.

After negotiations with SFAWU last year — when the union pressed its "living wage" demand — the company agreed to substantial wage increases for its 130-strong workforce

- (5) From the demand curve find the total amount which must be offered on the market in order to fetch the prices discovered in part (4). From these amounts make a schedule showing how much the government would have to buy or sell for each total output.
- (6) Draw up a schedule showing how much the government would have to buy or sell in each of the ten successive years of part (2). Would the government have to sell a total greater than the amount it would have to buy over the ten years? Does the answer mean that stabilization of the gross value of a crop is impossible?

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(1) For the historical Evidence on Sheep-Votes and Proceedings culture, in Monica of South Africa, V Hope, Report of the Market (A. 26 - '7)

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is appended below.

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Noordelike Provinsies vanaf 1 Augustus tot end Desember en weer vanaf begin Januarie tot end April.

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Who pays? - farmers or co-op?

Union men

C. Herald (3/6/87) get order

to prevent

sackings

A RAND Supreme Court judge confirmed an interdict last week, preventing an employer from dismissing any employees because they were members of a trade union or because of the union's activities.

An application for an interdict was brought two months ago by 23 workers at Auto Industrial (Pty) Limited - all of whom were members of the Metal and Allied Workers Union of South Africa - who feared victimisation.

At the first hearing the court granted the men an interdict after they had claimed in papers before the court that they had feared dismissal because of their membership of the Union or its activities.

CONFIRMED

Mr Justice J. S. Steyn confirmed the order last week after a document filed by Mr D. Prasad, managing director of the firm was handed in to the court.

In the document Mr Prasad said that he did not intend opposing the order.

He said that he disputed essential allegations against his firm and more particularly that an employee had been, or was in danger of being dismissed because he was a member of a trade union.

In papers filed previously the judge was told the background to the application was that all of the dismissed or two workers who were members of the union.

Mr John Marcus Sibya, an organiser of the union and one of the applicants who had had discussions with management, said that the application was made as a result of the attitude of the firm towards the union as employees and the unions' activities.

hearing in South Africa, see: Parliament (Cape of Good Hope) Francis Wilson, A Century of Agronomy (eds) The Oxford History of South Africa Wilson refers to Cape of Good Hope the Supply of the Labour

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C. Herald
Union, 13/6/81

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SALDRU FAF

CONFERENCE

THE 2 500-strong Black Food and Beverage Workers' Union of South Africa has entered into a comprehensive recognition agreement at the Springs processed food plant of the giant Irvin and Johnson company

S During the four days of negotiations, which Union General Secretary Mr 'Skakes' Sikhakhane and Mr H Ehlers, Group Personnel Manager, of Irvin and Johnson, described as 'tough,' details were finalised regarding negotiating rights, access, check-off, strikes and lockouts, union management meetings and union facilities at the plant

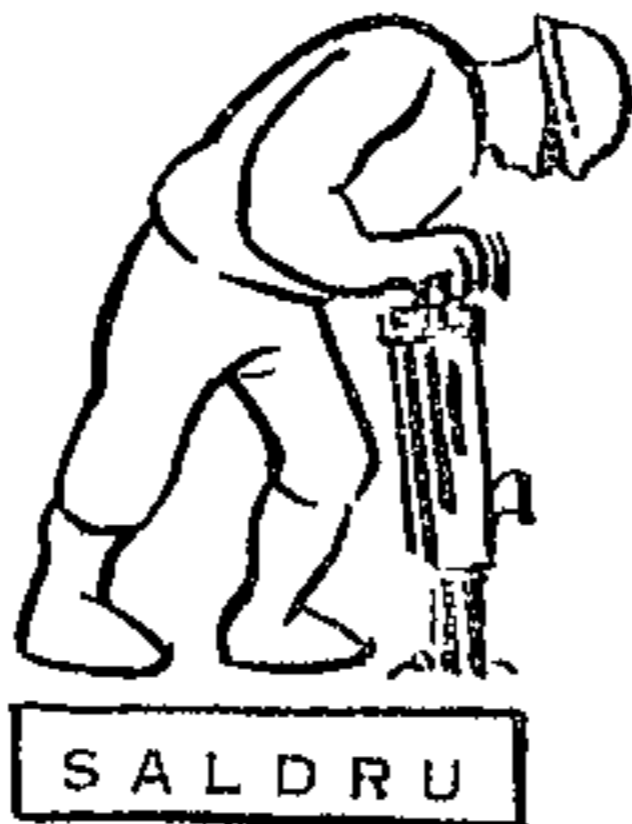
In addition, agreement has been reached on a number of important conflict-handling procedures. These procedures relate to the handling of grievances, discipline, re-trenchment and disputes.

Notes

MEETINGS

Follow-up meetings between both parties have already been planned to ensure that any teething problems in connection with the agreement are quickly ironed out.

It was also agreed by the Company that the Union will have access to the plant to explain the agreement and clarify any issues for the benefit of the workers.



Preliminary Draft : No portion of this paper may be quoted without permission of Saldru, School of Economics, University of Cape Town.

Chamber relents on conditions for unions

By Drew Forrest

The Chamber of Mines has modified its controversial criteria for the recognition of trade unions

Details of the revised criteria — which are likely to have far-reaching implications for future industrial relations in the mining industry — have been disclosed to The Star

The criteria make significant concessions to registered mining unions. Those seeking to represent the half million black workers in mining will find it easier to win negotiating rights

But, according to mining sources, there has been no change in the chamber's stance on unregistered unions, with which it has insisted it will not negotiate

ARE

The original criteria for union recognition drafted last December, were attacked by unionists for their stringency

The key revisions in the new guidelines are

To win recognition from the chamber, registered unions will have to prove only "significant" membership throughout the mining industry, rather than the 90 percent enrolment of eligible members previously required

Unionists complained that the latter figure was almost impossible to attain on the mines

Unions which have

merely applied for registration and which can show "significant" membership will not get negotiating rights. But "check-off" — the deduction of union dues by employers — will be granted to them

More than one registered union may now be recognised by the chamber as representing workers in a particular job category or occupation. Such unions must "jointly" approach the chamber for the purpose of negotiating basic wages and conditions of employment

Under the previous guidelines, already recognised unions could have a negotiating monopoly in regard to a particular occupation, even if — like the Mine Workers Union — they were exclusively white. The new policy means that black workers in mining may belong to recognised bodies.

TEST

The revised criteria remain more stringent than those of other major employer groupings, unionists say, in that to win recognition mining unions must still pass a membership test after being registered

The chamber's insistence on negotiating only with registered unions conflicts with the industrial relations policy of the Federated Chamber of Industries, of which several mining houses are members

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that council, and who presented her experiences with the conservative growers who dominated

It seems likely that other dairy projects have failed as the problems of lack of markets and low production force members to leave (9) That people consider the projects as essentially non-viable is borne out by the fact that while many people in Amathole and Inkomo have decided to sell milk as a result of the dairies' example, they have not joined.

Freddy Mhlauli said that Amathole Dairy has lasted so long because the members work well together and trust each other "unlike at N.M.'s place". It does seem that the tensions generated by the conflict between N.M. and the other members may lead to the dairy's rapid demise, on the other hand while the Amathole dairy has been running for over 25 years only two people earn more than R5,00 a month from it and very few people are involved.

This brings us to the issue of whether an efficient patron figure, by bringing

It also alleges Corobrik wage clerks collect NUBAW dues

A memorandum from Mr Legotlo's law firm to the registrar denies the union is a "tame" or "company" union

In a separate memo, the union also alleges NUBAW, which claims a membership of 4 500, could not have organised these workers in such a "short space of time" without "management assistance"

BCAWU, which claims 6 500 members, says suspicions were fuelled by the fact that Mr Legotlo and NUBAW'S president, Mr M C Harike, were until recently Corobrik management men

The union's general secretary, Mr Eustace Legotlo, is a priest who is active in black church politics

Suspicious were based on signs outside the union's office which described it as the "Corobrik National Union of Brick and Allied Workers" and that its telephonist answered its phone with the greeting, "Corobrik, good morning"

The Rand Daily Mail reported this year that there were suspicions that NUBAW was a company union — a charge which it denied

But both NUBAW and Corobrik deny that the union is a "company" union

NUBAW has applied for Government registration and has asked the industrial registrar not to register BCAWU

The union is the Building, Construction and Allied Workers' Union which charges that the rival National Union of Brick and Allied Workers is a "company union" formed by brick manufacturers Corobrik, a subsidiary of the giant Tongaat group

A BLACK trade union is locked in a registration dispute with a rival union which, it believes, is a test of Government attitudes to "company" unions

By STEVEN FRIEDMAN
Labour Reporter

Unions dispute a 'test for the State'

Some of the successful ones were established over a very short period of time and then attracted more and more members and stimulated people in adjoining

altogether.

while others barely totter along and there are many which have been scrapped

garden then, the extension officer may work through groups like Zenzele

or the Y.W.C.A. or he may hold general meetings and work through all organisations

to get to the population at large. In other cases a group of residents may approach the extension officer.

4. COMMUNAL GARDENS

4.1 INTRODUCTION

It seems that the agricultural extension department has been encouraging communal gardens for over twenty years, in the Ciskei at least. In Umhlaba

there was mention of gardens which had been started and failed even before the rehabilitation schemes were begun

There has been particular emphasis on them in recent years although this varies from area to area I visited

gardens in the Ciskei, Transkei and Kwazulu. Some have been very successful

free by the government, the site is situated very close to water (1 e.

generally on the banks of a stream) and the extension officer gives demonstrations and talks on how to grow vegetables These factors are very important when many villages are more than half an hour's walk from water, and most people have no fences round their home gardens so that chickens and small stock eat whatever they try to plant.

Most of the gardens are called "Zenzele Gardens" (and in Kwazulu Vuku zenzele) even where there is no Zenzele women's committee In areas where there are strong Zenzele groups (e.g. Umhlaba) it is part of the "policy" of Zenzele

to ask the extension officer to help them establish gardens In establishing a garden then, the extension officer may work through groups like Zenzele

or the Y.W.C.A. or he may hold general meetings and work through all organisations to get to the population at large. In other cases a group of residents may approach the extension officer.

It confirms NUBAW used Corobrik's name on signs and on the phone, but adds that "almost all of (NUBAW'S) members are employed by Corobrik and the use of the name facilitated communication between (it) and its members."

The memo says Mr Legotlo and Mr Harike left Corobrik to form NUBAW when they "became disillusioned with the treatment by management of black workers"

The union says it has succeeded in negotiating pay increases for workers and winning their reinstatement when they have been fired

In view of peoples commitment to the project (discussed later) I would see the dairies main value in providing an educative experience for those involved.

One might argue that in an environment of such poverty and lack of alternatives, inequitable production is better than nothing and that it is very useful in expanding peoples consciousness.

It seems likely that other dairy projects have failed as the problems of lack of markets and low production force members to leave (9) That people consider the projects as essentially non-viable is borne out by the fact that while many people in Amathole and Inkomo have decided to sell milk as a result of the dairies' example, they have not joined

Freddy Mhlauli said that Amathole Dairy has lasted so long because the members work well together and trust each other "unlike at N.M.'s place". It does seem that the tensions generated by the conflict between N.M. and the other members may lead to the dairy's rapid demise, on the other hand while the Amathole dairy has been running for over 25 years only two people earn more than R5,00 a month from it and very few people are involved.

This brings us to the issue of whether an efficient patron figure, by bringing more innovations, is worth the elements of exploitation that generally go with his/her involvement. One must note that members at Inkomo are earning more from the dairy than those at Amathole. This is mainly due to the fact that members at Inkomo are better off than those at Amathole, however it does seem partly due to the better methods used at Inkomo. For example during the period of centralised marketing most people's incomes were higher. One must also consider the case of Alfred Bukula, it seems that he did not have any extra resources and yet he was able to improve his stock to earn the second highest income after N.M. However, as we have seen the innovations were not enough to make the dairy run efficiently and turn it into a viable co-operative.

Finally, while they help some people make more use of their cattle, dairies cannot be seen as a way of improving the standard of living of the very poorest people in an area, because only those with cattle can join. Furthermore, the poorest members tend to be forced out of the dairy because they have too few cattle to get a decent income from the dairy, thus the man of the family is forced into migrancy and there is no one left at home to do the labour involved in the dairy. They are mainly beneficial to people who have many cattle, or who have other local money-earning activities and who can fit the dairy jobs in with their other work as a supplementary source of income. (10)

In view of people's commitment to the project (discussed later) I would see the dairies main value in providing an educative experience for those involved. One might argue that in an environment of such poverty and lack of alternatives, inequitable production is better than nothing and that it is very useful in expanding people's consciousness.

4. COMMUNAL GARDENS

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Mangope is set to recognise trade unions

By PATRICK LAURENCE
Southern Africa Editor

PRESIDENT Lucas Mangope of BophuthaTswana has declared his willingness to consider granting recognition to trade unions and so to chart a new course in industrial relations for independent "national states".

He told the Rand Daily in an interview "We are not against trade unions, and neither are our industrialists".

His attitude is in marked contrast to that of President Kaiser Matanzima, of Transkei, who has expressed himself forcefully against recognition of trade unions, and of Chief Lennox Sebe, of the independent-to-be Ciskei, whose police have detained nearly 60 trade unionists.

Venda, which became independent in September 1979, shortly before black unions in South Africa were granted formal bargaining rights under the Wiehahn "new deal", does not recognise trade unions either. BophuthaTswana uses the

works committee system, as provided for under the Black Labour Relations Regulation Act which it inherited from South Africa.

Like Transkei and Venda, BophuthaTswana became independent before black unions in South Africa were recognised in terms of the recommendations made by the Wiehahn Commission of Inquiry.

Some observers see the failure of these territories to provide legislation for trade unions as a "betrayal" to black workers.

President Mangope said "At the time of the Wiehahn Commission I said to Mr Fanie Botha (South Africa's Minister of Manpower Utilisation) that we felt we should have been invited to give our views and to participate in the work of the commission because our countries are so intertwined.

"But the South African Government apparently didn't see it that way at all.

no fences round their home gardens so that chickens and small stock eat whatever they try to plant

Most of the gardens are called "Zenzele Gardens" (and in Kwazulu Vuku zenzele) even where there is no Zenzele women's committee. In areas where there are strong Zenzele groups (e.g. Umhlaba) it is part of the "policy" of Zenzele to ask the extension officer to help them establish gardens. In establishing a garden then, the extension officer may work through groups like Zenzele or the Y.W.C.A. or he may hold general meetings and work through all organisations to get to the population at large. In other cases a group of residents may approach the extension officer.

Ex-Sigma men petition Minister

By MONK NKOMO

THE 18 former Sigma Motor Corporation employees in Pretoria have petitioned Mr SP Botha, Minister of Manpower Utilisation to establish a conciliatory board to investigate and determine reasons for their dismissals.

The former employees, who were committee members and acted as intermediaries during the strike, submitted that Sigma's refusal to reinstate them was an unjust discrimination.

"This is presumably because we served on the committee and performed the functions of negotiating the proposed wage increases with management after the workers had expressed their dissatisfaction on the progress made by the liaison committee."

The application added "It is further submitted that we as members of the

committee at no time resigned our employment or intended to resign our employment. Although the pamphlet of April 14 as issued by the employer stated that we would be deemed to have terminated our employment unless we returned to work. This is a unilateral deeming not justified by acts.

"It is not justified by the facts and as such it is a change in terms and conditions of our employment arbitrarily imposed without any consideration having been given to the role that we played in representing the workers."

They further alleged that it was unfair labour practice to be refused reinstatement, "whereas the majority of workers who did not serve on the committee have been reinstated. There is a probability that if we are not reinstated, labour unrest may be created or promoted."

QUANTITY
SURVEYING

(Continued)

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**Poll tests indicate
strong union support**

RDM 2/7/81 (NACOM) (151) (W/SU)

By STEVEN FRIEDMAN
Labour Reporter

TWO EAST Rand factories have recently held referendums in which workers have been able to choose whether they want a trade union to represent them

The union, the Fosatu-affiliated Metal and Allied Workers, won more than 90% of the vote in both referendums and recognition negotiations between it and the companies have begun

Unionists say two similar referendums may be in the offing.

The plants at which referendums were held are Vaal Metal Processings, a subsidiary of the Abercom group of companies, and Hendler and Hendler Both are based in Boksburg

At Vaal Metal Processings, the union won 172 votes, with five workers voting against it, informed sources say They add that the company has agreed in

principle to deal with Mawu and that talks have begun

An Abercom source yesterday confirmed that the company was talking to the union, but added that official comment would have to come from a company executive, Mr Bob Power, who was unavailable

At Hendler and Hendler, union sources say Mawu won 95% of the vote They add that the company was originally unwilling to negotiate with the union on wages and working conditions but that it agreed after the ballot had been held.

Recognition talks with Mawu are under way and the company is negotiating a pay increase with union shop stewards, the sources say

Hendler and Hendler's managing director, Mr Solly Hendler, was also unavailable yesterday.

The two referendums are among the first to be held by employers to determine the

support of unions A Uitenhage company, Veldspun, which is a Barlow Rand subsidiary, last year became the first company in recent times to do so.

Fosatu's National Union of Textile Workers won the referendum in which workers were asked to choose between it and a rival Tucsa union

Then two East London companies, Chloride and Johnson and Johnson, held referendums before recognising the unregistered SA Allied Workers Union

Unionists say most employers have resisted the idea of referendums, preferring to test union membership by inspecting union membership lists.

But this attitude appears to be changing, they added

They said one reason unions favoured referendums was that if they won these convincingly they could demonstrate support and resist the idea that unions should operate side-by-side with non-union works councils

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greatest promise at the end
of the first year.

M P Morkel

Legal action
 Sta 3/7/81
on lockout
 of workers

Labour Reporter
 The National Union of Textile Workers yesterday attempted to lodge an urgent application against a Selcourt, Springs, packaging firm at the Johannesburg Supreme Court

The union accused Stag Packings of locking out the work force of about 75 workers on Monday

Mrs Maggie Magubane, a spokesman for the union, said the workers were locked out by management and would not be allowed to return until they resigned from the union

The National Union of Textile Workers had been seeking recognition at Stag Packings and claimed majority support.

The hearing was postponed until today.

Company spokesmen at Selcourt have refused to comment. Stag Packings is owned by a British multinational, Turner Newall which has offices in Durban.

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 For the best student in the

- I : N D G Sessions
- II : A R Low Keen
- III: No award

LTA Prizes
 For the best student in each of the courses of Building Economics I, II and III in the third, fourth & fifth years respectively.

Cape Chapter of Quantity Surveyors' Prize
 For the student obtaining the highest marks in Professional Practice.
 P R Swift

Bell-John Prize
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 P C Key

URBAN & REGIONAL PLANNING

QUANTITY SURVEYING
 (Continued)

CT 4/7/81

Wage dispute at Saldanha fish firm

Staff Reporter

MANAGEMENT and worker representatives were last night negotiating a settlement on a new wage deal for workers at the Saldanha Sea Harvest Fish factory where 700 workers were 'locked out' on Thursday

Late last night, officials were still deciding on the terms of the agreement, which could bring an end to the week-old dispute

Negotiations started at noon yesterday and continued throughout the afternoon and evening

The dispute arose when management this week announced wage increases which were unacceptable to the 1 000 workers at the factory

The wage offered by management was an average of R34 a week, while workers were demanding a minimum wage of R40 a week

Workers were also demanding a clear wage rate for the various grades of work

According to a spokesman for the Food and Canning Workers' Union to which the workers belong, workers were locked out on Thursday after management had refused to speak to them

The more than 700 women who then left the factory did not return to work yesterday

The spokesman said others, mainly contract workers, had returned to the factory 'under protest'

The company's managing director, Mr E H Kramer, denied yesterday that workers had been locked out

He said management was prepared to grant a minimum wage of R40 a week, but then travel allowances and bonuses which workers had previously been given outside their basic salaries would fall away

Rise for fish factory workers

CT 6/7/81
139 138
136 157 152

Staff Reporter

WORKERS at the Sea Harvest fish factory in Saldanha Bay will receive across-the-board increases in terms of a settlement reached between management, workers and representatives from the Food and Canning Workers' Union

Mr Jan Theron, general secretary of the Food and Canning Workers' Union, said the minimum wage rate would be raised from R27 60 to R35,88 excluding a travel allowance

The managing director of the Sea Harvest fish factory, Mr H E Kramel, said last night that he could not recall the exact details of the new rates. But the wages agreed on were "substantially the same as those offered to workers before they walked out"

He said that less than 30 percent of the work force received the minimum wage, while the average wage before the settlement was R42

A joint statement issued by management and the union said it had been agreed that a further increase would be granted in January, 1982, bringing the minimum earnings to R40 a week

Workers earning above the minimum rate are to receive increases of between R8,28 and R9,20 a week, depending on their earnings. They will receive a travel allowance of between R2,50 and R5 50

Mr Theron said the encouraging thing about the negotiations was the support shown by workers at other fish factories

"Fish which could not be processed in Saldanha was sent to a major fish-processing factory in Cape Town, but workers there refused to work it until a pay settlement had been reached at the Saldanha factory." Workers at the Sea Harvest Fish factory return to work today

Court rejects

order against firm

Court Reporter
 AN URGENT application by seven employees of a packing firm to have their dismissals set aside was refused in the Rand Supreme Court yesterday

Mr Justice Nestadt said it was undesirable that the workers should be foisted on an unwilling employer

The application was brought by the National Union of Textile Workers and Mr Samuel N Sibonyani, Mr J F Nhlengethwa, Mr B J Mabhena, Mr J R Mahlangu, Mr T G Shabalala, Mr L B Mabhena and Mr M M Gambi against Stag Packing Pty Limited and South African Packing and Jointing Manufacturers Pty Limited

The workers asked the court for an order to have their dismissals declared null and void and for a rule nisi restraining Stag Packing and SA Packing and Jointing Manufacturers, of Christiaan Road, Nuffield, Springs, from dismissing workers because they belonged to the trade union

The court was told in an affidavit that the companies were producers of packings and employed about 90 people, 80 of which belonged to the union

A dispute arose between the employees and the companies in January concerning the dismissal of two workers, Mr Sibonyani told the court

On learning that the union was active in the factory, the managing director of Stag Packing, Mr D T Grobler, called a meeting of managerial and supervisory staff. Mr Grobler allegedly said at the meeting he did not want the union to be active in the factory and if the employees continued to be members, he would fire them

Mr Sibonyani said that on June 2, Stag Packing dismissed 12 employees because trade was slack. A work stoppage ensued and the union was asked to intervene in the dispute

A meeting was arranged with Mr Grobler and it was agreed that the employees could return to work and that a meeting between union officials, shop stewards and the company's management would be held to resolve the dispute

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The company undertook not to retrench more workers and that no overtime would be worked except on certain machines. If more production was required the company would take on additional staff in which case the retrenched employees would be given preferential treatment

On June 29, employees were told to work overtime. A dispute arose but employees agreed to work

Mr Sibonyani and all other union members were fired on July 1. Mr Grobler would only re-employ those who were prepared to work and to give up their union membership, he said

Mr Grobler told the court the work at the factory was a fraction of what it used to be

URBAN &
 REGIONAL
 PLANNING

QUANTITY
 SURVEYING
 (Continued)

Star 7/7/81
Dismissal application: union fails

Labour Reporter

The National Union of Textile Workers yesterday failed in the Johannesburg Supreme Court to have the dismissal of workers at Stag Packings declared unlawful.

The union lodged an application after the work force of Stag Packings in Selcourt, Springs, was dismissed. It sought an order declaring an unlawful dismissal null and void, preventing dismissal of workers merely because they were union members, and restraining the company from denying workers access to the premises until they resigned from the union.

Mr Justice Nestadt dismissed the application with costs.

DENIED

The company's managing director, Mr D G Grobler, denied he had fired the 90 workers because they belonged to a union. Dismissals were because production had dropped, he said.

Union shop steward, Mr Samuel Sibonyani, said the union was asked to intervene after a work stoppage on June 2 after 12 workers were fired because business was slack.

On June 29 employees were told to work overtime and eventually agreed, Mr Sibonyani stated.

But on July 1, he said, Mr Grobler fired them.

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PLANNING
 REGIONAL
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(Continued)

SURVEYING
 QUANTITY

^{E. v. Post}
Union 9/7/81
142 139
leaders 153
151
otherwise
engaged

Post Reporter

THE views of Eastern Cape trade union leaders on the issue of holding talks with the Midland Chamber of Industries could not be canvassed today as many are on trial, attending court or in detention

Yesterday the chamber's president, Mr Joe Kristal, proposed inviting union leaders to talk with the chamber

"From this exchange of ideas, concepts, expression of needs and data given, we will attempt to establish a framework for co-operation," he told the chamber's mid-year annual meeting

Executive members of the Federation of South African Trade Unions were unavailable today as they were attending the trial in Uitenhage of nine colleagues charged with taking part in an illegal strike and with intimidation

Five executive members of the Motor and Component Workers' Union of South Africa (Macwusa) are in security police detention Two others were unavailable as they were working They are Mr Government Zini and Mr Dennis Neer who were demoted to hourly paid workers after a strike last month

The national president of the South African Allied Workers' Union (Saawu), Mr Thozamile Gqweta, and the branch secretary, Mr Xolani Kota, have been held by the Security Police since July 26

CV 1024 7/7/81

Car union negotiates with Ford

Post Reporter

THE Motor Assembly and Component Workers' Union of South Africa (Macwusa) submitted terms today to the Ford Company's management for formal recognition of the union

A union official, Mr Tonfie Kumalo, said that Macwusa had begun formal negotiations for recognition by the company with the submission of terms to Ford's industrial relations director, Mr Fred Ferreira

Mr Kumalo said union officials would meet Mr Ferreira to discuss the terms on Thursday next week

PDM 10/7/87

Salcast wage talks deadlocked

By STEVEN FRIEDMAN
Labour Reporter

NEGOTIATIONS on the dispute which led to a strike by 2 000 workers at the East Rand smelting works Salcast on Monday are deadlocked with worker representatives repeating demands for a pay increase and management rejecting these demands.

But more talks are scheduled for today

Management has also confirmed that workers who clocked in to work during the stoppage, but refused to work, will be paid for the period of the strike

Salcast has also agreed, during talks with union shop stewards, to review the scale of allowances paid to workers and the range of jobs to which these apply

These points are spelled out in a company statement released yesterday

The Metal and Allied Workers Union claims there could be new unrest at the plant if an increase is not granted.

The strike was sparked when the metal industries' new industrial council agreement came into force last week.

Workers reacted angrily to the fact that some would receive a 26c an hour raise while most would get 14c in terms of the agreement. They demanded that all receive 26c.

Workers agreed to return to work pending negotiations between Salcast and the Metal and Allied Workers Union. Mawu claims workers are angry and that there could be "more trouble" if a new increase is not granted.

In its statement, Salcast said the demand for an increase over and above that laid down in the agreement was "unjustified and unrealistic"

Since March, the minimum wage had risen by 23% and "a further across-the-board increase is out of the question". In addition to the basic wage, Salcast paid a voluntary 8c an hour attendance allowance.

The statement says discussions will take place again today and adds that management hopes that workers will withdraw their demand for a bigger increase.

Mawu spokesmen could not be reached for comment yesterday.

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LTA Prizes
For the best student in each of
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II and III in the third, fourth &
fifth years respectively.
I : N D G Sessions
II : A R Low Keen
III : No award

QUANTITY
SURVEYING
(Continued)

KENNISGEWING 503 VAN 1981
DEPARTEMENT VAN FINANSIES

DIE TRUST BANK VAN SUIDWES-AFRIKA BEPERK.
—KENNISGEWING INGEVOLGE ARTIKEL 12 (1)
VAN DIE BANKWET, 1965

Hiermee word vir algemene inligting bekendgemaak dat Die Trust Bank van Suidwes-Afrika Beperk, kragtens artikel 4 van die Bankwet, 1965—

(1) op 29 Junie 1981 as 'n handelsbank voorlopig geregistreer is, en

(2) op 29 Junie 1981 as 'n handelsbank geregistreer is nadat sy voorlopige registrasie op genoemde datum ingetrek is.

(10 Julie 1981)

NOTICE 503 OF 1981

DEPARTMENT OF FINANCE

DIE TRUST BANK VAN SUIDWES-AFRIKA BEPERK
—NOTICE IN TERMS OF SECTION 12 (1) OF THE
BANKS ACT, 1965

It is hereby notified for general information that in terms of section 4 of the Banks Act, 1965, Die Trust Bank van Suidwes-Afrika Beperk—

(1) was registered provisionally as a commercial bank on 29 June 1981, and

(2) was registered as a commercial bank on 29 June 1981 after its provisional registration was cancelled on the said date.

(10 July 1981)

KENNISGEWING 504 VAN 1981
DEPARTEMENT VAN FINANSIES

THE TRUST ACCEPTING BANK LIMITED.—KENNISGEWING INGEVOLGE ARTIKEL 12 (1) VAN DIE BANKWET, 1965

Hiermee word vir algemene inligting bekendgemaak dat die registrasie as 'n aksepbank kragtens die Bankwet, 1965, van The Trust Accepting Bank Limited met ingang van 1 Januarie 1981 ingetrek is

(10 Julie 1981)

NOTICE 504 OF 1981

DEPARTMENT OF FINANCE

THE TRUST ACCEPTING BANK LIMITED.—NOTICE IN TERMS OF SECTION 12 (1) OF THE BANKS ACT, 1965

It is hereby notified for general information that the registration of The Trust Accepting Bank Limited as a merchant bank in terms of the Banks Act, 1965, was cancelled with effect from 1 January 1981.

(10 July 1981)

KENNISGEWING 506 VAN 1981

DEPARTEMENT VAN MANNEKRAGBENUTTING
WET OP NYWERHEIDSVERSOENING, 1956

AANSOEK OM VERANDERING VAN DIE REGISTRASIEBESTEK VAN 'N VAKVERENIGING

Ek, Mattheus Willem Johannes le Roux, Nywerheidsregistrator, maak ingevolge artikel 4 (2) soos toegepas by artikel 7 (5) van bogenoemde Wet, hierby bekend dat 'n aansoek om die verandering van sy registrasiebestek ontvang is van die Garment Workers' Industrial Union (Natal). 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 Mannekragbenutting, Ongevallegebou 449, Schoemanstraat 215, Pretoria, (posadres: Privaatsak X117, Pretoria, 0001).

TABEL

Naam van vakvereniging.—Garment Workers' Industrial Union (Natal).

Datum waarop aansoek ingedien is.—27 Mei 1981

Belange en gebied ten opsigte waarvan aansoek gedoen word.—Alle persone wat vir die doeleindes van die Wet werknemers is en in die Kleremakersbedryf in diens is in die landdrosdistrikte Camperdown, Durban, Estcourt, Inanda, Kliprivier, Lower Tugela, Newcastle, Pietermaritzburg, Pinetown, Port Shepstone en Umzinto, maar uitgesondered enige gedeeltes van hierdie landdrosdistrikte wat ingevolge Proklamasie R. 11, 1977, wat in die *Staatskoerant* van 28 Januarie 1977 verskyn het, binne die selfregerende gebied KwaZulu val

GA 7654 NOTICE 506 of 1981

DEPARTMENT OF MANPOWER UTILISATION

INDUSTRIAL CONCILIATION ACT, 1956

APPLICATION FOR VARIATION OF SCOPE OF
REGISTRATION OF A TRADE UNION

I, Mattheus Willem Johannes le Roux, Industrial Registrar, do hereby, in terms of section 4 (2) as applied by section 7 (5) of the above-mentioned Act, give notice that an application for the variation of its scope of registration has been received from the Garment Workers' Industrial Union (Natal). 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 Utilisation, 449 Compensation House, 215 Schoeman Street, Pretoria (postal address: Private Bag X117, Pretoria, 0001), within one month of the date of publication of this notice

TABEL

Name of trade union.—Garment Workers' Industrial Union (Natal)

Date on which application was lodged.—27 May 1981.

Interest and area in respect of which application is made—All persons who are employees for the purposes of the Act and who are employed in the Garment Making Industry in the Magisterial Districts of Camperdown, Durban, Estcourt, Inanda, Klip River, Lower Tugela, Newcastle, Pietermaritzburg, Pinetown, Port Shepstone and Umzinto, but excluding any portions of these Magisterial Districts falling within the selfgoverning territory of KwaZulu in terms of Proclamation No. R 11, 1977 which appeared in the *Government Gazette* of 28 January 1977

“Kleremakersbedryf”, sonder om enigsins die gewone betekenis van die uitdrukking te beperk, beteken die bedryf waarin werkgewers en werknemers met mekaar geassosieer is vir die maak van alle klasse tweed- en linnehoede, dameshoede, dasse, gordels, kruisbande, kousophouers, buustelyfies, vormdrag en alle klasse bo- en onderklere, waaronder breidrag, hemde, boordjies, slaap- en ander nagklere en onderklere, en alle werksaamhede daaraan verbonde en voortspruitende daaruit wat deur sodanige werkgewers en enige van hul werknemers verrig word, maar sluit nie kleinhandelmodemakery, kleinhandelhoedemakery of die maak van snyersboklere volgens die mate van individuele persone in nie, maar wel die maak van snyersboklere ter uitvoering van bestellings vir spesiale mate van handelaars wie se klante se mate deur sodanige handelaars of op hulle verantwoordelikheid geneem word, en die maak van alle klasse kledingstukke, waaronder grootmaatkleremakery, gemaak volgens die bestelling van enige Staatsdepartement, provinsiale administrasie, die S.A.S en H. en die S A L. of plaaslike owerhede.

Posadres van applikant.—Posbus 18359, Dalbridge, 4014.

Kantooradres van applikant—Galestraat 127–129, Durban.

Die aandag word gevestig op onderstaande vereistes van artikel 4 en 7 van die Wet.

(a) Die mate waarin 'n beswaarmakende vakvereniging verteenwoordigend is, word ingevolge artikel 4 (4), soos toegepas by artikel 7 (5), 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 artikel 4 (2) moet gevolg word in verband met 'n beswaar wat ingedien word

M W J LE ROUX, Nywerheidsregistrateur
(10 Julie 1981)

KENNISGEWING 507 VAN 1981

PRESIDENTSRAAD

ONDERSOEK NA DIE UITBOU VAN PLAASLIKE EN STREEKBESTUURSTELSELS

Die Staatspresident het die Presidentsraad ingevolge artikel 106 (1) van die Grondwet van die Republiek van Suid-Afrika, 1961 (Wet 32 van 1961), soos gewysig, versoek om hom oor die volgende te adviseer:

Die uitbou van plaaslike en streekbestuurstelsels met inagneming van geografiese, finansiële en verteenwoordigingsaspekte en met besondere verwysing na bepaalde ondersoeke onderneem en verslae uitgebring oor die onderwerp, waaronder—

(a) Eerste en Tweede tussentydse verslag van die Yeldkomitee van Onderzoek na die Instelling van Selfstandige Plaaslike Owerhede in Kleurlinggroepsgebiede, gedateer onderskeidelik 2 Februarie 1978 en 2 November 1978,

(b) verslag van die Slatter-komitee van Onderzoek na die Instelling van Selfstandige Plaaslike Owerhede in Indiergroepsgebiede, gedateer 30 April 1979,

(c) verslag van die Browne-komitee van Onderzoek na die Finansies van Plaaslike Besture in Suid-Afrika, gedateer 12 Maart 1980,

(d) verslag van die Fouché-subkomitee van Onderzoek ter bevordering van Privaateiendomsbesit onder Kleurlinge en Indiers, gedateer 16 April 1980; en

“Garment Making Industry”, without in any way limiting the ordinary meaning of the expression, means the industry in which employers and employees are associated for the making of all classes of tweed and linen hats, millinery, ties, belts, braces, suspenders, brassières, corsetry and all classes of outer and under garments, including knitted garments, shirts, collars, pyjamas and other night wear and underclothing, and all operations incidental thereto and consequent thereon carried on by such employers and any of their employees, but does not include retail dressmaking, retail millinery or the making of tailored outer garments to the measurements of individual persons, but includes the making of tailored outer garments for the execution of special measure orders from dealers whose customers' measurements are taken by or on the responsibility of such dealers, and the making of all classes of garments, including quantity production tailoring made to the order of any Government department, provincial administration, the S A R & H. and the S A A, or local authorities.

Postal address of applicant.—P.O. Box 18359, Dalbridge, 4014.

Office address of applicant.—127–129 Gale Street, Durban

Attention is drawn to the following requirements of sections 4 and 7 of the Act:

(a) The representativeness of any trade union which objects to the application shall in terms of section 4 (4) as applied by section 7 (5) 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 section 4 (2) must be followed in connection with any objection lodged

M. W. J. LE ROUX, Industrial Registrar
(10 July 1981)

NOTICE 507 OF 1981

PRESIDENT'S COUNCIL

INVESTIGATION INTO THE DEVELOPMENT OF LOCAL AND REGIONAL MANAGEMENT SYSTEMS

The State President requested the President's Council in terms of section 106 (1) of the Republic of South Africa Constitution Act, 1961 (Act 32 of 1961), as amended, to advise him on the following.

The development of local and regional management systems with due regard to geographic, financial and representational aspects and with special reference to particular investigations undertaken and reports issued on the subject, including—

(a) First and Second interim reports of the Yeld Committee of Inquiry into the Establishment of Independent Local Authorities in the Coloured Group Areas, dated 2 February 1978 and 2 November 1978 respectively,

(b) report of the Slatter Committee of Inquiry into the Establishment of Independent Local Authorities in Indian Group Areas, dated 30 April 1979,

(c) report of the Browne Committee of Inquiry into the Finances of Local Authorities in South Africa, dated 12 March 1980,

(d) report of the Fouché Subcommittee of Inquiry for the promotion of Private Property Ownership among Coloureds and Indians, dated 16 April 1980, and

Stag 10/7/87
 Union talks
 on Stag (157)

Labour Reporter

Union organisers and workers are meeting in kwaThema, Springs, at the weekend to discuss further action after their recent dismissal from a Springs packing firm.

About 90 workers were dismissed, allegedly because they belonged to the National Union of Textile Workers.

The union failed in an urgent application to the Johannesburg Supreme Court to have the dismissals declared illegal.

Management at Stag Packings in Selcourt, Springs, claimed workers were unproductive.

A union spokesman said they were considering an appeal against the court decision.

p. About 90 workers were dismissed, allegedly because they belonged to the National Union of Textile Workers. The union failed in an urgent application to the Johannesburg Supreme Court to have the dismissals declared illegal. Management at Stag Packings in Selcourt, Springs, claimed workers were unproductive. A union spokesman said they were considering an appeal against the court decision.

General J B M Hertzog Prize
 For the best final year student.

D H Pryce Lewis

For the best student of
 Architecture (or Quantity
 Surveying) in the subject
 of Professional Practice.

David Haddon Prize

Miss C Tredgold

For the best woman student
 in third year.
Molly Gohl Memorial Prize

P A Rappoport

For a student who has
 satisfactorily completed
 1st, 2nd and 3rd major courses.

Helen Gardner Travel Prize

P F Dunkley

Sixth Year

For the best student in :-
of Architects' Prize

Cape Provincial Institute

ARCHITECTURE

FINE ART & ARCHITECTURE

RDM 14/7/81

Fosatu critical of Stag lockout

By RIAAN DE VILLIERS
Labour Correspondent

THE Transvaal region of the Federation of South African Trade Unions has declared its full support for workers dismissed at the East Rand firm, Stag Packing, two weeks ago.

In a statement issued yesterday after a regional council meeting at the weekend, Fosatu condemned the management's "arbitrary lockout" of workers, which it said was "unlike anything yet witnessed by a Fosatu affiliate".

It said it would attempt to support the workers both financially and morally and called on members of the nearby Kwa-Thema community not to fill the jobs of fired workers.

The statement came after a mass meeting in the township at the weekend adopted a resolution that no workers should apply for jobs at the firm.

The meeting was called by the Fosatu-affiliated National Union of Textile Workers, whose members have been involved in the dispute.

The meeting of about 500 people, which was addressed by representatives of Azapo, Cosas and the Committee of 10, as well as unionists, also resolved that the local community should provide financial support to the dismissed workers.

The dispute arose two weeks ago when the firm's managing director, Mr D G Grobler, fired his whole black workforce of about 90.

The union claimed its members had been victimised and locked out because of their union membership.

Management has claimed that all workers were fired because of low productivity.

An application by the union for an urgent interdict against the firm was dismissed by a Supreme Court judge last week on a point of law.

A union spokesman said yesterday a meeting would be held with management this month.

Mr Grobler confirmed this and said the dismissals did not affect a decision earlier this year to have recognition talks with the union.

He said he had taken on some new workers but could not say how many.

In its statement yesterday, Fosatu also declared its support for the boycott of Wilson-Rowntree products, called recently by the SA Allied Workers' Union after union members were fired during labour unrest.

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PLANNING REGIONAL URBAN &

(Continued) SURVEYING QUANTITY

EL firm DO 14/7/81 recognises Saawu

EAST LONDON — The management of the clothing firm Ark Garments in Wilsonia has recognised the South African Allied Workers Union as being representative of the majority of workers at the firm

In a statement released yesterday, Mr R J. Harris of Ark Garments said "The management of Ark Garment Industries (Pty) work in close co-operation with our factory works committee and although there is a small percentage who seem to affiliate themselves to the Garment Workers Union, the majority affiliate themselves to Saawu

"In view of this we recognise the rights of the

workers to be free to choose to which union they wish to affiliate themselves

"We have had numerous discussions with Saawu, as representative of the majority of our workers, on certain aspects of workers conditions and we have found them very helpful and understanding"

Mrs Lucy Mvubelo, of the Garment Workers Union, said they still had members at the factory but because of the distance of the factory from the union's headquarters in Johannesburg they were hampered in their organising duties — DDR.

RDM 15/7/81 (140A) (151)
Motor firm opens door to Fosatu union
 (192)

By STEVEN FRIEDMAN
 Labour Reporter

A LEADING motor components company in the volatile Uitenhage area has recognised the Fosatu-affiliated National Union of Motor Assembly and Rubber Workers

It is Bosal Afrika, which employs 250 workers at its Uitenhage plant. The company says it is "the leading manufacturer of exhaust systems, jacks, garage equipment and precision tubing in South Africa"

The agreement is one of the few to make provision for union recognition while retaining representation for non-union members through an in-plant committee

In terms of the recognition agreement with the union — which will be signed tomorrow

— the company's worker representative committee "will be constituted to include the union shop stewards as well as representatives of non-union members", according to a company statement issued yesterday

The statement adds that agreement has been reached on participation by NUMARW shop stewards in Bosal's worker grievance procedure

It says that NUMARW "represents the majority of the black and coloured workers at Bosal Afrika's Uitenhage plant"

The union has won recognition from a growing number of employers, particularly in the Uitenhage-Port Elizabeth area, its chief area of operation, although it is also active in Cape Town, Pretoria, East London and Durban

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C W von Düring

For the best student in the subject of Building Construction.
 S A Brick Association Prizes

III: No award

II: A R Low Keen

I: N D G Sessions

For the best student in each of the courses of Building Economics I, II and III in the third, fourth & fifth years respectively.

LTA Prizes

P R Swift

For the student obtaining the highest marks in Professional Practice.

Surveyors' Prize

Cape Chapter of Quantity

The Committee of the Western

P C Key

For the best all-round student in any year of study.
 Bell-John Prize

QUANTITY
 SURVEYING
 (Continued)

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STW 15/7/81
~~15/7/81~~
Sigma and
union reach

agreement

Labour Reporter

A negotiated agree-
ment has been reached
between the Sigma Mo-
tor Company near Pre-
toria and the National
Union of Motor Assem-
bly and Rubber
Workers after several
months of talks

In April this year
about 4000 workers
went on strike over
wage demands and
were later dismissed
Talks began soon after
the union proved a
majority representation
among workers who
were rehired

Major settlements in
the agreement are
shop stewards pass rep-
resentation for workers
and priority rehiring
for workers who were
not rehired after the
strike

● Page 11: Union
calls meeting of fired
Sigma men

KDM 16/7/81
Sigma
signs
union
deal

By STEVEN FRIEDMAN
 Labour Reporter

THE Sigma Motor Corporation has signed a recognition agreement with the Fosatu-affiliated National Union of Motor Assembly and Rubber Workers' Union, which contains a unique system for electing worker representatives

The agreement provides for wage and work condition negotiations between Sigma and NUMARW in which the union's recognition will replace Sigma's liaison committee, according to a Sigma statement yesterday

It also contains procedures which could lead to the re-employment of many of the 400-odd workers fired after the strike at the company

Sigma employs more than 4 000 workers at its Pretoria plant. After the strike, the company agreed to negotiate with NUMARW on recognition

About 400 workers were not taken back after the strike and some have left NUMARW for the rival Motor Assembly and Components Workers' Union

Since the strike, about 50 of those not initially re-engaged have been taken back

In terms of yesterday's agreement, those workers "whose work history had been satisfactory or show only a temporary relapse will be offered employment as vacancies occur"

Yesterday Sigma gave NUMARW a list of workers it considers suitable for re-employment. But the union has the right to negotiate for all workers whom, the company says, it will not take back

The agreement also lays down a unique procedure for shop-steward elections which will take place on July 29. Workers will vote in 45 constituencies and non-union members will be able to vote and stand for these posts

If a non-union member is elected, he will have one month in which to join NUMARW. If he refuses, a new election is held and the worker originally elected may stand again. If he is re-elected, he does not have to join the union

A union source said yesterday NUMARW had accepted this procedure because there are a substantial number of non-union members in the plant. "This is not a precedent for plants in which we have an overwhelming majority"

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The new shop steward committee will bargain with Sigma on wages and work conditions as long as the union remains representative in the plant. If it loses representation, Sigma will not bargain with it but will not reinstate its liaison committee, the NUMARW source said

According to Sigma's statement, the new shop stewards will hold discussions with management on ways of increasing productivity

A NUMARW spokesman said the union was to meet workers yesterday evening to explain the agreement. This would be followed by a meeting with dismissed workers today

URBAN &
 REGIONAL
 PLANNING

(Continued)

QUANTITY
 SURVEYING

250 strikers return but 1500 walk out

By STEVEN FRIEDMAN,
Labour Reporter

ABOUT 1500 black workers at Hendler and Hendler, Boksburg went on strike yesterday over wage demands

But 250 workers on strike from the nearby Colgate-Palmolive plant have agreed to return to work today pending further recognition negotiations between the Chemical Industrial Workers Union (CIWU) and management

The Colgate workers struck on Tuesday, claiming that progress in the negotiations had not been quick enough

At Hendler and Hendler,

workers struck at lunchtime yesterday after a demand for a wage increase over and above that contained in the industry's industrial agreement had been turned down, the company's managing director, Mr Solly Hendler, said last night

Mr Hendler hoped workers would return today, but this appeared unlikely

He added that he had told workers he was not prepared to grant an additional increase, despite the strike

The company recently held a referendum to test union support in which the Fosatu-affiliated Metal and Allied Workers Union won 90% of the vote

It is understood that management was negotiating with union shop stewards

Colgate said yesterday it had held talks with CIWU and expected workers to return today

A union spokesman confirmed that workers had agreed to call off their strike, but had demanded "definite progress" by Tuesday or there could be more action

CIWU and Colgate were recently involved in a bitter union recognition dispute which attracted widespread employer and worker interest

The union called a consumer boycott of Colgate products and threatened to embark on the

country's second legal strike by black workers if management did not agree to negotiate on wages and conditions

Recently, Colgate agreed in principle to do this. However, both sides agreed that the actual recognition negotiations would take place after the calling off of the boycott and threatened strike and would be channelled through a conciliation board

Last week, a conciliation board meeting between the two parties failed to produce an agreement

On Tuesday, Colgate warned that workers who did not return to work today would be fired

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(Continued)
SURVEYING
QUANTITY

Uitenhage firm agrees to recognise black union

E. Post 16/7/81 (151) 192 402

By BILL GARDINER

A UITENHAGE motor component firm, Bosal Afrika (Pty) Ltd, has announced it will sign an agreement today recognising the National Union of Motor Assembly and Rubber Workers of South Africa (Numarwosa) as the trade union representing employees in its plant

This was welcomed today by the Numarwosa secretary, Mr Fred Sauls, as a significant step that could only work in the interests of better industrial relations at the factory

He added that it was significant because the firm had decided to associate with a union outside the Industrial Council for the Motor Industry, which had a closed-shop agreement with another union

Bosal Afrika is the leading manufacturer of exhaust systems, jacks, garage equipment and precision tubing in Southern Africa

The signing would take place at Bosal Afrika's Uitenhage plant later today, the firm said in a statement

The agreement would be signed by Bosal's

general manager, Mr A T H Wakeford, and the financial director, Mr J A Breed, on behalf of the firm, and by representatives of the union

The union represents the majority of the black and coloured staff at Bosal Afrika's Uitenhage factory

The result of the signing will be that the Workers' Representative Council will be constituted to include the union shop stewards as well as representatives of non-union members

Agreement has also been reached on shop stewards participating in grievance procedures, the statement said

In an interview, Mr Wakeford said once the firm was aware the union was organising at the plant early this year, management approached the organisers and told them they would recognise the union if it could prove that it had the support of the majority of workers at the plant

"They came back with proof of support and we reached a formal agreement with the union," Mr Wakeford said

'Peace talks'

at Sigma

16/7/81 bear fruit

A settlement has been negotiated between the National Union of Motor Assembly and Rubber Workers and Sigma Motor Corporation. Four months ago 4 000 Sigma workers were locked in bitter dispute with the company. TONY DAVIS traces the steps to conciliation.

Yesterday's announcement of a negotiated settlement between the Sigma Motor Company and the National Union of Motor Assembly and Rubber Workers (NUMARW) marked the end of a four-month-long dispute.

The unrest started in early April when workers at the Sigma plant near Mamelodi demanded a minimum starting wage of R3 an hour

Unsuccessful meetings with management resulted in a walk-out by the company's 4 000 workers. Despite warnings the workers continued to stay out and were subsequently dismissed en masse

Sigma soon began a process of filling the positions and rehired many former workers

The company was unwilling to negotiate with the union until it proved it had 50 percent representation in the work force. The dismissals and rehiring delayed NUMARW's recognition attempts but it was soon able to produce proof of its membership

Talks began in late April but the two parties only yesterday released their final settlement statement

Despite providing a point of entry for NUMARW in the Pretoria area motor industry the strike caused some bitterness among union and worker hardliners who had demanded that all workers be rehired before negotiations.

A few hundred workers were not rehired or had not met Sigma's deadline for application for re-employment. Members of the workers' "Committee of 20" also found themselves without jobs.

These disaffected workers talked about forming a branch of the Eastern Cape Motor Assembly and Components Workers Union (Macwusa) in the Pretoria area.

But in the settlement NUMARW was successful in obtaining a commitment from Sigma to rehire former workers as vacancies occurred

NUMARW also obtained the right to have elected shop stewards in the plant — one shop steward per 100 workers. Shop stewards will be granted time off to conduct union duties and will have an office to operate from. Shop stewards need not be union members

Both parties rejected any form of intimidation of workers regarding union membership or plant elections

NUMARW also obtained shop steward elections this month as a means of reawakening union interest among workers

Grievance and disciplinary procedures were also laid down

The settlement was not concluded in time for Sigma's deadline for determining wages for 1981-82. NUMARW sealed down its objects considerably from the demand for a starting wage of R3 an hour. But Sigma has increased basic starting pay from R1 an hour to R1.60.

RPM 17/7/81
 One at a time, says Sigma

Pretoria Bureau

ALTHOUGH Sigma Motor Corporation's management was unaware of the existence of another workers' union at its plant, it recognised only the National Union of Motor Assembly and Rubber Workers. This was said yesterday by Sigma's public relations officer, Mr Phillip Botha, who was commenting on the company's formal recognition this week of the NUMARW.

He said he knew that some workers had joined the Motor Assemblers and Components Union of South Africa (Macwusa).

The NUMARW represented the majority of Sigma workers and the company had agreed in August last year that the union would negotiate with management on behalf of the workers.

"We are aware of the existence of another union, but we have not recognised it because we don't know how many of our workers are members," said Mr Botha.

Asked if Sigma would recognise Macwusa if it applied for recognition, he said the company would recognise the union with most membership within the plant.

Macwusa, which came into existence after the two-week Sigma strike in April, claims to have more than 400 members in the Sigma plant.

The union has its headquarters in Port Elizabeth. NUMARW is affiliated to the Federation of SA Trade Unions (Fosatu).

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PLANNING
 REGIONAL
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(Continued)

QUANTITY
 SURVEYING

18/7/81
 Move to
 end brick
 union war

Labour Reporter

A REGISTRATION battle between two trade unions, which is seen by some unionists as a key test of official attitudes to "company unions", may be defused soon.

The general secretary of the National Union of Brick and Allied Workers, Mr E K Legotlo, has said he plans to withdraw his union's objection to the registration of the rival Building, Construction and Allied Workers Union.

The BCAWU, affiliated to the Council of Unions of SA (Cusa), has accused NUBAW of being a "company union", initiated by Corobrik. The company and Mr Legotlo deny this.

NUBAW had objected to the registration of BCAWU, which saw this as an attempt to keep it out of the brick industry.

Department of Manpower officials have said that the authorities will not register "company" unions.

Mr Legotlo said he had decided to drop his objection after consulting a labour lawyer who pointed out both unions could be registered in the industry "and that there was no point in us delaying each others' registration by these objections".

Mr Frank Mohlala, general secretary of BCAWU, said it was too early to say whether he would now drop his objection.

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Bell-John Prize

PLANNING
 REGIONAL
 URBAN &

QUANTITY
 SURVEYING

(Continued)

CT 17/7/81 Sigma signs with union

Own Correspondent

JOHANNESBURG. — The Sigma Motor Corporation has signed a recognition agreement with the Fosatu-affiliated National Union of Motor Assembly and Rubber Workers Union which contains a unique system for electing worker representatives.

The agreement provides for wage and work condition negotiations between Sigma and Numarwosa and does away with Sigma's present liaison committee, according to a Sigma statement issued yesterday.

It also contains procedures which could lead to the re-employment of many of the

400 workers fired after the recent strike at the company

Sigma employs more than 4 000 workers at its Pretoria plant. After the recent strike, the company agreed to negotiate with Numarwosa on recognition.

About 400 workers were not taken back after the strike and some have left Numarwosa for the rival Motor Assembly and Components Workers' Union, claiming Numarwosa was not active

enough in securing their re-employment.

Since the strike, about 50 of those not re-engaged have been taken back.

In terms of yesterday's agreement, those workers "whose work history had been satisfactory or show only a temporary relapse will be offered employment as vacancies occur".

Yesterday Sigma gave Numarwosa a list of workers it considers suitable for re-employment. But the union has the right to negotiate on the individual cases of all workers the company says it will not take back.

The agreement also lays down a unique procedure for shop-steward elections which will take place on July 29. Workers will vote in 45 constituencies and non-union members will be able to vote and stand for these posts.

If a non-union member is elected, he will have one month in which to join Numarwosa. If he refuses, a new election is held and the worker originally elected may stand again. If he is re-elected, he does not have to join the union.

A union source said yesterday that Numarwosa had accepted this procedure because there was a substantial number of non-union members in the plant. "This is not a precedent for plants in which we have an overwhelming majority," he added.

The new shop-steward committee will bargain with Sigma on wages and work conditions as long as the union remains representative in the plant. If it lost representation, Sigma would not bargain with it but would not reinstate its liaison committee, the Numarwosa source said.

According to Sigma's statement, the new shop stewards will hold discussions with management on ways of increasing productivity.

Numarwosa has also agreed that neither it nor management will "threaten, harass or intimidate" anyone to join or not join Numarwosa, it adds.

157

KENNISGEWING 526 VAN 1981

DEPARTEMENT VAN MANNEKRAG

WET OP NYWERHEIDSVERSOENING, 1956

AANSOEK OM VERANDERING VAN DIE REGISTRASIEBESTEK VAN 'N VAKVERENIGING

Ek, Mattheus Willem Johannes le Roux, Nywerheidsregistrator, maak ingevolge artikel 4 (2), soos toegepas by artikel 7 (5), van bogenoemde Wet hierby bekend dat 'n aansoek om die verandering van sy registrasiebestek ontvang is van die African Transport Workers Union. Besonderhede van die aansoek word in onderstaande tabel verstrekt.

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, Ongevallegebou 449, Schoemanstraat 215, Pretoria, (posadres Privaatsak X117, Pretoria, 0001).

TABEL

Naam van vakvereniging.—African Transport Workers Union.

Datum waarop aansoek ingedien is.—12 Mei 1981.

Belange en gebied ten opsigte waarvan aansoek gedoen word.—Swartes wat vir die doeleindes van die Wet werknemers is en in diens is in die Goederevervoer- en Opbergingsbedryf as motorvoertuigdrywers, algemene werkers, hyskraanoperateurs, pakhuismanne en dieselwerktuigkundiges in die landdrostdistrik Lower Tugela

“Goederevervoer- en Opbergingsbedryf”, waarby die “Vervoeronderneming (Goedere)” ingesluit is, beteken die bedryf waarin werkgewers en werknemers met mekaar geassosieer is met die doel om een of meer van die volgende werksaamhede te verrig, vir vergoeding of verhuring.

(i) Die vervoer van goedere deur middel van transportmiddele, waaronder die vervoer van grond, gruis, klip, sand, steenkool of water wat bedoel is om verkoop te word, of sodanige vervoer vir verhuring of vergoeding gedoen word al dan nie; en

(ii) die berging van goedere, waaronder ontvangs, oopmaak, uitpak, versending en klaring of verantwoording van goedere, houers of houergoedere;

en sluit in alle werksaamhede gepaardgaande met of voortvloeiende uit enige van bogenoemde bedrywighede.

Posadres van applikant.—Posbus 19, Johannesburg, 2000.

Kantooradres van applikant.—Sesde Verdieping, Cape York House, Jeppestraat 252, Johannesburg.

Die aandag word gevestig op onderstaande vereistes van artikels 4 en 7 van die Wet.

(a) Die mate waarin 'n beswaarmakende vakvereniging verteenwoordigend is, word ingevolge artikel 4 (4), soos toegepas by artikel 7 (5), 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 artikel 4 (2) moet gevolg word in verband met 'n beswaar wat ingedien word.

M. W. J. LE ROUX, Nywerheidsregistrator
(17 Julie 1981)

NOTICE 526 OF 1981

DEPARTMENT OF MANPOWER

INDUSTRIAL CONCILIATION ACT, 1956

APPLICATION FOR VARIATION OF SCOPE OF REGISTRATION OF A TRADE UNION

I, Mattheus Willem Johannes le Roux, Industrial Registrar, do hereby, in terms of section 4 (2) as applied by section 7 (5) of the above-mentioned Act, give notice that an application for the variation of its scope of registration has been received from the African Transport Workers Union. 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, 449 Compensation House, 215 Schoeman Street, Pretoria (postal address: Private Bag X117, Pretoria, 0001), within one month of the date of publication of this notice.

TABLE

Name of trade union.—African Transport Workers Union.

Date on which application was lodged.—12 May 1981.

Interests and area in respect of which application is made.—Black persons who are employees for the purposes of the Act and who are employed in the Goods Transportation and Storage Trade as vehicle drivers, general workers, crane operators, storemen and diesel mechanics in the Magisterial District of Lower Tugela.

“Goods Transportation and Storage Trade”, which includes the “Transport Undertaking (Goods)”, means the trade in which employers and employees are associated for the purpose of carrying out one or more of the following operations for reward or hire:

(i) The transportation of goods by means of transport, including the transportation of soil, gravel, stone, sand, coal or water which is intended for sale, whether or not such transportation is performed for hire or reward; and

(ii) the storage of goods, including receiving, opening, unpacking, despatching and clearing of or accounting for goods, containers or containerised goods,

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

Postal address of applicant.—P O Box 19, Johannesburg, 2000

Office address of applicant.—Sixth Floor, Cape York House, 252, Jeppe Street, Johannesburg

Attention is drawn to the following requirements of sections 4 and 7 of the Act:

(a) The representativeness of any trade union which objects to the application shall in terms of section 4 (4) as applied by section 7 (5) 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 section 4 (2) must be followed in connection with any objection lodged.

M. W. J. LE ROUX, Industrial Registrar.
(17 July 1981)

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Act, is

1981

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222
530

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003

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By Drew Forrest
The National Union of Textile Workers is to press on with a court action against the management of Stag Packings in Springs, in a fresh bid to secure the reinstatement of 90 union members it claims were unlawfully dismissed from the company.

A union application on July 2 for an interim order declaring the workers' dismissal null and void, and restraining the company from victimising or locking them out of its premises was dis-

SK 22/2/81
Union to press on with its case

missed with costs in the Rand Supreme Court

According to a union statement, the NUTW decided at an executive committee meeting in Springs at the weekend to appeal against the decision

"The union resolved to give financial support to

its 'locked-out' members and to pursue various legal claims against the company," the statement said

The statement deplored the action of Stag Packings management.

"It drags labour relations in South Africa back 20 years," it said.

Stag Packings manag-

ing director, Mr D G Grobler today denied there had been a lock-out or that workers had been victimised because of their union membership

"They were dismissed because they weren't prepared to work," he said "The court record is there for all to see"

He said he was quite willing to recognise the NUTW if it could prove majority support at the plant.

A meeting between management and union officials had been arranged for Monday

Corporation Medals
For the best student in each
of the 2nd, 3rd and final years.

Second Year (Bronze Medal)

Miss G C Littlewort

Third Year (Silver Medal)

Miss N C Davidson

Fourth Year (Gold Medal)

P M Salmon

T J Cumming

D P Weeks

J H Rens

B F McClelland

Professor George Menzies Prize
Awarded on results of final
examinations to the best male
student in Land Surveying or
Civil Engineering.

J H Rens

Sammy
Awarded
best of
Drawing
L Meneg
A E & C
For the
obtain
mark.
G L Craig

Putco has stated there
will only be one agree
ment on an company
relations

Despite union rivalries
Putco has already
agreed to the settlement

The rival Transport and
General Workers' Union
(TGWU) has already

procedures
ship and negotiation
recognition, union member-

Tawu and Putco ma-
nagement hope to reach a
settlement on union re-

Johannesburg today in
(Tawu) resume talks in

and Allied Workers Union
Putco and the Transport

Recognition talks between
Putco and the Transport

Labour Reporter

with Putco.

pursue talks

Tawu to

Star 23/7/81

CHEMICAL

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22/7/81
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Star 24/7/81
 #2 157 #7 #0A
Union appeal against dismissal of workers

Labour Reporter

An appeal was lodged in Pretoria today against a ruling in the Rand Supreme Court earlier this month which did not find the dismissal of workers from a Springs company illegal.

Ninety workers, many of them members of the National Union of Textile Workers, were dismissed from Stag Packings over the issue of union membership.

The union attempted to have the dismissal declared illegal and also accused the firm of a lock-out.

When the Rand Supreme Court dismissed the case with costs the union's attorney was instructed to draw up an appeal.

Union officials and management from Stag Packings are expected to meet on Monday to discuss the dispute.

end
shown

Student Planners Award

K Strong
 For the second best student in the subject of Building Construction.

C W von Düring
 For the best student in the subject of Building Construction.
S A Brick Association Prizes

I : N D G Sessions
 II : A R Low Keen
 III : No award
 For the best student in each of the courses of Building Economics I, II and III in the third, fourth & fifth years respectively.

LTA Prizes
 P R Swift
 For the student obtaining the highest marks in Professional Practice.
Surveyors' Prize
 Cape Chapter of Quantity
The Committee of the Western

P C Key
 For the best all-round student in any year of study.
Bell-John Prize

URBAN & REGIONAL PLANNING

QUANTITY SURVEYING
 (Continued)

Significant pay boosts won at metal firms

Star 28/7/81

(29)

Monthly income

- single: R60,00
- Married, single with 1 dependent: R100,00
- Married with 1 dependent; single with 2 dependents: R140,00
- Married with 2 dependents; single with 3 dependents: R185,00
- Married with 3 dependents; single with 4 dependents: R235,00

By Drew Forrest

The wages of about 2000 black metal workers at Hendler and Hendler in Boksburg have been significantly boosted after the recent industrial dispute at the plant.

The trade union involved, the Fosatu-affiliated Metal and Allied Workers Union (Mawu), has also won increases after plant-level negotiations at two other companies - Vaal Metal Pressings in Boksburg and Tensile Rubber in Wynberg.

At Hendler and Hendler, where workers staged a 3 day stoppage a fortnight ago shareholders agreed to an effective 13 cents an hour increase across the board after a series of meetings last week with Mawu representatives. Further wage negotiations are scheduled for November.

At nearby Vaal Metal Pressings, a subsidiary of the powerful Abercom

group, negotiations with the union have yielded an hourly increase of 14 cents for about 180 black workers.

The increases are in addition to the new statutory levels laid down by the metal industry's industrial council, effective from July 1. Mawu was not party to the industrial council negotiations and has repeatedly stressed the crucial importance of plant-based bargaining.

In a statement yesterday, the union praised the three companies for their "realistic attitude in negotiating with their employees at plant-level."

"To refuse to negotiate on an issue such as money at this time of rampant inflation would only lead to frustration and rease the possibility of establishing a credible industrial relations framework for the future," the union added.

(28)

on request): R16,00 (plus primary fee applicable to taxpayers).

The fees for semi-private and private wards at own request are fixed tariffs.

TABLE 11
THE PRIMARY FEES PAYABLE FOR IN-PATIENTS ARE THE FOLLOWING:

Single persons without dependents	Married persons and single persons with dependents
R 2	R 2
6	4
8	6
10	10
12	12

Teaching hospitals include: Groote Schuur hospital, Tygerberg Maternity hospital, Red Cross Childrens hospital, Maternity hospital, Karl Bremer hospital (partly).
Persons whose nett assessed tax per year is less than R15,00 are entitled to a rebate on the maximum daily rate of 95% if the total assessed tax is less than R15,00 (Daily tariff will then be: teaching hospitals: R15,00 (Daily tariff will then be: 5% in respect of the total between R255,00 and R240,00 per year (Daily tariff will be: R13,30 and non-teaching hospitals: R11,40).

This way of calculating a rebate takes into account the income of a person as well as the number of dependents he/she has. This is because tax payment decreases with the number of dependents a person has. We therefore see that the less tax the person pays that is the lower his/her income or the greater number of dependents he/she has, the greater the rebate. This rebate will be calculated in the following manner: for e.g. Single with one dependent: Monthly income R230,00; Annual tax (P.A.Y.E.) R16,10 x 12 = R193,20; percentage rebate 20%.

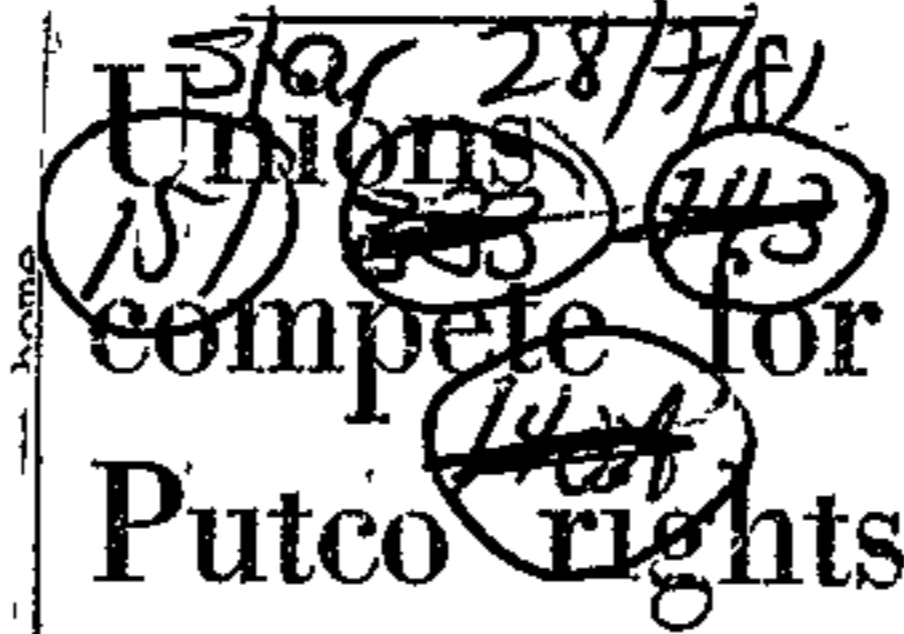
In-patients are either classified as hospital patients' or as 'private patients'. This is according to the gross monthly income of the family. If a family's income is less than the income ceilings below, the person

- X-rays
- State services
- Teaching & non-teaching hospitals: R15, per examination.
- Pathological examinations: R2 per plate.
- X-ray examination: R2 per plate.
- Arbitration fees: equal to 1 days stay at the net daily rate. (i.e. Between R1 and 9 for teaching hospitals and between R12 and R15 for non-teaching hospitals, if not rebate is given.
- Dental clinics: exist at Hope Street, and Tygerberg: fees 40c - extraction; R2,00 - filling, 50c extraction of tooth for children; Full set of dentures: R40,00.
- Optical clinic: at Heideveld, Bishop Lavis and Epping. Testing for spectacles.

4 3.2 LABOUR

1. While it is difficult to determine whether shortage of labour stops people from actually joining communal gardens it seems obvious that the amount of labour available is important in determining the extent to which gardens are used.

2. At Abalimi it is only families where a man is at home and involved in the garden that produce vegetables all year round, and get an income of R100 or more a year. Christopher Board in his survey of rehabilitated and unrehabilitated areas around King Williams Town found that planting up gardens (igadi) could be associated with big families. He also found that crop sales of peas and tobacco could be associated with families



Labour Reporter

An agreement was signed this afternoon between the Putco bus company and the Transport and Allied Workers' Union (Tawu) in Wynberg, Johannesburg

The agreement gives the union negotiating rights with Putco at any bus depot where it represents more than 50 percent of the work force.

The Transport and General Workers' Union has already signed the agreement with Putco.

The two unions are competing at various depots for recognition.

where there are gardens and that available vegetables.

3. There is so purely as One of the joined and women gave had had si Women often have to interrupt their period at the garden due to bearing children.

Occasionally people gave as their reason for not joining that they were too busy but not more than one quarter of the people I spoke to mentioned this.

4.3.3 SUPPLEMENTARY OR PRIMARY PROJECTS

There are two basic groups of people to consider here.

- a) Those members who use their plots basically as a supplementary source of food and earn less than R10 per year from selling vegetables they produce
- b) Those earning a R100 a year or more (This is a small group at Abalimi).
- a) While most of the members said that they had jointed the gardens because they wanted to sell some of their produce (many said half), very few are able to realise this goal. Labour is obviously significant here as

sell more if "people came to ask" more often. At Umthi for example, 2 members said that it was not difficult to sell while they had vegetables rotting in their plots.

5. Some people have managed to get around marketing problems to a certain extent.

5.1 It is interesting that in Abalimi one of the people who says marketing is not a problem is Mr. S. Burgambo who sells R150-R200 worth of vegetables a year. (This is substantially more than anybody else). He puts a great deal of time and effort into marketing. Some vegetables he sells locally, some at the Idolophu market. In the tomato season he organises that he, or a relative, goes into Idolophu by bus to sell there. He has an advantage over other people in Abalimi in that he was the first person to sell vegetables which he has been doing since 1958 when a doctor started sending patients to buy vegetables from him. He has thus built up clientele (Another thing to consider in looking at Burgambo's great success relative to people from other areas is that Abalimi is on a main through road and that it is a very big location which spreads into others as opposed to the very much more isolated Umthi, Inkomo, and Umlambo)

5.2 In Ipoti as part of a fund-raising project for a clinic committee a nursing sister organised a vegetable hawking "business". She bought sacks of potatoes and tomatoes in a nearby white town and these were divided into small quantities. A woman was employed to hawk them in the villages within walking distance and in any place where the sister went, with her truck. The sister estimates that using transport to get to out of the way places and with a full-time seller, they were selling R5.00 worth of vegetables a day. (The woman's salary was R1.00 a day).

Some poor women asked the sister to buy pockets of potatoes or onions for them. From one pocket of potatoes and one of onions, a woman could make R1.50-R2.00 profit a week by selling locally.

This scheme was an important motivation in getting people to join the Ipoti garden. Whether they will be able to sell as successfully from the garden depends on whether they will undercut the prices of the imported vegetables sold in the local café and whether they glut the market.

Star 29/7/81
Putco pact
not signed

Labour Reporter

Putco officials and journalists stood around the company's head offices in Wynberg, Johannesburg, yesterday to witness the signing of an agreement with union members, but they did not show up

The agreement was between Putco and the Transport and Allied Workers Union (Tawu).

Despite the "no show" by the union, Putco said the talks were still on

A Tawu spokesman said today the union was still talking to members about the agreement

Firm leads the way with nod to union

By STEVEN FRIEDMAN

THE first in an expected spate of union recognition agreements on the unrest-hit East Rand was announced yesterday when a General Tire subsidiary — Piggot, Maskew and Company — revealed that it recognised the Fosatu-affiliated Chemical Workers Industrial Union (CWIU).

Piggot Maskew — which employs about 500 workers at its Boksburg plant — is General Tire's largest industrial rubber manufacturing company and the second of the company's subsidiaries to recognise a predominantly black union.

Reliable sources say the agreement is expected to be followed shortly by several more involving Fosatu unions.

A formal agreement between CWIU and Colgate-Palmolive, the scene of a bitter union recognition dispute which attracted widespread employer and union interest, is expected soon.

A number of other companies have been negotiating with Fosatu unions on wages and other issues. Although the talks have not yet resulted in formal recognition agreements, these are expected shortly.

Upsurge

Three formal recognition agreements between employers and Fosatu unions have been signed on the East Rand — at Kellogg, Putco and Fargesta — but yesterday's was the first to be signed since the recent upsurge of union activity in the area.

It is also CWIU's first East Rand agreement and the first in Boksburg — the scene of much of the recent East Rand labour unrest.

A statement issued yesterday by General Tire says the agreement was concluded last week and would be signed by a union representative and the company's managing director, Mr V T Pretorius.

"The negotiations between the two parties have been amicably conducted and both hope the relationship between them will be of mutual benefit," the statement quotes Mr Pretorius as saying.

Dispute

It is understood that the agreement provides for full negotiations between the company and the union on wages and working conditions — a stipulation which has been the subject of intense dispute at some plants.

CWIU representatives were unwilling to comment on the agreement yesterday as the union agreed not to expand on the company's statement.

● The first General Tire subsidiary to recognise a predominantly black union was Tensile Rubber, which recognised the Fosatu-affiliated Metal and Allied Workers Union at its plant in Wynberg, Johannesburg.

Top chess champions check in today.

Mail Reporter

FOUR of the world's top chess players arrive in South Africa today for the Oude Meester Grand Prix in the SABC auditorium at Auckland Park, Johannesburg.

They are Viktor Korchnoi, John Nunn, Robert Hubner and Ulf Andersson.

A spokesman for the sponsor said participation of the four — regarded as the world's most accomplished players — was finalised without any adverse political pressure.

The players are all within 100 rating points of each other — the equivalent to one stroke in golf.

Korchnoi, the world's number two player, is well known to chess fans in South Africa. He won the Oude Meester tournament in 1979.

John Nunn, 26, is Britain's number one player and became an international master in 1974 and an international grandmaster in 1978.

Ulf Andersson, from Sweden, and Robert Hubner, from Germany, both have impressive international chess victories to their credit.

Early gifts anyone?

Mail Reporter

THE Wildlife Society of South Africa is thinking well ahead — with five months to go before Christmas they have issued a catalogue of 175 gifts and cards to "avoid last minute rush and possible disappointments".

The mail-order catalogue, which is valid until May 31, 1982, offers the public a new range of gifts such as candles, coasters and calendars.

The catalogue, which is available now, can be ordered from PO Box 1373, Maritzburg, 3200.

NH 30/7/51 (176/151)
Union recognised

BOKSBURG—Pigott, Mackew and Company Ltd the largest industrial rubber-manufacturing company in the General Tyre and Rubber Company group has agreed to recognise the Chemical Workers' Industrial Union. The company is the second in the group to recognise a black trade union — (Sapa)

INDUSTRIAL RELATIONS - DISPUTES

6/8/81 - 18/12/81

Apr 1981

'Stop order' protest

Staw
(15T)

The "stop order" clause in the Labour Relations Amendment Bill is seen as Government interference in the labour field, says The Star's Labour Reporter

If there is one thing that rankles employers it's Government interference in the work place

So when the draft Bill amendment to the Industrial Conciliation Act came out in March this year employer bodies were quick to protest several proposals

Two of the country's largest employer umbrella organisations — the Federated Chamber of Industries (FCI) and the Association of Chambers of Commerce of South Africa (Assocom) — submitted recommendations to the Department of Manpower

Both organisations protested one proposal employers would be forbidden to deduct membership fees to a trade union which was not registered

And when the Labour Relations Amendment Bill was released in the House of Assembly last week the amendment was still there

Assocom felt that the 'stop order' union fees were a matter purely between employers and workers.

"Such interference by the State in relations between unions and employers is both undesirable and unnecessary," according to Assocom

The FCI saw the stop order (or check-off) facility as a vital "bargaining counter" that the employer had in negotiation with unions

The proposal was in conflict with the principle

of self governance and would encourage fragmentation of unions, the FCI stated

For the country's large black, unregistered unions the amendment will mean a loss of funds

For employers — particularly in the unsettled labour scene in the Eastern Cape — they will have lost a valuable negotiating tool

The amendment also represents a further Government inroad into the labour field instead of maintaining a neutral stance

There are several unregistered unions which have recognition agreements with local companies. These include the South African Allied Workers Union (Saawu), the General Workers Union, and the African Food and Canning Workers

Saawu's general secretary, Mr Sam Kikine, says their union anticipated this restriction on stop orders long ago

"We will use this Bill to our own advantage as we have always preferred to collect dues from workers," Mr Kikine said

Mr Kikine said some workers feared stop order forms because these enabled companies to know who belonged to which union, which could contribute to worker victimisation in cases where an unregistered union was competing against a long-standing registered union.

not be hit by the section as it was then worded. The 1959 amendment-
ments were intended inter alia to bring such transactions within
the net of the section and based on the decision in Smith's case
(supra) the amendment has achieved this result.

Factors in efforts to solve labour problems outlined

Gr Post 6/8/81



By SANDRA SMITH

INDUSTRY needed to take a stand on issues outside the factory such as housing, police harassment, and education, if it wanted to help solve the difficult labour problems in South Africa, said Mr Fred Ferreira, the Ford Motor Company's director of industrial relations

He was addressing a conference of the International Association of Commerce and Economics Students at Rhodes University, Grahamstown, on "South Africa's growing labour problem"

Mr Ferreira saw Ford as having assumed a leadership role in the process of change in industry

"One cannot deny people certain rights for generations and then expect a steady, or-

derly and compliant work force," he said

Labour unrest was especially prevalent in the Eastern Cape as it had some of the oldest educational institutions in South Africa. Black people in the area were often more politically conscious than elsewhere in South Africa

The homogeneity of the black population and a vacuum in leadership which often led to the emergence of "nine-day wonders", were also factors in labour unrest in the Eastern Cape

Ford, particularly, was the scene of strikes because, as a multinational company, it was seen as being "soft" and flexible in its attitude. It was also seen as being powerful, rich and under sustained pressure from the United States

The Sullivan Principles, which provided employment guidelines for US companies in South Africa, tended to raise worker expectations. Wage equalisation for all races at Ford in 1971 was probably a result of the company's adherence to these principles

Ford was also one of the first companies to have recognised an unregistered black trade union

It was necessary for firms to keep an "armslength relationship" with unions and avoid the aura of having a "sweetheart" union

Common causes for all strikes in South Africa were union recognition issues, discriminatory practices in firms, workers' non-participation in the decision-making process and a lack of faith in the

"system"

Other factors were the transference of social and domestic problems to the work place, a lack of opportunities for workers, a demand for employers to act as agents of change and an unwillingness to compromise on the part of workers

Some solutions were for companies to define and make known their position on union recognition, to remove wage and other inequalities, to equalise benefit programmes and to take a stand on outside issues such as housing, police harassment and education

It was also necessary to improve the grievance procedure and disciplinary system, to review education and training programmes and create opportunities for advancement

20

4

COMPULSORY SECTION

OPTIONS

TERM I : A. PERIOD OPTIONS

- 1. William Blake JM 5
- 2. Victorian Poetry MTB 5
- 3. George Eliot and Her Age VHH 5
- 4. Tennyson and Browning BSL 6
- 5. Melville JMC 6
- 6. The Nineteenth Century American Novel IEG 6
- 7. Contemporary American Poetry JMC 7
- 8. Introduction to Modern Drama ... TJB 7
- 9. Beckett, Ionesco JB 7

B. LANGUAGE AND MEDIEVAL OPTIONS

- * 10. Language and Attitudes KM 8
- * 11. The Arthurian Legend RCB 8
- * 12. 'Iroilus and Criseyde' NHF 9

TERM II: A. PERIOD OPTIONS

- 13. Romantic Poetry TJB 9
- 14. Four Romantic Poets GNC 10
- 15. Coleridge and English Romantic Thought of the Nineteenth Century JB 10
- 16. Charles Dickens MTB 10
- 17. The Novels of Thomas Hardy LM 11
- 18. The Problem Self: Dilemmas for Romantics JSC 11
- 19. Conrad and James GNC 12
- 20. W B. Yeats DGG 12
- 21. D.H. Lawrence: Creativity and Corruption JSC 13
- 22. T. S. Eliot TJB 13
- 23. Modern Poetry: Eliot & Lawrence EJB 13
- 24. The Poetry of Frost & Dickinson RK&NF 14
- 25. Twentieth Century English Poetry MMC 14
- 26. Contemporary British Poetry ... IEG 15
- 27. Modern British Drama . . . MMC 16
- 28. Saul Bellow IEG 16

Free union registration choice welcomed

By SANDRA SMITH

THE Midland Chamber of Industries has welcomed the Government's decision not to compel trade unions to register

The decision was contained in a White Paper tabled in Parliament this week along with the release of the fifth report of the Wichahn Commission which has spearheaded reforms in the country's labour laws

The executive director of

the Midland Chamber of Industries, Mr Brian Matthew, said the chamber believed it was impossible to expect black employees to organise themselves overnight on the same lines as other unions

"It will take some time for black employees, excluded from the system for so long, to organise themselves and establish a power base

And something which is not acceptable to the vast major-

ity, namely registration, can't be made compulsory," he said

A state of flux might exist during this interim period of development. People should not over-react to it, he said

Referring to the Government's rejection of the Wichahn Commission's recommendation that employers be compelled to recognise registered unions which secret ballots had shown were representative Mr Matthew said the negotiation was between the

employer and the union

"It is really between the employer and the union — registered or unregistered — as to how they conduct their affairs," he said

"It is very difficult to prescribe, and some flexibility is needed. It should be left to the management of a company

"However, in practice, if you fail to recognise a union which is, say 80% representative, you are obviously asking for trouble"

Star 3/8/81 (122) (151)
Shop stewards elected at Sigma

Forty-one shop stewards have been elected by a majority of workers at the massive Sigma plant near Mamelodi. The elections last week followed months of negotiations between Sigma management and representatives of the National Union of Motor Assembly and Rubber

Workers (Numarw) in the wake of a major strike at the plant in April this year. The shop stewards — the majority of whom are union members — will represent the plant's 4 000 workers in wage negotiations and grievance matters with management. Over 70 percent of the

work force voted in the elections. Both union and non-union members were allowed to vote. The elections were supervised by Numarw and an election committee composed of two management members and two union members.

⊙ The April dispute saw a walkout by the entire work force over wage demands, their subsequent dismissal and eventual rehiring. Sigma did increase wages for the 1981-82 term, although the increases did not match union demands.

The following manuals/handouts supplementary to the terminal manual are for sale in the Computing Service Library:

- Using the Univac is Easy
- Using Files on the Univac
- ED Processor
- DOC Processor
- GDP (Graphics Display Package)
- SACLANT (SGP)
- QCLUS
- GENPLOT
- EXEC8 Hardware/Software summary
- CTS summary
- Introduction to CTS
- CTS PRM

Bill has surprises in store for unions

By STEVEN FRIEDMAN

THE Government's Labour Relations Bill may undergo further changes when it comes before Parliament for debate.

It was learnt yesterday that one clause for review is that which gives the Minister of Manpower the right to decide whether employers may deduct trade union dues on behalf of unregistered unions

Total ban

Informed sources said there was a body of opinion in the Manpower Department that the Minister should not be involved in individual decisions

They believe the clause should either totally ban or allow these deductions without any Ministerial role.

This clause, to hinder financial stability of unions which do not join the official labour system, was a major surprise in the Bill

The Minister of Manpower, Mr Fanie Botha, had hinted that it was to be dropped and official sources afterwards confirmed this. But it appears this decision was changed before the Bill was tabled

Other points

Other points to emerge from an examination of the Bill yesterday were

- Lawyers say the Bill may still allow unions to be registered on a racial basis despite removal of race references from labour relations law,
- The system of works councils which has been introduced is voluntary and employers or workers must decide what matters it will deal with,
- A clamp on assistance to workers who engage in "illegal" strikes now applies only to unions and employer associations, not outsiders. Officials say the clause covers only strike pay to strikers and does not prevent unions from negotiating on their behalf,
- Industrial councils which decide to exclude a union applying for membership must notify the union in writing, and,
- Amendments have been made in an attempt to speed up access by aggrieved workers to the new industrial court

FCI call on labour relations

Angus 6/8/87

132
151

JOHANNESBURG — The South African Federated Chamber of Industries has called on industrial management throughout the country to adopt practices promoting mutual co-operation between employers and labour.

at Walking Tour of Cape Town's

by Howard Phillips

s and Muslims of Cape Town -
tical Survey

European Immigrant makes good
Town

in and the Plague of 1901

in the Cape Archives for the
of Cape Town

● The process of registration must not be used as a mechanism to entrench the interest of existing unions

VICTIMISING

● Employers should avoid practices victimising worker representatives in the event of a breakdown in dispute procedures

● Management must avoid creating conditions which give rise to confrontation followed by detention and banning of worker representatives under security legislation — Sapa.

by Professor Martin West
of the Centre for African Studies
ty of Cape Town

JUNE 1981

In a statement here, the FCI president, Mr C W H du Toit, said sound relationship building was essential in the 'delicate transition' in South Africa's labour relations today as institutions of industrial representation and conciliation came under test

The chamber again emphasises that the primary objective must be to maintain orderly conditions on the factory floor through effective communication and negotiation between management and labour at all times, he said.

PRINCIPLES

Mr du Toit said that in an earlier statement the FCI had emphasised the soundness of the fundamental principles on which the new labour dispensation was based. They were individual freedom, trade union autonomy, and neutral legislative frameworks within which negotiation between employer and employee representatives could take place.

However, a fundamental precondition for the implementation of these principles is that a climate of trust and good faith must be created so that all parties can work out equitable solutions which ensure industrial peace.

RESPONSIBILITY

The realities of the South African situation impose a heavy responsibility on employers faced with rising expectations among workers to be flexible in their approach and to evolve recognition and grievance procedures mutually acceptable to management and unions.

Accordingly, the FCI warns employers against the use of practices which in the longer term will be found to be against the interests of the negotiating partners

● Employers should not become involved in promoting or protecting the interests of particular

Afternoon Sess

Achmat David

Candy Mather

Elizabeth va

Marion Georg

Morning Sess

(b) SATURDAY, 6th

Professor Je

Dr Richard R

Evening Sess

(a) FRIDAY, 5th

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1/18/72

Union talks prove to be fruitful

Labour Reporter

The Allied Publishing Company yesterday signed a recognition agreement with the Commercial, Catering and Allied Workers' Union (CCAWUSA) after almost six months of talks.

The agreement includes grievance and negotiation procedures between management and the union.

Negotiations will be held at plant level and shop stewards will be allowed time off at full pay for union duties.

The agreement applies to all Allied Publishing Company offices in the Transvaal and the Free State.

CCAWUSA took part in this year's wage talks although the agreement had not been finalised. Wage increases of up to 33 percent were given to some workers.

Publisher recognises black union

By RIAAN DE VILLIERS

ALLIED Publishing, distributor of all major English-language newspapers, has signed a recognition agreement with the black Commercial, Catering and Allied Workers' Union

Allied said yesterday the agreement included a formal grievance procedure, and procedures for the involvement of union shop stewards in day-to-day shop floor matters

The agreement also permitted negotiations to take place at company level and applied to all Allied premises in the Transvaal and Free State

The union, which is affiliated to the Council of Unions of South Africa has been provisionally recognised by Allied since last year and has already negotiated wages with the firm

In this chapter we shall outline some important points in connection with sample surveys and look at the basic theory behind some sampling techniques. These are relevant to any kind of information gathering, whether it be through a scientific experiment, opinion poll or market research. We shall first look at a number of different sampling techniques and then consider other equally important aspects of survey sampling.

8.1 Sample
8.1.1 General

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Own Correspondent
JOHANNESBURG — The managements of South African Associated Newspapers and the Argus Printing and Publishing Company — which publish almost all English-language newspapers — have agreed to formally recognize the Media Workers' Association of South Africa

Mwasa, whose members were involved in a strike at Argus and Saan newspapers last year, represents black journalists and other media workers

Recognition negotiations began after Mwasa called off the strike late last year

The agreement provides for bargaining on wages, and an "affirmative action" programme dealing with black advancement issues, will be negotiated between the parties

A joint statement by the two managements and Mwasa issued yesterday says that a formal recognition agreement has been signed

The statement says this is the first in a three-part agreement and that negotiations will continue on a grievance procedure and an affirmative action programme

Wage and salary negotiations will take place on August 20

"In terms of the agreement, management recognizes Mwasa as the sole representative and bargaining agent for all its members in the employ of management," the statement says

This would apply in all cases "except where there

are legal restraints to such sole representation and bargaining, in which case management will merely recognize Mwasa as a representative and bargaining agent for such members"

In an additional statement issued last night Mwasa said it was satisfied with the agreement but said it would challenge the "legality and morality" of a closed shop agreement negotiated by the South African Typographical Union which meant that workers in certain work categories had to belong to Satu

Mwasa said it had "strong reservations" about this agreement because it believed that "black media workers must be allowed free choice in as far as trade union membership is concerned"

It said it hoped to negotiate similar agreements with newspapers not owned by Saan or Argus

"The agreement signifies a triumph for black media workers after a ten-year battle for recognition starting with the Union of Black Journalists

However, we note that black media workers have suffered many casualties along the way, with 13 of our members banned and others forced into exile", Mwasa said

"We see this agreement as a culmination of the tremendous sacrifices they have made on behalf of black workers in general and media workers in particular," it added

15/12/81
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Mwasa is recognised

Labour Reporter

THE managements of South African Associated Newspapers and the Argus Printing and Publishing company have agreed to formally recognise the Media Workers' Association of South Africa.

Mwasa, whose members last year were involved in a strike, represents black journalists and other media workers

The agreement provides for bargaining on wages and an "affirmative action" programme dealing with black advancement issues.

SW
18/8/77
Mwasa gets
recognition

The managements of South Africa's two largest English language newspaper groups yesterday officially recognised the black writers' association, the Media Workers' Association of South Africa

Mwasa and the management of the Argus Company and SAAN issued a joint statement that the companies recognised Mwasa as the "sole representative and bargaining agent for all its members"

Wage and salary negotiations will begin on August 20. — Sapa

B. LANGUAGE AND MEDIEVAL OPTIONS

Prescribed Books:

- Yeats : Selected Poetry, ed. A.N. Jeffares (Pan)
- Eliot : Collected Poems 1919-1962 (Faber)
- Men Who March Away: Poems of World War I. (Chatto/Windus)
- Lucie-Smith, E(ed): British Poetry Since 1945 (Penguin)
- Eastman : Norton Anthology of Poetry (Norton)

Recommended Reading:

- Unterecker, J : A Reader's Guide to W.B. Yeats (Thames/Hudson)
- Williamson, G : A Reader's Guide to T.S. Eliot (Thames/Hudson)
- Skelton, R(ed): Poetry of the Thirties (Penguin)
- Lawrence, D.H : Selected Poems, ed K Sagar (Penguin)
- Press, John : English Verse (OUP) p/b

Note: St. ma. an.

CONTEMPORAR

Lecturer :

An introduction to contemporary British Poetry, with special emphasis on the work of Seamus Heaney, Ted Hughes, and Philip Larkin.

Prescribed Books:

- Lucie-Smith, E D.(ed) : British Poetry Since 1945 (Penguin)
- Heaney, Seamus : Selected Poems 1945-1975 (Faber)
- Hughes, Ted : Selected Poems 1957-1967 (Faber)

- Larkin, Philip : High Windows (Faber) p/b
- North Ship (Faber) p/b

10. * LANGUAGE AND ATTITUDES

- 10A: Thurs. 11.15 a.m.
- 10B: Thurs. 2.15 p.m.

Lecturer: Ms. K. McCormick

In this course we shall be examining attitudes to language in terms of (1) the perceived status and range of functions of the languages and dialects of a country relative to one another; (ii) the way speakers are perceived as a result of their choice of dialect, register, jargon, form of address.

We shall look at studies done abroad and try to relate those findings to what is observable in South Africa, especially with regard to the use of English.

Prescribed Books:

This is the first of a three-part agreement. Negotiations will continue on a grievance procedure and an affirmative action programme. Wage and salary negotiations have been set to begin on August 20.

Negotiations for Mwasas recognition began in January after the organisation called off its two-month strike at various newspapers.

A Mwasas statement stated the agreement signified a triumph for black media workers after a 10-year battle for recognition starting with the now banned Union of Black Journalists (UBJ).

ABHORRENCE

The statement continued However, we note black media workers have suffered many casualties on the way with 13 of our members banned and others forced into exile.

We see this agreement as a continuation of the tremendous sacrifices that have been made on our behalf of black workers in general and media workers in particular.

At the end of the brief signing occasion the managements expressed their abhorrence at the banning of Mwasas leaders all involved at some stage in the negotiations.

Mwasas agreement triumph

By CHRIS MORE

THE management of the Argus Printing and Publishing Company and South African Associated Newspapers (SAAN) yesterday signed an agreement with the Media Workers' Association of South Africa (Mwasas) in which they officially recognise the organisation.

tradition of courtly love. Key aspects which may come under consideration include the portrayal of King Arthur, the relationship between Lancelot and Guinevere, and between Tristan and Isolde, and the significance of the supernatural elements of the legend. The course concludes with examination of more recent treatments of the legend those of Tennyson, T. S. Eliot and White, for example, seen particularly as a reflection of contemporary social and moral attitudes.

Prescribed Books:

- Vinaver, E (ed): The Works of Sir Thomas Malory, OUP) p/b
- Tennyson : Idylls of the King (Signet)

Recommended Reading:

- White, T.H : The Once and Future King (Fontana)
- White, T.H : The Book of Merlyn (Fontana)
- T. S. Eliot : A Connecticut Yankee in King Arthur's Court (Penguin or Signet)

KENNISGEWING 606 VAN 1981—NOTICE 606 OF 1981

DEPARTEMENT VAN POS- EN TELEKOMMUNIKASIEWESE—DEPARTMENT OF POSTS AND TELECOMMUNICATIONS

STAAT VAN INKOMSTE EN UITGAWE JUNIE 1981
STATEMENT OF REVENUE AND EXPENDITURE JUNE 1981

	Verwagte Begroting Anticipated Estimates 1981/82	Maand Junie Month of June		Totaal April tot Junie Total April to June		
		1981	1980	1981/82	1980/81	
<i>Inkomste</i>	R	R	R	R	R	<i>Revenue</i>
Posdienste	136 807 000	12 146 892	10 056 373	36 089 374	29 948 451	Postal services
Spaardienste	43 196 000	1 805 349	540 543	4 756 607	3 368 777	Savings services
Geldoordragdienste	11 470 000	986 857	865 934	2 744 710	2 538 721	Money transfer services
Agentskapdienste	6 315 000	239 287	250 674	505 950	493 595	Agency services
Telefoondienste	950 170 000	73 128 980	63 967 687	214 414 824	202 502 129	Telephone services
Teleksdienste	90 085 000	6 299 707	6 066 582	19 682 972	19 032 071	Telex services
Genteksdienste	22 902 000	1 530 730	1 656 754	4 514 341	5 010 966	Gentex services
Huurverbindinge	21 069 000	1 831 145	1 368 813	5 175 408	4 106 049	Leased circuits
Totaal	1 282 014 000*	97 968 947	84 773 360	287 884 186†	267 000 759†	Total
<i>Utgawe</i>						<i>Expenditure</i>
Bedryfsuitgawe						Operating Expenditure
Pos-, Spaar-, Geldoordrag-, Agentskapdienste en Tele- kommunikasie	1 187 173 000	100 575 560	98 275 262	278 239 873	232 849 373	Postal, Savings, Money transfer, Agency services and Telecommunications
Leningsdelging	11 700 000	—	—	—	10 471 204	Redemption of Loans
Verhoging van Standaardvoor- raadkapitaal	15 000 000	—	6 000 000	—	6 000 000	Increase of Standard Stock Capital
Personeelbehuisingskema	14 000 000	573 239	—	896 744	—	Staff Housing Scheme
Totaal	1 227 873 000*	101 148 799	104 275 262	279 136 617†	249 320 577†	Total
Kapitaaluitgawe						Capital Expenditure
Telekommunikasie	470 069 000	43 401 679	25 804 557	89 723 161	68 577 116	Telecommunications
Grond, Geboue en Behuising	62 550 000	5 393 366	1 660 450	7 667 809	4 941 607	Land, Buildings and Hous- ing
Voertuie	19 007 000	657 634	891 829	640 793	1 165 877	Vehicles
Kantoor-, Dataverwerkings-, Poshanterings- en Voorraad- uitrusting	13 421 000	574 574	1 028 218	949 450	1 048 926	Office, Data Processing Mail Handling and Stores Equipment
Totaal	565 047 000	50 027 253	29 385 054	98 981 213†	75 733 526†	Total

* Interne heffings nie ingesluit nie
Internal charges not included

† Nóg inkomste nóg besteding is gelykmatig oor die boekjaar versprei. Sekere groot bedryfsuitgawebetalinge geskied kwartaalliks, halfjaarlik of jaarlik, terwyl kapitaaluitgawebetalinge saamhang met die uitvoering van bepaalde kort- en langtermynkontrakte.
Neither revenue nor expenditure is evenly spread over the financial year. Certain large operating expenditure payments are made quarterly, half yearly or annually, whilst capital expenditure payments are related to the execution of specific short and long term contracts.

(14 Augustus 1981)/(14 August 1981)

KENNISGEWING 607 VAN 1981

DEPARTEMENT VAN MANNEKRAG

WET OP NYWERHEIDSVERSOENING, 1956

INTREKKING VAN REGISTRASIE VAN 'N
VAKVERENIGING

Ek, Mattheus Willem Johannes le Roux, Nywerheidsregistrator, maak hierby kragtens artikel 14 (1) van die Wet op Nywerheidsversoening, 1956, bekend dat aangesien ek rede het om te vermoed dat die Grave Diggers and Cemetery Employees' Union nie as 'n vakvereniging funksioneer nie, sy registrasie ingetrek sal word, tensy redes daarteen binne 'n tydperk van 30 dae vanaf die datum van publikasie van hierdie kennisgewing aangevoer word.

M W J LE ROUX, Nywerheidsregistrator.
(14 Augustus 1981)

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NOTICE 607 OF 1981

DEPARTMENT OF MANPOWER

INDUSTRIAL CONCILIATION ACT, 1956

CANCELLATION OF REGISTRATION OF A TRADE
UNION

I, Mattheus Willem Johannes le Roux, Industrial Registrar, hereby notify in terms of section 14 (1) of the Industrial Conciliation Act, 1956, that as I have reason to believe that the Grave Diggers and Cemetery Employees' Union is not functioning as a trade union, its registration will be cancelled unless cause to the contrary is shown within a period of 30 days from the date of publication of this notice.

M. W. J LE ROUX, Industrial Registrar.
(14 August 1981)

KENNISGEWING 619 VAN 1981

KENNISGEWING VAN AANSOEK OM GOEDKEURING VIR DIE OPRIGTING VAN 'N NUWE ABATTOIR KRAGTENS ARTIKEL 12 (1) VAN DIE WET OP DIE ABATTOIRBEDRYF, 1976 (WET 54 VAN 1976)

Kennis geskied hiermee kragtens artikel 12 (1) van die Wet op die Abattoirbedryf, 1976 (Wet 54 van 1976), dat mnr H L Young, Posbus 514, Vryburg, 8600, kragtens artikel 11 van genoemde Wet by die Minister van Landbou en Visserye aansoek gedoen het om goedkeuring vir die oprigting van 'n nuwe abattoir te Gedeelte 31 ('n gedeelte van Gedeelte 18) van die plaas Biesjesbult 549, Stella, distrik Vryburg.

Indien die aansoek toegestaan word, sal die abattoir gebruik word vir die slag van een bees en 30 skape/bokke per dag vir die verskaffing van vleis aan die inwoners van Stella en omliggende gebied

Iemand wat vertoe of besware in verband met bogenoemde aansoek wil rig, moet sodanige vertoe of besware aan die Voorsitter, Abattoirkommissie, Privaatsak X250, Pretoria, 0001, rig binne 'n tydperk van 30 dae vanaf datum van publikasie van hierdie kennisgewing en op die wyse uiteengesit in die regulasies kragtens genoemde Wet uitgevaardig

Aandag word gevestig op die bepalinge van regulasie 11 (6) van die genoemde regulasies wat vereis dat iemand wat vertoe of besware teen 'n aansoek aan die Minister voorlê, terselfdertyd 'n afskrif van die stuk waarin sy besware uiteengesit is op die betrokke applikant moet bestel

A R COCHRANE, namens Voorsitter, Abattoirkommissie

L.W.—Die regulasies vereis dat besware onder eed bevestig en in drievoud voorgelê moet word
(14 Augustus 1981)

KENNISGEWING 620 VAN 1981

DEPARTEMENT VAN MANNEKRAG

WET OP NYWERHEIDSVERSOENING, 1956

AANSOEK OM VERANDERING VAN DIE REGISTRASIEBESTEK VAN 'N VAKVERENIGING

Ek, Mattheus Willem Johannes le Roux, Nywerheidsregistrator, maak ingevolge artikel 4 (2) soos toegepas by artikel 7 (5) van bogenoemde Wet, hierby bekend dat 'n aansoek om die verandering van sy registrasiebestek ontvang is van die National Union of Dairy Industry Employees 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 nly in te dien, p/a die Departement van Mannekrag, Ongevallegebou 449, Schoemanstraat 215, Pretoria (posadres, Privaatsak X117, Pretoria, 0001).

TABEL

Naam van vakvereniging—National Union of Dairy Industry Employees

Datum waarop aansoek ingedien is—20 Mei 1981.

Belange en gebied ten opsigte waarvan aansoek gedoen word—Blankes wat vir die doeleindes van die Wet werknemers is en in die Suiwelnywerheid in diens is in die Republiek van Suid-Afrika

NOTICE 619 OF 1981

NOTICE OF APPLICATION FOR APPROVAL FOR THE ERECTION OF A NEW ABATTOIR IN TERMS OF SECTION 12 (1) OF THE ABATTOIR INDUSTRY ACT, 1976 (ACT 54 OF 1976)

It is hereby made known in terms of section 12 (1) of the Abattoir Industry Act, 1976 (Act 54 of 1976), that Mr H L Young, P O Box 514, Vryburg, 8600, has in terms of section 11 of the said Act applied to the Minister of Agriculture and Fisheries for approval for the erection of a new abattoir at Portion 31 (a portion of Portion 18) of the farm Biesjesbult 549, Stella, District of Vryburg

If the application is granted, the abattoir will be used for the slaughtering of 1 head of cattle and 30 sheep/goats per day for the supply of meat to the residents of Stella and surrounding area

Any person intending to submit representations or objections in regard to the above-mentioned application shall forward such representations or objections to the Chairman, Abattoir Commission, Private Bag X250, Pretoria, 0001, within a period of 30 days from the date of publication of this notice and in the manner set out in the regulations published under the said Act

Attention is invited to the provisions of regulation 11 (6) of the said regulations which requires any person who submits objections to an application to the Minister to serve on the applicant concerned a copy of the document in which his objections are set out

A R COCHRANE, for Chairman, Abattoir Commission.

Note—The regulations require that objections be affirmed under oath and submitted in triplicate

(14 Augustus 1981)

NOTICE 620 OF 1981

DEPARTMENT OF MANPOWER

INDUSTRIAL CONCILIATION ACT, 1956

APPLICATION FOR VARIATION OF SCOPE OF REGISTRATION OF A TRADE UNION

I, Mattheus Willem Johannes le Roux, Industrial Registrar, do hereby, in terms of section 4 (2) as applied by section 7 (5) of the above-mentioned Act, give notice that an application for the variation of its scope of registration has been received from the National Union of Dairy Industry Employees. 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, 449 Compensation House, 215 Schoeman Street, Pretoria (postal address Private Bag X117, Pretoria, 0001), within one month of the date of publication of this notice

TABLE

Name of trade union—National Union of Dairy Industry Employees

Date on which application was lodged—20 May 1981

Interests and area in respect of which application is made—White persons who are employees for the purpose of the Act and are employed in the Dairy Industry in the Republic of South Africa

GA 77/12
151
14/8/81

“Suiwelnwyerheid”, sonder om enigsins die gewone betekenis daarvan te beperk, beteken die nywerheid waarin werkgewers en werknemers met mekaar geassosieer is vir die verwerking van melk tot gepasteuriseerde melk, gesteriliseerde melk, kondensmelk, melkpoeier, afgeroomde melk, afgeroomdemelkpoeier, kaseien, room, bottervet, karringmelkpoeier, botter, kaas, proseskaas, maaskaas, smeerkaas, roomys en verwante produkte, afgeroomde kondensmelk, karringmelk, joghurt, gerekonstitueerde melk, gerekonstitueerde afgeroomde melk, weipoeier, suurroom, gerekonstitueerde room, ghee, UHT-melk en verwante UHT-produkte met inbegrip van die vervoer, hetsy deur middel van massavervoer of andersins, van vars- en/of nywerheidsmelk of bogemelde produkte.

Posadres van applikant — Posbus 541, Bloemfontein, 9300

Kantooradres van applikant — Union Court 9, Unionlaan, Bloemfontein

Die aandag word gevestig op onderstaande vereistes van artikel 4 en 7 van die Wet

(a) Die mate waarin 'n beswaarmakende vakvereniging verteenwoordigend is, word ingevolge artikel 4 (4), soos toegepas by artikel 7 (5), 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 artikel 4 (2) moet gevolg word in verband met 'n beswaar wat ingedien word

M W J LE ROUX, Nywerheidsregistrator
(14 Augustus 1981)

KENNISGEWING 621 VAN 1981

DOEANE- EN AKSYNSTARIEFAANSOEKE — LYS 27/81

Onderstaande aansoeke betreffende die Doeane- en Aksynstarief is deur die Raad van Handel en Nywerheid ontvang. Enige beswaar teen of kommentaar op hierdie vertoe moet binne ses weke na die datum van hierdie kennisgewing aan die Raad van Handel en Nywerheid, Privaatsak X342, Pretoria, 0001, geng word.

Verhoging van die reg op

Natriumtripolifosfaat, indeelbaar by tariefsupos 28 40 60, van 15% *ad valorem* of 52c per kg min 85% *ad valorem* tot 15% *ad valorem* of 70c per kg min 85% *ad valorem*. [RHN-verw T5/2/6/2/1 (B72/81)]

Applikant.

Polyfos (Pty) Ltd, Posbus 8186, Johannesburg, 2000.

Intrekking van die kortingsfasiliteite ten opsigte van

(a) Papier en papierbord, in die hoeveelhede en op die tye wat die Direkteur-generaal van Nywerheidswese, Handel en Toerisme by bepaalde permit toelaat, vir die vervaardiging van riefpapier en -papierbord [item 310 03/48 01 (3)],

(b) papier en papierbord, in die hoeveelhede en op die tye wat die Direkteur-generaal van Nywerheidswese, Handel en Toerisme by bepaalde permit toelaat, vir die vervaardiging van dose (met inbegrip van riefpapierborddose) en papier-sakke en -sakkes [item 310 05/48 01 (5)], en

(c) kraftpapier en -papierbord, deur vervanging van die bestaande voorsiening by item 460 10/48 01 deur die volgende Papier en papierbord (uitgesonderd kraftpapier en -papierbord), masjinaal gemaak, in rolle of in velle, met 'n basismassa van meer as 250 g/m², in die hoeveelhede en op die tye wat die Direkteur-generaal van Nywerheidswese, Handel en Toerisme by bepaalde permit toelaat [RHN-verw T5/2/10/2/1 (B41/81).]

“Dairy Industry”, without in any way limiting the ordinary meaning of the expression, means the industry in which employers and employees are associated for the processing of milk into pasteurised milk, sterilised milk, condensed milk, powdered milk, skim milk, powdered skim milk, casein, cream, butterfat, powdered butter, milk, butter, cheese, process cheese, cottage cheese, cheese spread, ice cream and related products, condensed skim milk, buttermilk, yoghurt, reconstituted milk, reconstituted skim milk, whey powder, sour cream, reconstituted cream, ghee, UHT milk and related UHT products, including the transportation, whether by bulk transport or otherwise, of fresh and/or industrial milk or the above-mentioned products.

Postal address of applicant — P O Box 541, Bloemfontein, 9300

Office address of applicant. — 9 Union Court, Union Avenue, Bloemfontein

Attention is drawn to the following requirements of sections 4 and 7 of the Act

(a) The representativeness of any trade union which objects to the application shall in terms of section 4 (4) as applied by section 7 (5) 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 section 4 (2) must be followed in connection with any objection lodged

M W J LE ROUX, Industrial Registrar
(14 August 1981)

NOTICE 621 OF 1981

CUSTOMS AND EXCISE TARIFF APPLICATIONS — LIST 27/81

The following applications concerning the Customs and Excise Tariff have been received by the Board of Trade and Industries. Any objections to or comments on these representations must be submitted to the Board of Trade and Industries, Private Bag X342, Pretoria, 0001, within six weeks of the date of this notice.

Increase in the duty on

Sodium tripolyphosphate, classifiable under tariff sub-heading 28 40 60, from 15% *ad valorem* or 52c per kg less 85% *ad valorem* to 15% *ad valorem* or 70c per kg less 85% *ad valorem*. [BTI Ref T5/2/6/2/1 (B72/81)]

Applicant

Polyfos (Pty) Ltd, P.O. Box 8186, Johannesburg, 2000.

Withdrawal of the rebate facilities in respect of

(a) Paper and paperboard, in such quantities and at such times as the Director-General of Industries, Commerce and Tourism may allow by specific permit, for the manufacture of corrugated paper and paperboard [item 310 03/48 01 (3)],

(b) paper and paperboard, in such quantities and at such times as the Director-General of Industries, Commerce and Tourism may allow by specific permit, for the manufacture of boxes (including corrugated paperboard boxes) and paper sacks and bags [item 310 05/48 01 (5)], and

(c) kraft paper and kraft paperboard, by substitution of the following for the existing provision under item 460 10/48 01 Paper and paperboard (excluding kraft paper and kraft paperboard), machine-made, in rolls or in sheets, with a basis mass exceeding 250 g/m², in such quantities and at such times as the Director-General of Industries, Commerce and Tourism may allow by specific permit [BTI Ref T5/2/10/2/1 (B41/81)]

Privileges
CT 14/8/81
for (VBA) (57)
registered
unions

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Political Staff
HOUSE OF ASSEMBLY
The Minister of Manpower, Mr Fanie Botha, has made it clear that government will give privileges to those trade unions which have regis-tered

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He promised that the clause barring financial aid to illegal strikers would not be imposed harshly, but took a firm stand against allowing two union systems to operate in South Africa

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Mr Botha, who rejected a Progressive Federal Party amendment to allow companies to deduct membership fees for unregistered unions, said during the committee stage debate of the Labour Relations Bill that if these benefits were not given to registered unions then other unions would not enter the system because there would be little advantages.

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Mr Botha added "If we now go and give this privilege (of deducting dues) to those who stand out of the system; we will so confuse employers that they won't know where they stand. If we want chaos, we we must confuse employers with this sort of system"

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- HOLD/TYPE1/TYPE2
- INQ
- PTI

"We must make sure we don't have two systems — on the one hand a large number of trade unions which want to co-operate and work within the order we have created over the years, and on the other hand a group who do not want to co-operate"

ial modes:

His department aimed to have everyone within the system so that there could be order

The system of deducting dues was a great advantage to unions and this advantage should be accorded to registered unions who were prepared to work within the system, Mr Botha said

He said the government would press ahead with the controversial clause barring financial aid to illegal strikers, but added "I want to give the assurance that we will not apply this provision in a heartless (hardvogtig) manner"

The official Opposition supported the third reading of the bill without reservation.

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Union

C. Herald 15/8/81

row at

Motorola

plant

slow.

A ROW over trade union
recognition is brewing at
an American-based multi-
national company,
Motorola SA in Wynberg,
Johannesburg.

The Fosatu-affiliated
Metal and Allied Workers'
Union (Mawu) complained
in a statement this week
that the company's man-
agement has consistently
refused to meet the union,
in spite of Mawu's claim
of 90 percent membership
at its Wynberg plant.

Motorola management
was first contacted by
Mawu in May, the state-
ment says, and responded
by requesting a list of
union members at the
plant and a copy of the
Mawu constitution.

But it gave no commit-
ment to talk to the union
once these requirements
were met.

SPECIALIST

After this first contact,
the Union claims, a per-
sonnel specialist was flown
into South Africa.

Since then promotions
have been given, wages at
the plant increased and a
great deal of effort spent
in explaining to the
employees the benefits re-
ceived from the company.

The union claims to
have heard from two inde-
pendent sources that it is
Motorola policy world-
wide to resist unionisa-
tion.

The company's attitude
— which Mawu says it has
encountered at only two
other multi-nationals in
the metal industry — was
contrary to both the Sulli-
van Code and the guidel-
ines of the industry's
employer body, Seifsa,
according to the state-
ment.

Motorola workers would
meet at the weekend to
decide on further action,
it states.

Management would not
comment on the allega-
tions.

(note 2)

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(note 1)

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24/11/81
Mawu signs
important
agreement

By Drew Forrest

The Fosatu-affiliated Metal and Allied Workers Union (Mawu) achieved an important breakthrough yesterday with the signing of a comprehensive recognition agreement with the Henred Fruehauf Trailers firm on the East Rand.

The agreement, concluded after 12 months' negotiations, provides for bargaining for wages and working conditions at the company's Wadeville and Driehoek plants

It was reached despite fears that the company might withdraw from talks after a strike last month involving 400 of its Wadeville workers

Also provided for in the accord are

• A mutual commitment to industrial peace, and agreed procedures for grievance and dispute resolution

• Recognition of shop stewards to represent the interests of union members

Henred is the third Transvaal company to recognise Mawu and the second on the strike-hit East Rand to recognise a largely black union in recent weeks

The East Rand is a Fosatu stronghold. An increasing number of firms there are acceding to demands from its affiliates for plant-level recognition

Sacked men were 'robbed'

THREE Kagiso men alledged yesterday that they were sacked by their employer after they had asked for a wage increase.

The three, all employees of Viets Rubber Product company in Krugersdorp, are Mr Justice Diatshwana and Mr Ephram Mokoma general office workers and Mr Samuel Mangena a machine operator.

The men said they were furious with their former employer who they alleged "robbed them" of a lot of money due

Mr Diatshwana said that on Monday morning he went to see Mr Herbert Viets, the owner of the company, to ask for an increase on behalf of the company's staff of 17, eight of them night shift workers

Viets told him he was not going to offer anyone an increase and added that those who wanted to leave could take their jackets and leave

QUERIED

He went back to relay the message to his day shift colleagues — six men and three women — who all decided to leave Later they went to the Labour Department officials in Krugersdorp who phoned and summoned Viets to come immediately and see them

On his arrival Viets had told the officials he no longer needed their services because he had better people to employ He also said those who wanted to collect their money the following day they could do so

When the three of us arrived at work Viets made us sign the pay sheet and

BY NKOPANE MAKOBANE

handed us wage envelopes After we opened them and queried the money, he told us to go and complain where ever we like

DISMISSAL

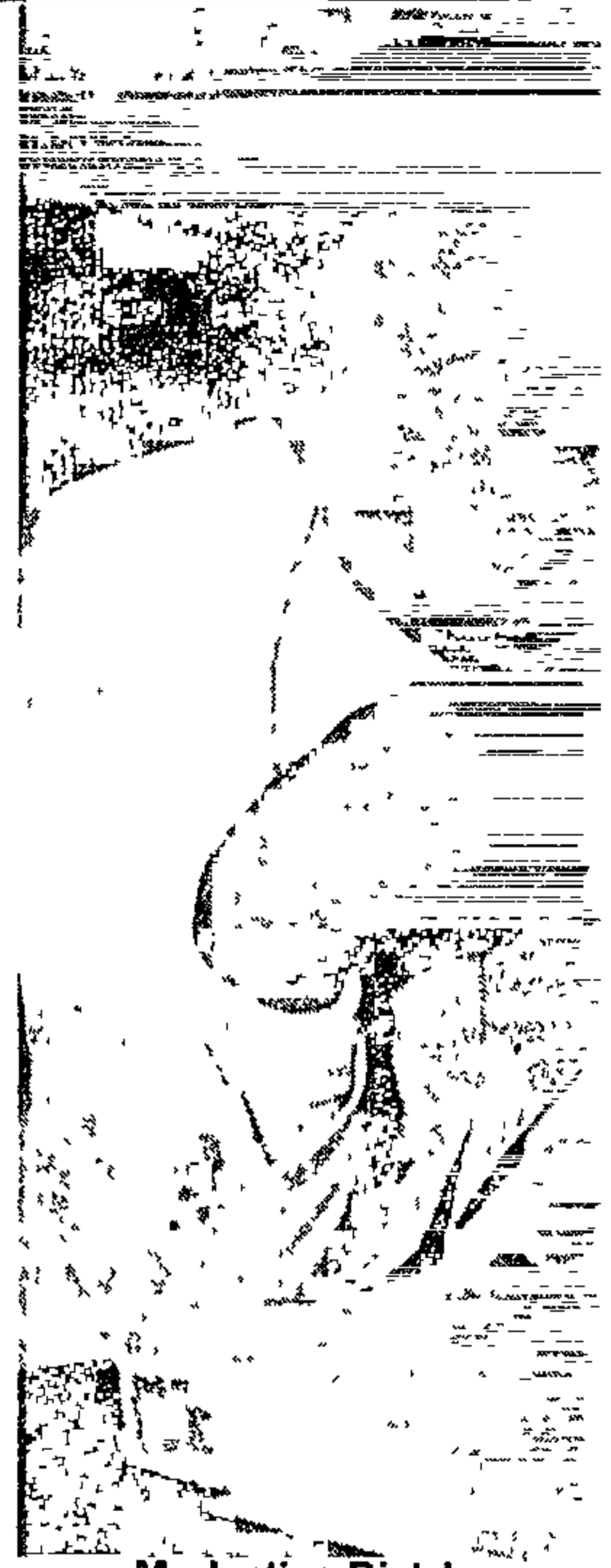
"We were made to leave the premises immediately without our reference books even being signed off To our dismay we found the three women and one man were on duty but the other two, we do not know what they decided," Diatshwana said

The three men told SOWETAN that to their knowledge, the company had no clear procedure on increment In the past the staff members approached

Viets individually and if one was successful he would be told not to inform the others

The money received by Diatshwana and Mokoma on their dismissal was R84 26 Both have been with the company for 19 months and their weekly earnings were R54 Mangena received R64 73 and has worked for Viets for more than three years for R45 a week

Asked to comment on the dismissal of the three men, Viets said they had sacked themselves He said the amount he gave them was in fact above what they were supposed to receive



Mr Justice Diatshwana

ills' child shop

successfully applied for the committal of Mrs Audrey Thembu (48) and Mrs Peatrice Thembi Nxumalo (31) as accomplices in the murder of the child

The child's father, Mr Peter Mabaso, has told the court he had given his daughter to Mrs Mdluli, who "needed human flesh

"Curried Pickled Fish is my family's favourite curry dish, as long as I use Cartwrights Curry Powder. Cartwrights gives it that real curry taste."

Mrs Maggie Ngobho

Cartwrights Curry Powder

There are certain things that are necessary

Curried Pickled Fish

1 1/2 kg firm fresh fish (yellowtail, kob, snoek or kladlo) 250 ml (1 cup) 30 ml (2 tins) Cartwrights

Jan 20/8/81 312

Star 21/8/87
Union may
sign deal

Labour Reporter

A recognition agreement between Colgate-Palmolive of Boksburg and the Fosatu-affiliated Chemical Workers' Industrial Union is likely to be signed in Johannesburg today.

It is understood that the agreement will include procedures for future negotiations and grievances.

Colgate workers struck in July after talks broke down between the CWIU and management over the union's demands for wage negotiations.

Union recognition voluntary — Govt

CT 26/8/81 (151) [Signature]

Political Staff

HOUSE OF ASSEMBLY — The government yesterday rejected a bid by the Wiehahn Commission to force employers to recognize registered unions which had proved in secret ballots that they were representative.

In a White Paper released with the fifth report of the commission, which was tabled yesterday, the government said it believed in voluntary recognition.

"The government has always held the view that the recognition of any worker organization by individual employers or groups of employers or registered employer organizations should be completely voluntary

"The government is firmly committed to a policy of voluntarism and maximum self-government for industry with minimum state intervention," the White Paper said

The commission, on the other hand, had said although recognition should continue to be voluntary "unreasonable refusal to recognize a union which has been registered and which has been proved in secret ballot to be adequately representative should constitute grounds for the submission of a complain of an unfair labour practice to the Industrial Court"

The commission also said a strike over the issue of recognition should be permissible "only when and if a positive finding by the Industrial Court is ignored by the employer party"

The government, on the other hand, said that where employers or employer organizations were not prepared to recognize or enter into negotiations with worker organizations, unions could have recourse to the provisions of the Industrial Conciliation Act to bring about this negotiation, "for example through the system of conciliation boards"

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3-7	3 3	DMOD Basic External Function,
3-10	3 4	DIMENSION Statement
8-8	8 2 2	implied type
8-5	8 2 1	Hollerith value
3-1	3 2	explicit type
3-1	3 1	DIMENSION statement array
3-4	3 2 3	array
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		in arithmetic expressions
		implied declaration of
		explicit declaration of
		declaration of Hollerith
		Conversion of
		Data Types,
		in sample program
		DATA Statement,
		in sample program
		calculation of
		function subprogram for
		Cube Root,
		CPU
		see central
		processing unit
		Statement
		Conversion Codes in FORMAT
		in DO-implied list
		in DO statement
		Control Variable,
		Control Statements
		as terminal statement,
		CONTINUE Statement,
		Term

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4-2	4 2	DIMENSION Statement
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1-12	1 6	Hollerith value
9-1	9 2	explicit type
8-21	8 5 2 2	DIMENSION statement array
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		Control Variable,
		Control Statements
		as terminal statement,
		CONTINUE Statement,
		Term

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		see arguments
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		field descriptor for I/O data
		constant
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		2.5, 1, 2.5 1 3
		Double Precision Exponent
		2 6 3
		DO Statement
		5 4
		specification
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		as terminal statement,
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Saweta 27/8/81 (13) 20
151

Union men 'militant'

OFFICIALS of the General Workers Union of South Africa (Gwusa) claimed yesterday they had been refused talks and recruiting facilities at the Deluxe Consolidated Laundries in Pretoria.

They claimed Mr B Kaplan, manager of the laundry refused to talk to them because they were not a registered union and also

BY NORMAN NGALE

denied them recruiting facilities in his laundry

Mr Kaplan confirmed when approached that he did refuse to talk to them because their approach was "militant" and they failed to produce their certificate of registration

He said he was annoyed by the officials attitude which he described as unbecoming and said they had threatened to call a

consumer boycott of his laundry

BOAST

A spokesman for Gwusa said they were engaged in recruiting for membership among firms in Pretoria for the union. He denied they were rude to Mr Kaplan

He said Mr Kaplan was not prepared to speak to them as union officials but wanted only to speak to their leader in his capacity as an individual

He claimed his union —

despite the barring of facilities — boasted about 65 members in the laundry factory

Mr Kaplan said he had no objections to any union approaching his workers but he took exception to threats made by the officials

He said presently officials of the Laundry and Dry Cleaners Union of South Africa — a registered union — enjoyed all the privileges of his company

BYLAE/ANNEXURE

SANDDRIFTTRIVIER-STAATSWATERBEHEERGEBIED/SANDDRIFT RIVER GOVERNMENT WATER CONTROL AREA

Lys van eiendomme wat potensieel besproeibare oppervlakte, bestaande besproeiingsontwikkeling en watertoekennings ingevolge artikel 62 (1) van die Wet toon/Schedule of properties showing potential irrigable areas, existing irrigation development and water allocations in terms of section 62 (b) of the Act.

Beskrywing van eiendom/Description of property	Eienaar/Owner	Potensieel besproeibare oppervlakte/ Potential irrigable area (ha)	Bestaande besproeiingsontwikkeling/ Existing irrigation development (ha)	Artikel 62 (1) (b) — permit toekening/Section 62 (b) permit allocation	
				Oppervlakte/ Area (ha)	Watertoekening/ Water allocation (m ³ /jaar) (m ³ /year)
(1) Gedeelte/Portion 2, Hottentotskraal 357	J. H. Pienaar, gebore/born 1929	423	132,25	132,25	925 750
(2) Gedeelte/Portion 3, Hottentotskraal 357	J. H. Pienaar, gebore/born 1937	407	55,24	55,24	386 680
(3) Gedeelte/Portion 5, Hottentotskraal 357	J. H. Pienaar, gebore/born 1937	46	—	—	—
(4) Gedeelte/Portion 4, Hottentotskraal 357	J. D. Cilhe	155	67,40	67,40	471 800
(5) Gedeelte/Portion 4, Valschgatklouf 356	J. D. Cilhe	17	1,07	1,07	7 490
(6) Restant/Remainder, Hottentotskraal 357	A. F. Smith	233	76,33	76,33	534 310
(7) Restant/Remainder, Lakenvlei 404	A. G. van Wyk	286	87,31	87,31	611 170
(8) Gedeelte/Portion 8, Laken Valley 359	H. de Kock	133	79,13	79,13	553 910
Totaal/Totaal		1 700	498,73	498,73	3 491 110

ALGEMENE KENNISGEWINGS

DEPARTEMENT VAN MANNEKRAG

KENNISGEWING 648 VAN 1981

WET OP NYWERHEIDSVERSOENING, 1956

AANSOEK OM VERANDERING VAN DIE REGISTRASIEBESTEK VAN 'N VAKVERENIGING

Ek, Mattheus Willem Johannes le Roux, Nywerheidsregistrator, maak ingevolge artikel 4 (2), soos toegepas by artikel 7 (5), van bogenoemde Wet, hierby bekend dat 'n aansoek om die verandering van sy registrasiebestek ontvang is van die Concession Stores and Allied Trades Assistants' Union. Besonderhede van die aansoek word in onderstaande tabel verstrekk.

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, Ongevallegebou 449, Schoemanstraat 215, Pretoria (posadres: Privaatsoak X117, Pretoria, 0001).

TABEL

Naaam van vakvereniging.—Concession Stores and Allied Trades Assistants' Union.

Datum waarop aansoek ingedien is.—17 Junie 1981.

Belange en gebied ten opsigte waarvan aansoek gedoen word.—Blanke werknemers betrokke by die Nie-Blanke Handel in die landdrostdistrikte Alberton, Benoni, Bethal, Boksburg, Brakpan, Delmas, Germiston, Heidelberg (Tvl.), Hoëveldrif, Johannesburg, Kempton Park, Klerksdorp, Krugersdorp, Nigel, Oberholzer, Potchefstroom, Randfontein, Roodepoort, Springs, Standerton, Vereeniging, Westonaria en Witbank.

“Nie-Blanke Handel” of “Handel” beteken die handel wat gedryf word in—

(a) 'n winkel ten opsigte waarvan al die vereistes soos uiteengesit in artikel 10 (1) (b) van Ordonnansie 24 van 1959 (Transvaal), nagekom word [maar uitgesonderd 'n slaghuus tensy dit verbind is aan en bestuur word op dieselfde perseel as 'n eethuis, soos in (b) hiervan bedoel], en dit omvat 'n onderneming wat uit hoofde van artikel 10 (3) van genoemde Ordonnansie geag word so 'n winkel te wees;

GENERAL NOTICES

DEPARTMENT OF MANPOWER

NOTICE 648 OF 1981

INDUSTRIAL CONCILIATION ACT, 1956

APPLICATION FOR VARIATION OF SCOPE OF REGISTRATION OF A TRADE UNION

I, Mattheus Willem Johannes le Roux, Industrial Registrar, do hereby, in terms of section 4 (2) as applied by section 7 (5) of the above-mentioned Act, give notice that an application for the variation of its scope of registration has been received from the Concession Stores and Allied Trades Assistants' Union. 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, 449 Compensation House, 215 Schoeman Street, Pretoria (postal address: Private Bag X117, Pretoria, 0001), within one month of the date of publication of this notice.

TABLE

Name of trade union.—Concession Stores and Allied Trades Assistants' Union.

Date on which application was lodged.—17 June 1981.

Interests and area in respect of which application is made.—White employees engaged in the Non-White Trade in the Magisterial Districts of Alberton, Benoni, Bethal, Boksburg, Brakpan, Delmas, Germiston, Heidelberg (Tvl.), Highveld Ridge, Johannesburg, Kempton Park, Klerksdorp, Krugersdorp, Nigel, Oberholzer, Potchefstroom, Randfontein, Roodepoort, Springs, Standerton, Vereeniging, Westonaria and Witbank.

“Non-White Trade” or “Trade” means the business carried on in—

(a) a shop in respect of which all the requirements set out in section 10 (1) (b) of Ordinance 24 of 1959 (Transvaal) have been met (but excluding a butcher shop unless it is connected to and conducted on the same premises as an eating-house as contemplated to and conducted on the same premises as an eating-house as contemplated in (b) hereof, and includes an undertaking which by virtue of section 10 (3) of the said Ordinance is deemed to be such a shop;

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490

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110

(b) 'n winkel waar etes of verversings verkoop en/of voorsien word uitsluitlik of hoofsaaklik aan 'n persoon, uitgesonderd 'n Blanke persoon, in 'n gebou of struktuur of in die ope lug buite sodanige gebou of struktuur vir verbruik op of weg van die besigheidperseel en ten opsigte waarvan 'n restouranthouerlisensie soos bedoel in Item 37 van Bylae 1 van die Ordonnansie op Lisensies, 1974 (Ordonnansie 19 van 1974) (Transvaal), uitgereik is (hierin 'n eethuis genoem);

(c) 'n winkel en/of eethuis ten opsigte waarvan 'n handelsertifikaat ingevolge Hoofstuk XIII van die Wet op Mynregte, 1967 (Wet 20 van 1967), vereis word, of wat bedryf word deur die eienaar of huurder van 'n handelsterrein in Hoofstuk XIV van laasgenoemde Wet bedoel.

Posadres van applikant.—Postbus 5347, Johannesburg, 2000.

Kantooradres van applikant.—Sewende Verdieping, Standard House, hoek van Simmonds- en Jeppestraat, Johannesburg.

Die aandag word gevestig op onderstaande vereistes van artikels 4 en 7 van die Wet:-

(a) Die mate waarin 'n beswaarmakende vakvereniging verteenwoordigend is, word ingevolge artikel 4 (4), soos toegepas by artikel 7 (5), 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 artikel 4 (2) moet gevolg word in verband met 'n beswaar wat ingedien word

M. W. J. LE ROUX, Nywerheidsregistrateur.

(28 Augustus 1981)

(b) a shop where meals or refreshments are sold and/or supplied wholly or mainly to a person other than a White person in a building or structure or in the open air outside such building or structure for consumption on or off the business premises and in respect of which a restaurant keeper's licence as contemplated in item 37 of Schedule 1 of the Licences Ordinance, 1974 (Ordinance 19 of 1974) (Transvaal), has been issued (herein referred to as an eating-house);

(c) a shop and/or eating-house in respect of which a trading certificate is required in terms of Chapter XIII of the Mining Rights Act, 1967 (Act 20 of 1967), or which is carried on by the owner or lessee of a trading site as contemplated in Chapter XIV of the last-mentioned Act.

Postal address of applicant.—P.O. Box 5347, Johannesburg, 2000.

Office address of applicant.—Seventh Floor, Standard House, corner of Simmonds and Jeppe Streets, Johannesburg.

Attention is drawn to the following requirements of sections 4 and 7 of the Act:

(a) The representativeness of any trade union which objects to the application shall in terms of section 4 (4) as applied by section 7 (5) 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 section 4 (2) must be followed in connection with any objection lodged.

M. W. J. LE ROUX, Industrial Registrar.

(28 August 1981)

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KENNISGEWING 668 VAN 1981

DEPARTEMENT VAN GEMEENSKAPS-
ONTWIKKELING

WET OP REELING VAN GRONDTITELS, 1979

KENNISGEWING VAN VOORNEME OM GROND AAN
TE WYS.—AFDELING CALEDON

Kragtens die bevoegdheid my verleen by artikel 2 (2) van die Wet op Reeling van Grondtitels, 1979 (Wet 68 van 1979), gee ek, Jacob Johannes Greyling Wentzel, Adjunk-minister van Ontwikkeling en van Grondsake, hierby kennis dat ek voornemens is om die grond wat in die Bylae vermeld word kragtens artikel 2 (1) van die genoemde Wet aan te wys. Persone wat teen die beoogde aanwysing beswaar wil maak word gevra om voor of op 12 Oktober 1981 hul besware skriftelik by die Direkteur-generaal, Departement van Gemeenskapsontwikkeling, Privaatsak X390, Pretoria, 0001, in te dien (Verwysing 2/5/53/1.)

J. J. G. WENTZEL, Adjunk-minister van Ontwikkeling en van Grondsake.

BYLAE

Die restant van die plaas Hartebeeste Rivier 607, afdeling Caledon, groot 2 117,2394 hektaar.
(28 Augustus 1981)

KENNISGEWING 669 VAN 1981

DEPARTEMENT VAN MANNEKRAG

WET OP NYWERHEIDSVERSOENING, 1956

AANSOEK OM VERANDERING VAN DIE REGISTRA-
SIEBESTEK VAN 'N VAKVERENIGING

Ek, Mattheus Willem Johannes le Roux, Nywerheidsregistrator, maak ingevolge artikel 4 (2), soos toegepas by artikel 7 (5), van bogenoemde Wet, hierby bekend dat 'n aansoek om die verandering van sy registrasie bestek ontvang is van die Pretoria Liquor and Catering Trades Employees' Union. Besonderhede van die aansoek word in onderstaande tabel verstrekk.

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, Ongevallegebou 449, Schoemanstraat 215, Pretoria (Posadres. Privaatsak X117, Pretoria, 0001)

TABEL

Naam van vakvereniging —Pretoria Liquor and Catering Trades Employees' Union.

Datum waarop aansoek ingedien is —17 Julie 1981.

Addisionele belange en gebied ten opsigte waarvan aansoek gedoen word —Alle Swart persone wat vir doeleindes van die Wet op Nywerheidsversoening, 1956, werknemers is en in diens is in die Drank- en Verversingsbedryf in die landdrostdistrik Pretoria en Wonderboom

“Drank- en Verversingsbedryf” beteken die bedryf wat beoefen word deur werkgewers en hul werknemers wanneer hulle, hetsy tydelik of permanent, die verversings-, hotel- of kroegbedryf beoefen, indien sterk drank met betrekking tot sodanige bedryf verskaf word en die verskaffing daarvan kragtens 'n lisensie geskied, met uitsondering van 'n maaltyd-wyn-en bierlisensie, ingevolge die bepalings van die Drankwet, 1977, soos gewysig, maar omvat nie die bedryf wat deur 'n werkgewer beoefen word kragtens 'n restaurant-, verversingskamer- of teekamerhouerslisensie nie ingevolge artikel 37 van Bylae 1 van die Ordonnansie op Lisensies,

NOTICE 668 OF 1981

DEPARTMENT OF COMMUNITY DEVELOPMENT

LAND TITLES ADJUSTMENT ACT, 1979

NOTICE OF INTENTION TO DESIGNATE LAND,
DIVISION OF CALEDON

Under and by virtue of the powers vested in me section 2 (2) of the Land Titles Adjustment Act, 1979 (Act 68 of 1979), I, Jacob Johannes Greyling Wentzel, Deputy Minister of Development and of Land Affairs, hereby give notice that I intend to designate under section 2 (1) of the said Act the land specified in the Schedule. Persons who wish to object to the intended designation are invited to lodge their objections in writing with the Director-General, Department of Community Development, Private Bag X390, Pretoria, 0001, before or on 12 October 1981 (Reference 2/5/53/1)

J. J. G. WENTZEL, Deputy Minister of Development and of Land Affairs.

SCHEDULE

The remainder of the farm Hartebeeste Rivier 607, Division of Caledon, in extent 2 117,2394 hectares
(28 August 1981)

NOTICE 669 OF 1981

DEPARTMENT OF MANPOWER

INDUSTRIAL CONCILIATION ACT, 1956

APPLICATION FOR VARIATION OF SCOPE OF
REGISTRATION OF A TRADE UNION

I, Mattheus Willem Johannes le Roux, Industrial Registrar, do hereby, in terms of section 4 (2) as applied section 7 (5) of the above-mentioned Act, give notice of an application for the variation of its scope of registration. The application has been received from the Pretoria Liquor and Catering Trades Employees' Union. 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 at the Department of Manpower, 449 Compensation House, 215 Schoeman Street, Pretoria (postal address Private Bag X117, Pretoria, 0001), within one month of the date of publication of this notice.

TABLE

Name of trade union.—Pretoria Liquor and Catering Trades Employees' Union.

Date on which application was lodged —17 July 1981

Additional interests and area in respect of which application is made.—All Black persons who are employees for the purposes of the Industrial Conciliation Act, 1956, and are employed in the Liquor and Catering Trade in the Magisterial District of Pretoria and Wonderboom.

“Liquor and Catering Trade” means the trade carried on by employers and their employees when conducting, whether temporarily or permanently, the business of supplying liquor, hotels or of bars, if liquor is supplied in connection with such business and the supply thereof is carried on in terms of a licence, excluding a meal time wine and beer licence, under the provisions of the Liquor Act, 1977, as amended, but does not include the trade carried on by an employer in terms of a restaurant, refreshment or tearoom licence under item 37 of Schedule 1 to the Liquor and Catering Trades Ordinance, 1974, as amended, whether or not

1974, soos gewysig, ongeag of sodanige werkgewer ook die houër is van 'n dranklisensie ingevolge die Drankwet, 1977, soos gewysig, wat hom toelaat om drank in sy restaurant, verversingskamer of teekamer te verskaf.

Posadres van applikant—Posbus 2128, Pretoria, 0001.

Kantooradres van applikant.—Centenary-gebou 312, Bureauaan, Pretoria

Die aandag word gevestig op onderstaande vereistes van artikel 4 en 7 van die Wet:

(a) Die mate waarin 'n beswaarmakende vakvereniging verteenwoordigend is, word ingevolge artikel 4 (4), soos toegepas by artikel 7 (5), 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 artikel 4 (2) moet gevolg word in verband met 'n beswaar wat ingedien word

M. W. J. LE ROUX, Nywerheidsregistrateur
(28 Augustus 1981)

employer is also the holder of a liquor licence under the Liquor Act, 1977, as amended, permitting the supply of liquor in his restaurant, refreshment room or tearoom

Postal address of applicant.—P.O. Box 2128, Pretoria, 0001.

Office address of applicant—312 Centenary Buildings, Bureau Lane, Pretoria

Attention is drawn to the following requirements of sections 4 and 7 of the Act:

(a) The representativeness of any trade union which objects to the application shall in terms of section 4 (4) as applied by section 7 (5) 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 section 4 (2) must be followed in connection with any objection lodged

M. W. J. LE ROUX, Industrial Registrar.
(28 August 1981)

KENNISGEWING 670 VAN 1981

DIE SUID-AFRIKAANSE APTEKERSRAAD

KENNISGEWING KRAGTENS ARTIKEL 45 (2) VAN DIE WET OP APTEKERS, 1974 (WET 53 VAN 1974)

Onderstaande besonderhede rakende persone wat, na behoorlike ondersoek na hul gedrag deur die Suid-Afrikaanse Aptekersraad, aan onbetaamlike of skandelijke gedrag skuldig bevind is, word hierby vir algemene inligting bekend gemaak

<i>Naam van persoon</i>	<i>Aard van oortreding waaraan skuldig bevind</i>
Cornelius Pieter de Leeuw BEYERS	Skandelijke gedrag—Het sekere bepalings van die Wet op die Beheer van Medisyne en Verwante Stowwe, 1965 (Wet 101 van 1965), asook die Wet op Aptekers, 1974 (Wet 53 van 1974), oortree deurdat hy as 'n apteker sake gedoen het terwyl hy nie as sulks geregistreer is nie
Solly BLUMENFELD	Skandelijke gedrag—Het artikel 43 van die Wet op Aptekers, 1974 (Wet 53 van 1974), oortree deur 'n kommissie te betaal op voorskrifte wat deur 'n geneesheer aan pasiente in 'n privaat verpleeginrigting uitgereik is
Walter Jesse FELGATE	Onbetaamlike gedrag—Het artikel 22A (9) (b) (iii) en (e) van die Wet op die Beheer van Medisyne en Verwante Stowwe, 1965 (Wet 101 van 1965), oortree deurdat hy versuim het om die Register van Bylae 7-stowwe te balanseer en op datum te hou soos voorgeskryf
Rowland George MACKAY	Skandelijke gedrag—(i) Het artikel 2 (b) van die Wet op die Misbruik van Afhanklikheidsvormende Stowwe en Rehabilitasiesentrums, 1971 (Wet 41 van 1971), oortree deurdat hy 'n verbode afhanklikheidsvormende stof in sy besit gehad het
Garth Moorcroft MILLER	(ii) Het artikel 22A (9) (e) van die Wet op die Beheer van Medisyne en Verwante Stowwe, 1965 (Wet 101 van 1965), oortree deurdat hy versuim het om sy Bylae 7 Register op die voorgeskryfde wyse te balanseer
Govindarajan NAIDOO	Onbetaamlike gedrag—In die Durbanse Landdroshof skuldig bevind aan oortreding van artikel 22A (6) (a) en 7 (b) van die Wet op die Beheer van Medisyne en Verwante Stowwe, 1965 (Wet 101 van 1965), deurdat hy Bylae 4- en 5-stowwe sonder voorskrif verkoop het
	Onbetaamlike gedrag—In die Verulamse Landdroshof skuldig bevind aan oortreding van artikel 35 (1) van die Wet op Aptekers, 1974 (Wet 53 van 1974), deurdat hy toegelaat het dat sy apteek tydens sy afwesigheid vir besigheidsdoeleindes oopbly

D. A. DUGGAN, Registrateur.
(28 Augustus 1981)

NOTICE 670 OF 1981

THE SOUTH AFRICAN PHARMACY BOARD

NOTICE IN TERMS OF SECTION 45 (2) OF THE PHARMACY ACT, 1974 (ACT 53 OF 1974)

The following particulars concerning persons found guilty of improper or disgraceful conduct by the South African Pharmacy Board, after due inquiry into their conduct, and upon whom penalties were imposed in terms of the Pharmacy Act, are published for general information:

<i>Naam van persoon</i>	<i>Aard van oortreding waaraan skuldig bevind</i>	<i>Straf opgelê</i>
Cornelius Pieter de Leeuw BEYERS	Skandelijke gedrag—Het sekere bepalings van die Wet op die Beheer van Medisyne en Verwante Stowwe, 1965 (Wet 101 van 1965), asook die Wet op Aptekers, 1974 (Wet 53 van 1974), oortree deurdat hy as 'n apteker sake gedoen het terwyl hy nie as sulks geregistreer is nie	Geskors vir 'n tydperk van ses maande, vonnis vir een jaar opgeskort
Solly BLUMENFELD	Skandelijke gedrag—Het artikel 43 van die Wet op Aptekers, 1974 (Wet 53 van 1974), oortree deur 'n kommissie te betaal op voorskrifte wat deur 'n geneesheer aan pasiente in 'n privaat verpleeginrigting uitgereik is	Geskors vir 'n tydperk van drie maande, vonnis vir drie jaar opgeskort
Walter Jesse FELGATE	Onbetaamlike gedrag—Het artikel 22A (9) (b) (iii) en (e) van die Wet op die Beheer van Medisyne en Verwante Stowwe, 1965 (Wet 101 van 1965), oortree deurdat hy versuim het om die Register van Bylae 7-stowwe te balanseer en op datum te hou soos voorgeskryf	Gewaarsku
Rowland George MACKAY	Skandelijke gedrag—(i) Het artikel 2 (b) van die Wet op die Misbruik van Afhanklikheidsvormende Stowwe en Rehabilitasiesentrums, 1971 (Wet 41 van 1971), oortree deurdat hy 'n verbode afhanklikheidsvormende stof in sy besit gehad het	Geskors vir 'n tydperk van drie maande, vonnis vir twee jaar opgeskort
Garth Moorcroft MILLER	(ii) Het artikel 22A (9) (e) van die Wet op die Beheer van Medisyne en Verwante Stowwe, 1965 (Wet 101 van 1965), oortree deurdat hy versuim het om sy Bylae 7 Register op die voorgeskryfde wyse te balanseer	Berispe en gewaarsku
Govindarajan NAIDOO	Onbetaamlike gedrag—In die Durbanse Landdroshof skuldig bevind aan oortreding van artikel 22A (6) (a) en 7 (b) van die Wet op die Beheer van Medisyne en Verwante Stowwe, 1965 (Wet 101 van 1965), deurdat hy Bylae 4- en 5-stowwe sonder voorskrif verkoop het	Berispe en gewaarsku
	Onbetaamlike gedrag—In die Verulamse Landdroshof skuldig bevind aan oortreding van artikel 35 (1) van die Wet op Aptekers, 1974 (Wet 53 van 1974), deurdat hy toegelaat het dat sy apteek tydens sy afwesigheid vir besigheidsdoeleindes oopbly	

D. A. DUGGAN, Registrateur.
(28 Augustus 1981)

<i>Name of person</i>	<i>Nature of offence of which found guilty</i>	<i>Penalty imposed</i>
Cornelius Pieter de Leeuw BEYERS	Disgraceful conduct—Contravened certain provisions of the Medicines and Related Substances Control Act, 1965 (Act 101 of 1965), and the Pharmacy Act, 1974 (Act 53 of 1974), by practising as a pharmacist while not being registered as such	Suspended for a period of six months, sentence suspended for one year
Solly BLUMENFELD	Disgraceful conduct—Contravened section 43 of the Pharmacy Act, 1974 (Act 53 of 1974), by paying a commission on prescriptions issued by a medical practitioner for inmates of a private nursing home	Suspended for a period of three months, sentence suspended for three years
Walter Jesse FELGATE	Improper conduct—Contravened section 22A (9) (b) (iii) and (e) of the Medicines and Related Substances Control Act, 1965 (Act 101 of 1965), by failing to balance and maintain the Schedule 7 Substances Register as prescribed	Cautioned

Vaal plants recognise Mawu

sewelan 28/8/81

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1105A

By Z. B. MOLEFE

THE Metal and Allied Workers' Union (Mawu) and a Bergvlei heavy vehicle manufacturing concern, have just signed a recognition agreement which has been described as a "viable document in achieving a sound future".

The agreement, concluded after 12 months of extensive negotiations,

which included union shop stewards, provides for the recognition of Mawu at the concern's Wadeville and Driehoek plants

Among other things covered in the agreement, regarded by both parties as a comprehensive document, are

- A mutual commitment to industrial peace
- Agreed procedures for grievance and dispute resolution,
- An agreed disciplinary procedure,

- Joint involvement in matters affecting health and safety,
- Comprehensive statements covering the rights of both management and the union,
- Procedures for the recognition and accrediting of shop stewards to represent interests of union members,
- Time off to shop stewards for union business,
- The union and its shop stewards will be regarded as the sole bargaining agent for union members,
- The negotiations will be in respect of both plants and not for each plant separately,
- Agreement that where an issue was under negotiation or subject to dispute, the only recourse to the Press would be by way of mutually agreed statements

After the signing of the agreement "both company and Mawu regard the agreement as a positive step forward in their industrial relations, and regard it as a viable document in achieving a sound future relationship", their statement said

31/8/81
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Details of union registration in White paper

Labour Reporter

THE Government approved 24 of the 31 registration applications submitted by black and racially mixed trade unions between October 1979 and May this year according to the White Paper responding to the Fifth Wiehahn Commission report

The Government also says in the White Paper that 51 out of 52 applications by registered unions to extend membership

to other races have been approved

The Government says the outstanding applications have not been refused but are still "under consideration"

Of those unions which have been granted registration, 17 are for blacks only and seven are racially mixed

Of those which were still under consideration, four were from blacks-only unions and three from mixed unions

According to the Government, there are now 195 registered unions, of which 78 are open to whites only

The release of these figures comes shortly before the results of an appeal by the Federation of SA Trade Unions (Fosatu) against racial registration certificates granted to its member unions are expected

Fosatu unions have threatened to de-register, thus quitting the official bargaining system, if they are not permitted to register on a nonracial basis

1600 BOYCOTT CANTEEN IN PROTEST AGAINST DEMOTIONS

Ford struggle continues

A LABOUR dispute emanating from a spate of strikes in Port Elizabeth more than two months ago is still disturbing labour peace here at Ford Motor Company.

The canteen facilities at the company's two Struandale plants have been boycotted for two-and-a-half months by black workers. Their union claims that the boycott involves the whole black labour force there, including coloured — totalling more than 1600 workers.

The organising secretary of the Motor Assembly and Component Workers Union of South Africa (Macwusa), Mr Government Zini, said in an interview the boycott was in a protest against the demotion of him and another union executive by Ford after the recent strikes there.

The workers are demanding that they be reinstated in their former positions — but the company has ignored the boycott. "This victimisation is very bad for good industrial relations," said Mr Zini.

He said he and his colleague, Mr Dennis Neer, were demoted from salaried positions, respectively as lecturer and supervisor, to ordinary hourly paid labourers on the factory floor.

They now take home less than half their previous income in a month, he said.

The director of Public Relations at Ford, Mr Dunbar Bucknall, confirmed that there was a boycott of canteen facilities at its Engine and Cortina plants, but he could not supply figures and would give no more details.

The boycott has become so



SOLIDARITY: Ford Company worker in Port Elizabeth.

much the order of the day that nobody was taking note of it anymore.

The union leaders were informed at the time that their positions of authority over hourly paid workers constituted a conflict of interest in that they also had authority over them in the union. Therefore hourly positions had to be

found for them, and those did not have such good pay.

Four of Macwusa's leaders were detained by Security Police after the Ford strike, when they were arrested travelling in Transkei without the required documents.

They are still in detention under Section 6 of the Terror-

ism Act. Macwusa shot into prominence in recent years, and three months ago it led more than 3000 workers at five plants in the most widespread strike yet in Port Elizabeth's industry. The strike was over Firestone workers losing their jobs during a strike early this year.

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OR R1 000 FOR NEAREST ENTRY

RULES: Send your entries - as many as you wish - with a donation of 25c for each entry to: ST JOHN AMBULANCE CROSSWORD No 443 PO Box 2012, CAPE TOWN 8000. CLOSING DATE: 9 am, 9th Sept 1981.

- 1 Only copies from newspapers, facsimiles, or photostats are acceptable. Nothing else. No permutations. All entries to state name and address.
- 2 Cheques to be crossed. Name and address to be written on the back. Entries are disqualified if cheque is dishonoured. Do not put stamps on new postal orders as this may invalidate your entry.
- 3 Do not send registered letters. Do not enclose coins or banknotes in postal entries. Do not use pins, staples or adhesive tape. All entries and sufficient fees must be in one envelope. Any envelopes received bearing a postal tax mark will not be accepted, but will be returned to the Post Office.
- 4 Late entries will be disqualified and treated as unconditional donations.
- 5 The decision of the organisers is final, and no correspondence will be entered into. No judges' reasons will be provided.
- 6 Anybody may enter, excluding the staff, committee members of St John Ambulance, voluntary organisers and members of their respective families or agents.
- 7 Entries under nom de plumes are unacceptable. All names and addresses of prize

ACROSS

- 1 Bankrupt — is not likely to demand a really high price (FIRM)
- 3 Heavy obligations are assumed by those with the capability for — (RECREATION RESORTS)
- 6 Rulers of old freely in order to raise (GOAD/GOLD)
- 7 Bad conditions may slow down progress (GRAIN/TRAIN)
- 8 One would hardly expect two ill-matched persons in a — (DUEL/DUET)
- 10 It would be natural for a man to marry a woman, same — as himself (C/TASTE)
- 11 Go-ahead student may have a variety of available options for exam (TESTS/PAIRING)
- 15 Taking excessive loans (USURY)
- 17 Natural aptitude plus sound training would produce a — (MASTER/TASTER)
- 20 If no better officer is

31/8/81
Details of union registration in White paper ^{com} (151)

Labour Reporter

THE Government approved 24 of the 31 registration applications submitted by black and racially mixed trade unions between October 1979 and May this year, according to the White Paper responding to the Fifth Wiehahn Commission report

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The release of these figures comes shortly before the results of an appeal by the Federation of SA Trade Unions (Fosatu) against racial registration certificates granted to its member unions are expected

Fosatu unions have threatened to de-register, thus quitting the official bargaining system, if they are not permitted to register on a nonracial basis

Why

DD 2/19/81 Militant Trade Union

Was recognised by

East London company

right of workers to choose whatever form of representation they desired.

and that it believed sound and fair labour relations depended on involving workers through their chosen representatives in those decisions which affect their lives at work.

On the first point Mr Heffer said Chloride rejected the view that management's "right to manage" meant unilateral decision-making.

On the second 'we asked ourselves 'do we mean it or real?' and accepted fully an affirmative answer. We made our attitude known before we were approached by a trade union."

The company also made clear its willingness to accept any representatives chosen by workers whatever their background or reputed background.

Chloride concentrated on training committee members and developing committee powers stressing that it was a consultation, not a negotiation body.

In April 1980 Chloride's East London workers asked for a union to replace the liaison committee.

Following an uneasy hulli, Saawu approached the company formally for recognition in June. We had a policy and set a date to discuss their request."

Chloride asked Saawu how many workers it represented and the union said 60 per cent. Management thought this figure too high — some employees believed that only five per cent belonged to Saawu — and asked the union to prove its claim.

It did. Union records showed it had 70 per cent membership at the plant.

Talks then continued with Saawu over issues like paid-up membership over a period, the union's constitution and a structure for recognition — and there was debate within management on an acceptable membership figure for recognition. But in the interim, the

committee had ceased to function.

Saawu "met out every requirement and discussion was constructive." Chloride "decided to go to the workers who had waited patiently through the discussion period."

On November 5, 1980 workers were asked in a referendum monitored by both parties whether they wanted Saawu to represent them and 95.2 per cent voted "yes."

The agreement was signed on November 11 and in it both parties declared their commitment to "industrial justice and peace as well as to profitability, growth and stability."

It was an uncomplicated agreement which acknowledged that the process would develop as both sides established their rights and duties. It provided for the election of a five-member

workers' central executive and four shop stewards. The executive may call in union officials whenever it wishes and officials are brought in when negotiation is at issue.

In practice union officials tend to leave in-plant issues to the committee according to Mr Heffer.

Chloride did not try to hide its approach from the authorities.

They were "not always pleased with us but we were not trying to undermine the government and we had many useful discussions," said Mr Heffer.

Since the agreement matters have developed well. Mr Heffer ascribed this partly to the existence of a detailed company labour policy before Saawu's approach and the clear indication to workers that unionism would be allowed.

"We were told that Saawu's policy was one of confrontation. Well, I must say we have not come across it yet."

The committee has been restructured in consultation with Saawu and in line with the agreement a job evaluation system has been introduced after talks with union representatives and wages were negotiated with Saawu.

Mr Heffer said Chloride would have preferred a non-negotiated wage rise this year after introducing its new system, but Saawu chose to negotiate it.

"Bargaining lasted two days in place of the anticipated few hours but we reached a satisfactory agreement including a plan for productivity improvements."

A comprehensive bargaining and disputes procedure is now to be negotiated.

Delicate issues have arisen since the agreement was signed — 53 men were retrenched — but the union was able to negotiate an improved settlement for laid-off workers. Since then some have been taken back in consultation with Saawu.

Reviewing Chloride's move in the context of turbulence in East London Mr Heffer said "The

situation is delicate, a large number of strikes have occurred and some are still on but so far none at our plant.

'We do not believe we are immune from strikes we simply don't want to cause them.'

He added "To refuse to deal with a representative union, even if it is not registered, would to my mind fly in the face of reality."

Mr Heffer said he believed it was dangerous to encourage employers to join together to crush a particular union.

"Such collusion is wrong whether between different employers or between employers and the authorities or even between both of these and favoured unions."

Mr Heffer saw Chloride's decision to recognise Saawu as "a beginning not an end."

He added "When you embark on this kind of social experiment you are giving away some power. That's hard to accept at first."

But he stressed the importance of 'mutual trust' and said "I do not underestimate the hard work involved nor the degree of patience and understanding but the rewards can be incalculable." — DDR

In November last year an East London-based battery manufacturing industry Chloride (SA), became the first local company to recognise the unregistered South African Allied Workers' Union.

In a recent talk to employers, reported by Witwatersrand University's Graduate School of Business Administration, Chloride's personnel director, Mr Theo Heffer, explained how his company came to recognise Saawu.

Mr Heffer said a survey had been conducted by the company at its Benoni, East London and Berlin plants in June, 1979.

This survey revealed that neither management nor workers were aware of any union attempts to recruit workers and that workers said they didn't know whether they wanted to be represented by a union or by an in-plant committee.

Later Chloride was approached at one factory by a union claiming to represent more than 60 per cent of workers.

The survey had already revealed that workers did not feel their liaison committee, used as an alternative to a union, was achieving anything.

The company learned

that Saawu was willing to consider in-plant committees, however, as long as they were not meant to frustrate unions.

Chloride was also influenced by other factors around June, 1979, according to Mr Heffer.

"We were aware of an ever-increasing awareness of their rights and power among blacks."

"That's important. Do not assume that because you do not have an overt conflict situation that blacks are not thinking about their grievances."

The company recognised that an increasing proportion of its workforce would be black and that, as workers acquired better education and training, they were unlikely to remain "subservient and docile".

Chloride therefore began an awareness programme among top management "to concentrate on fundamental principles in regard to trade unionism."

It began to develop a policy aimed at "maintaining industrial peace."

Flowing from the company's approach were three principles:

- That management had the "responsibility and right to manage the business".

- that it recognised the

Trade unions: registration
171 Dr. *Hans S Q C 273* BORAINÉ asked the
Minister of Manpower.

(1) (a) How many previously unreg-

2/9/81
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istered trade unions have applied for
registration since June 1979, (b) what
are their names and (c) what is the
composition by race of each;

(2) (a) how many such trade unions have

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WEDNESDAY

been refused registration and (b)
what are their names?

The MINISTER OF MANPOWER

(1) (a) 45.

(b) Information supplied by individual trade unions is treated in confidence in order to maintain the mutual trust established between my Department and trade unions. It is not deemed advisable to disclose information in respect of individual trade unions. I should prefer to leave it to the trade unions themselves or their federations to disclose whatever information in regard to their internal affairs which they themselves in their discretion may decide upon.

(c) Falls away.

(2) (a) None.

(b) Falls away.

Hans S Q C 275 2/9/81
Registered trade unions

172. Dr. A. L. BORAINÉ asked the
Minister of Manpower.

(1) (a) How many registered trade unions have applied since 1 July 1979 for extension of their scope in order to admit members of race groups for which they were not previously registered, (b) what are their names and (c) what is the composition by race of each,

(2) (a) how many of these applications (i) have been (aa) granted and (bb) refused and (ii) are still pending and (b) what are the names of the trade unions involved in each such category?

The MINISTER OF MANPOWER:

(1) (a) 57.

(b) and (c) Information supplied by

individual trade unions is treated in confidence in order to maintain the mutual trust established between my Department and trade unions. It is not deemed advisable to disclose information in respect of individual trade unions. I should prefer to leave it to the unions themselves or their federations to disclose whatever information in regard to their internal affairs which they themselves in their discretion may decide upon.

(2) (a) (i) (aa) 54.

(bb) Nil.

(ii) 3

(b) As in (1)(b) and (c)

Registered trade unions

Hans S Q C 275 2/9/81
173 Dr. A. L. BORAINÉ asked the
Minister of Manpower.

(1) (a) How many registered trade unions, at the latest specified date for which figures are available, confined their membership to (i) White, (ii) Coloured/Asian or (iii) Black persons and (b) how many members did each such trade union have,

(2) (a) how many racially mixed registered trade unions were there at that date and (b) how many (i) White, (ii) Coloured and Asian and (iii) Black members did each such trade union have?

The MINISTER OF MANPOWER:

(1) (a) (i) 78

(ii) 51.

(iii) 17.

(b) Information supplied by individual trade unions is treated in confidence in order to maintain the mutual trust established be-

tween my Department and trade unions. It is not deemed advisable to disclose information in respect of individual trade unions. I should prefer to leave it to the trade unions themselves or their federations to disclose whatever information in regard to their internal affairs which they themselves in their discretion may decide upon.

(2) (a) 48.

(b) (i) 45 502

(ii) 216 467.

(iii) 30 013

Note: These figures are as at 31 December 1980 and reflect the total membership of the trade unions concerned.

224 blacks refused work in the W Cape

Augus 3/9/81 314 151

Mr Fanie Botha

R476-m from tourists

SOUTH AFRICA earned about R476-million from the nearly 800 000 foreign tourists who visited the country last year, the Minister of Industries, Commerce and Tourism, Dr Dawie de Villiers, said yesterday. — Sapa.

THE Government refused 224 applications by blacks to work in the Western Cape during the first six months of this year, the Minister of Manpower, Mr Fanie Botha, said yesterday.

Replying to a question from Dr Alex Boraine (PFP, Fimelands) he said 858 potential black workers were affected by the refusals.

Replying to another question from Dr Boraine,

the Minister of Police, Mr Louis le Grange said 214 black workers were arrested for striking illegally in 1979 and 294 in 1980.

Mr Botha said in reply to another question from Dr Boraine that 45 previously unregistered trade unions had applied for registration since June 1979.

A total of 57 registered trade unions had applied since July 1 1979 for extension of their scope in order to admit members

of race groups for which they were not previously registered.

Of these applications 54 were granted while three were pending.

There were 78 unions which confined their membership to whites, 51 which confined their membership to coloureds and Asians and 17 which confined membership to blacks.

There were 48 racially mixed unions. — Sapa.

RDM 4/9/81 (H2)
**Cobra strikes
for union
recognition** (R2) (107)

Labour Reporter

POLICE stood by yesterday as more than 200 workers at the Cobra Brassware works at Luipaardsvlei on the West Rand downed tools for the second time this week in support of demands for the recognition of the General and Allied Workers Union.

The workers also want a review of wages.

By late yesterday, the stoppage had not been settled but a union spokesman, Mr Sydney Mafamudi, said further talks were planned between the company and GAWU representatives.

Cobra's managing director, Mr Terry Davidson, confirmed that over 200 workers had stopped work yesterday after a smaller stoppage on Monday. He denied that recognition talks had broken down.

RDM 4/9/81 (187)

Cobra strikes for union recognition

Labour Reporter

POLICE stood by yesterday as more than 200 workers at the Cobra Brassware works at Luipaardsvlei on the West Rand downed tools for the second time this week in support of demands for the recognition of the General and Allied Workers Union

The workers also want a review of wages

By late yesterday, the stoppage had not been settled but a union spokesman, Mr Sydney Mafamudi, said further talks were planned between the company and GAWU representatives

Cobra's managing director, Mr Terry Davidson, confirmed that over 200 workers had stopped work yesterday after a smaller stoppage on Monday. He denied that recognition talks had broken down

dat ek voornemens is om die grond wat in die Bylae vermeld word kragtens artikel 2 (1) van die genoemde Wet aan te wys. Persone wat teen die beoogde aanwysing beswaar wil maak word gevra om voor of op 12 Oktober 1981 hul besware skriftelik by die Direkteur-generaal, Departement van Gemeenskapontwikkeling, Privaatsak X390, Pretoria, 0001, in te dien (Verwysing 2/5/53/1)

J J G. WENTZEL, Adjunk-minister van Ontwikkeling en van Grondsake

BYLAE

Die restant van die plaas Hartebeeste Rivier 607, afdeling Caledon, groot 2 117,2394 hektaar
(4 September 1981)

KENNISGEWING 675 VAN 1981

DEPARTEMENT VAN MANNEKRAG

WET OP NYWERHEIDSVERSOENING, 1956

AANSOEK OM REGISTRASIE VAN 'N VAKVERENIGING

Ek, Mattheus Willem Johannes le Roux, Nywerheids-registrateur, maak ingevolge artikel 4 (2) van bogenoemde Wet hierby bekend dat 'n aansoek om registrasie as 'n vakvereniging ontvang is van die Wes-Kaapse Plofstof- en Chemiese Operateursvakbond. 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, Ongevallegebou 449, Schoemanstraat 215, Pretoria (posadres: Privaatsak X117, Pretoria, 0001)

TABEL

Naam van vakvereniging — Wes-Kaapse Plofstof- en Chemiese Operateursvakbond

Datum, waarop aansoek ingedien is — 15 April 1981.

Belange en gebied ten opsigte waarvan aansoek gedoen word. — Blankes wat vir die doeleindes van die Wet werknemers is en in diens as proseswerkers en/of operateurs in die Plofstof- en Chemiese Nywerhede in die landdrostrik Somerset-Wes

“Plofstof- en Chemiese Nywerhede” beteken, sonder om die gewone betekenis van die uitdrukking enigsins te beperk, die nywerhede waarin die werkgewer en sy werknemers met mekaar geassosieer is vir die vervaardiging, asook vir alle prosesse wat daarmee gepaard gaan van—

(a) slagdoppies, slagbuise, springstowwe, lonte, doppiepatroonknippe en produkte wat uit springstowwe vervaardig word,

(b) misstowwe,

(c) sure, ammoniak, veevoer, chemikalieë of chemiese verbindings, sianide- en sianogeenprodukte, reinigingsmiddels, ontsmettingsmiddels, swamdoders, gliserien, insektedoders, mediese preparate, vee-merkstowwe en veartsenymiddels,

(d) chlooroplosmiddels en polvimelchloried,

(e) ondersteunde en onondersteunde plastiekblad, en

(f) titaanoksiedpigmente

By die toepassing van paragraaf (e) hierbo, beteken—

(i) ondersteunde plastiekblad 'n plastiekblad wat op weefstof, papier, nylon, going of enige ander basiese materiaal gesprei, gelamineer of deurgedruk is, en

(ii) onondersteunde plastiekblad 'n plastiekblad wat nie op 'n basis is nie

notice that I intend to designate under section 2 (1) of the said Act the land specified in the Schedule. Persons who wish to object to the intended designation are invited to lodge their objections in writing with the Director-General, Department of Community Development, Private Bag X390, Pretoria, 0001, before or on 12 October 1981. (Reference 2/5/53/1)

J J G. WENTZEL, Deputy Minister of Development and of Land Affairs

SCHEDULE

The remainder of the farm Hartebeeste Rivier 607, Division of Caledon, in extent 2 117,2394 hectares
(4 September 1981)

NOTICE 675 OF 1981

DEPARTMENT OF MANPOWER

INDUSTRIAL CONCILIATION ACT, 1956

APPLICATION FOR REGISTRATION OF A TRADE UNION

I, Mattheus Willem Johannes le Roux, Industrial Registrar, do hereby, in terms of section 4 (2) of the above-mentioned Act, give notice that an application for registration as trade union has been received from the Wes-Kaapse Plofstof- en Chemiese Operateursvakbond. 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, 449 Compensation House, 215 Schoeman Street, Pretoria (postal address: Private Bag X117, Pretoria, 0001), within one month of the date of publication of this notice.

151 TABLE

Name of trade union — Wes-Kaapse Plofstof en Chemiese Operateursvakbond.

Date on which application was lodged — 15 April 1981.

Interests and area in respect of which application is made — White persons who are employees for the purposes of the Act and who are employed as process workers and/or operators in the Explosives and Chemical Industries in the Magisterial District of Somerset West

“Explosives and Chemical Industries” means, without in any way limiting the ordinary meaning of the expression, the industries in which the employer and his employees are associated for the purpose of manufacturing, together with all incidental processes, of—

(a) detonators, detonator tubes, explosives, fuses, primer clips and products manufactured from explosives;

(b) fertilisers;

(c) acids, ammonia, animal feeds, chemicals or chemical compounds, cyanide and cyanogen products, detergents, disinfectants, fungicides, glycerine, insecticides, medical preparations, stock branding fluids and veterinary remedies,

(d) chlorinated solvents and polyvinylchloride,

(e) supported and unsupported plastic sheet, and

(f) titanium oxide pigments

For the purposes of paragraph (e) above—

(i) supported plastic sheet means a plastic sheet spread, laminated or extruded on a base of cloth, paper, nylon, hessian or any other material, and

(ii) unsupported plastic sheet means a plastic sheet not carried on a base

Posadres van applikant —Sarel Cilliersstraat 63, Strand, 7140

Kantooradres van applikant —Sarel Cilliersstraat 63, Strand.

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

M W J LE ROUX, Nywerheidsregistrateur.

(4 September 1981)

Postal address of applicant —63 Sarel Cilliers Street, Strand, 7140

Office address of applicant —63 Sarel Cilliers Street, Strand

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

M W J LE ROUX, Industrial Registrar

(4 September 1981)

DEPARTEMENT VAN MANNEKRAG

WET OP NYWERHEIDSVERSOENING, 1956

AANSOEK OM VERANDERING VAN DIE REGISTRASIEBESTEK VAN 'N VAKVERENIGING

Ek, Mattheus Willem Johannes le Roux, Nywerheids-registrateur, maak ingevolge artikel 4 (2), soos toegepas by artikel 7 (5), van bogenoemde Wet, hierby bekend dat 'n aansoek om die verandering van sy registrasiebestek ontvang is van die National Union of Furniture and Allied Workers of South Africa. Besonderhede van die aansoek word in onderstaande tabel verstrekk.

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, Ongevallegebou 449, Schoemanstraat 215, Pretoria (posadres. Privaatsak X117, Pretoria, 0001)

TABEL

Naam van vakvereniging — National Union of Furniture and Allied Workers of South Africa.

Datum waarop aansoek ingedien is — 26 Junie 1981.

Belange en gebied ten opsigte waarvan aansoek gedoen word — Alle persone wat vir die doeleindes van die Wet werknemers is en wat in diens is in die Meubelnywerheid in die Republiek van Suid-Afrika.

“Meubelnywerheid” beteken, sonder om die gewone betekenis van die uitdrukking enigsins te beperk, die nywerheid waarin werkgewers en werknemers met mekaar geassosieer is vir die vervaardiging, hetsy in die geheel of gedeeltelik, van alle tipes meubels, ongeag die materiaal wat gebruik word, en dit sluit die volgende werksaamhede in:

Heelmaak, stoffeer-, herstoffeer-, beits-, spuit- of poleerwerk en/of herpoleerwerk, die maak van los oortreksels en/of stoelkussings en/of die sny en/of maak en/of pas van gordyne en/of die maak en/of heelmaak van raamveermatrasses en/of rame vir stoffeerwerk, houtmasjienwerk, fineerwerk, houtdraaiwerk, houtsnijwerk in verband met die vervaardiging en/of heelmaak van meubels, poleer en/of herpoleerwerk aan klaviere, of die vervaardiging en/of heelmaak van en/of beits- en/of spuit- en/of poleerwerk aan meubels vir teekamers, kantore, kerke, skole, kroee of traters en kabinette vir musiekinstrumente en radio- of draadloos- of televisiekabinette, en die draai en/of houtsnij van ornamente en/of fantasieware, waaronder die vervaardiging van alle tipes meubels vir huishoudelike doeleindes

DEPARTMENT OF MANPOWER

INDUSTRIAL CONCILIATION ACT, 1956

APPLICATION FOR VARIATION OF SCOPE OF REGISTRATION OF A TRADE UNION

I, Mattheus Willem Johannes le Roux, Industrial Registrar, do hereby, in terms of section 4 (2) as applied by section 7 (5) of the above-mentioned Act, give notice that an application for the variation of its scope of registration has been received from the National Union of Furniture and Allied Workers of South Africa. 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, 449 Compensation House, 215 Schoeman Street, Pretoria (postal address Private Bag X117, Pretoria, 0001), within one month of the date of publication of this notice.

TABLE

Name of trade union — National Union of Furniture and Allied Workers of South Africa

Date on which application was lodged. — 26 June 1981

Interests and area in respect of which application is made — All persons who are employees for the purposes of the Act and who are employed in the Furniture Manufacturing Industry in the Republic of South Africa.

“Furniture Manufacturing Industry” means, without in any way limiting the ordinary meaning of the expression, the industry in which employers and employees are associated for the manufacture, either in whole or in part, of all types of furniture, irrespective of the materials used, and includes the following operations: Repairing, upholstering, re-upholstering, staining, spraying or polishing and/or repolishing, the making of loose covers and/or cushions and/or the cutting and/or sewing and/or fitting of curtains and/or the making and/or repairing of box spring mattresses and/or frames for upholstering, wood machining, veneering, wood turning, carving in connection with the manufacture and/or repair of furniture, the polishing and/or repolishing of pianos or the manufacture and/or staining and/or spraying and/or polishing and/or repairing of tearoom, office, church, school, bar or theatre furniture and cabinets for musical instruments and radio or wireless or television cabinets, and the turning and/or carving of ornaments and/or novelties, and includes the manufacture of all types of furniture for domestic purposes as well as the manufacture

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asook die vervaardiging uit hout van orrels en biljartafels en/of yskaste en dit omvat die vervaardiging van of prosesse by die vervaardiging van beddegoed, wat so omskryf en uitgelê moet word dat dit alle soorte matrasse, veermatrasse, bo-matrasse, kopkussings, peule en stoelkussings insluit, en ook die werksaamhede wat verrig word op alle persele waar houtmasjienwerk, houtdraaiwerk en/of hout-snywerk gedoen word in verband met die vervaardiging van meubels, en ook nog die heelmaak van, herstoffeer- of herpoleerwerk aan meubels in of in verband met bedryfsinrigtings waar die voorbereiding van 'n meubelstuk of in sy geheel of gedeeltelik uitgevoer word en die fineerwerk aan deure gemaak van gelamelleerde blokbord of laaghout wat vir meubels gebruik word en alle gedeeltes van materiaal wat by die vervaardiging van meubels en die vervaardiging van stoep-, tuin- en kampeermeubels gebruik word, maar uitgesonderd sowel die vervaardiging van artikels wat hoofsaaklik van biesies, gras en/of rottang gemaak is, as die vervaardiging van metaalmeubels, met inbegrip van metaalkatels.

Opmerking.—Die applikant is reeds ten opsigte van die Meubelnywerheid, in die Republiek van Suid-Afrika geregistreer, uitgesonderd "die draai en/of houtsnij van ornamente en/of fantasieware" wat in die bostaande omskrywing van die nywerheid verskyn.

Posadres van applikant—Posbus 2040, Johannesburg, 2000

Kantooradres van applikant—Vierde Verdieping, Meubelsentrum, h/v Kerk- en Mooistraat, Johannesburg.

Die aandag word gevestig op onderstaande vereistes van artikels 4 en 7 van die Wet

(a) Die mate waarin 'n beswaarmakende vakvereniging verteenwoordigend is, word ingevolge artikel 4 (4), soos toegepas by artikel 7 (5), 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 artikel 4 (2) moet gevolg word in verband met 'n beswaar wat ingedien word.

M. W. J. LE ROUX, Nywerheidsregistrator
(4 September 1981)

KENNISGEWING 677 VAN 1981

DEPARTEMENT VAN WATERWESE, BOSBOU EN OMGEWINGSBEWARING

OUKLOOF-STAATSWATERBEHEERGEBIED, AFDELING PRINS ALBERT, KAAPPROVINSIE — BEPALING VAN DIE MAKSIMUM OMVANG VAN GROND WAT BESPROEI KAN WORD

1. Ek, Cornelius Visser van der Merwe, in my hoedanigheid van Minister van Waterwese, Bosbou en Omgewingsbewaring, bepaal ingevolge artikel 63 (2) (a), gelees met artikel 63 (2A), van die Waterwet, 1956 (Wet 54 van 1956), dat die maksimum omvang van grond in die Oukloof-staatswaterbeheergebied wat met water uit 'n Staatswaterwerk besproei kan word, dié oppervlakte is wat teenoor die onderskeie eiendomme in die Bylae verskyn, mits sodanige grond na die mening van die Inlystingsraad, deur my aangestel ingevolge artikel 64 (1) van genoemde Wet, voordelig, sonder benadeling van die werke of bestaande besproeiing, besproei kan word

2. Voorts bepaal ek ingevolge artikel 63 (2) (b) van genoemde Wet dat 'n maksimum hoeveelheid van sesduisend driehonderd-en-dertig (6 330) kubieke meter water (gelyk aan 'n toediening van 33 mm), mits dit beskikbaar is, jaarliks verskaf kan word ten opsigte van elke hektaar grond wat aldus besproei kan word.

from wood of organs, billiard tables and/or refrigerators, and includes the manufacture or processes in the manufacture of bedding, the definition and interpretation of which shall include all types of mattresses, spring mattresses, overlays, pillows, bolsters and cushions, including the activities carried on on any premises where wood machining, wood turning and/or carving in connection with the manufacture of furniture are carried on, including further the repairing, re-upholstering or repolishing of furniture in or in connection with establishments in which the preparation of any article of furniture either in whole or in part is carried on and the veneering of laminated blockboard or plywood doors used for furniture and all parts of materials used in the manufacture of furniture and the manufacture of stoep, garden and camp furniture, but excluding both the manufacture of articles made principally of wicker, grass and/or cane and the manufacture of metal furniture including the manufacture of metal bedstead.

Note—The applicant already holds registration in respect of the Furniture Manufacturing Industry in the Republic of South Africa excepting "the turning and/or carving of ornaments and/or novelties" appearing in the above-mentioned definition of the industry

Postal address of applicant—P.O. Box 2040, Johannesburg, 2000

Office address of applicant—Fourth Floor, Meubelsentrum, corner of Kerk and Mooi Streets, Johannesburg.

Attention is drawn to the following requirements of sections 4 and 7 of the Act

(a) The representativeness of any trade union which objects to the application shall in terms of section 4 (4) applied by section 7 (5) 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 section 4 (2) must be followed in connection with any objection lodged

M. W. J. LE ROUX, Industrial Registrar
(4 September 1981)

NOTICE 677 OF 1981

DEPARTMENT OF WATER AFFAIRS, FORESTRY AND ENVIRONMENTAL CONSERVATION

OUKLOOF GOVERNMENT WATER CONTROL AREA, DIVISION OF PRINCE ALBERT, CAPE PROVINCE — DETERMINATION OF THE MAXIMUM EXTENT OF LAND WHICH MAY BE IRRIGATED

1. I, Cornelius Visser van der Merwe, in my capacity as Minister of Water Affairs, Forestry and Environmental Conservation, determine in terms of section 63 (2) (a), read with section 63 (2A), of the Water Act, 1956 (Act 54 of 1956), that the maximum extent of land in the Oukloof Government Water Control Area which may be irrigated with water from a Government water works is those areas appearing against the properties on the Schedule, provided that such land can, in the opinion of the Scheduling Board appointed by me in terms of section 64 (1) of the said Act be irrigated beneficially without detriment to the works or existing irrigation.

2. Furthermore I determine, in terms of section 63 (2) (b) of the said Act, that a maximum quantity of six thousand three hundred and thirty (6 330) cubic metres of water (equivalent to an application of 633 mm), if available, may be provided annually in respect of each hectare of land which may be so irrigated

(b) die volgende items in die korrekte alfabetiese volgorde by kolomme I en II onderskeidelik in te voeg

I	II
Kalsium- en natriumsoute van stearoiel 2-laktilaat	Soos bepaal deur goeie vervaardigingspraktyk 2 000 mg/kg
Natriumwaterstofdiacetate	

Belanghebbende persone word versoek om binne drie maande na datum van hierdie kennisgewing enige *gemotiveerde* kommentaar oor, of vertoe wat hulle in verband met die voorgestelde wysiging wil rig aan die Direkteur-generaal Gesondheid, Welsyn en Pensioene, Privaatsak X63, Pretoria, 0001 (Vir aandag Direkteur Verbruiksgoedere) voor te lê.

(4 September 1981)

KENNISGEWING 683 VAN 1981

DEPARTEMENT VAN MANNEKRAG

WET OP NYWERHEIDSVERSOENING, 1956

AANSOEK OM VERANDERING VAN DIE REGISTRASIEBESTEK VAN 'N VAKVERENIGING

Ek, Mattheus Willem Johannes le Roux, Nywerheidsregistrator, maak ingevolge artikel 4 (2) soos toegepas by artikel 7 (5) van bogenoemde Wet, hierby bekend dat 'n aansoek om die verandering van sy registrasiebestek ontvang is van die Transport Workers' Union (Coloured and Asian) 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, Ongevallegebou 449, Schoemanstraat 215, Pretoria (posadres. Privaatsak X117, Pretoria, 0001)

TABEL

Naam van vakvereniging.—Transport Workers' Union (Coloured and Asian).

Datum waarop aansoek ingedien is—6 Julie 1981.

Belange en gebied ten opsigte waarvan aansoek gedoen word.—Gekleurdes wat vir die doeleindes van die Wet werknemers is en in diens is as nasieners, klerke, diesel-werktuigkundiges, algemene werkers, faktotums, bedieners van mobiele hystoestelle, motorwerktuigkundiges, herstelwinkelasistente, toesighouers en voertuigdrywers in die Vervoeronderneming (Goedere) in die landdrostdistrik Lower Tugela

“Vervoeronderneming (Goedere)” beteken die onderneming waarin werkgewers en werknemers met mekaar geassosieer is vir die vervoer van goedere teen huur of vergoeding deur middel van motorvervoer, en dit sluit die vervoer van grond, gruis, klip of sand in wat vir verkoop bedoel is, hetsy sodanige vervoer teen huur of vergoeding geskied al dan nie.

Posadres van applikant.—Posbus 19, Johannesburg, 2000

Kantooradres van applikant.—Vulcan House 202, Andersonstraat 88, Johannesburg.

Die aandag word gevestig op onderstaande vereistes van artikels 4 en 7 van die Wet

(a) Die mate waarin 'n beswaarmakende vakvereniging verteenwoordigend is, word ingevolge artikel 4 (4), soos toegepas by artikel 7 (5), bepaal volgens die feite soos hulle bestaan het op die datum waarop die aansoek ingedien is, en

(b) the insertion of the following items in the correct alphabetical sequence in columns I and II, respectively.

I	II
Calcium and sodium stearoyl 2-lactylate	As dictated by good manufacturing practice 2 000 mg/kg
Sodium hydrogen diacetate	

Interested persons are invited to submit to the Director-General Health, Welfare and Pensions, Private Bag X63, Pretoria, 0001 (For attention Director: Consumer Goods), any *substantiated* comment on or representations they wish to make in regard to the proposed amendment within three months of the date of publication of this notice

(4 September 1981)

NOTICE 683 OF 1981

DEPARTMENT OF MANPOWER

INDUSTRIAL CONCILIATION ACT, 1956

APPLICATION FOR VARIATION OF SCOPE OF REGISTRATION OF A TRADE UNION

I, Mattheus Willem Johannes le Roux, Industrial Registrar, do hereby, in terms of section 4 (2) as applied by section 7 (5) of the above-mentioned Act, give notice that an application for the variation of its scope of registration has been received from the Transport Workers' Union (Coloured and Asian) 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, 449 Compensation House, 215 Schoeman Street, Pretoria (postal address Private Bag X117, Pretoria, 0001), within one month of the date of publication of this notice.

TABLE

Name of trade union—Transport Workers' Union (Coloured and Asian)

Date on which application was lodged—6 July 1981

Interests and area in respect of which application is made—Coloured persons who are employees for the purposes of the Act and who are employed as checkers, clerks, diesel mechanics, general workers, handymen, mobile hoist operators, motor mechanics, repair shop assistants, supervisors and vehicle drivers in the Transport Undertaking (Goods) in the Magisterial District of Lower Tugela

“Transport Undertaking (Goods)” means the undertaking in which employers and employees are associated for the transportation of goods by means of motor transport for hire or reward and includes the transportation of soil, gravel, stone or sand which is intended for sale, whether or not such transportation is performed for hire or reward

Postal address of applicant—P.O. Box 19, Johannesburg, 2000.

Office address of applicant.—202 Vulcan House, 88 Anderson Street, Johannesburg.

Attention is drawn to the following requirements of sections 4 and 7 of the Act

(a) The representativeness of any trade union which objects to the application shall in terms of section 4 (4) as applied by section 7 (5) be determined on the facts as they existed at the date on which the application was lodged and

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 artikel 4 (2) moet gevolg word in verband met 'n beswaar wat ingedien word

M W J LE ROUX, Nywerheidsregistrator
(4 September 1981)

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 section 4 (2) must be followed in connection with any objection lodged

M W J LE ROUX, Industrial Registrar
(4 September 1981)

KENNISGEWING 684 VAN 1981

DEPARTEMENT VAN NYWERHEIDSWESE, HANDEL EN TOERISME

VERBETERINGSKENNISGEWING

Hiermee word vir algemene inligting bekendgemaak dat Algemene Kennisgewing 623 op bladsy 73 in *Staatskoerant* 7712 van 14 Augustus 1981 gepubliseer is sonder die S A B S. se merke en word vervang deur hierdie kennisgewing

WET OP STANDAARDE, 1962

VERKLARING VAN STANDAARDMERKE

Kragtens artikel 14 (1) van die Wet op Standaarde, 1962 (Wet 33 van 1962), verklaar die Raad van die Suid-Afrikaanse Buro vir Standaarde met die goedkeuring van die Adjunk-minister van Finansies en van Nywerheid, Handel en Toerisme die merk(e) hieronder afgebeeld hierby tot standaardmerk(e) ten opsigte van die betrokke standaardspesifikasies:

- | | |
|-----------|--|
| 1242-1981 | Broekie-kouse vir dames Hierdie spesifikasie dek die materiaal en maak van broekie-kouse vir dames |
| 1294-1981 | Mangatprofiel en -blaaie van voorafgegiete beton Hierdie spesifikasie dek die volgende tipes wat vir gebruik by die konstruksie van mangate (met inbegrip van inspeksiekamers) en stormwater-, dreiner- en rioolpyp-leidings bedoel is
Kamerprofiel, skagprofiel, dekblaaie, pasblaaie en spaseerblaaie |
| 1325-1981 | Oplosmiddel- en oplosmiddelvrye dekkverf met epoksi-hars as basis, in twee pakke Hierdie spesifikasie dek die vereistes vir vyf tipes dekkverf, in twee pakke, met epoksi-hars as basis, wat by omgewingstemperatuur verhard, waarvan twee oplosmiddelvrye verf en drie oplosmiddelverf is, vir binne- en buitegebruik op oppervlakte wat op geskikte wyse gereedgemaak is |
| 1326-1981 | Natriumlourietetersulfaat Hierdie spesifikasie dek twee tipes natriumlourietetersulfaat |
| 1327-1981 | Elektriese verbinders vir sleep- en gesleepte voertuie Hierdie spesifikasie dek twee tipes elektriese verbinders in die vorm van 'n sok en 'n prop wat sal toelaat dat elektriese verbindinge vir sleep- en gesleepte voertuie met elektriese uitrusting wat teen 'n nominale spanning van 6, 12 of 24 V werk, onderling verwissel kan word |
| 1339-1981 | Elektriese kabelle met isolasie van kruisgebinde polietileen (XLPE) (3,8/6,6 kV tot 19/33 kV) Hierdie spesifikasie dek een- en drieaarkabelle met koper- en aluminiumstringgeleiers, geïsoleer met kruisgebinde polietileen (XLPE), wat bedoel is vir gebruik in elektrisiteitstoevoer- en verdeelstelsels by werkspannings van 6,6 kV tot 33 kV |

Opmerkings — Eksemplare van die spesifikasies kan bestel word van die SABS, Privaatsak X191, Pretoria, 0001
(4 September 1981)

NOTICE 684 OF 1981

DEPARTMENT OF INDUSTRIES, COMMERCE AND TOURISM

CORRECTION NOTICE

It is published for general information that General Notice 623 on page 73 in *Government Gazette* 7712 of 14 August 1981 was published without the S A B S marks and is substituted by this notice

STANDARDS ACT, 1962

DECLARATION OF STANDARDISATION MARKS

In terms of section 14 (1) of the Standards Act, 1962 (Act 33 of 1962), the Council of the South African Bureau of Standards with the approval of the Deputy Minister of Finance and of Industries, Commerce and Tourism hereby declares the mark(s) depicted below to be the standardisation mark(s) in respect of the relevant standard specifications.

Ladies' pantyhose This specification covers the materials and make of ladies' pantyhose

Precast concrete manhole sections and slabs This specification covers circular precast concrete sections and slabs of the following types intended for use in the construction of manholes (including inspection chambers) in stormwater, drainage, and sewage pipelines

Chamber sections, shaft sections, cover slabs, adaptor slabs, and spacer slabs

Two-pack epoxy-resin-based solution and solvent-free finishing paints This specification covers the requirements for two-pack, ambient temperature curing, epoxy-resin-based finishing paints of five types of which two are solvent-free paints and three are solution paints for interior and exterior use on suitably prepared surfaces

Sodium lauryl ether sulphate This specification covers two types of sodium lauryl ether sulphate

Electrical connectors for towing and towed vehicles This specification covers two types of electrical connectors in the form of a socket and a plug that will permit interchangeability of electrical connections for towing vehicles and towed vehicles having electrical equipment operating at nominal voltages of 6, 12 or 24 V

Cross-linked polyethylene (XLPE)-insulated electric cables (3,8/6,6 kV to 19/33 kV) This specification covers single- and three-core cables with stranded copper or aluminium conductors, insulated with cross-linked polyethylene (XLPE), and intended for use in electricity supply and distribution systems at operating voltages from 6,6 kV to 33 kV



Note — Copies of the specifications may be ordered from the SABS, Private Bag X191, Pretoria, 0001

(4 September 1981)

8 Erf 295, gelee in die dorp Cyrildene, Munisipaliteit van Johannesburg, Registrasieafdeling IR, Transvaal, groot 1 275 (eenduisend tweehonderd vyf-en-sewentig) vierkante meter

9 Erf 1500, gelee in die dorp Jeppe, Munisipaliteit van Johannesburg, Registrasieafdeling IR, Transvaal, groot 248 (tweehonderd agt-en-veertig) vierkante meter

10 Erf 1501, gelee in die dorp Jeppe, Munisipaliteit van Johannesburg, Registrasieafdeling IR, Transvaal, groot 248 (tweehonderd agt-en-veertig) vierkante meter

11 Erf 2059, gelee in die dorp Northcliff, Munisipaliteit van Johannesburg-uitbreiding 15, Registrasieafdeling IQ, Transvaal, groot 991 (negehoenderd een-en-negentig) vierkante meter

Tenders sluit om 11h00 op 13 Oktober 1981 Tenders moet ingedien word op die voorgeskrewe vorm wat verkrygbaar is by die Postmeester-generaal, Posbus 2648, Pretoria, 0001 of by Kamer 2210, Poskantoorhoofkantoor, Vermeulenstraat 178, Pretoria, 0002 [Telefoon (012) 293-2329], of by die Streekdirekteur, Departement van Pos- en Telekommunikasiewese, Posbus 4599, Johannesburg, 2000

(4 September 1981)

8 Erf 295, situate in the Township of Cyrildene, Municipality of Johannesburg, Registration Division IR, Transvaal, measuring 1 275 (one thousand two hundred and seventy-five) square metres

9 Erf 1500, situate in the Township of Jeppe, Municipality of Johannesburg, Registration Division IR, Transvaal, measuring 248 (two hundred and forty-eight) square metres

10 Erf 1501, situate in the Township of Jeppe, Municipality of Johannesburg, Registration Division IR, Transvaal, measuring 248 (two hundred and forty-eight) square metres

11 Erf 2059, situate in the Township of Northcliff Extension 15, Municipality of Johannesburg, Registration Division IQ, Transvaal, measuring 991 (nine hundred and ninety-one) square metres

Tenders close at 11h00 on 13 October 1981 Tenders must be submitted on the prescribed form obtainable from the Postmaster General, P O Box 2648, Pretoria, 0001, or from Room 2210, Post Office Headquarters, 178 Vermeulen Street, Pretoria, 0002 [Telephone (012) 293-2329] or from the Regional Director, Department of Posts and Telecommunications, P O Box 4599, Johannesburg, 2000

(4 September 1981)

KENNISGEWING 680 VAN 1981

DEPARTEMENT VAN MANNEKRAG

WET OP NYWERHEIDSVERSOENING, 1956

AANSOEK OM VERANDERING VAN DIE REGISTRASIEBESTEK VAN 'N VAKVERENIGING

Ek, Mattheus Willem Johannes le Roux, Nywerheidsregistrator, maak ingevolge artikel 4 (2) soos toegepas by artikel 7 (5) van bogenoemde Wet, hierby bekend dat 'n aansoek om die verandering van sy registrasiebestek ontvang is van die Transport Workers' Union (Coloured and Asian) Besonderhede van die aansoek word in onderstaande tabel verstrekk

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, Ongevallegebou 449, Schoemanstraat 215, Pretoria (posadres: Privaatsak X117, Pretoria, 0001)

TABEL

Naam van vakvereniging—Transport Workers' Union (Coloured and Asian)

Datum waarop aansoek ingedien is—20 Mei 1981

Belange en gebied ten opsigte waarvan aansoek gedoen word—Gekleurdes wat vir die doeleindes van die Wet werknemers is en in diens is as dieselwerktuigkundiges, voorlaairoperateurs, algemene werkers, faktotums, verpakkers, herstelwinkelassistente, spuitverwers, magasynmanne en voertuigdrywers in die Vervoeronderneming (Goedere) in die landdrostdistrik Wynberg

“Vervoeronderneming (Goedere)” beteken die bedryf waarin werkgewers en werknemers met mekaar geassosieer is vir die vervoer van goedere vir huur of vergoeding deur middel van motorvervoer, en dit sluit in die vervoer van grond, gruis, klip of sand wat vir verkoop bedoel is, of sodanige vervoer vir huur of vergoeding geskied al dan nie

Posadres van applikant—Posbus 19, Johannesburg, 2000.

Kantooradres van applikant—Vulcan House 202, Andersonstraat 88, Johannesburg

NOTICE 680 OF 1981

DEPARTMENT OF MANPOWER

INDUSTRIAL CONCILIATION ACT, 1956

APPLICATION FOR VARIATION OF SCOPE OF REGISTRATION OF A TRADE UNION

I, Mattheus Willem Johannes le Roux, Industrial Registrar, do hereby, in terms of section 4 (2) as applied by section 7 (5) of the above-mentioned Act, give notice that an application for the variation of its scope of registration has been received from the Transport Workers' Union (Coloured and Asian) 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, at the Department of Manpower, 449 Compensation House, 215 Schoeman Street, Pretoria (postal address: Private Bag X117, Pretoria, 0001), within one month of the date of publication of this notice

TABLE

Name of trade union—Transport Workers' Union (Coloured and Asian)

Date on which application was lodged—20 May 1981

Interests and area in respect of which application made—Coloured persons who are employees for the purpose of the Act and who are employed as diesel mechanics, front loader operators, general workers, handyman, packers, repair shop assistants, spray painters, storemen and vehicle drivers in the Transport Undertaking (Goods) in the Magisterial District of Wynberg.

“Transport Undertaking (Goods)” means the trade in which employers and employees are associated for the transportation of goods by means of motor transport for hire or reward and includes the transportation of soil, gravel, stone or sand which is intended for sale, whether or not such transportation is performed for hire or reward

Postal address of applicant—P O Box 19, Johannesburg, 2000

Office address of applicant—202 Vulcan House, Anderson Street, Johannesburg.

Die aandag word gevestig op onderstaande vereistes van artikel 4 en 7 van die Wet

(a) Die mate waarin 'n beswaarmakende vakvereniging verteenwoordigend is, word ingevolge artikel 4 (4), soos toegepas by artikel 7 (5), 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 artikel 4 (2) moet gevolg word in verband met 'n beswaar wat ingedien word

M. W J LE ROUX, Nywerheidsregistrateur.
(4 September 1981)

Attention is drawn to the following requirements of sections 4 and 7 of the Act

(a) The representativeness of any trade union which objects to the application shall in terms of section 4 (4) as applied by section 7 (5) 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 section 4 (2) must be followed in connection with any objection lodged

M. W J LE ROUX, Industrial Registrar
(4 September 1981)

UNIVERSITY OF CAPE TOWN

DEPARTMENT OF ACCOUNTING

TAXATION AND ESTATE DUTY II - 1981

COURSE OUTLINE/READING LIST 3rd & 4th QUARTER

LECTURE DATE	LECTURE NO.	TOPIC	THE INCOME TAX ACT	MEYEROWITZ	ILLUSTRATIVE EXAMPLES	TUTORIALS
10 August	17	Source Double Tax Agreements	s.1 'gross income' definition paras. (gA), (k), (n); s.9, s.10(1)(w), s.22A(2), s.24A(3) s.108 and peruse double tax agreements noted below with emphasis on articles listed United Kingdom Art.1,3,4,6 9,10,11,14,22. United States Art.IV,V,VI, Germany Art.4,7,8,9,12,20. Switzerland Art.X,XI,XII, XXII.	Chapter 7	The Fosatu-affiliated Metal and Allied Workers Union (Mawu) has taken another important step forward by winning clear victories in referendums aimed at testing its support at two East Rand firms. Of the 324 votes cast by workers at Chloride Batteries in Benoni more than 70 percent favoured representation by the union, according to an Mawu spokesman. The company had tested the paid-up membership of the union and had agreed to begin recognition talks, he said. Chloride, a British-based multinational, has already recognised the rival Allied Workers Union (Saawu) after referendums at two of its Eastern Cape plants. And at the Boksburg-based Light Castings, 66 out of 88 workers gave their votes to Mawu in a referendum. SUCSESSES The union has had a steady run of successes this year on the East Rand, where it boasts half its national membership. Mawu recently signed a formal recognition agreement with Henred Fruehauf Trailers and has won referendums at three other companies - Hendler and Hendler, Vaal Pressings, both in Boksburg, and Stonestreet Union and Landers in Elandsfontein. 10.4 10.6	157 157 157 157
17 August	18	U.P.T. (including foreign companies)	ss.48 - 53, 28bis, 37A			
24 August	19	Tax Planning Foreign Companies/ Foreign Transactions - S.W.A. Income - Walvis Bay Residents - N.R.S.T. - N.R.T.I. - Foreign Exchange - U.K. Imputation System	S.1 definition of 'South Company' 'Republic', 'territory' definition of 'permanent establishment' in various DTA's; ss.28bis,37A,30,31,24B.	Chapters 25,25A, 548J - K, 847B.	Imputation System 8.9	

bargaining table, says chairman

for 8/9/81

Examples

(1)

	L O G I C A L
	N O D D (K)
	.
	.
	I F (N O D D

In the logical IF,
example 2)

(2)

	L O G I C A L N P
	N P O S (K) = K
	N O D D (K) = (K)
	.
	.
	I F (N O D D (M)) G O T O

Trade unions are in disarray and large companies are wondering who they will negotiate with in the next rounds of bargaining

Speaking at a function in Johannesburg last night, the chairman of the Sigma Motor Corporation, Mr Chris Griffiths, said 'We negotiate and agree conditions of service with representatives of unions whose membership quickly declines. So who do you negotiate with?'

He said Sigma believed the ideal solution was to negotiate with responsible leaders provided they represented the majority of workers

But confrontation had developed

The April stoppage at Sigma had not been a strike 'Nobody had asked us to pay higher wages. The stoppage cost Sigma R6 million and neither the

company nor the workers can afford such a loss

'There was much intimidation. Union membership increased from 22 percent to 46 percent of the workforce

'But within months membership had dropped to 26 percent and is still going down,' he said

'We negotiated with the union and reached agreement on conditions of service, pay and worker representation

'But when we prepare to negotiate again with the same people we find they are no longer representative of the workforce

'There is an obligation on the part of management to negotiate with workers. But there is an equal obligation on the part of workers to find someone to represent them,' Mr Griffiths said

See Page 23

see 3.2.4,

S (K)

In the logical IF, if M is a positive odd integer, the GO TO will be executed

8.3. INTRINSIC FUNCTIONS

Intrinsic functions (built-in functions) are provided with the processor and are not written or modified by the programmer. A list of standard FORTRAN intrinsic functions is presented in Table 8-2

Hints Worry Unionists

Carl Tim's 11/19/80

W.A.

Ad

Ad

57

Own Correspondent

OHANNESBURG — Fears of a new government crackdown on unregistered black and non-racial trade unions have grown after a speech by the Minister of Manpower Utilization Mr Fanie Botha in which he hinted strongly at action against these unions.

Action against unregistered unions could eventually mean that only government-approved unions would be allowed to exist.

There are at least 20 unregistered black and non-racial unions in the country, at present and they make up the bulk of the black union movement.

There has been speculation for some time that the government was planning to move against unregistered unions. This has been fuelled again by Mr Botha's speech to the Public Relations Institute of South Africa late last week.

Leading role

In it, he referred to the recent strike wave in which he said 'certain unregistered trade unions played a leading role'. He added 'One cannot

say that their role in the strikes was always responsible.

Mr Botha then went on to hint at future government action against these unions. 'You can rest assured that the government is keeping a close watch on the situation and that adjustments in our system for the regulation of labour relations will be made if necessary', he said.

Observers believe this could herald new legislation in the next session of parliament to control or ban these unions.

Trade unionists allege that the government instructed employers not to deal with unregistered unions during the recent strike wave and they see Mr Botha's remarks as evidence of growing government hostility to these unions.

I'm convinced they're preparing to get at us. We're not surprised at the minister's speech, we've seen it coming for ages. An unregistered unionist said yesterday.

The director-general of manpower

utilization Mr Jaap Cilliers, yesterday refused to comment on the possibility of legislation against unregistered unions.

'We are introducing a lot of legislation next session in order to implement the Wiehahn commission recommendations and I am not prepared to discuss details of this legislation', he said.

The issue of union registration hit the headlines recently when the Johannesburg City Council refused to deal with the Black Municipality Workers Union because it was not registered.

However, unregistered unions are not illegal and a small but growing number of employers have signed recognition agreements which bind them to negotiate with these unions.

Compulsory registration?

For some time however, there has been talk in official circles of moves to 'put unregistered unions out of business'.

Two ways of doing this have been discussed. The first is to make registration

compulsory, as it was before 1956. This would make it an offence for any trade union to exist unless it was approved by the government and received registration.

According to some sources however, this idea is no longer in favour.

The other is to implement a recommendation of the Wiehahn Commission and make it illegal for any employer to sign a recognition agreement with an unregistered union.

This would make it impossible for these unions to win bargaining rights from employers and would make it impossible for them to fulfil the main function of trade unions.

The commission also recommended making it illegal for employers to deduct union dues on behalf of unregistered unions, a move which would rob them of financial stability.

This has been partially implemented but the government could decide to toughen up a ban on these 'stop order' deductions.

Doors open for union members

THE Pretoria branch of the General Workers Union of South Africa (Gwusa) have had doors opened to them for recruitment by a leading chain supermarket.

Mr Donise Khumalo, regional secretary of Gwusa said yesterday that the management of Pick 'n Pay chain stores in Pretoria gave his union permission to recruit its employees for the union

This was confirmed by Mr N Els, general manager of the company yesterday. Mr Els said he had had no qualms with this provided the union did not tamper with working hours

Mr Khumalo said Gwusa, an affiliate of the Motor Assemblers and Component Workers Union of South Africa (Macwusa) already boasted of more than 50 percent membership at two branches of the company

Gwusa has applied for recognition of the union by

the company and Mr Els said their letter was still being considered

Gwusa had been denied similar facilities recently by a dry cleaners company after its manager had accused the union's officials of being militant.

The union in reaction launched a pamphlet campaign urging people to boycott the dry cleaners which they alleged was giving its employees a raw deal

The union is aiming, according to Mr Khumalo, to unionise most Pretoria commercial house and industry

Companies Act

Companies Act

Financial Acc

Standards Boa

F.A.S.B.:

a for applying

g for Invest-

eria for

Accounting

, 1980.



F.A.S.B.:

Statement of Financial Accounting Concepts
No. 3 : Elements of Financial Statements of
Business Enterprises, 1980.

F.A.S.B.:

Statement of Financial Accounting Standards
No. 12 : Accounting for Certain Marketable
Securities, 1975.

National Council

of Chartered

Accountants (SA): Ref. 5/74, Accounting Policies of the Mining
Industry in South Africa, 1974.

Yuji, I.:

Studies in Accounting Research 10 - Theory
of Accounting Measurement, American Account-
ing Association, 1975.

KENNISGEWING 696 VAN 1981

DEPARTEMENT VAN MANNEKRAG

WET OP NYWERHEIDSVERSOENING, 1956

AANSOEK OM REGISTRASIE VAN 'N
VAKVERENIGING

Ek, Mattheus Willem Johannes le Roux, Nywerheidsregistrateur, maak ingevolge artikel 4 (2) van bogenoemde Wet hierby bekend dat 'n aansoek om registrasie as 'n vakvereniging ontvang is van die Pretoria Baking and Confectionery Employees' Union. 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, Ongevallegebou 449, Schoemanstraat 215, Pretoria (posadres Privaatsak X117, Pretoria, 0001).

NOTICE 696 OF 1981

DEPARTMENT OF MANPOWER

INDUSTRIAL CONCILIATION ACT, 1956

APPLICATION FOR REGISTRATION OF A TRADE
UNION

I, Mattheus Willem Johannes le Roux, Industrial Registrar, do hereby, in terms of section 4 (2) of the above mentioned Act, give notice that an application for registration of a trade union has been received from the Pretoria Baking and Confectionery Employees' Union. 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, at the Department of Manpower, 449 Compensation House, 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 —Pretoria Baking and Confectionery Employees' Union

Datum waarop aansoek ingedien is —23 Julie 1981

Belange en gebied ten opsigte waarvan aansoek gedoen word —Gekleurdes en Swartes wat vir die doeleindes van die Wet werknemers is en wat in diens is in die Bak- en Banketnywerheid in die landdrostrikte Pretoria en Wonderboom

“Bak- en Banketnywerheid” beteken die nywerheid waarin werkgewers en werknemers met mekaar geassosieer is met die doel om brood en/of banket vir verkoop te maak of te vervaardig en dit omvat die verspreiding van brood en/of banket deur sodanige werkgewers, en dit omvat voorts alle werksaamhede wat gepaard gaan met of voortspruit uit enige van bogenoemde werksaamhede

“Banket” omvat, sonder om die gewone betekenis daarvan te beperk, kitkebrood, koek, tyngebak, beskuit, pastete, worsrolletjies, botterbroodjies, rosyntjebrood, oliebolle, handgemaakte beskuitjies en enige ander suurdeeggebak (uitgesonderd brood) maar sluit nie wafeltjies, pretzels of matses in nie

Posadres van applikant —Posbus 5698, Johannesburg, 2000

Kantooradres van applikant —Pasteur Chambers 30, Jeppestraat 191, 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

M W J LE ROUX, Nywerheidsregistrateur

(11 September 1981)

KENNISGEWING 697 VAN 1981

DEPARTEMENT VAN MINERAAL- EN ENERGIESAKE

TERUGTREKKING VAN DIE UITHOU VAN GROND VIR DIE DOEL VAN 'N OPENBARE PAD

Die Mynkommissaris het die uthou van 'n strook ge-proklameerde grond vir die doel van 'n openbare pad, vervat in Algemene Kennisgewing 393, gepubliseer in die *Staatskoerant* van 16 Julie 1965, teruggetrek. Gemelde grond is gelee op die plaas Camelot 321 JU, distrik Barberton, myndistrik Barberton, provinsie Transvaal, soos getoon op 'n sketskaart waarvan afdrukke onder RMT No 2563 in die Mynbriewekantoor, Johannesburg, en in die Kantoor van die Mynkommissaris, Barberton, bewaar word

(19/5/1/1261)

(11 September 1981)

TABLE

Name of trade union —Pretoria Baking and Confectionery Employees' Union

Date on which application was lodged —23 July 1981

Interests and area in respect of which application is made —Coloured and Black persons who are employees for the purpose of the Act and who are employed in the Baking and Confectionery Industry in the Magisterial Districts of Pretoria and Wonderboom

“Baking and Confectionery Industry” means the industry in which employers and employees are associated for the purpose of the making and/or manufacturing of bread and/or confectionery for sale, and includes the distribution by such employers of bread and/or confectionery, and further includes all operations incidental to or consequent on any of the aforesaid activities

“Confectionery”, without limiting the ordinary meaning of the expression, includes kitkes, cakes, pastries, rusks, pies, sausage rolls, scones, currant bread, doughnuts, hand-made biscuits and any other yeast-raised goods (other than bread), but does not include wafers, pretzels or matzos

Postal address of applicant —P O Box 5698, Johannesburg, 2000

Office address of applicant —30 Pasteur Chambers, 191 Jeppe 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

M W J LE ROUX, Industrial Registrar

(11 September 1981)

NOTICE 697 OF 1981

DEPARTMENT OF MINERAL AND ENERGY AFFAIRS
WITHDRAWAL OF RESERVATION OF LAND FOR THE PURPOSE OF A PUBLIC ROAD

The Mining Commissioner has withdrawn the reservation of a strip of proclaimed land for the purpose of a public road contained in General Notice 393, published in the *Gazette* of 16 July 1965. The said land is situate on the farm Camelot 321 JU, District of Barberton, Mining District of Barberton, Province of the Transvaal, as shown on a sketch plan, copies of which are filed in the Mining Titles Office, Johannesburg, and in the Office of the Mining Commissioner, Barberton, under RMT No 2563

(19/5/1/1261)

(11 September 1981)

Militant unions have sewn up fish businesses

(ISI) (VSA) (MBA) (ABR)

Star 17/9/81

By Drew Forrest

Two key food unions representing African and coloured workers have been recognised by the fish processing division of the food giant, Irvin and Johnson.

The Food and Canning Workers Union and its unregistered counterpart the African Food and Canning Workers Union,

have been recognised as representing about 1500 workers at three I and J plants on the Cape Peninsula.

With the signing of the agreement all major companies in the fish processing industry had been organised by the two unions, said their general secretary, Mr Jan Theron.

A wage agreement had

also been signed, he said. This raises the starting wage for most labourers at the three plants to R42 a week, effective from July 31.

In the past year 14 agreements had been reached at 34 factories, said Mr Theron, and negotiations on a recognition agreement with the I and J food processing plant in Benrose would be finalised this week.

CHOICE DEMAND

The union would, however, challenge the legitimacy of the recognition accorded to the Tucsa-affiliated Trawler and Line Fishermen's Union by one I and J fish processing plant at the Cape Town docks.

Management had "given every assistance" to the latter in organising shoreworkers, despite their stated preference for the AFCWU, he said.

The union would demand that workers be given a real choice.

Tax Planning for Asset Acquisitions	ss.1 'Gross income' definition paras. (g), (h); R(2), R(5)	513 - 524, 765 - 786, 534 - 537, 1423 - 1426	T.1319 T.1409 T.1411
- Leasehold improvements			

Unionists Fined Detainees

EAST LONDON - Black trade union members here have demanded that all workers dismissed after being detained in the Ciskei be reinstated.

The call was made at a public meeting on Sunday attended by about 800 members of the SA Allied Workers Union, the African Food and Canning Workers Union and the General Workers Union. At the meeting it was alleged that seven workers had been dismissed because they had been among the 205 unionists detained in the Ciskei two weeks ago.

that all workers committed at the various unionised factories approach their managements and call on them to put pressure on employers who have dismissed workers, particularly the management of the SATV Manufacturing Company where it was claimed three workers were fired.

The other employers who were alleged to have fired their employees were the Ciskei Transport Corporation, the South African Railways and the East London Airport.

Other workers claimed to have been fired are Miss Doreen Kileni, Miss Thandiwe Ngqondele and

Mike Bosworth, the managing director of SATV, said it was not the policy of his company to fire people merely because they had been detained. He said he would check up on the cases named, but by yesterday evening had not replied.

Mr H G Kaiser, group manager of the CTC, said Mr Soci was dismissed after failing to report for duty after a consecutive seven-day absence period. "It is a standing rule that all employees who absent themselves from duty should inform the company within seven days.

"However, each case is treated on its merits and Mr Soci is welcome to utilise the normal grievance channels of the CTC if he is in any way dissatisfied with his treatment."

A spokesman for the SAR said he would check up on the allegations and issue a statement today. A spokesman for the East London Airport refused to discuss the issue saying staff matters were confidential - DDR

EXAMINATION - OCTOBER 1981

10.1.10.0

THE TUTORIALS REFER TO 'QUESTIONS ON S.A. INCOME TAX 1980' AND THE SOLUTIONS ARE PREPARED ON THE BASIS THAT THE QUESTIONS ARE UPDATED BY ONE YEAR.

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Industrial councils? They're not debated in pubs, but here's why they're such a hot issue

Please photo copy me for the SWs

THE future of the industrial council system may not be the sort of issue which is hotly debated in the sports clubs and pubs of the land.

Nevertheless, the mere mention of this seemingly obscure issue is enough to prompt a heated response from most employers and all trade unionists.

And last week, the issue was as alive as ever.

Metal employers were pondering ways of meeting black union criticisms of the councils, but retaining them; Fossatu was demanding they be "reformed or set aside"; Tucsa was attacking employers and unions who rejected them, and another employer moved to recognise a union outside the council system.

None of this is surprising. For, to many, the debate is essentially about the amount of bargaining muscle employers and the established unions want to allow emerging black unions to exercise.

Industrial councils are made up of registered unions and employer associations who negotiate on minimum wages and work conditions.

The agreements they reach are enacted into law and workers who are covered by a council agreement may not strike while an agreement is in force.

The councils are the cornerstone of the official bargaining system and most registered unions have channeled bargaining

with employers through them.

Last year, there were 105 councils in existence, bargaining legally-binding agreements covering 41,000 employers and 1.09 million workers.

When the Government granted black unions official bargaining rights, it was assumed that they would take up their newly-won place on the councils.

But most independent black unions have stayed off and last month, the first-ever summit of all independent unions unanimously rejected them.

They demand to bargain with employers directly on the factory floor.

Most employers who are covered by a council agreement have resisted this. They have insisted that wages and work conditions be negotiated on councils only and in some cases, emerging unions have been confronted by employer demands that they join the councils with them.

Individual employers have claimed that they have been subjected to pressures from other companies in their industry to stick to the council line.

But in some cases, employers have agreed to the union demand.

A protracted dispute at Colgate-Palmolive ended with the company dropping its demand that a Fossatu union bargain pay and work conditions on a council. After repeated attempts by paper industry employers to per-

suaed another Fossatu union to join the council, a Barlow Rand subsidiary, Premier Paper, agreed to negotiate with the union directly.

And, in another development last week, a subsidiary of the Freight Services Group, Trident Marine Services, signed a recognition agreement with the registered General Workers Union providing for direct bargaining, even though the company is covered by the metal industrial council.

Trident said it had found it "expedient" in the interests of harmonious relations to sign an agreement "outside the official system." But these union gains have been isolated.

However, Fossatu is sufficiently pleased to say: "Fossatu unions are continuing the fight against unrepresentative industrial councils and we are winning."

Established union support for the system was made equally clear last week at the conference of the Trade Union Council of SA, which voted to support councils and slammed unions and employers who bargained outside them.

And last week, Seifert's outgoing president, Mr Leslie Boyd, reiterated his organisation's support for the councils.

Critics say councils are bureaucratic, removed from the factory floor and powerless to effectively intervene in disputes.

Grassroots workers are also often hostile to the councils.

But supporters of the system argue that this would change if there was an effective black presence on the councils.

And men like Mr Boyd reply that a neutral secretariat to gather with full-time agents whose job it is to see that agreements are enforced, ensure that both sides are given "confidence in collective bargaining as a means of resolving conflicts."

But perhaps the most vital issue is the fact that the councils negotiate only on *minimum* wages and work conditions.

The actual wages paid by employers are set by them alone in response to market forces and those for skilled workers, for example, are way in excess of the figures set at the councils.

By agreeing to negotiate only on the councils, they would be conceding to employers the right to set actual conditions unilaterally, the unions say.

They add that to bargain on the councils only is hardly to bargain at all.

Some supporters of the councils reply that it may be true that skilled workers earn much more than the minimum, but lower-paid workers would earn a lot less without its protection.

Others argue that it is simply impractical for unions to negotiate wages separately with each employer.

But among the most common employer arguments for the

accept plant-level bargaining," says Mr Ben Nicholson, director of the Confederation of Metal and Building Unions, the biggest union bloc on the metal council.

Some argue that the registered unions are not being entirely selfless. Because unions with black members could not join them for decades, the union members of the councils have always been unrepresentative, they argue.

Nevertheless, membership of the councils allowed them to negotiate legally-binding agreements for the entire workforce.

As independent black unions grow, they argue, the only power would remain in their membership of the councils. Indeed, the way the system is structured means these unionists would have the same voting power as the new black unions — regardless of actual membership.

"If you represented only 5% and a council gave you the only influence you could get, wouldn't you back them?" asks a black union official.

Events have taken a new turn in the past few days, however, with the news that Seifsa supports its labour guidelines which oppose negotiation outside the councils.

Last week, Mr Boyd said adaptations would have to be made "to ensure that unions catering for black employees can participate in the system with the confidence and support of their members."

Later, Mr Nicholson said unions were prepared to accept adaptations.

Informed speculation has it that the new plan will provide for "decentralising" the council to some extent.

It presently covers a wide range of allied industries and one proposal being mooted is to allow for agreements to be bargained in "smaller industrial units under the 'umbrella' of the existing council.

It is also suggested that Seifsa will agree to some form of direct bargaining — possibly through

larger industries, to bargain for an entire industry.

Because they represent a minority industry-wide, they would not have sufficient potential worker power behind them to back up tough bargaining on an industry-wide body. Employers would thus automatically have the whip-hand.

What they do have is power in an increasing number of individual factories and it is there where union bargaining can be backed up by worker muscle.

Thus Fossatu accuses big employers such as Anglo American — a staunch supporter of councils — of "trying to ram them down black workers' throats."

"They want workers to negotiate at a place where they are weak and not in individual factories where they are strong," says Fossatu Worker News.

Fossatu unions believe industry-wide bargaining must be built from the bottom up and they will not go onto councils unless they believe they are strong enough to bargain effectively — or presumably unless adapted councils enable them to bargain directly in areas where they are strong.

Only when the new guidelines are unveiled will we know whether the adapted council will meet these criteria.

But conflict over the councils seems set to continue for a good while yet.

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2000 down tools at Scaw spate of unrest

Fresh labour unrest has erupted on the strife-torn East Rand, with strikes involving about 2300 metal workers at two separate factories in Wadeville, near Germiston.

A spokesman for Focott's Metal and Allied Workers Union said more than 2000 workers at Scaw Metals, an Anglo-American subsidiary, walked off the job yesterday.

Management refused to comment, but the union spokesman said the strike appeared to be a sequel to a work stoppage in one department last Friday. This had been sparked by the dismissal of a worker after a fight involving a white foreman.

Management had agreed to review the dismissal, and workers had clocked in as usual yesterday. Shortly afterwards, all

departments had downed tools, the spokesman said.

At National Spring Manufacturers, about 300 workers — also mainly Mawu members — returned to work yesterday afternoon after a two-day review of the dismissal of two colleagues.

A company spokesman said the strike had been the result of a "misunderstanding." Talks with workers' representatives were under way.

Thousands of workers at the Volkswagen plant in Uitenhage today continued their boycott of the company's canteen as management held further talks with union officials.

The boycott which started last Wednesday, involves Volkswagen's entire black and coloured work force who are dissatisfied with the use of the giant catering firm, Fedics, to operate the canteen.

ADVISORY

Workers apparently fear canteen staff will be laid off and prices for meals will be increased as a result of the catering firm's presence.

But a Volkswagen spokesman told *The Star* that Fedics was taken on solely in an "advisory" capacity.

He said workers were told that canteen staff would not lose their jobs and rumours that meal prices would increase to 60c a plate were "unfounded."

The *Star's* Durban correspondent reports that about 150 workers today downed tools at a firm-maker construction site in Sarnia, in a dispute over wages.

A spokesman for the firm said the dispute was over a wage increase which had been granted last week.

Workers felt that it was unsatisfactory but had not discussed the matter with management since stopping work today.

Hansard Disputes/work stoppages/strikes

OC 482-8 24/9/81

290. Dr A. L. BORAINÉ asked the Minister of Manpower

(a) How many (i) disputes, (ii) work stoppages and (iii) strikes were dealt with in terms of the Black Labour Relations Regulation Act in 1979 and 1980, respectively, by (aa) Black labour officers, (bb) regional Black labour committees, (cc) the Central Black Labour Board and (dd) the Wage Board and (b) in what industries, trades or occupations did (i) work stoppages and (ii) strikes occur?

The MINISTER OF MANPOWER.

(a)	(i)	1979	1980
	(aa)	72	161
	(bb)	1	2
	(cc)	1	2
	(dd)	1	2

Note: In addition to the figures given in (a)(i)(aa) there was a substantial unknown number of disputes which were dealt with by the Black Labour Officers in respect of each year in the normal course of their duties and which were settled on the spot, but which did not result in either work stoppages or strikes

(a) (ii) (aa) 34 during 1979 and 54 during 1980.

(bb) to (dd) None.

(a) (iii) (aa) 37 during 1979 and 105 during 1980.

(bb) to (dd) None.

(b) (i) Automobile Manufacturing Industry, Building Industry, Textile Industry, Meat Trade, Iron, Steel, Engineering and Metallurgical Industry, Civil Engineering

Industry, Local Government Undertaking, Fruit and Vegetable Canning Industry, Commercial Distributive Trade, Cement Products and Ceramics Industry, Food Industry, Road Passenger Transportation Trade, Mining Industry, Rubber and Rubber Products Industry, Dairy Industry, Sweet Manufacturing Industry, Canvas and Ropeworking Industry, Clothing Industry, Electricity Supply, Forestry Industry, Heavy Clay and Allied Products Industry, Metal Containers and Allied Products Industry, Motor Industry, Printing and Newspaper Industry, Private Hotel and Boarding-House Trade, Stevedoring Trade and Watch Patrol Services

(ii) Automobile Manufacturing Industry, Building Industry, Textile Industry, Meat Trade, Iron, Steel, Engineering and Metallurgical Industry, Civil Engineering Industry, Local Government Undertaking, Fruit and Vegetable Canning Industry, Commercial Distributive Trade, Cement Products and Ceramics Industry, Food Industry, Road Passenger Transportation Trade, Mining Industry, Rubber and Rubber Products Industry, Baking and Confectionary Industry, Dairy Industry, Sweet Manufacturing Industry, Furniture Manufacturing Industry, Chemical and Allied Products Industry, Cleaning Services, Clothing Industry, Laundry, Dry Cleaning and Dyeing Trade, Heavy Clay and Allied Products Industry, Leather Industry, Metal Containers and Allied Products Industry, Mineral Water and Liquor Manufacturing Industry, Motor Industry, Printing and Newspaper Industry, Private Hotel and Boarding-House Trade, Pulp and Paper Manufacturing Industry, Stevedoring Trade, Tobacco Manufacturing Industry, Ware-

SEPTEMBER 1981

housing, Watch Patrol Services and Woodworking Industry.

FCI accepts need to talk to all workers

By STEVEN FRIEDMAN
Labour Reporter

THE Federated Chamber of Industries — which represents organised industry throughout South Africa — has accepted that employers may have to negotiate "conditionally" with unregistered trade unions

It has also urged employers to deal with representative unions

But it has emphasised that it believes no employer should permanently recognise unions which are not prepared to register and has endorsed the official Industrial Council system

These are the major points in a set of new labour policy guidelines released at the FCI's executive council meeting in Johannesburg yesterday

In essence, the guidelines strongly endorse the system of Government registration and the official Industrial Council system, but recognise that employers may have to deal with unregistered unions on a temporary basis

They mark a new attempt by the FCI to advise employers on labour issues

Employers hit by strikes should "talk on an interim basis to unregistered unions instead of simply calling in the police", says an FCI spokesman

A statement yesterday says the guidelines imply that the FCI "fully supports the approach put forward by Minister Fanie Botha in a watershed speech" in Pretoria last week

In the speech, Mr Botha, the Minister of Manpower and Utilisation, warned employers of "disaster" if they did not

deal with organisations which enjoy "credibility" among workers

The policy approach released yesterday will form the basis for a detailed set of guidelines which will be drawn up by the FCI to advise employers on how to react when approached for recognition by unions.

The guidelines were announced at the meeting by Mr Chris du Toit, the FCI's incoming president. Mr Du Toit is also the former chairman of the FCI's labour affairs committee and a member of the Wiehahn Commission

After the meeting, he stressed that the FCI was not suggesting employers negotiate permanently with unregistered unions, "but there are situations where employers must recognise that an unregistered union represents a worker majority"

"In these cases, they should agree to talk to the union, but make it clear that they are not prepared to deal with it permanently unless it meets certain conditions, such as registration," he said

Other conditions would be specified in the detailed guidelines, he added

At the meeting, Mr Du Toit said the Minister's speech marked a "change of stance" on the issue of union recognition and urged employers to heed it

In the statement issued afterwards, he stressed the "practical need" for employers to "accept representativeness as the primary requirement in recognising employee groups in

negotiations"

The new guidelines could have an important effect on employer attitudes towards unions

Though they are unlikely to satisfy unions which reject registration, they mark a new flexibility in the attitude of organised industry to unions

They state

- "Effective communication" between all parties from top management down must be encouraged,

- Freedom of association must be the basis of industrial relations,

- The ultimate object is to work towards an "orderly industrial relations system in which contracts are legally enforceable",

- Employers and unions which wish to operate under the Industrial Council system should be permitted to do so,

- It is accepted that there will be instances in which employers will find it necessary to negotiate conditionally with unregistered unions, and

- Any recognition given to negotiations with unregistered unions should not undermine the official industrial council system

The Rand Daily Mail understands the guidelines were a compromise between those in the FCI who were opposed to dealing with unregistered unions and those who favoured a more flexible approach to worker representation

An FCI source said yesterday the guidelines tried to show that "business can take a lead in labour issues instead of simply following others"

RDM

25/9/80

133

151

133

Fosatu opposition to

councils slammed

RDM 25/9/81

(BAM) (MCA) (151)

By STEVEN FRIEDMAN

OPPOSITION to the official industrial council system by Fosatu unions has been slammed by the director of the Confederation of Metal and Building Union, the biggest registered metal union bloc in the country, as the row between supporters and critics of the system continued

Mr Ben Nicholson of the confederation also said that although registered unions were prepared to support adaptations to the Metal Industries' Council — the biggest in the country — "we are not doing this to placate Fosatu".

His comments come after reports that Seifsa, the industries' employer federation, is considering support for adaptations to the industrial council in order to make it easier for black union critics — such as Fosatu's Metal and Allied Workers' Union — to join.

Among the proposals being discussed is allowing agreements to be negotiated in smaller bargaining units and allowing some degree of direct bargaining between employers and unions.

Mr Nicholson repeated earlier statements that registered unions were prepared to see changes to the council, but were opposed to factory floor bargaining outside the council system.

But he said: "The changes employers are considering were suggested by us eight years ago. The fact that they are coming round to our view has nothing to do with Fosatu."

Mr Nicholson said registered metal unions "have accepted the need for changes in the system for years — we are anxious to avoid the impression that organisations like Fosatu have anything to do with our attitude".

He also attacked Fosatu unions' reluctance to join the metal council.

"One of Fosatu's biggest unions sits on an industrial council in the motor assembly industry. Why are they prepared to sit on councils only when it suits them?"

"Fosatu was applying "double standards", said Mr Nicholson

Muscle

A Fosatu spokesman said yesterday that Fosatu "had never made any attempt to hide" the fact that the motor union sits on an industrial council.

"But have said repeatedly that Fosatu unions will only go on to the councils when they are representative and strong enough to do so.

"The motor union represents more than half the workers in the entire industry and can therefore bargain on the council with real muscle

"Another reason why the union takes part in the council is that it also has agreements with employers enabling it to negotiate directly on wages and work conditions on the factory floor," the spokesman said.

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subsidiaries.⁵⁶ It is submitted at of the minority interests.

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the entire amount of profit resulting from financing should be eliminated, and therefore

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ated Companies

ig for associate companies on the Cost Method, roblem because the investor company only recog- as they accrue in the form of dividends.

C. Herald 26/9/81

Unions recognised

15.0 **186**
Two key food unions representing black workers have been recognised by the fish processing division of the food giant, Irvin and Johnson (I and J).

The Food and Canning Workers' Union and its unregistered counterpart, the African Food and Canning Workers' Union have been recognised as representing about 1 500 workers

POLICE CALLED AFTER PAY DISPUTE

Tribune Reporter

S. Tribune
increments.

27/9/81

151

POLICE were called to a major Durban discount store shortly after it opened yesterday morning when 38 workers demanded to see management over a pay dispute.

As thousands of end-of-month shoppers converged on the store, the workers told management they were unhappy about their pay increments. Game employees were notified yesterday of their increments which are based on performance.

An employee told the Sunday Tribune that dissatisfaction over the increments was widespread but senior vice-president, Alec Hurter, said the groups consisted of 23 Asians and 15 black employees who were upset about their

He also did not know who had called the police who arrived at the store at the same time as the Sunday Tribune. The three police officers were taken to see Mr Hurter who told them they were not needed.

The workers clocked in as usual yesterday morning and then asked to see the store manager. Management agreed to "look at" their grievances and would "come back to them" on Monday morning.

"As increments are based on individual performance we will analyse each one separately," Mr Hurter said.

The workers returned to their posts and business was as brisk as ever.

Unions too

numerous to increase strength

Star 28/9/77 (151) ~~(130)~~

The proliferation of unregistered trade unions in the engineering industry presents a danger to union unity and strength, says the general secretary of the Amalgamated Engineering Union, Mr Tommy Neethling.

Writing in the union's journal *The Metalworker*, Mr Neethling says the basis of trade unionism is "strength in unity" and unions cannot grow in strength if they make up their "own rules" and continue to proliferate.

He suggests that all registered and unregistered unions be subject to the same regulations.

"Even the white unions would have been stronger and more unified today had it not been for individual groups following their own particular paths and ideologies and building their own empires," Mr Neethling writes.

When unions proliferate within an industry, this leads to poaching for members and union efforts are diluted, he adds.

An urgent programme of education and training for all races in South Africa is necessary to help resolve the current man-

LABOUR BRIEFS

power crisis, says an expert

This is one of the views in a new book, "Labour Market Discrimination and Human Resources Management in South Africa," by Mr Benjamin Lombard, brought out in conjunction with the Government's "Manpower 2000" project.

The critical factor in combating the manpower crisis is seen as upgrading the level of employment and demand for labour.

Further research into issues such as career education, the role of trade unions in upgrading worker skills through training programmes, and developing a method to monitor manpower development programmes is also called for.

The Institute of Industrial Relations presents a talk on recent labour legislation at Braamfontein, Johannesburg, the afternoon of Friday, October 9

Staff at
Star 29/9/81
VW quit
157 192
boycott
137

Labour Report

The eight-day boycott of canteens at the Volkswagen car plant in Uitenhage by black and coloured workers ended yesterday after workers accepted management's assurance that canteen staff did not face retrenchment.

Workers boycotted the canteens because they feared staff would be dismissed and food prices increased as a result of the presence of the catering firm, Fedics, at the plant.

Row is brewing
over axed black
shop steward

By Drew Forrest

A black trade union is to complain to the British office of a local company, Johnson Tiles in Olifantsfontein, about the alleged victimisation of a shop steward whose dismissal sparked a strike last week.

The general secretary of the Cusa-affiliated Building, Construction and Allied Workers Union (BCAWU), Mr Frank Mohlala, said the union believed the man had been dismissed because of his union activities.

"Mr Tjali had been employed for several years at the company," he said

*And yet he was dismissed for poor work performance only two weeks after we approached the company for recognition"

The allegations were denied by the company's managing director, Mr Keith Dixon, who said that the management "was in no way anti-union"

"We don't dismiss a worker lightly here, and Mr Tjali was moved from department to department before the quality of his work compelled us to discharge him," he said

On Tuesday last week, about 350 of the plant's 700 workers staged a one-day stoppage to protest the dismissal. A workers' petition demanding Mr Tjali's reinstatement, the dismissal of a foreman and the recognition of the union has since been forwarded to management

Claiming the union has majority support at the plant, Mr Mohlala said he would approach Norcross Ltd, the British parent company, over the dispute.

Mr Dixon said management had satisfied itself that there was no just cause for the dismissal of the foreman and that there would be no further discussion on the reinstatement of Mr Tjali.

"However, we would consider recognising the union if it proves it is representative," he added.

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star 30/9/81

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Star 30/9/81

Stevedores return to work in Durban

Labour Reporter

Negotiations between the South African Stevedores Services Association (Sassco) and stevedores in Durban were held yesterday in a bid to resolve grievances which led to a one-day strike on Monday

Sassco's work force of 950 returned to work yesterday on condition management met the stevedores' liaison committee

Eleven ships were tied up in the harbour at the Sassco docks as a result of the work stoppage.

Sassco's chairman, Mr M Graham, said talks continued throughout the day yesterday and were scheduled again for today. He said most of the grievances centred around a "misunderstanding" about earlier agreements.

The yards are also the scene of competition for union members by the General Workers Union and the Fosatu-affiliated Transport and General Workers Union.

Durban paper in pay dispute

CT 31/10/81
15/1

JOHANNESBURG — Sunday Tribune journalists yesterday resumed their work-to-rule after the Argus management had refused to meet their demands

The chapel father of the Durban newspaper, Mr Snooky Jacobs, said journalists had initially embarked on a work-to-rule on Wednesday to protest in support of pay demands

But after the president of the South African Society of Journalists, Mr John Allen, had addressed them, journalists decided to suspend their work-to-rule temporarily if management agreed to certain pay demands by 5pm yesterday

Mr Jacobs said it had been "up to newspaper management to respond to the gesture of good faith and to heed the warnings of disillusioned journalists"

But when management had not met the conditions by the stipulated time, journalists resumed their work-to-rule

Mr Jacobs said the Argus Company had yesterday declared a record half-yearly profit of R7,6 million

The SASJ would meet representatives of the different newspaper managements on Wednesday to continue with negotiations, he said

● It is understood that apart from the SASJ demand for a 25 percent across-the-board increase, the Sunday Tribune chapel also asked for an undertaking from Argus management that they meet chapel representatives for in-house negotiations on salaries for senior journalists

The chapel received a reply from management yesterday which said management would not meet the pay increase demand. However, they were still prepared to negotiate, management said

Staff members said as a result of their action, production on the newspaper was behind schedule

Argus profits soar, page 8

Union wins
Star 8/10/87
first TVI
1971 1981
recognition

Labour Reporter

The Fosatu-affiliated National Union of Textile Workers has won the first recognition agreement in the Transvaal at a Springs textile firm

The agreement was signed last week between the largely Natal-based union and the management of Platex (Pty) Ltd

It allows for shop steward elections, time off for shop stewards to conduct union business, stop order facilities and access for union officials to work on the shop floor

The Tucsa-affiliated Textile Workers Union previously had representation at the plant

REPUBLIC OF SOUTH AFRICA
 DEPARTMENT OF MANPOWER
 WET OP NYWERHEIDSVERSOENING, 1956

AANSOFK OM VERANDERING VAN DIE REGISTRASIEBESTEK VAN 'N VAKVERENIGING

Ek, Mattheus Willem Johannes le Roux, Nywerheidsregis-
 trateur, maak ingevolge artikel 4 (2), soos toegepas by
 artikel 7 (5), van bogenoemde Wet, hierby bekend dat 'n
 aansoek om die verandering van sy registrasiebestek ont-
 vang is van die Textile Workers' Industrial Union (South
 Africa) Besonderhede van die aansoek word in onder-
 staande 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 Man-
 nekrag, Mannekraggebou 449, Schoemanstraat 215, Preto-
 ria (posadres Privaatsak X117, Pretoria, 0001)

TABEL

Naam van vakvereniging —Textile Workers' Industrial
 Union (South Africa)

Datum waarop aansoek ingedien is —1 Julie 1981

*Belange en gebied ten opsigte waarvan aansoek gedoen
 word* —(i) Swartes wat by die toepassing van die Wet op
 Nywerheidsversoening, 1956, werknemers is en wat in die
 Tekstielywerheid in diens is in die landdrostdistrikte Ger-
 miston, Johannesburg, Ladysmith (Natal), Randfontein,
 Roodepoort en Standerton, en

(ii) Kleurlinge en Swartes wat by die toepassing van die
 Wet op Nywerheidsversoening, 1956, werknemers is en
 wat in die Wol- en Bokhaarnywerheid in diens is in die
 landdrostdistrik Die Kaap

“Tekstielywerheid” beteken die nywerheid waarin
 werkgewers en werknemers vir enige van die volgende
 doeleindes met mekaar geassosieer is —

(a) (i) Die vervaardiging, hetsy in die geheel of gedeelte-
 lik, volgens enige metode, van watter aard ook al, met
 inbegrip van alle werksaamhede wat in die loop van soda-
 nige vervaardiging daarmee gepaard gaan of daaruit voort-
 vloei, van alle klasse komberse, kombersstof, reiskomberse
 en sjals, hetsy effe, gepluis, gekleur of andersins behandel,

(ii) die vervaardiging volgens enige metode, van watter
 aard ook al, met inbegrip van alle werksaamhede wat in die
 loop van sodanige vervaardiging daarmee gepaard gaan of
 daaruit voortvloei, van garings vir verkoop of volgens op-
 drag, indien sodanige garings, in die geval van kamwol-
 kaardwol- of mengelgarings, na maat 5 039,68 meter of
 minder per kilogram is wanneer die massa finaal bepaal
 word, of in die geval van garings vir gebruik by die vervaar-
 diging van die artikels gespesifiseer in paragraaf (a) (i) hier-
 van, na maat 8 063,49 meter of minder per kilogram is
 wanneer die massa finaal bepaal word, uitgesonder wanneer
 sodanige garings deur die vervaardigers daarvan verkoop
 word vir gebruik by die vervaardiging van ander artikels as
 dié wat in paragraaf (a) (i) hiervan gespesifiseer word,

(b) (i) die vervaardiging, hetsy in die geheel of gedeelte-
 lik, volgens enige metode, van watter aard ook al, met
 inbegrip van alle werksaamhede wat in die loop van soda-
 nige vervaardiging daarmee gepaard gaan of daaruit voort-
 vloei, van kafferbaai, hetsy effe, gepluis, gekleur, bedruk
 of andersins behandel,

REPUBLIC OF SOUTH AFRICA
 DEPARTMENT OF MANPOWER
 INDUSTRIAL CONCILIATION ACT, 1956

APPLICATION FOR VARIATION OF SCOPE OF
 REGISTRATION OF A TRADE UNION

I Mattheus Willem Johannes le Roux, Industrial Regis-
 trar, do hereby, in terms of section 4 (2) as applied by
 section 7 (5) of the above-mentioned Act give notice that
 an application for the variation of its scope of registration
 has been received from the Textile Workers' Industrial
 Union (South Africa) Particulars of the application are
 reflected in the subjoined table

Any registered trade union which objects to the applica-
 tion is invited to lodge its objection in writing with me, c/o
 the Department of Manpower, 449 Manpower Buildings,
 215 Schoeman Street, Pretoria (postal address Private Bag
 X117, Pretoria, 0001), within one month of the date of
 publication of this notice

TABLE

Name of trade union —Textile Workers' Industrial Union
 (South Africa)

Date on which application was lodged —1 July 1981

*Interests and area in respect of which application is
 made* —(i) Black persons who are employees for the pur-
 poses of the Industrial Conciliation Act, 1956, and who are
 employed in the Textile Manufacturing Industry in the
 Magisterial Districts of Germiston, Johannesburg, Lady-
 smith (Natal), Randfontein, Roodepoort and Standerton,
 and

(ii) Coloured and Black persons who are employees for
 the purposes of the Industrial Conciliation Act, 1956, and
 who are employed in the Wool and Mohair Industry in the
 Magisterial District of The Cape

“Textile Manufacturing Industry” means the industry in
 which employers and employees are associated for any of
 the following purposes

(a) (i) The manufacture, either in whole or in part, by any
 process whatsoever, including all operations incidental
 thereto or consequent thereon in the course of such manu-
 facture of all classes of blankets, blanketing, travelling rugs
 and shawls, whether plain, raised, dyed or otherwise
 treated,

(ii) the manufacture, by any process whatsoever, includ-
 ing all operations incidental thereto or consequent thereon
 in the course of such manufacture, of yarns for sale or on
 commission, if such yarns, in the case of worsted, woollen
 or mixed yarns, measure 5 039,68 metres or less to the
 kilogram, in the final mass measuring, or, in the case of
 yarns for use in the manufacture of the articles specified in
 paragraph (a) (i) hereof, measure 8 063,49 metres or less to
 the kilogram in the final mass measuring, except where
 such yarns are sold by the manufacturers thereof for use in
 the manufacture of articles other than those specified in
 paragraph (a) (i) hereof,

(b) (i) the manufacture, either in whole or in part, by any
 process whatsoever, including all operations incidental
 thereto or consequent thereon in the course of such manu-
 facture, of kaffir sheeting, whether plain, or raised, dyed,
 printed or otherwise treated,

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(ii) die vervaardiging volgens enige metode, van watter aard ook al, met inbegrip van alle werksaamhede wat in die loop van sodanige vervaardiging daarmee gepaard gaan of daaruit voortvloei, van garings vir verkoop of volgens opdrag indien sodanige garings na maat 8 063,49 meter of minder per kilogram is wanneer die massa finaal bepaal word, vir gebruik by die vervaardiging van kafferbaai, uitgesonderd wanneer sodanige garings deur die vervaardigers daarvan verkoop word vir gebruik by die vervaardiging van ander artikels as dié wat in paragraaf (b) (i) hiervan gespesifiseer word,

(c) die opskering, weef en/of afwerking van seil, seildoek, bande en webband volgens enige metode, van watter aard ook al, met inbegrip van alle werksaamhede wat in die loop van sodanige aktiwiteite daarmee gepaard gaan of daaruit voortvloei,

(d) (i) die vervaardiging van vlokkies, wateersel, gepapte wateersel, opstoppel en onderlaagvilt volgens enige metode, van watter aard ook al, met inbegrip van alle werksaamhede wat in die loop van sodanige vervaardiging daarmee gepaard gaan of daaruit voortvloei;

(ii) die vervaardiging van vilt volgens enige metode, van watter aard ook al, met inbegrip van alle werksaamhede wat in die loop van sodanige vervaardiging daarmee gepaard gaan of daaruit voortvloei,

(iii) die vervaardiging van verbandwatte of watte volgens enige metode, van watter aard ook al, met inbegrip van alle werksaamhede wat in die loop van sodanige vervaardiging daarmee gepaard gaan of daaruit voortvloei,

(e) die vervaardiging van kamstokkambol en/of uitkamsels, met inbegrip van alle werksaamhede wat met sodanige vervaardiging gepaard gaan;

(f) die vervaardiging van kamwolgarings en/of kamwolstowwe, met inbegrip van alle werksaamhede wat met sodanige vervaardiging gepaard gaan,

(g) die vervaardiging van kaardwol- en/of mengelingaring en/of kaardwol- of mengelstof en/of neweprodukte van afval of iets dergeliks, met inbegrip van alle werksaamhede wat met sodanige vervaardiging gepaard gaan, maar dit omvat nie—

(i) die vervaardiging en/of afwerking, hetsy in die geheel of gedeeltelik, van komberse, kombersstof, reiskomberse, sjaals, kafferbaai, seil, seildoek, bande en/of webband vir verkoop as sodanig nie,

(ii) die vervaardiging van enige garing vir verkoop of volgens opdrag, wat as 'n enkelgaring uit die volgende bestaan nie

(a) In die geval van katoengaring, 8 063,49 meter of minder per kilogram,

(b) in die geval van kaardwol- of mengelingaring, 5 039,68 meter of minder per kilogram;

(iii) die vervaardiging van enige garing vir verkoop of volgens opdrag, wat as 'n enkelgaring uit die volgende bestaan nie

(a) In die geval van katoengaring, meer as 8 063,49 meter per kilogram,

(b) in die geval van kaardwol- of mengelingaring, meer as 5 039,68 meter per kilogram,

tensy daar skriftelik as 'n voorwaarde van verkoop of van produksie volgens opdrag bepaal word dat sodanige garing nie gebruik mag word nie by die vervaardiging van enige van die artikels in paragraaf (g) (i) hiervan gespesifiseer;

(ii) the manufacture, by any process whatsoever, including all operations incidental thereto or consequent thereon in the course of such manufacture, of yarns for sale or on commission, if such yarns measure 8 063,49 metres or less to the kilogram in the final mass measuring, for use in the manufacture of kaffir sheeting, except where such yarns are sold by the manufacturers thereof for use in the manufacture of articles other than those specified in paragraph (b) (i) hereof;

(c) the warping, weaving and/or finishing, by any process whatsoever, including all operations incidental thereto or consequent thereon in the course of such activities, of canvas, duck, tapes and webbing;

(d) (i) the manufacture, by any process whatsoever, including all operations incidental thereto or consequent thereon in the course of such manufacture, of flock, wadding, sized wadding, padding and underfelt,

(ii) the manufacture, by any process whatsoever, including all operations incidental thereto or consequent thereon in the course of such manufacture, of felt,

(iii) the manufacture, by any process whatsoever, including all operations incidental thereto or consequent thereon in the course of such manufacture of medical wadding or cotton wool,

(e) the manufacture, including all operations incidental to such manufacture, of worsted tops and/or noils,

(f) the manufacture, including all operations incidental to such manufacture, of worsted yarns and/or fabrics,

(g) the manufacture, including all operations incidental to such manufacture, of woollen and/or mixed yarns and/or woollen or mixed cloth and/or by-products from wastes or otherwise, but excluding—

(i) the manufacture and/or finishing, either in whole or in part, of blankets, blanketing, travelling rugs, shawls, kaffir sheeting, canvas, duck, tapes and/or webbing for sale as such,

(ii) the manufacture of any yarn for sale or on commission, which, as a single yarn, contains—

(a) in the case of cotton yarn, 8 063,49 metres or less to the kilogram,

(b) in the case of woollen or mixed yarn, 5 039,68 metres or less to the kilogram,

(iii) the manufacture of any yarn for sale or on commission, which, as a single yarn, contains—

(a) in the case of cotton yarn, over 8 063,49 metres to the kilogram;

(b) in the case of woollen or mixed yarn, over 5 039,68 metres to the kilogram,

unless it is stipulated, in writing, as a condition of sale or production on commission, that such yarn shall not be used in the manufacture of any of the articles specified in paragraph (g) (i) hereof,

(f) die vervaardiging van enige artikel of stowwe wat in enige van die artikels gespesifiseer is in paragraaf (g) (i) hierof, omakep kan word nie, tensy daar skriftelik as 'n voorwaarde van verkoop of van produksie volgens opdrag bepaal word dat sodanige stof of doek nie gebruik mag word nie by die vervaardiging van enige van die artikels in paragraaf (g) (i) hierof van gespesifiseer;

(h) die vervaardiging, in die een of ander vorm, deur middel van spin, weef, kleur, bedruk, afwerking of enige ander proses, van watter aard ook al, met inbegrip van alle werksaamhede wat daarmee gepaard gaan of daaruit voortvloei, van garings, materiaal, doek of neweprodukte van sodanige garings of stowwe wat uitsluitlik of hoofsaaklik van katoen en/of kunsvesel as plaasvervangers daarvoor, vervaardig word,

(i) die vervaardiging van matstof, matte, koord, tou, sakke of goong, wat uitsluitlik of hoofsaaklik uit hennep, jute of nylon bestaan, en enige kombinasie van sodanige stowwe of uit stowwe wat in plaas van enige van bogenoemde stowwe gebruik kan word sonder om die aard van die eindprodukte wesenlik te verander, met inbegrip van alle werksaamhede wat met enige van voornoemde aktiwiteite gepaard gaan of daaruit voortvloei, maar dit omvat nie die vervaardiging van draadtouc of -matte, of tou, lyn of koord bedoel vir gebruik as vislyn of vir die maak of heelmaak van visnette nie,

(j) die verwerking van basiese nylon tot garings, draad of eindprodukte, met inbegrip van alle werksaamhede wat met enige van voormelde aktiwiteite gepaard gaan of daaruit voortvloei, en

(k) die vervaardiging, hetsy in die geheel of gedeeltelik, volgens enige metode, van watter aard ook al, van alle klasse tapyte

By die toepassing van hierdie omskrywing beteken die uitdrukking "garing of draad" garing of draad gespin van natuurlike of kunsvesel of 'n kombinasie van sodanige vesels

"Wol- en Bokhaarnywerheid" beteken die nywerheid waarin werkgewers en werknemers met mekaar geassosieer is met die doel om wol en sybokhaar te bemark, op te berg, af te lewer en per veiling te verkoop, en dit omvat die werksaamhede van skeer, ontvangs in die pakhuis en masasmeting, sortering, mengeling en saamklassing, katalogisering en monsterneming, kragpersing en besorging op vragwa of vraghouer vir versending plaaslik of oorsee

Posadres van applikant — Posbus 4141, Kaapstad, 8000

Kantooradres van applikant — Industria House 203, Victoriaaweg 350, Soutrivier

Die aandag word gevestig op onderstaande vereistes van artikels 4 en 7 van die Wet

(a) Die mate waarin 'n beswaarmakende vakvereniging verteenwoordigend is, word ingevolge artikel 4 (4), soos toegepas by artikel 7 (5), bepaal volgens die feite spes 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 artikel 4 (2) moet gevolg word in verband met 'n beswaar wat ingedien word

M W J. LE ROUX, Nywerheidsregistrateur
(9 Oktober 1981)

(f) the manufacture of any article or goods which is specified in paragraph (g) (i) hereof unless it is stipulated, in writing, as a condition of sale or production on commission, that such fabric or cloth shall not be used in the manufacture of any of the articles specified in paragraph (g) (i) hereof;

(h) the manufacture, in one form or another, by means of spinning, weaving, dyeing, printing, finishing or by any other process whatsoever, including all operations incidental thereto or consequent thereon, of yarns, material, cloths or by-products of such yarns or cloths which are wholly or mainly manufactured from cotton and/or man-made fibres as substitute therefor,

(i) the manufacture of matting, mats, cord, rope, bags or hessian consisting wholly or mainly of hemp, jute, or nylon and any combination of such materials or of materials capable of being substituted for any of the above-mentioned materials without substantially altering the characteristics of the finished products, including all operations incidental to or consequent on any of the aforesaid activities, but excluding the manufacture of wire ropes or mats or rope, twine or cord intended for use as fishing line or for the making or repairing of fishing nets;

(j) the conversion of basic nylon into yarns, threads or end products, including all operations incidental to or consequent on any of the aforesaid activities, and

(k) the manufacture, either in whole or in part, by any process whatsoever, of all classes of carpets

For the purpose of this definition the expression "yarn or thread" means yarn or thread spun from natural or man-made fibre or a combination of such fibres

"Wool and Mohair Industry" means the industry in which employers and employees are associated for the purpose of marketing, storing, delivering and selling by auction wool and mohair, and includes the operations of shearing, receiving in the stores and mass measuring, sorting, blending and binning, cataloguing and sampling, dumping, and delivering on to truck or container for local or overseas transport

Postal address of applicant — P O. Box 4141, Cape Town, 8000

Office address of applicant, — 203 Industria House, 350 Victoria Road, Salt River

Attention is drawn to the following requirements of sections 4 and 7 of the Act

(a) The representativeness of any trade union which objects to the application shall in terms of section 4 (4) as applied by section 7 (5) 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 section 4 (2) must be followed in connection with any objection lodged

M W J LE ROUX, Industrial Registrar

(9 October 1981)

RDT 13 10 81

Springs strike: hundreds re-apply after unrest

Labour Reporter

ABOUT half the 1 600 workers fired after a strike at Telephone Manufacturers of SA (TMSA) at Springs ten days ago have applied for re-employment, a management spokesman said yesterday.

The strike led to a ban on meetings in Springs over the weekend and the arrest of nine workers, allegedly as a result of violent incidents in KwaThema township. A spokesman for the Federation of SA Trade Unions said Fosatu unionists were attempting to secure bail for the arrested workers.

Meanwhile, two more brief work stoppages were reported from Durban and a union spokesman said the 150 workers fired after striking at Game Discount World in that city two weeks ago were still refusing to return to work.

And our Port Elizabeth correspondent reports that about 180 workers at Motor Via, a components firm which supplies the Volkswagen plant, struck yesterday in support of demands for recognition of Fosatu's Transport and General Workers Union.

This is the third strike concerning recognition in Port Elizabeth in the past eight days.

A TMSA spokesman said yesterday that about 900 black workers were now working at the company. Just under 800 of them were fired strikers who had applied for re-employment.

He claimed that there had been about 1 000 workers outside the factory gate yesterday morning seeking employment.

The spokesman added, however, that "the situation is dynamic and it is not possible to predict how things will look tomorrow".

In Durban, about 200 workers at stevedoring company Grindrod Cotts stopped work to discuss their demand that their pension money be refunded to them and the general secretary of the SA Allied Workers' Union (Saawu), Mr Sam Kikine, said they had struck in support of this demand.

But the company's managing director, Mr F Ross, said workers had not gone on strike but had stopped work in order to continue discussions with management on their pension demands. They had returned to work during the morning.

"We have been discussing the pension issue with our works council and will continue to hold talks," Mr Ross said.

A second firm, Pinetown-based Ridgeview Quarries, was hit by a strike by about 100 workers yesterday.

Mr Kikine said the workers were striking because they had not received a promised wage increase and to back a demand for the firm to recognise Saawu.

A management spokesman said late yesterday that the strike had been resolved.

Star 14/10/81
**Sixth Cusa
union is
registered**

Labour Reporter

Another Cusa-affiliated union, the Building, Construction and Allied Workers Union, has been registered.

It is the sixth Council of Unions of South Africa affiliate to be registered.

The registration for the union covers only black workers in the industry for the Transvaal, Natal and Eastern Province.

Mr Frank Mohlala, general secretary, said the registration was granted from last week and came almost one year after the union had first applied.

He was critical of the fact that they had been "forced" to apply for registration for black workers only.

He said if people of other race groups wished to join he would apply for extension.

151

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LONONMAN NONE 1
SUBA-2 2
STD3-5 14
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SEMI NONE 4
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SID6-7 14
STD8-9 2
STD10 6

UNSKL NONE 15
SUBA-2 2
STD3-5 4
STD6-7 15
STD8-9 2
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PRO NONE 2
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STD3-5 2
STD6-7 3
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SKLDMAN NONE 15
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LONONMAN NONE 1
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SID3-5 13
SID6-7 2
STD8-9 3
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27 risk jobs in row over union

RDM 1510-81

1988 151
By STEVEN FRIEDMAN

TWENTY-SEVEN black workers at the United Tobacco Company's Johannesburg plant risk losing their jobs because they refuse to join a Tucs-a-affiliated black union, a company statement said yesterday.

The African Tobacco Workers Union (ATWU) has a "closed shop" agreement throughout the tobacco industry which stipulates that black workers must join it or lose their jobs.

The company's announcement is likely to focus new attention on the Government's recently-announced decision to retain the closed shop

The statement, by chairman Mr Enrique Rankin, said the United Tobacco Company (UTC) had tried to win an exemption from the closed shop for the workers but had failed

They must now decide by today whether they will join the union — or lose their jobs

UTC's disclosure is the latest development in a growing row over the closed shop

Emerging black unions claim registered unions are using the system to force workers to join against their wills

They say the established unions simply extend their existing closed shop agreements to black workers, instead of attempting to recruit these workers

A spokesman for UTC said yesterday the workers were refusing to join ATWU for several reasons. Among them were their claims that they did not know who its shop stewards were or how it operated, and that the dues were too high

Exemption

A spokesman for the ATWU yesterday refused to comment on UTC's statement

In the statement, Mr Rankin said "This situation results from a closed shop principle stipulated in the current industrial council agreement for the tobacco industry, whereby union membership is a condition of employment"

UTC had applied for exemption from the closed shop on behalf of those workers who refused to join but this was "turned down by the industrial council in terms of the current binding agreement for the industry"

Mr Rankin said that, although only a small percentage of the workforce was involved, "we regret any unnecessary loss of trained manpower"

It was reported from Witbank meanwhile that black workers at South African Federated Timbers downed tools in a demand for higher wages

This is the second strike in two weeks in the area. Last week workers at the Highveld Bus Company refused to work until a black supervisor was removed from the company

SECTION

Council fails to settle Iscor dispute

Star 15/10/81

155

9 (b)

Labour Reporter

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

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

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

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

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

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

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

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

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are prepared to pay for the product
one and above equilibrium price.
However we can conclude that

Star 15/16/81

Workers refuse to join union and lose jobs

Labour Reporter

Twenty six workers at the United Tobacco Company in Industria, Johannesburg, lost their jobs today for refusing to join a union.

Because of a closed shop agreement in the tobacco industry, workers are required to belong to a trade union and, in the case of UTC, this is the Tucsia-affiliated African Tobacco Workers Union.

A company spokesman said today that 22 workers were considered to have "dismissed themselves" for not joining the union. One worker was of pensionable age and allowed to collect his pension and two had not yet turned up to collect their pay.

Only one of the 27 workers who faced dismissal relented and joined the union yesterday.

The workers had told The Star they did not want to belong to the union because they had never met its officials and felt it had no effect at UTC.

At the Hulett's Aluminium plant in Maritzburg a strike by about 800 workers continued early today while management held talks with the

Fosatu affiliated Natal and Allied Workers Union

Work was only going on in a few areas of the plant, a Hulett's spokesman said. Workers have demanded the reinstatement of 130 workers who resigned on Monday in order to receive their pension contributions.

At the Motorvia Components firm in Uitenhage, about 100 drivers were still out on strike over issues of wages and recognition of the Fosatu affiliated Transport and General Workers Union.

The union was holding a report back to workers today on yesterday's talks with management.

The workforce at Natal Tanning in Melmoth was reported to be returning to work following a wage dispute by 800 workers this week.

A spokesman for the Motor Assembly and Components Workers' Union in Port Elizabeth said today they had no reports of any further Security Police detentions of members since yesterday's dawn arrest of about 18 workers, including a union organiser Mr Themba Duze.

August 15/10/81

Detentions a 'threat to peace'

329 146 147 151 152 139

THE detention of 19 trade union members and officials in Port Elizabeth this week would exacerbate tension in the volatile Eastern Cape, a spokesman for the General Workers' Union said in Cape Town today.

'It has been proved time and again that the industrial peace is threatened by the detention of workers' leaders. This instance will be no exception, he said.

'We call for the immedi-

ate release of the detained members and leaders.'

The detainees are members of the unrelated General Workers' Union of South Africa (Gwusa) and workers of the SA Bottling Company and the General Post Office.

Colonel H Snyman, an Eastern Cape security police officer, said they would appear in court on charges of intimidation.

He expected more strikers to be detained today.

Meanwhile, a deadlock

between workers and management at the Imperial Cold Storage factory at Alocs was broken last night when workers settled on an 80c-an-hour pay agreement.

At Motorvia in Uitenhage, where 180 walked out on Monday because of non-recognition of Gwusa, workers were expected to return today following a management announcement that talks on union recognition would be held next week.

27/16/10/81

26 workers fired for not joining union

Own Correspondent

JOHANNESBURG — Twenty-six workers at the United Tobacco Company's Industria plant yesterday lost their jobs because they continued their refusal to join the Tucsa-affiliated African Tobacco Workers' Union, a company spokesman said.

But he denied worker claims that 42 workers had been fired because they refused to join the union, which they have to do in terms of a closed shop agreement negotiated between it and employers.

This follows the disclosure on Wednesday that 27 UTC workers had been given till today to decide to join the ATWU or face losing their jobs because of the closed shop clause which makes it compulsory for black workers to join the ATWU.

It comes at a time of growing fears about possible labour unrest as a result of the closed shop.

A brief strike occurred last week at a major engineering plant because workers refused to join a 'closed shop' union, Tucsa's Ironmoulders Society. Unrest is also threatened in several other industries on the issue.

550 workers

All UTC's 550 workers at the Industria plant were compelled to join the ATWU because of a "closed shop" agreement negotiated between the union and employers at the industry's industrial council.

Closed shop agreements lay down compulsory union membership.

A spokesman for UTC said yesterday that, of the 27 who

had refused to join the ATWU and had been given till today to change their minds, only one had decided to join the union.

One other worker who refused to join was of pensionable age and had been pensioned off. The other 23 had continued to refuse to join the union and UTC had been forced to fire them.

By late yesterday, however, three of the 25 had not yet collected their pay, which management had requested them to do.

Reasons

The workers say they refuse to join the union because they do not know how it operates, do not know who its shop stewards are, and are unhappy about the "high" dues they would have to pay.

The union's general secretary, Miss Christine du Preez, claims these reasons are "rubbish" and that the workers are refusing to join the union because they want to leave the industry and collect their pension contributions.

Asked to comment on suggestions that many other workers, besides the 27, were reluctant to join the union, the spokesman for UTC said that, after management had explained to workers the consequences of not joining, they had joined the union "in dribs and drabs".

This, he said, could indicate wider dissatisfaction with joining it.

He confirmed that UTC had been among the employers who had originally negotiated the closed shop with the ATWU, adding "That was a long time ago."

Garment workers accept the closed-shop principle

means of resolving disputes, he added

510 16/10/87 (135) (157)

The Tucsa-affiliated Garment Workers Union (GWU) accepts the closed shop principle except where it is used by some unions as a form of job reservation. In an editorial in the weekly "Garment Worker" the GWU welcomes the recent report of the National Manpower Commission which states that the closed shop system should be retained. The system ensures that workers do not remain outside the union and accept lower wages, the editorial states. But the

LABOUR BRIEFS

closed shop system was abused when white unions used the system to keep black workers from doing certain jobs limited to their union

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Statist (151)
Trade union registration was being rejected because it was seen as an unwarranted form of government interference in union affairs, said Mr Dick Sutton, former president of the Institute of Personnel Management, writing in a recent publication. The opposition of unions was primarily directed against controls on the disposal of union funds and curbs on certain aspects of political activities. "In its place a more benign approach is advocated in which registration would serve only to signify that the registered union is a substantive organisation enjoying the support of employees," Mr Sutton said. Constraints imposed on the right to strike were also seen as a violation of the fundamental right to withhold labour as a

Star 16/10/81 (198) (151) (195)

Workers' claims 'rubbish'

The general secretary of the Tucsaffiliated African Tobacco Workers' Union, Miss Christine du Preez, has dismissed as "rubbish" workers' claims that they were forced to join her union without consultation and without having seen its officials.




A total of 26 workers were dismissed from the United Tobacco Company in Industria this week after refusing to join the ATWU which is party to the tobacco industry's closed shop agreement.

Miss du Preez said the union had been trying to organise the workers "for

years," and that its officials and shop stewards were well known to them.

She described the workers as "free riders" who although unwilling to join the union, had benefitted from the industrial agreement it had helped to negotiate.

Stressing that the ATWU had renegotiated the closed-shop agreement after its admission to the industrial council this year, she said considerable tension had developed between union and non-union workers at the plant.

SWEET POTATO   
The directors of the Sweet Potato Marketing Board, Johannesburg, agree to refuse to sell any Sweet Potato products as part of the national boycott against the Union of South Africa.

	Begroting Estimates 1981-82	Maand Augustus Month of August		Totaal April tot Augustus Total April to August		
		1981	1980	1981-82	1980-81	
	R	R	R	R	R	
Kapitaaluitgawe						Capital Expenditure
Telekommunikasie	470 069 000	39 068 051	27 988 656	163 857 458	132 647 406	Telecommunications
Grond, Geboue en Behuising	62 550 000	3 532 834	4 264 426	13 708 481	11 422 510	Land, Buildings and Housing
Voertuie	19 007 000	1 196 971	912 177	2 309 323	1 696 406	Vehicles
Kantoor-, Dataverwerkings-, Poshanterings- en Voorraad- uitrusting	13 421 000	93 341	1 296 766	2 220 974	2 681 959	Office, Data Processing, Mail Handling and Stores Equipment
Totaal	565 047 000	43 891 197	34 462 025	182 096 236†	148 448 281†	Total

Drukkersnota Items stem ooreen met die 1981-82 gedrukte begroting
Printers Note Items correspond to 1981-82 printed estimates

* Interne heffings nie ingesluit nie
Internal charges not included

† Nóg inkomste nóg besteding is gelykmatig oor die boekjaar versprei. Sekere groot bedryfsuitgawebetelings geskied kwartaalliks, halfjaarliks of jaarliks, terwyl kapitaaluitgawebetelings saamhang met die uitvoering van bepaalde kort- en langtermynkontrakte

Neither revenue nor expenditure is evenly spread over the financial year. Certain large operating expenditure payments are made quarterly, half-yearly or annually, whilst capital expenditure payments are related to the execution of specific short and long term contracts

(16 Oktober 1981)/(16 October 1981)

KENNISGEWING 793 VAN 1981
DEPARTEMENT VAN MANNEKRAG
WET OP NYWERHEIDSVERSOENING, 1956
AANSOEK OM VERANDERING VAN DIE REGISTRASIEBESTEK VAN 'N VAKVERENIGING

Ek, Mattheus Willem Johannes le Roux, Nywerheidsregistrator, maak ingevolge artikel 4 (2) soos toegepas by artikel 7 (5) van bogenoemde Wet, hierby bekend dat 'n aansoek om die verandering van sy registrasiebestek ontvang is van die African Transport Workers Union. Besonderhede van die aansoek word in onderstaande tabel verstrekk.

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 449, Schoemanstraat 215, Pretoria, (posadres Privaatsak X117, Pretoria, 0001)

TABEL

Naam van vakvereniging—African Transport Workers Union

Datum waarop aansoek ingedien is—14 Julie 1981

Belange en gebied ten opsigte waarvan aansoek gedoen word—1. Swartes wat vir doeleindes van die Wet werknemers is en in diens is in die Maalnywerheid as voertuigdrywers en algemene werkers, in die landdrostrik Randfontein

“Maalnywerheid” beteken die nywerheid waarin werkgewers en werknemers met mekaar geassosieer is in bedryfsinrigtings wat geregistreer is of aan registrasie onderworpe is ingevolge die Wet op Fabriek, Masjinerie en Bouwerk, 1941, met die doel om een of meer van die volgende werksaamhede te verrig

(i) Die maal (gewoonweg of vir 'n bepaalde klant) of breek van graan,

(ii) die vervaardiging, van enige onverwerkte graanprodukte deur dit te maal (gewoonweg of vir 'n bepaalde klant) of te breek,

NOTICE 793 OF 1981
DEPARTMENT OF MANPOWER
INDUSTRIAL CONCILIATION ACT, 1956
APPLICATION FOR VARIATION OF SCOPE OF REGISTRATION OF A TRADE UNION

I, Mattheus Willem Johannes le Roux, Industrial Registrar, do hereby, in terms of section 4 (2) as applied by section 7 (5) of the above-mentioned Act, give notice that an application for the variation of its scope of registration has been received from the African Transport Workers Union. 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, 449 Manpower Buildings, 215 Schoeman Street, Pretoria (postal address Private Bag X117, Pretoria, 0001), within one month of the date of publication of this notice.

TABLE

Name of trade union—African Transport Workers Union

Date on which application was lodged—14 July 1981

Interests and area in respect of which application is made—1. Black persons who are employees for the purposes of the Act and who are employed in the Milling Industry as vehicle drivers and general workers in the Magisterial District of Randfontein

“Milling Industry” means the industry in which employers and employees are associated in establishment that are registered or liable for registration in terms of the Factories, Machinery and Building Work Act, 1941, for the purpose of carrying on any one or more of the following activities

(i) The grinding, gristing or crushing of cereals,

(ii) the production of any raw cereal products by grinding, gristing or crushing,

335
783
1773
1654
2235
7392
1717

374
177
902

13154
2862

62358

64638

69458
5025

59121
72412

12412
67322
105090

Money services indications
Stock

(iii) uitgesonderd item (iv) hiervan, die vervaardiging van enige geprosesseerde graanprodukt of die maal van enige geprosesseerde graanprodukt, uitgesonderd—

(a) kitsontbyvoedsels; of

(b) gekookte of rou macaroni, vermicelli, spaghetti of noedels,

indien gedoen deur werkgewers en werknemers wat een of meer van die werksaamhede in (i) en (ii) bedoel, verrig, en in dieselfde bedryfsinrigting as waar genoemde werksaamhede verrig word,

(iv) die vervaardiging van hawermout of hawermeel bedoel vir menslike verbruik;

(v) die vervaardiging, deur menging, bereiding of pro-sessering, van voedingsmiddele vir vee, indien beoefen deur werkgewers en werknemers wat een of meer van die werksaamhede in (i) en (ii) bedoel, verrig, en in dieselfde bedryfsinrigting as waar genoemde werksaamhede verrig word,

en omvat alle werksaamhede wat gepaard gaan met of voortspruit uit enige van voormelde werksaamhede, maar uitgesonderd die volgende

(a) Die werksaamhede bedoel in (i) tot (v) hierbo indien deur 'n boer vir boere verrig, alleen vir eie gebruik deur laasgenoemde,

(b) die maal (gewoonweg of vir 'n bepaalde klant) of breek van graan in 'n bedryfsinrigting in 'n Swart gebied wat uitsluitlik of hoofsaaklik Swart klante bedien en hoogstens een skof per dag werk,

(c) die werksaamhede van 'n tradisiemeulenaar wat sy meule bedryf op die grondslag van hoogstens een skof per dag en die houer is van 'n geldige registrasiesertifikaat as 'n tradisiemeulenaar, aan hom uitgereik deur die Mieleraad,

(d) die werksaamhede van 'n meulenaar ten opsigte van 'n meule wat deur hom bedryf word op die grondslag van hoogstens een skof per dag en waarvoor hy die houer is van 'n geldige registrasiesertifikaat, aan hom uitgereik deur die Koringraad, en waarop die maalvermoe van die meul as hoogstens 9,25 sakke (of 91 kg) per uur aangedui word

2 Swartes wat vir die doeleindes van die Wet werknemers is en in die Steenkoolbedryf in diens is as voertuigdrywers en algemene werkers in die landdrostdistrik Hennenman

“Steenkoolbedryf” beteken die bedryf waarin werkgewers en werknemers met mekaar geassosieer is vir die verkoop, verspreiding en voorbereiding vir verkoop van steenkool of brandhout of albei, of vir een of meer van hierdie werksaamhede

Posadres van applikant—Posbus 19, Johannesburg, 2000

Kantooradres van applikant.—Sesde Verdieping, Cape York House, Jeppestraat 252, Johannesburg

Die aandag word gevestig op onderstaande vereistes van artikel 4 en 7 van die Wet

(a) Die mate waarin 'n beswaarmakende vakvereniging verteenwoordigend is, word ingevolge artikel 4 (4), soos toegepas by artikel 7 (5), 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 artikel 4 (2) moet gevolg word in verband met 'n beswaar wat ingedien word

M W J LE ROUX, Nywerheidsregistrateur
(16 Oktober 1981)

(iii) except for item (iv) hereof, the production of any processed cereal product or the milling of any processed cereal product, other than—

(a) ready-to-serve breakfast foods; or

(b) cooked or raw macaroni, vermicelli, spaghetti or noodles,

if done by employers and employees engaged in any one or more of the activities referred to in (i) and (ii) and in the same establishment as the said activities are carried on,

(iv) the production of rolled oats or oatmeal intended for human consumption,

(v) the production by mixing, preparing or processing of foodstuffs for livestock if carried on by employers and employees engaged in any one or more of the activities referred to in (i) and (ii) and in the same establishment as the said activities are carried on,

and includes all operations incidental to or consequent on any of the aforesaid activities, but does not include the following:

(a) The activities referred to in (i) to (v) above if carried on by a farmer for farmers for domestic use by the latter only,

(b) the grinding, gristing, or crushing of cereals in an establishment in a Black area, which establishment caters wholly or mainly for Black customers and does not work more than one shift per day,

(c) the activities of a gristing miller who operates his mill on the basis of not more than one shift per day and who holds a current certificate of registration as a gristing miller issued to him by the Maize Board,

(d) the activities of a miller in respect of a mill operated by him on the basis of not more than one shift per day and for which mill he holds a current certificate of registration issued to him by the Wheat Industry Control Board and which certificate gives the milling capacity of the mill as not more than 9,25 bags (or 91 kg) per hour

2. Black persons who are employees for the purposes of the Act and who are employed in the Coal Trade as vehicle drivers and general workers in the Magisterial District of Hennenman

“Coal Trade” means the trade in which employers and employees are associated for the sale, distribution and preparation for sale of coal or firewood or both, or for one or more of these activities

Postal address of applicant—P O Box 19, Johannesburg, 2000

Office address of applicant.—Sixth Floor, Cape York House, 252 Jeppe Street, Johannesburg

Attention is drawn to the following requirements of section 4 and 7 of the Act

(a) The representativeness of any trade union which objects to the application shall in terms of section 4 (4) as applied by section 7 (5) 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 section 4 (2) must be followed in connection with any objection lodged

M W J LE ROUX, Industrial Registrar.
(16 October 1981)

151 HO

KENNISGEWING 794 VAN 1981

DEPARTEMENT VAN MANNEKRAG

WET OP NYWERHEIDSVERSOENING, 1956

AANSOEK OM VERANDERING VAN DIE REGISTRASIEBESTEK VAN 'N VAKVERENIGING

Ek, Mattheus Willem Johannes le Roux, Nywerheidsregistrator, maak ingevolge artikel 4 (2), soos toegepas by artikel 7 (5), van bogenoemde Wet, hierby bekend dat 'n aansoek om die verandering van sy registrasiebestek ontvang is van die African Transport Workers Union. Besonderhede van die aansoek word in onderstaande tabel verstrekk.

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 449, Schoemanstraat 215, Pretoria (posadres Privaatsak X117, Pretoria, 0001)

TABEL

Naam van vakvereniging.—African Transport Workers Union

Datum waarop aansoek ingedien is —6 Julie 1981

Belange en gebied ten opsigte waarvan aansoek gedoen word.—1 Swartes wat vir die doeleindes van die Wet werknemers is en in die Motorvoertuigafleringsbedryf in diens is as—

(i) voertuigdrywers, algemene werkers en versendingsklerke in die landdrostdistrikte Bloemfontein, Klerksdorp, Kuilsrivier, Oos-Londen, Pinetown en Port Elizabeth,

(ii) voertuigdrywers, algemene werkers, rangeerders, nasieners, versendingsklerke en bedieners van mobiele hystoestelle in die landdrostdistrik Kempton Park, en

(iii) voertuigdrywers, algemene werkers, versendingsklerke en sekuriteitsbeamptes in die landdrostdistrik Pretoria.

“Motorvoertuigafleringsbedryf” beteken die bedryf waarin werkgewers en werknemers met mekaar geassosieer is met die doel om motorvoertuie deur middel van padvervoer van 'n monteeranleg of werkgewersperseel aan die klant af te lewer

2. Swartes wat vir die doeleindes van die Wet werknemers is en in die Goederevervoer- en Opbergingsbedryf in diens is as voertuigdrywers en algemene werkers in die landdrostdistrik Kimberley

“Goederevervoer- en Opbergingsbedryf”, waarby die “Vervoeronderneming (Goedere)” ingesluit is, beteken die bedryf waarin werkgewers en werknemers met mekaar geassosieer is met die doel om een of meer van die volgende werksaamhede te verrig, vir vergoeding of verhuur

(i) Die vervoer van goedere deur middel van motorvervoer, insluitende die vervoer van grond, gruis, klip, sand, steenkool of water wat bedoel is om verkoop te word, of sodanige vervoer vir verhuur of vergoeding gedoen word al dan nie, en

(ii) die berging van goedere, insluitende die ontvangs, oopmaak, uitpak, verpak, versending en klaring of verantwoording van goedere, houers of houergoedere,

en sluit in alle werksaamhede gepaardgaande met of voortvloeiende uit enige van bogenoemde werksaamhede

Posadres van applikant—Posbus 19, Johannesburg, 2000

Kantooradres van applikant—Sesde Verdieping, Cape York House, Jeppestraat 252, Johannesburg

NOTICE 794 OF 1981

DEPARTMENT OF MANPOWER

INDUSTRIAL CONCILIATION ACT, 1956

APPLICATION FOR VARIATION OF SCOPE OF REGISTRATION OF A TRADE UNION

I, Mattheus Willem Johannes le Roux, Industrial Registrar do hereby, in terms of section 4 (2) as applied by section 7 (5) of the above-mentioned Act, give notice that an application for the variation of its scope of registration has been received from the African Transport Workers Union. 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, 449 Manpower Buildings, 215 Schoeman Street, Pretoria (postal address Private Bag X117, Pretoria, 0001), within one month of the date of publication of this notice

TABEL

Name of trade union—African Transport Workers Union

Date on which application was lodged—6 July 1981.

Interests and area in respect of which application is made—1 Black persons who are employees for the purposes of the Act and who are employed in the Motor Vehicle Delivery Trade as—

(i) vehicle drivers, general workers and despatch clerks in the Magisterial Districts of Bloemfontein, East London, Klerksdorp, Kuils River, Pinetown and Port Elizabeth,

(ii) vehicle drivers, general workers, yardmen, checkers, despatch clerks and mobile hoist operators in the Magisterial District of Kempton Park; and

(iii) vehicle drivers, general workers, despatch clerks and security officers in the Magisterial District of Pretoria

“Motor Vehicle Delivery Trade” means the trade in which employers and employees are associated for the purpose of delivering motor vehicle from an assembly plant or employer's premises to the customer by means of road transportation.

2. Black persons who are employees for the purpose of the Act and who are employed in the Goods Transportation and Storage Trade as vehicle drivers and general workers in the Magisterial District of Kimberley.

“Goods Transportation and Storage Trade”, which includes the “Transport Undertaking (Goods)”, means the trade in which employers and employees are associated for the purpose of carrying out one or more of the following operations for reward or hire, namely

(i) The transportation of goods by means of motor transport, including the transportation 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

(ii) the storage of goods, including receiving, opening, unpacking, packing, despatching and clearing of or accounting for goods, containers or containerised goods,

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

Postal address of applicant—P O Box 19, Johannesburg, 2000

Office address of applicant—Sixth Floor, Cape York House, 252 Jeppe Street, Johannesburg

Die aandag word gevestig op onderstaande vereistes van artikel 4 en 7 van die Wet

(a) Die mate waarin 'n beswaarmakende vakvereniging verteenwoordigend is, word ingevolge artikel 4 (4), soos toegepas by artikel 7 (5), 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 artikel 4 (2) moet gevolg word in verband met 'n beswaar wat ingedien word
M W J LE ROUX, Nywerheidsregistrateur
(16 Oktober 1981)

KENNISGEWING 796 VAN 1981

DEPARTEMENT VAN FINANSIES

VEILING VAN GOEDERE —DOEANE EN AKSYNS, DURBAN

Hierby word vir algemene inligting bekendgemaak dat 'n openbare veiling van ongeklarde, onopgeëste en verbeurdverklarde goedere om 09h00 op 4 en 5 November 1981 by die Staatspakhuis, Cato Creek, Durban, gehou sal word. Opgawes van die goedere wat verkoop sal word kan op aanvraag by die Kontroleur van Doeane en Aksyns, Privaatsak X54305, Durban, 4000, verkry word.

(16 Oktober 1981)

KENNISGEWING 797 VAN 1981

DEPARTEMENT VAN GEMEENSKAPS- ONTWIKKELING

1 Die aandag van die persone hieronder aangedui en ander belanghebbende partye word gevestig op Kennisgewing 223 van 1981 soos in *Staatskoerant* 7515 van 27 Maart 1981 afgekondig insake bekendmaking van vergoeding vir sekere eiendomme wat deur die Gemeenskapsontwikkelingsraad op 3 Oktober 1980 onteien is

2. Ingevolge die bepalings van artikel 10 (5) (b) van die Onteieningswet, 1975, word u aandag daarop gevestig dat die vergoedingsaanbod uit hoofde van die bepalings van artikel 10 (5) (a) van gemelde Wet deur u as aanvaar beskou sal word indien 'n aansoek om die vasstelling van die vergoedingsbedrag nie binne agt maande (of die langer tydperk wat deur die Raad bepaal mag word) vanaf die datum van die vergoedingsaanbod deur u by 'n vergoedingshof of afdeling van die Hooggeregshof wat jurisdiksie het, ingedien word nie tensy voor verstryking van bedoelde tydperk ooreengekom is om die geskil aangaande die bedrag van die vergoeding na arbitrasie te verwys of deur 'n vergoedingshof te laat vasstel

3 Aangesien ondergenoemde aanbiedings op 10 Maart 1981, gemaak is, verstryk die tydperk van agt maande op 9 November 1981

4 U word versoek om vertoe wat u in verband hiermee wil maak skriftelik by die Streekverteenvoorder, Departement van Gemeenskapsontwikkeling, Privaatsak X18, Johannesburg, 2000 Tel. 28-3500, in te dien voor 9 November 1981

5 Hierdie advertensie word ingevolge die bepalings van artikel 7 (3) en (5) van Wet 63 van 1975 gepubliseer

Gedateer te Johannesburg op hede die 9de dag van November 1981

L FOUCHÉ, Direkteur-generaal, p/a Streekverteenvoorder, Departement van Gemeenskapsontwikkeling, Privaatsak X18, Johannesburg, 2000

Attention is drawn to the following requirements of sections 4 and 7 of the Act.

(a) The representativeness of any trade union which objects to the application shall in terms of section 4 (4) as applied by section 7 (5) 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 section 4 (2) must be followed in connection with any objection lodged
M W J LE ROUX, Industrial Registrar.
(16 October 1981)

NOTICE 796 OF 1981

DEPARTMENT OF FINANCE

SALE OF GOODS —CUSTOMS AND EXCISE, DURBAN

It is hereby notified for general information that a public sale of unentered, abandoned and forfeited goods will be held at the State Warehouse, Cato Creek, Durban, at 09h00 on 4 and 5 November 1981. Lists of goods to be sold will be supplied on application to the Controller of Customs and Excise, Private Bag X54305, Durban, 4000

(16 October 1981)

NOTICE 797 OF 1981

DEPARTMENT OF COMMUNITY DEVELOPMENT

1 The attention of the undermentioned persons and other interested parties are invited to Notice of Determination of Compensation 223 of 1981, published in *Government Gazette* 7515, dated 27 March 1981, regarding certain properties expropriated by the Community Development Board on 3 October 1980

2. In terms of the provisions of section 10 (5) (b) of the said Expropriation Act, 1975, your attention is drawn to the fact that the offer of compensation shall, in terms of the provisions of section 10 (5) (a) of the said Act, be deemed to have been accepted by you if an application for the determination of the amount of compensation is not submitted by you to a compensation court or division of the Supreme Court which has jurisdiction, within eight months (or the longer period which may be determined by the Board) from the date of the offer of compensation, unless it has, prior to the expiry of said period, been agreed to submit the dispute regarding the amount of the compensation to arbitration or to have the amount determined by a compensation court

3. As the compensation was offered to you on 10 March 1981, the period of eight months expires on 9 November 1981

4. All interested parties are requested to submit in writing any representations they may wish to make in connection herewith to the Regional Representative, Community Development, Private Bag X18, Johannesburg, 2000 Tel 28-3500, before 9 November 1981

5. This advertisement is published in terms of the provisions of section 7 (3) and (5) of Act 63 of 1975

Dated at Johannesburg this 9th day of November 1981

L FOUCHÉ, Director General, c/o Regional Representative, Department of Community Development, Private Bag X18, Johannesburg, 2000

Hulett's plant pension fund dispute resolved

22/10/81
22/10/81
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300
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Mercury Reporter

HULETT'S Aluminium plant in Pietermaritzburg has offered to allow certain workers who resigned on Monday to retire early, so that they can enjoy the annual benefits of their pensions rather than receiving only their pension fund contributions

Mr Frank Fergusson of Hulett's said yesterday that some of the 500 workers who resigned on Monday following the work stop-

page, during which demands were made for the immediate withdrawal of pension fund contributions, would be allowed the same pension benefits that they would have received if they had reached retirement age

Workers falling into this category are those who have worked for at least 15 years and who are over 60

Mr Fergusson said these men would be given a 'technical early retirement', on condition that they repaid

the pension money they received when they resigned on Monday

A spokesman for the Metal and Allied Workers' Union said yesterday that Hulett's management had indicated to workers that they could re-apply for their jobs, but if re-employed they would lose their extra week's leave, service bonus and they would have to rejoin the company's pension fund.

The spokesman said the workers who had resigned from their jobs last week would all re-apply this morning, in spite of a statement from management saying that workers who had resigned would only be selectively re-employed

More than 650 workers have resigned from the Pietermaritzburg plant in the last week in order to withdraw their pension fund contributions

Mr Fergusson said only about 250 of the 900 men who went on strike had returned to work. Recruitment for the vacant positions was under way, he said

Henkel staff back at work after row over payments

Mercury Reporter

WORKERS at the Henkel plant in Prospecton returned to their jobs yesterday after the strike which began on Monday, according to an official for the Fosatu Affiliated Chemical Workers' Industrial Union

Workers were on strike demanding the immediate repayment of their pension fund contributions

Management issued a short statement saying 'discussions regarding the pension issue had not been finalised, and no further comment could be made'

vergoedingsbedrag nie binne agt maande (of die langer tydperk wat deur die Raad bepaal mag word) vanaf die datum van die vergoedingsaanbod deur u by 'n vergoedingshof of afdeling van die Hooggeregshof wat jurisdiksie het, ingedien word nie tensy voor verstryking van bedoelde tydperk ooreengekom is om die geskil aangaande die bedrag van die vergoeding na arbitrasie te verwyf of deur 'n vergoedingshof te laat vasstel

3 Aangesien ondergenoemde aanbieding op 13 Maart 1981, gemaak is, verstryk die tydperk van agt maande op 12 November 1981.

4 U word versoek om vertoe wat u in verband hiermee wil maak skriftelik by die Streekverteenvoorder, Departement van Gemeenskapsontwikkeling, Privaatsak X18, Johannesburg, 2000, Tel 28-3500, in te dien voor 12 November 1981

5 Hierdie advertensie word ingevolge die bepalings van artikel 7 (3) en (5) van Wet 63 van 1975 gepubliseer.

Gedateer te Johannesburg op hede die 9de dag van Oktober 1981.

L. FOUCHÉ, Direkteur-generaal, p/a Streekverteenvoorder, Departement van Gemeenskapsontwikkeling, Privaatsak X18, Johannesburg, 2000.

determination of the amount of compensation is not submitted by you to a compensation court or division of the Supreme Court which has jurisdiction, within eight months (or the longer period) which may be determined by the Board from the date of the offer of compensation, unless it has, prior to the expiry of said period, been agreed to submit the dispute regarding the amount of the compensation to arbitration or to have the amount determined by a compensation court

3 As the compensation was offered to you on the 13 March 1981, the period of eight months expires on 12 November 1981.

4 All interested parties are requested to submit in writing any representations they may wish to make in connection herewith to the Regional Representative, Community Development, Private Bag X18, Johannesburg, 2000, Tel. 28-3500, before 12 November 1981

5 This advertisement is published in terms of the provisions of section 7 (3) and (5) of Act 63 of 1975

Dated at Johannesburg this 9th day of October 1981.

L. FOUCHÉ, Director-General, c/o Regional Representative, Department of Community Development, Private Bag X18, Johannesburg, 2000.

SKEDULE

Verwysing No	Geregistreerde eienaar	Erf No	Titelakte No	Vergoedings bedrag
3712/638/8	Gray, Alexander Humphrey (1/3 aandeel) Cousins, Margaret Hope (1/3 aandeel) Gray, Kenneth Roy (1/3 aandeel)	466, Mid-Ennerdale	F2597/52, 31/3/52	R1 288,00 plus 10%

SCHEDULE

Reference No	Registered Owner	Stand No	Title Deed No	Offer
3712/638/8	Gray, Alexander Humphrey (1/3 share) Cousins, Margaret Hope (1/3 share) Gray, Kenneth Roy (1/3 share)	466, Mid-Ennerdale	F2597/52, 31/3/52	R1 288,00 plus 10%

(23 Oktober 1981)/(23 October 1981)

KENNISGEWING 818 VAN 1981
DEPARTEMENT VAN MANNEKRAG
WET OP NYWERHEIDSVERSOENING, 1956
AANSOEK OM REGISTRASIE VAN 'N
VAKVERENIGING

Ek, Mattheus Willem Johannes le Roux, Nywerheidsregistrateur, maak ingevolge artikel 4 (2) van bogenoemde Wet hierby bekend dat 'n aansoek om registrasie as 'n vakvereniging ontvang is van die Walvisbaai Munisipale Personeelvereniging. 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 449, Schoemanstraat 215, Pretoria (posadres Privaatsak X117, Pretoria, 0001)

TABEL

Naam van vakvereniging —Walvisbaai Munisipale Personeelvereniging

Datum waarop aansoek ingedien is —26 Januarie 1981

Belange en gebied ten opsigte waarvan aansoek gedoen word —Blankes wat vir die doeleindes van die Wet op Nywerheidsversoening, 1956, werknemers is en wat in

NOTICE 818 of 1981
DEPARTMENT OF MANPOWER
INDUSTRIAL CONCILIATION ACT, 1956
APPLICATION FOR REGISTRATION OF A
TRADE UNION

I, Mattheus Willem Johannes le Roux, Industrial Registrar, do hereby, in terms of section 4 (2) of the above-mentioned Act, give notice that an application for registration as a trade union has been received from the Walvisbaai Munisipale Personeelvereniging. 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, Manpower Buildings, 215 Schoeman Street, Pretoria (postal address Private Bag X117, Pretoria, 0001), within one month of the date of publication of this notice

TABLE

Name of trade union.—Walvisbaai Munisipale Personeelvereniging

Date on which application was lodged.—26 January 1981

Interests and area in respect of which application is made —White persons who are employees for the purposes of the Industrial Conciliation Act, 1956, and who are

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Diens is in die Plaaslike Owerheidsonderneming in die land-
 distrik Walvisbaai, soos onderneem word deur die
 Munisipaliteit van Walvisbaai

“Plaaslike Owerheidsonderneming” beteken die onder-
 neming waarin werkgewers en werknemers met mekaar
 assosieer is vir die instelling, vasstelling en afhandeling
 van 'n handeling, skema, diens of ander werksaamheid wat
 deur 'n plaaslike owerheid onderneem word ooreenkomstig
 die bevoegdheid aan sodanige plaaslike owerheid verleen
 by die toepaslike munisipale ordonnansie of enige ander
 toepaslike wetgewing

“plaaslike owerheid” het dieselfde betekenis as wat in
 artikel 1 van die Wet op Nywerheidsversoening, 1956,
 daaraan toegewys is.

Posadres van applikant —Privaatsak 5017, Walvisbaai,
 9190

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.

M. W. J. LE ROUX, Nywerheidsregistrateur

(23 Oktober 1981)

KENNISGEWING 819 VAN 1981

DEPARTEMENT VAN GEMEENSKAPS-
 ONTWIKKELING

AGRÉMENT-RAAD VAN SUID-AFRIKA

(Goedkeuring van nuwe boustelsels en -produkte)

Kennisgewing geskied hierby dat die Agrément-raad van
 Suid-Afrika die geldigheidsduur van 'n sertifikaat, waarvan
 besonderhede in onderstaande Bylae verskyn, met ingang
 van 30 September 1981, verleng.

BYLAE

AGRÉMENT-RAAD VAN SUID-AFRIKA

Sertifikaat 78/53 (Hernuwing) (geldig tot
 29 September 1981)

Naam van produk —Actim

Vervaardig deur.—Timbrik Model Homes (Edms) Bpk.

Die geldigheidsduur van hierdie sertifikaat, wat by Ken-
 nisgewing 578 van 1977, gedateer 19 Augustus 1977, uit-
 gereik is, word vir 'n bykomende tydperk van hoogstens ses
 maande verleng.

(23 Oktober 1981)

KENNISGEWING 820 VAN 1981

DEPARTEMENT VAN GEMEENSKAPS-
 ONTWIKKELING

AGRÉMENT-RAAD VAN SUID-AFRIKA

(Goedkeuring van nuwe boustelsels en -produkte)

Kennisgewing geskied hierby dat die Agrément-raad van
 Suid-Afrika die geldigheidsduur van 'n sertifikaat, waarvan
 besonderhede in onderstaande Bylae verskyn, met ingang
 van 29 September 1981 verleng

employed in the Local Authority Undertaking in the Magis-
 terial District of Walvis Bay as undertaken by the Munici-
 pality of Walvis Bay

“Local Authority Undertaking” means the undertaking
 in which employers and employees are associated for insti-
 tuting, continuing and finishing any act, scheme, service or
 other activity which is undertaken by a local authority in
 accordance with the powers vested in such local authority
 by the applicable municipal ordinance or any other applic-
 able legislation

“local authority” shall have the same meaning as that
 assigned to it in section 1 of the Industrial Conciliation Act,
 1956

Postal address of applicant —Private Bag 5017, Walvis
 Bay, 9190.

Attention is drawn to the following requirements of sec-
 tion 4 of the Act.

(a) The representativeness of any trade union which ob-
 jects 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

M. W. J. LE ROUX, Industrial Registrar

(23 October 1981)

NOTICE 819 OF 1981

DEPARTMENT OF COMMUNITY DEVELOPMENT

AGRÉMENT BOARD OF SOUTH AFRICA

(Approval of new building systems and products)

Notice is hereby given that the Agrément Board of South
 Africa has extended the validity of a certificate, details of
 which appear in the Schedule hereto, with effect from 30
 September 1981

SCHEDULE

AGRÉMENT BOARD OF SOUTH AFRICA

Certificate 78/53 (Renewal) (valid until
 29 September 1981)

Name of product.—Actim

Manufactured by.—Timbrik Model Homes (Pty) Ltd

The validity of this certificate, which was issued under
 Notice 578 of 1977, dated 19 August 1977, is further
 extended for a period not exceeding six months

(23 October 1981)

NOTICE 820 OF 1981

DEPARTMENT OF COMMUNITY DEVELOPMENT

AGRÉMENT BOARD OF SOUTH AFRICA

(Approval of new building systems and products)

Notice is hereby given that the Agrément Board of South
 Africa has extended the validity of a certificate, details of
 which appear in the Schedule hereto, with effect from 29
 September 1981.

200
WORKERS
REHIRED

VISA
Mercury Reporter
24/10/81
want
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HULETT'S Aluminium in Pietermaritzburg has rehired about 200 workers who resigned last week in order to withdraw their pension fund contributions, and according to Mr Frank Fergusson of Hulett's they probably will rehire more workers next week.

Mr Fergusson said the workers who re-applied would be chosen on a selective basis, according to who the production managers

About 650 workers resigned from Hulett's Aluminium last week in order to withdraw their pension fund contributions.

The workers will not have to repay the lump sum of pension money they withdrew last week — but they will lose certain benefits, including an extra week's leave which some workers were eligible for before they resigned.

27/10/71
Directories
Black Unions
Lockout charges

By Drew Forrest
A black trade union has accused a German-based multinational company, Litemaster Products, of reverting to the anti-union tactics used in the electrical industry five years ago.
The Metal and Allied Workers Union has asked the president of the International Metalworkers Federation, Egon Loderer, to contact management over the dispute.
Mr Loderer is also a member of the South African Federation of Labour Unions.
The union has also accused Litemaster of reverting to the tactics used in the electrical industry five years ago.
It claims 23 workers, including five shop stewards, were dismissed two days later in "doubtful circumstances" which suggested victimisation.
Litemaster's managing director, Mr John Houston, denied there had been an attempted lock-out. He stressed that the workers had been fired after repeated warnings and "for very specific reasons" - including persistent refusal to wear uniform and lateness of arrival.
He also denied that a large number of coloured workers had been dismissed from the factory for a month later this year.
On the day that Mr Houston said the dismissals were made, the company was competing for a large order from a major firm. Before the latest order was won, which workers in fact accepted wages had improved 20.8 percent this year.

It claims 23 workers, including five shop stewards, were dismissed two days later in "doubtful circumstances" which suggested victimisation.
Litemaster's managing director, Mr John Houston, denied there had been an attempted lock-out. He stressed that the workers had been fired after repeated warnings and "for very specific reasons" - including persistent refusal to wear uniform and lateness of arrival.
He also denied that a large number of coloured workers had been dismissed from the factory for a month later this year.
On the day that Mr Houston said the dismissals were made, the company was competing for a large order from a major firm. Before the latest order was won, which workers in fact accepted wages had improved 20.8 percent this year.

Wadeville firm in big row with union

RPM 1 27 10 81 (1177) (12) (1775) (189) (151)

By STEVEN FRIEDMAN

THE Wadeville subsidiary of a German company is faced with a major row over union claims that it tried to fire its entire work force after rejecting their pay demands and that it is firing workers because they are union members.

Fosatu's Metal and Allied Workers Union said yesterday that it had asked German unions to take the issue up with the German parent company of the firm, Litemaster. It also said it was taking legal advice because it believes the company has "locked out" workers.

But Litemaster's managing director Mr John Houston denied the allegations yesterday.

Litemaster recently said it had adopted a non-discriminatory code of labour conduct.

Mawu claims it represents all but five of the company's 288 workers. It says that the company held a referendum which indicated Mawu had a majority and the company then agreed to recognise it.

Union shop stewards had then taken up a demand for a "living wage" of R2 an hour — the minimum required by the EEC code, which covers Litemaster.

The company had initially offered an 8c, then a 10c increase. The union claims both offers were rejected by workers.

Defiance

"Workers were then called out of work by a company official who told them they must accept this offer or be fired. He told them not to go back to their machines but to leave", a union spokesman said.

Workers had returned to their machines in defiance of this instruction, but had found the gates locked in the evening. The company had "tried to force them" to collect their pay.

They had refused. Later the night shift had been presented with a similar ultimatum, but had also ignored it.

On Friday, 22 workers had been fired. They had been replaced by coloured workers and, yesterday, management had told workers waiting at the gates that there would be another 50 jobs available later this week.

"The company is either attempting a piecemeal lock-out to get rid of union members or is trying to provoke a strike so it can fire workers. They claim to be an enlightened company, but they are using the same tactics employers tried in 1975," a union spokesman said. Mr Houston denied Litemaster had agreed to recognise Mawu or that a referendum had been held. "The issue has never been raised."

Denied

He said workers earned more than R2 an hour and denied union claims that the company's wages "did not compare well" with other electrical firms. He said the firm had been negotiating with its works council. The 10c offer was accepted by the "vast

He confirmed that a company official had told workers who did not accept the 10c offer that they could leave, but added "We have never tried to stop our workers working. We have never tried to fire them if they want to work."

Night shift workers had not "turned up" on one particular day but had said they had been "intimidated", he said.

"We are not attempting to get rid of union members. The chairman of our works council belongs to the union and we have never acted against him."

"We do not fear German union intervention. Our labour practices are well ahead of the requirements of the EEC code."

New deal cuts out industrial council

RDM 28 10 81
(157) ~~376~~ ~~116~~ ~~117~~
A MAJOR Cape engineering firm has agreed to negotiate wages and work conditions with a worker committee that is attached to an unregistered union outside the metal industries' official bargaining system.

The firm is Consani Engineering, which employs about 600. It becomes the second Cape Town firm covered by the metal industries' industrial council to agree to bargain with the unregistered General Workers' Union outside the official system.

The agreement is seen by unionists as another advance for their view that employers should negotiate directly with them, rather than through industrial councils.

It comes at a time when a small, but growing, number of employers are deciding to negotiate directly with unions outside the industrial council system.

The giant Steel and Engineering Industries Federation, a staunch supporter of industrial councils, is due to announce its revised policy towards councils early next week.

A statement issued by Consani's managing director, Mr Dick Aubin, said yesterday that

By STEVEN FRIEDMAN

the company supported "the concept of a central bargaining system at industrial level".

But it added that the company "must also take cognisance of the express wish of our workers for effective representation in a system of their choice".

"To this end management has concluded an agreement on in-plant bargaining with an elected workers' committee which acted with the guidance of the General Workers' Union. We believe this decision to be in the best interests of our company for sound industrial relations in the long term."

Disputes

A GWU statement said the agreement gave the committee "full rights to negotiate over wages and conditions of service". A disputes procedure had already been negotiated and talks on a grievance and disciplinary procedure were "well advanced".

The statement added that the union had taken part in the negotiations and that it had been "extended similar rights of participation in future negotiations".

The GWU said "The progressive attitude of Consani management is to be commended and is a worthy example to other employers in the industry."

Star 29/10/87 10/11/87

Two unions bypass council

Two more breakthroughs have been achieved in the black trade union offensive on South Africa's industrial council system — one in the textile and the other in the engineering industry

According to the latest Fosatu Worker News, a textile industry employer body has conceded wage negotiating rights outside the industrial council, to Fosatu's National Union of Textile Workers

After three months of negotiations, the Textile and Yarn Fabric Manufac-

turers' Association (TYFMA) has conceded these rights at both plant and industry levels, Fosatu says.

However, TYFMA was still insisting that the union accept the council as "an ultimate objective" This had been refused, and negotiations were continuing.

And in a second important breakthrough, a committee elected under the auspices of the unregistered General Workers Union has won direct wage-negotiating rights

from an engineering firm in the Abercom group. In terms of the agreement, Consani's Engineering in the Cape Peninsula recognises the right of the committee to bargain on behalf of its 600 employees.

Consani's thus joins a small band of metal companies which have defied the guidelines of the powerful Steel and Engineering Industries Federation of SA (Seifsa) by agreeing to negotiate wages outside the metal industries' industrial council.

Firm and 'illegal' union sign accord

CT 28/16/81 (151) (151) (151)

Staff Reporter

A MAJOR Cape engineering firm has signed an agreement with a worker's committee elected outside the framework of State labour legislation

The agreement, signed on Monday, is the second signed between an engineering firm and a workers' committee under the auspices of the independent General Workers' Union in the past two months, the first being that with Trident Marine in September

The agreement falls outside the framework of the Industrial Conciliation Act

In a statement yesterday, the GWU praised the "progressive attitude" of the Consani management

"The agreement extends to the committee full rights of negotiation over wages and

conditions of service. A dispute procedure has been agreed and negotiations for a disciplinary and grievance procedure are well advanced

"The GWU participated in the negotiations and have been extended similar rights of negotiation in all future negotiations," according to the statement

The managing director of Consani, Mr R Aubin, said that although the company supported the concept of a central bargaining system, "it must also take cognisance of the expressed wishes of workers for effective representation in a system of their choice"

"To this end, management has concluded an agreement on in-plant bargaining with an elected workers' committee"

CT 29/10/81
151) ~~148~~
**We're not illegal
trade union**

Staff Reporter ~~AB~~

THE Cape-based General Workers' Union has objected strongly to a misleading headline in yesterday's Cape Times which read "Firm and 'illegal' union sign accord"

The headline appeared above a report detailing an agreement signed between Consani Engineering and the workers' committee at Consani elected under the auspices of the GWU.

A GWU spokesman said yesterday that the union was in no way an "illegal" body, but was an unregistered and independent trade union.

The full text of the GWU's statement on the headline reads as follows

"We are in no sense an illegal organization. On the contrary, we are an open and entirely legitimate trade union under the strict and democratic control of our members. We have refused to register and instead opted to remain an unregistered trade union.

"We believe that registration removes the democratic control of the union from the hands of the workers, and vests it in the power of the registrar. We have therefore elected to remain outside the statutory framework of industrial relations created by the State.

"The fact that the Consani management has recognized the right of our workers' committee to negotiate any matters affecting them is therefore a tribute to the organization of those workers, and a vindication of our stand on democratic principles."

In a separate statement issued on Tuesday, the chairman of the Consani workers' committee, Mr Johnson Mpukumpu, congratulated the Consani management on their "willingness to reach an agreement with a democratic workers' committee, especially in the present situation of hostility to the workers' movement"

Talks could lead to new deal for unions

By STEVEN FRIEDMAN

TEXTILE employers are holding crucial talks with a trade union, which could lead to an agreement to negotiate throughout the industry outside the country's official industrial council system.

A decision by the industry to bypass industrial councils and to bargain directly with the union at plant level would be a serious blow to the council system and would be certain to affect bargaining in other industries

Stevedoring is the only industry in which employers bargain outside the official system with a predominantly black union

But any agreement in the textile industry would affect a much wider group of employers — including some in country areas like Estcourt and Mooi River

According to informed sources, the Textile and Yarn Fabric Manufacturers' Association has been holding talks with the National Union of Textile Workers — an affiliate of the Federation of South African Trade Unions (Fosatu) — on a bargaining system for the industry

Jeopardised

TYFMA represents a wide spectrum of textile employers, including the giant Frame Group, and the union claims majority membership in many large textile factories

According to the sources, the negotiations have run into snags. The negotiations could be jeopardised but they are continuing

The chairman of TYFMA, Mr Selwyn Lurie, could not be reached for official comment yesterday

The NUTW was reluctant to discuss the talks, but its general secretary Mr Obed Zuma, confirmed that "discussions are continuing"

He would only add that "we have long insisted on direct plant-level bargaining and hope the talks will produce such a system to the benefit of the entire industry"

Informed sources say, however, that TYFMA has already agreed to the principle of industry-wide negotiations outside the industrial council system and direct "house agreements"

The stumbling-block to an agreement at present is that TYFMA says this will only be introduced if the union accepts an industrial council as the industry's "ultimate objective" and that NUTW rejects this condition

However, attempts are being made to overcome the deadlock on this issue

Agreements

At the start of negotiations several months ago, TYFMA wanted NUTW to join an industrial council in the industry. The union refused, and requested "house agreements" with all TYFMA's members

It also wants employers to agree to recognise only one union in each factory — the majority union — and wants any agreement to retain the right to strike legally

TYFMA then suggested a model house agreement for all textile factories, which would have meant direct negotiations with all employers, provided the union agreed to an industrial council

The union refused and these proposals have now given way to those presently under discussion

Journalists work to rule

See page 30/11/81
EDITORIAL staff on the Sunday Tribune have adopted a work-to-rule policy over a salary dispute with management - and three other Durban chapels of the South African Society of Journalists are deciding their course of action.

The SASJ chapels of Daily News, Post (Natal) and Ilanga were holding meetings yesterday to discuss what course of action they themselves will take.

The dispute follows three weeks of wage negotiation

(157)
with newspaper management, still under way, with no agreement being reached.

The SASJ is requesting a 25 percent across-the-board increase for senior journalists while newspaper managements are offering 18 percent across-the-board and seven percent on merit.

The Natal Mercury chapel was also meeting to discuss management's offer.

RDM 30-10-91

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Milling giant signs breakthrough deal

151

By STEVEN FRIEDMAN

THE giant Premier Milling group yesterday signed a recognition agreement with two trade unions which, unionists believe, contains a "ground-breaking" procedure for handling strikes caused by allegedly unfair dismissals.

And it is likely the agreement will lead to similar ones in other Premier plants.

The agreement is also seen as significant because it provides for direct bargaining on wages and work conditions at a time when there are moves to set up an industrial council in the milling industry.

Yesterday SA Milling, a Premier subsidiary, signed an agreement with the unregistered African Food and Canning Workers Union and the registered Food and Canning Union, providing for full negotiation on wages and work conditions.

The agreement covers two plants, one in Isando, which employs about 300 workers, and one in Cape Town, which employs about 200.

Premier's chairman, Mr Tony Bloom, said the agreement had followed lengthy negotiations. "The unions adopted a very responsible attitude," he said.

The key

Mr Jan Theron, the general secretary of both the unions involved, described the agreement as "our best thus far".

He said a key aspect was agreement that when workers struck over an allegedly unfair dismissal, the worker concerned would be reinstated pending a full inquiry.

"A large proportion of strikes are caused by victimisation allegations. We have seen in other factories how an insistence that strikers go back to work pending negotiations while the worker stays fired have led to deadlocks. This will go a long way to settling such disputes fairly."

Mr Theron said the procedures covering strikes and lock-outs in the agreement were "far more advanced than in most other recognition agreements".

Mr Theron said the union believed the agreements would lead to others in the Premier Group. "We already have majority representation in two other plants - one in East London and one in Johannesburg."

Mr Bloom said the new "unfair dismissals procedure" under which a fired worker would be suspended on full pay while his case was dealt with was "fair and just".

Premier was "spending more time on industrial relations than on any other issue," he said.

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"We hope future negotiations with the unions will be conducted in the same spirit," he said. Asked about the possibility of further agreements, Mr Bloom said "If the unions are representative in the plants, we will obviously recognise them."

Sta Millers

30/10/81

accept

2 UNIONS

By Drew Forrest

SA Milling, a subsidiary of the giant Premier Milling group, has recognised two key food unions at its Salt River and Isando factories.

The agreement recognises the Food and Canning Workers Union and the closely linked unregistered African Food and Canning Workers Union, as representative of about 600 African and coloured workers at the mills.

The agreement includes grievance and disciplinary procedures, as well as a novel disputes procedure according to the unions' general secretary, Mr Jar Theron.

This provides that when a work stoppage arises from dismissals the dismissed workers will be reinstated pending negotiations

Tribune
journalists
work-to-rule

Labour Reporter

JOURNALISTS on Durban's Sunday Tribune newspaper yesterday embarked on a work-to-rule protest in support of pay demands, and colleagues on two other papers have threatened to do the same

A spokesman for the Southern African Society of Journalists said that the work-to-rule at the Tribune had already affected production, but the paper's editor, Mr Ian Wyllie, said the paper would appear as normal on Sunday.

The work-to-rule comes at a time when the SASJ and managements of most English-language newspapers are negotiating journalists' annual pay increases

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complained of the inferior quality of the worker that was available. It is interesting to note that all of the farmers who perceived a shortage of labour were using African migrants as permanent workers. While this may be explained as being a consequence of their inability to procure Coloured workers, three of these farmers expressed a clear preference for working with African labour. This may well be a pointer to a somewhat surprising result in the light of current hypotheses regarding the level of African unemployment (further evidence of this result and a possible reconciliation of it with other information on the high level of African unemployment will be offered later); namely that, at least with regard to agricultural employment (and the wage which the farmer expects to be adequate to recruit migrants) the supply of labour in the Transkei appears to be drying up.

(b) Hex River Valley

From Table 2 we note that 649 workers are employed permanently on the eighteen farms visited, the mean number per farm being 36 workers. It was suggested as a 'rule of thumb' that one permanent worker per hectare may be regarded as the optimum level of employment for table grape farms in the valley.

Workers permanently resident on the farms including both Coloured farm workers and permanent African workers (who qualify to remain permanently in the area in terms of Section 10 of the Natives (Urban Areas) Act as Amended) comprise 65,5% of the

African workers represented
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Red faces stay at tu unions reject plan

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Red faces grow
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By STEVEN FRIEDMAN

TEXTILE employers are talking to at least two trade unions on the future of bargaining in the industry — but Tucsa textile unions reject their Fosatu counterpart's demand that the industry bypass an official industrial council

Yesterday the Rand Daily Mail reported that the Textile and Yarn Fabric Manufacturers Association (Tyfma) was negotiating with Fosatu's National Union of Textile Workers (NUTW) on a bargaining system which could create a major precedent for other industries by bypassing industrial councils

Tyfma's chairman, Mr Selwyn

Lurie, yesterday confirmed his organisation was holding discussions with NUTW, but said it was also discussing the issue with other unions in the industry

There are two other unions in the industry — Tucsa's Textile Workers' Industrial Union and Textile Workers Union (Transvaal), both of which sit on councils in areas of the industry not covered by Tyfma and both said yesterday they backed the industrial council system

Minority

NUTW says it will not take part in a council. It says it is the union with the biggest black support in the industry and any decision by the other two to join a council would mean minority unions were negotiating legally-

binding wages and work conditions

TWIU's general secretary, Mr Norman Daniels, yesterday confirmed that his union had held talks with Tyfma on the issue

He said he welcomed the recent formation of Tyfma, as well as attempts to set up a negotiating structure for the industry. "Thus far we have had no form of negotiated agreement in the industry," he said

Mr Daniels said his union favoured a council, but added "We recognise that there are other forms of negotiation"

He conceded that a council formed with his union at present would not be representative and said the Government would not approve such a council if it was unrepresentative

But he added "We are working towards this. Our black membership is growing rapidly"

Mr Daniels said he was sympathetic to complaints about the councils, but added "The critics are looking at the way the system used to work before we were able to represent blacks. Now that we can, we can make the system work"

Mrs Evelyn Seloro, general secretary of the TWU (Transvaal), said yesterday that she had not been approached by Tyfma, but her union also supported an industrial council.

DD 30/16/87 (180) (186) (157)
**Accord signed
with 2 unions** (138) (139)

JOHANNESBURG — The giant Premier Milling group signed a recognition agreement yesterday with two trade unions, which unionists believe contains a "groundbreaking" procedure for handling strikes over alleged unfair dismissals.

And it is likely that the agreement will lead to similar ones in other Premier plants.

The agreement is also seen as significant because it provides for direct bargaining on wages and work conditions at a time when there are moves afoot to set up an industrial council in the milling industry.

Yesterday SA Milling, a Premier subsidiary, signed an agreement with the unregistered African Food and Canning Workers Union and the registered Food and Canning Union, providing for full negotiation on wages and work conditions.

The agreement covers two plants — one in Isan-

do, which employs about 300 workers, and one in Cape Town, which employs about 200.

Premier's chairman, Mr Tony Bloom, said the agreement had followed "lengthy negotiations" and added "The unions adopted a very responsible attitude."

He said the company's policy was to recognise unions wherever they proved they were representative.

The unions' general secretary, Mr Jan Theron, said the agreement was "our best thus far."

He said a key aspect was agreement by management that, where workers struck over an alleged unfair dismissal, the workers concerned would be reinstated pending a full inquiry into the case.

Mr Theron said the union already had "majority representation in two other plants — one in East London and one in Johannesburg and we expect to sign similar agreements there" — DDC

Tribune
Staff work
to rule

Own Correspondent

DURBAN — Sunday Tribune journalists have reverted to "work to rule" after Argus management failed to meet an ultimatum by 5 pm yesterday.

The newspaper's chapel laid down the ultimatum which included an across-the-board pay increase to senior journalists over and above the 25 per cent wanted by the South African Society of Journalists.

The father of the chapel, Mr "Snooky" Jacobs, said that journalists of The Tribune had agreed to a temporary suspension of their "work to rule" so that management could re-view their pay demands.

"The editor said he was open to negotiations but could not meet these conditions so we have therefore reverted to work to rule," he said.

No change in registration system before 1983.

DD 3/11/81
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PRETORIA — The controversial trade union registration system as contained in present labour legislation will not be changed before 1983.

This emerged from a press conference held after a meeting of the National Manpower Commission here yesterday

Existing registration procedures have come under increasing fire from trade unions, employer and labour relations experts

Some independent unions have cited deficiencies

in the system as one of the major reasons for refusing to register in terms of the government's new labour dispensation

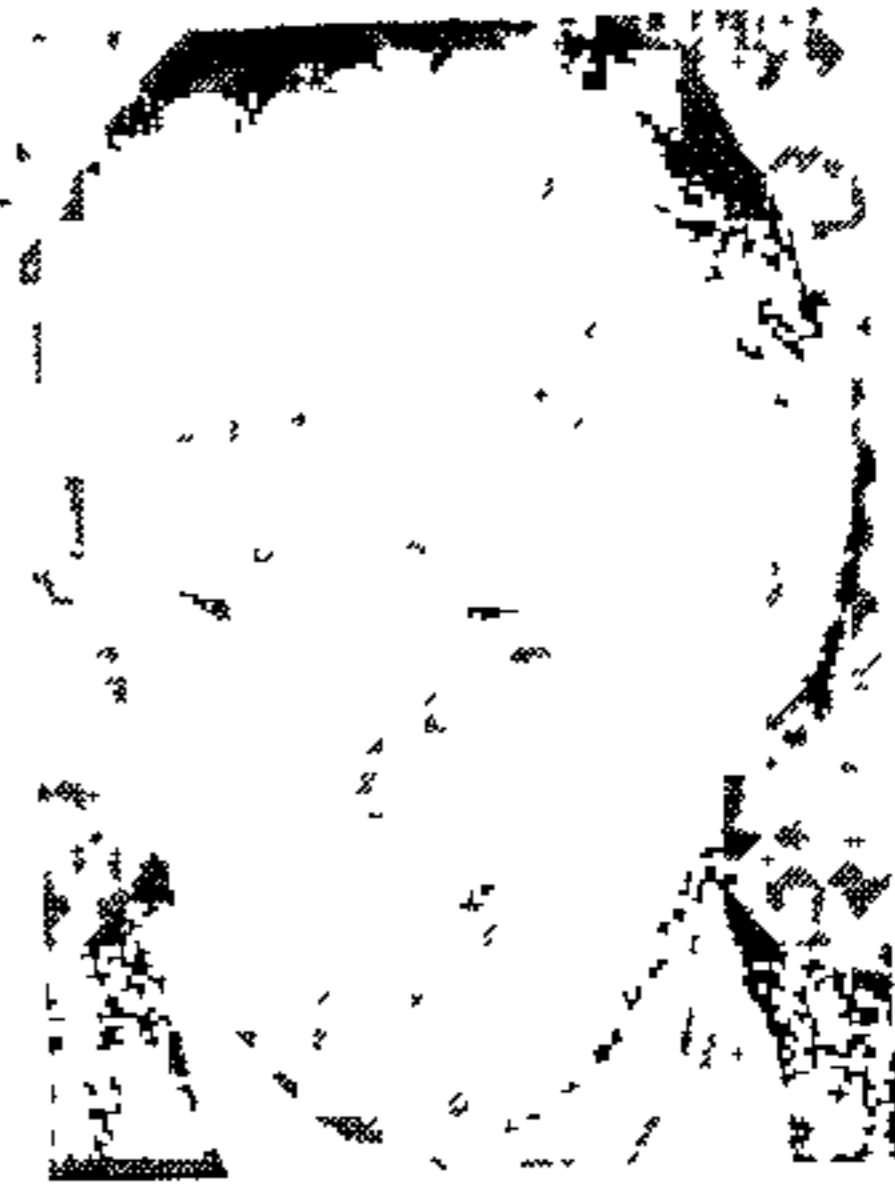
Earlier this year, the government instructed the National Manpower Commission to investigate registration procedures and recommend changes

Yesterday, Dr Hennie Reynders, NMC chairman, said the commission had begun its probe, but said it was hoped the report would be ready in time for the 1983 legislative programme

A report in time for next year was "out of the question" and there would be no changes until the year after, he said

He added the registration issue was a "very sensitive one" and the commission had felt it would be inadvisable to act too hastily and without proper consultation with interested parties

He described the probe as "very important" as some objections from black unions to the existing order could be overcome in the process



DR REYNDERS

The problems surrounding registration were also tied up with recognition of unions by employers and the representativeness of unions in the bargaining situation, and all these issues would be investigated, he said — DDC

October 'one of the worst months' in labour field

Argus Correspondent

JOHANNESBURG. — October was one of the worst months for labour relations in South Africa in many years. More than 20 000 workers were involved in disputes affecting over 40 firms and hundreds of workers were taken to court.

Hardest hit by the unrest was Durban with more than a dozen disputes and the East Rand, Port Elizabeth and East London were also hit. There was no one cause for the strikes and work stoppages, though worker agitation against new pension legislation next year sparked many of the disputes in the Eastern Cape and Natal.

Workers fear that Government pension fund legislation will effectively freeze their contributions and mistrust any official dealings with the funds.

Union officials deny management claims that workers do not understand pension funds. "They do not understand them and they don't want any part of it," one official said.

There are several other factors contributing to the unrest. These include

- Worker dismissals such as that at the CDA car assembly plant in East London, where there were several closures when workers protested against a number of disciplinary actions taken by management

- The mass of new labour legislation, much of it from the Wiehahn Com-

mission reports and accompanying government White papers.

- Workers 'flexing their muscles' and realising the strength of trade unionism — only allowed to black workers in 1979.

- Workers often demand the immediate reinstatement of dismissed colleagues and in cases where both unions and managements have sat down to form appeal boards there have been settlements

Labour experts say managements are at fault for neglecting to inform union representatives in the plant of disciplinary action in advance.

MASS DISMISSALS

A number of the disputes on the East Rand saw mass worker dismissals, although managements sometimes state

workers have 'dismissed themselves' by refusing to work. But unionists say that workers have a right to withhold their labour and accuse companies of lock-outs

At the Telephone Manufacturers of SA in Springs, 1 600 workers lost their jobs — and at Triomf in Kempton Park 500 Simlar dismissals were also made in the Eastern Cape.

Manpower officials blame workers for being too willing at times to resort to the 'strike weapon' when there are grievances.

PROCEDURES

Managements have accused unions of having failed to follow recognised procedures for disputes

Several hundred workers have appeared in

courts for their alleged roles in disputes.

Unrest at the SA Botling Company plant and the post office in Port Elizabeth resulted in a number of workers being charged under the Riotous Assemblies Act

And in the Ciskei where 183 workers were arrested by the homeland's security police, their court appearance was postponed until later this month.

MILTANCY

One union spokesman said much of the militancy during labour unrest came directly from the work place where workers were unhappy about conditions

The union was then often called in after the strike or work stoppage had already taken place, he said

During October a number of companies were hit by repeated closures

In the case of the Huletts group in Natal, four of their sugar factories were shut in September because of pension unrest, but they were hit again last month when about 2 000 workers at Darnall, Mount Edgcombe, Felixton and Amatikulu downed tools.

Darnall workers even went out a second time last month.

Huletts Refineries and Huletts Aluminium were also hit in Natal

Management in cases of pension unrest have told workers they must resign to collect their contributions and in firms covered by the Metal Industry Pension Fund the contributions are preserved until the age of 65

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SA journalists in pay dispute

CAPE TIMES 5/11/81 (151)

Own Correspondent

JOHANNESBURG — The Southern African Society of Journalists — representing 780 journalists and other editorial employees on 19 newspapers throughout South Africa — yesterday declared a dispute with employers over pay demands.

The president of the SASJ, Mr John Allen, said in a statement released last night that a deadlock was reached in the talks, which began in early October, when the employers failed to meet an offer of settlement put forward by the society.

"The SASJ's offer provided that all senior journalists should receive increases of 25 percent on their January 1981 salaries in order to avert a crisis in South African journalism.

"This year the salaries of junior journalists were increased by an average 43 percent to bring them up to the levels comparable with those of teachers. It would require a 38 percent increase for senior journalists next year to put them on a similar footing.

"Many senior journalists are being forced out of the profession by the low pay

and the quality of newspapers is suffering as a result.

"Journalism no longer offers a long-term career for any more than a small proportion of recruits.

Discretion

"The employers' offer of a minimum 18 percent increase for senior journalists barely covers the rise in the cost of living. Employers also offered an additional seven percent on salary bills to be distributed at the discretion of editors.

"But the SASJ told employers that any discretionary increases should be awarded over and above the 25 percent.

"In the six month period to August this year, the Argus Company lifted earnings attributable to ordinary shareholders by 74 percent from R4,4-million to R7,6-million.

"The company's interim dividend was raised by 33 percent and its share price doubled in the last year. The projected after tax operating profit of SAAN for 1981 is R9,5-million.

"Argus and SAAN are the major employers of SASJ members," the statement said.

Thursday, November 5, 1981

RDM 5/11/81 (USA)

Wage accord boosts firm's productivity

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By STEVEN FRIEDMAN

AN UNUSUAL wage agreement — linked to worker productivity — between an East London battery company and an unregistered trade union, has boosted productivity at the company substantially.

A joint statement by Chloride (SA) and the unregistered SA Allied Workers Union yesterday spelled out the terms of the agreement and the company's managing director Mr Don Searle hailed it as an example of how unions and management could co-operate on productivity if there was 'mutual trust' between them.

Chloride was the first company in East London to recognise Saawu which refuses to register with the Government.

Most East London employers have resisted recognising the union, which they claim is bent on confrontation.

Chloride's co-operation with Saawu on productivity is 'the likely to prompt interest among employers'.

The joint statement said that when Chloride and Saawu met to negotiate wages they reached agreement not only on wages but on a scheme for quarterly (wage) reviews based on productivity improvements.

The most wage increase in terms of the scheme had just been granted.

'Task force'

In the first quarter after the agreement was signed productivity improvements had been minimal.

However a 'joint task force' of management and worker representatives had then been set up in the second quarter to discuss productivity issues.

'During this latter period, productivity improvements became evident and a very positive trend has been maintained' the state-

ment said.

It added that when Chloride had recognised Saawu a year ago the two parties had declared their mutual commitment not only to industrial peace and peace but to productivity and growth.

'We stressed the importance of relationship building which means we acknowledge and recognise each other as independent parties who each have a part to play in developing the worker management relationship through the continued process of negotiation, consultation and communication.'

Mr Searle said he saw the productivity agreement as real and positive evidence that both parties were trying to build up the relationship.

Saawu's vice-president, Mr Sisa Njikalana, said he did not wish to add to the joint statement.

'Workers in this area still face a long struggle,' he said.

RDM 5/11/81 (151)

Journalists' pay rise talks reach a deadlock

THE Southern African Society of Journalists — representing 780 journalists and other editorial employees on 19 newspapers throughout South Africa — yesterday reached a deadlock in their pay increase talks with their employers

The president of the SASJ Mr John Allen said in a statement released last night that a deadlock was reached in the talks, which began in early October, when the employers did not meet an offer of settlement put forward by the society

"The SASJ's offer provided that all senior journalists should receive increases of 25% on their January 1981 salaries

"This year the salaries of junior journalists were increased by an average 43% to bring them up to the levels comparable with those of teachers. It would require a 38% increase for senior journalists next year to put them on a similar footing

"The employers' offer of a minimum 18% increase for senior journalists barely covers the rise in the cost of living. Employ-

By JAYNE LA MONT

ers also offered an additional 7% on salary bills to be distributed at the discretion of editors

"But the SASJ told employers that any discretionary increases should be awarded over and above the 25%

"In the six month period to August this year, the Argus Company lifted earnings attributable to ordinary shareholders by 74% from R4,4-million to R7,6-million

Dividend

"The company's interim dividend was raised by 33% and its share price doubled in the last year. The projected after-tax operating profit of SAAN for 1981 is R9,5-million

A statement by the employers said "It is with considerable regret that we have to record that attempts by the proprietor members of the South African Newspaper Press (editorial) Conciliation Board and the SASJ to reach a new agreement for 1982 have failed

"The employers went into the talks with the intention to focus on the salaries of senior journalists. Close attention had been paid in the 1981 agreement to the remuneration of those entering journalism on the initial salary grades

"The final offer by the employers was for an increase of approximately 15% in the salaries of journalists in those grades and an increase of 25% of the total salary bill for senior journalists, made up of a minimum increase of 18% for each individual journalist and a further 7% of the salary bill applied in the form of merit increases above that minimum, at the discretion of editors, in recognition of skill and effort

"Some senior journalists would therefore have received increases considerably in excess of 18%

"This was not acceptable to the SASJ which demanded an increase of 25% across the board while individual chapels had recorded their intention to negotiate additional increases above this figure in individual establishments

Seifsa firm against 'unofficial' union talks

CALC TIMES

5/11/81

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Own Correspondent

JOHANNESBURG — The giant Steel and Engineering Industries Federation, whose members employ about 450 000 workers, has released new labour guidelines which reaffirm Seifsa's opposition to any negotiations with trade unions on wages and work conditions outside the official industrial council system

The guidelines also advise employers to grant facilities more readily to unions who agree to join councils than to those who don't

But at the same time Seifsa repeated its support for changes in the council system and announced it was beginning discussions with both those unions on the councils and those who have refused to join on possible changes

And the new guidelines soften controversial guidelines released by Seifsa in 1979 by opening the way for employers to grant some facilities to unregistered unions and to recognize union shop stewards in their factories

These moves were announced yesterday at a press conference in Johannesburg addressed by Seifsa director, Mr Sam van Coller, and leading metal employers

Seifsa's 1979 guidelines rejected any employer facilities for unregistered unions and any form of union recognition in individual companies. They also advocated channeling all bargaining through industrial councils

Opposition

Seifsa has now revised its guidelines in the light of continued opposition to joining councils by many black unions

Mr Van Coller yesterday reiterated Seifsa's support for the council system. He said it provided a system of self-government in which black workers could participate in "making the laws" for an entire industry and spelled out other benefits which, he argued, it held for unions

The new guidelines thus oppose any bargaining between unions and individual employers on matters covered by the industrial council's agreement

However, he stressed that Seifsa was committed to bargaining with representative unions and hoped to persuade the nine unions cur-

rently recruiting metal workers outside the council system to join the council

For this reason, it had decided to initiate meetings with all unions on the council as well as with those who had not joined

"We want to discover exactly what our differences are and what common ground we can find. This will obviously be a lengthy process and we do not expect the talks to be over quickly," Mr Van Coller said

He said Seifsa did not want to prejudge the talks by spelling out the sort of changes it would like to see, but said it would favour changes to council dispute procedures and ensuring that all races helped to administer agreements

Mr Van Coller also released Seifsa's amended guidelines

These advise employers to grant unions who have agreed to serve on councils "stop order" facilities, access to workers for recruitment purposes, access by officials to shop stewards and access to company notice boards for union announcements

They also urge companies to set up company-level labour procedures by recognizing union shop stewards and bargaining with them on issues not covered by the councils, such as dismissals

Proof

On unregistered unions and those who refuse to join councils, the guidelines suggest that employers request certain information from these unions and then seek proof of their representativeness

But it strongly opposes the holding of referenda to test union support saying that this "is not a test of representativeness"

It advises employers to consider whether these unions have been recognized by other companies and whether it has a record of labour unrest

The facilities granted to unions on the council should not be automatically granted to these unions, but should be "points of negotiation" between them and management

The guidelines also warn employers who sign agreements with such unions that they are "in effect establishing an alternative" to the industrial council but will still be covered by its agreement.

Jo'burg council ^{STAK} ^{6/11/81} in new dispute ²⁶⁶ with black union ¹⁵¹

A fresh recognition dispute has blown up between a black trade union and the Johannesburg City Council.

In a hard hitting statement yesterday, the Fosatu-affiliated Transport and General Workers' Union said the council was refusing to recognise or negotiate with it, despite its claims of 80 percent support among the 900 workers at the council's Avalon depot in Soweto.

The TGWU is registered, but according to the statement the council had "stalled" on the recognition issue since December last year because the union's scope of registration did not cover Johannesburg.

"Registration has nothing to do with recognition," the union says.

During last year's Johannesburg municipal strike the council also refused to recognise the Black Municipality Workers' Union because it was unregistered.

Referring to the strike, the TGWU said it "hoped the Johannesburg public, and the council, to whom they are responsible, had realised it was better to talk than to deport."

It also accuses the Council of "protecting its own in-company union" — a reference to the Union of Johannesburg Municipal Workers, which the council recognised at the height of the strike.

Iscor plant pays off 150 workers

Mercury Reporter

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

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

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

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

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

17/9/81

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

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

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

Their main objection was that it created transport problems.

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

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

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

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

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

Star 17/9/81
Iscor sacks men for
refusing new shift times

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

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

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

Aug 18/19/81
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New deal for
workers' group

Labour Reporter

IN a significant development in the engineering industry, a Cape Town firm concluded an agreement yesterday on in-plant bargaining with an elected workers' committee.

Trident Marine Services (Pty Ltd has extended to the committee, elected under the auspices of the unregistered General Workers' Union, full negotiating rights over all conditions of service.

The agreement included negotiation of issues normally dealt with through the Industrial Council system, a spokesman for the union said today.

PROCEDURE

It incorporates a mutually acceptable dispute procedure and makes provision for the negotiating of disciplinary and grievance procedures

'We welcome the fact that the company has re-

cognised the primary need for plant-level bargaining

'The attitude of Trident Marine's management is to be commended to other employers in the engineering industry,' the union spokesman said

Trident Marine's industrial relations manager, Mr G A Coimack, said the agreement was in keeping with the company's policy of recognising the workers' right to representation of their choice

ACCEPTABLE

'The company supports the notion of a central bargaining system, but it must be acceptable to all parties concerned

'The General Workers' Union has rejected registration in its present format and the company has found it expedient in the interests of harmonious industrial relations to go outside the official system.'

TAB 4
 COLUMNS...CATEGORIES OF FACLET

	EXTENDED	COMPOUND	COMP-EXT	TOTAL
SOLITARY	47	2	1	50
NUCLEAR	19	1	0	20
FAMILY	43	1	0	44
OTHER	1	0	0	1
TOTAL	110	4	1	115

TAB 5-1
 COLUMNS...CATEGORIES OF INFORMAL

	TOTAL	MISSING	COUNT
YES	34	51	85
NO	14	0	14
TOTAL	48	51	99

TAB 5-2
 COLUMNS...CATEGORIES OF GIFTS

	TOTAL	MISSING	COUNT
YES	37	51	88
NO	11	0	11
TOTAL	48	51	99

TAB 5-3
 COLUMNS...CA

	TOTAL	MISSING	COUNT
YES	47	51	98
NO	1	0	1
TOTAL	48	51	99

Many workless after Iscor labour dispute

Star 18/9/81

(157) *(189)* *(144)* *(268)*

DURBAN — An undisclosed number of workers at Iscor's Newcastle plant have left their employment after a dispute over working hours.

The publicity secretary of the Black Allied Workers Union (Bawu), Mr B E Khumalo, put the figure at 150.

He said the workers

were paid off because of their strike in protest over the introduction of new shifts.

The issue that sparked this week's walkout was the rationalisation of shifts which were reduced from 18 to 12 a week. This caused several redundancies.

The works manager at Iscor, Mr C J van Vuuren, who disputed the number of workers who walked out, said the steps taken by his corporation were caused by prevailing economic conditions.

Mr van Vuuren said that no one had been paid off but 98 had resigned and taken their discharge. "There is a difference," he said.

"We tried to reallocate labour to other departments but the workers have been given contradictory and misleading statements. This led to discontent with the result that the 98 took their discharge," Mr van Vuuren said.

The rest of the labour force was continuing to work in the rod mill and in other departments.

"There is a worldwide recession in steel. The rod mill produces primarily for export but we have not had any orders for two months and we do not think any new orders will be forthcoming," said Mr van Vuuren.

The mill had to run 24 hours a day because start-up time was four-and-a-half to five hours which meant that amount of time was lost each start-up day.

The only answer was two 12-hour shifts a day. This was accepted by all except the 98 who had quit their jobs, Mr van Vuuren said.

KENNISGEWING 847 VAN 1981

DEPARTEMENT VAN POS- EN TELEKOMMUNIKASIEWESE

VERKOOP VAN ONAFGELEWERDE EN ONAFGEHAALDE ARTIKELS — KAAPSTAD

Die Posmeester-generaal het magtiging verleen vir die verkoop per openbare veiling van 'n verskeidenheid items wat uit onafgelewerde en onafgehaalde posstukke verkry is. Die veiling vind om 10h00 op Vrydag, 4 Desember 1981, plaas en word deur die firma Sea Point Auction Mart te Regentweg 92, Seepunt, onderneem.

Die lys van artikels wat verkoop word, lê ter insae by die Afslaer se kantoor, Regentweg 92, Seepunt (6 November 1981)

KENNISGEWING 849 VAN 1981

DEPARTEMENT VAN MANNEKRAG

WET OP NYWERHEIDSVERSOENING, 1956

AANSOEK OM VERANDERING VAN DIE REGISTRASIEBESTEK VAN 'N VAKVERENIGING

Ek, Mattheus Willem Johannes le Roux, Nywerheids-registrateur, maak ingevolge artikel 4 (2), soos toegepas by artikel 7 (5), van bogenoemde Wet, hierby bekend dat 'n aansoek om die verandering van sy registrasiebestek ontvang is van die Transvaal Leather and Allied Trades Industrial Union. 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 449, Schoemanstraat 215, Pretoria (posadres Privaatsak X117, Pretoria, 0001)

TABEL

Naam van vakvereniging.—Transvaal Leather and Allied Trades Industrial Union

Datum waarop aansoek ingedien is—28 Augustus 1981.

Belange en gebied ten opsigte waarvan aansoek gedoen word—Swartes wat vir die doeleindes van die Wet op Nywerheidsversoening, 1956, werknemers is en in die Leer- en Aanverwante Nywerhede in die provinsie Transvaal in diens is.

“Leer- en Aanverwante Nywerhede” beteken die nywerhede waarin werkgewers en werknemers met mekaar geassosieer is en enige van die volgende ondernemings

(i) Die vervaardiging van alle tipes skoersel, insluitende sole, deurlopers, binnesole, hakke, leerlae om in die hakke van stewels te gebruik, neusverstywers en verstywers

(ii) Die vervaardiging van enige artikel wat uitsluitlik of hoofsaaklik van leer gemaak word, insluitende tooms, gordels, kruisbande, tasse of houers vir kameras, gereedskap, instrumente, uitrusting, dokumente, sport- of ander uitrusting of persoonlike besittings, voetballe, handskoene, handsakke, tuc, alle tipes bagasiebehodighede, kamaste, lessenaarkladdblokke, lessenaarskryfsblokke, beursies, tabaksakkies, slaanballe, netballe, bande, bande wat as vasmaakmiddels dien, saals, saaltuc, inkopiesakke, bresakke, knapsakke of ander sakke vir die dra van gereedskap, uitrusting, instrumente, sport- of ander uitrusting of persoonlike besittings, notebeursies, en/of sodanige goedere as wat hierbo gespesifiseer is wat uitsluitlik of hoofsaaklik van ander materiale as leer gemaak word

NOTICE 847 OF 1981

DEPARTMENT OF POSTS AND TELECOMMUNICATIONS

SALE OF UNDELIVERED AND UNCLAIMED ARTICLES — CAPE TOWN

The Postmaster General has authorised the sale by public auction of an assortment of items obtained from undelivered and unclaimed postal articles. The auction will take place at 10h00 on Friday, 4 December 1981, and will be conducted by Messrs Sea Point Auction Mart at 92 Regent Road, Sea Point.

The list of articles to be sold may be inspected at the Auctioneer's office, 92 Regent Road, Sea Point (6 November 1981)

NOTICE 849 OF 1981

DEPARTMENT OF MANPOWER

INDUSTRIAL CONCILIATION ACT, 1956

APPLICATION FOR VARIATION OF SCOPE OF REGISTRATION OF A TRADE UNION

I, Mattheus Willem Johannes le Roux, Industrial Registrar, do hereby, in terms of section 4 (2) as applied to section 7 (5) of the above-mentioned Act, give notice that an application for the variation of its scope of registration has been received from the Transvaal Leather and Allied Trades Industrial Union. 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, at the Department of Manpower, 449 Manpower Building, 215 Schoeman Street, Pretoria (postal address Private Bag X117, Pretoria, 0001), within one month of the date of publication of this notice.

TABLE

Name of trade union—Transvaal Leather and Allied Trades Industrial Union

Date on which application was lodged—28 August 1981

Interests and area in respect of which application is made—Black persons who are employees for the purposes of the Industrial Conciliation Act, 1956, and who are employed in the Leather and Allied Industries in the Province of the Transvaal

“Leather and Allied Industries” means the industries in which employers and employees are associated in any of the following enterprises

(i) The manufacture of all types of footwear, including soles, throughs, insoles, heels, lifts, toe-puffs and stiffeners

(ii) The manufacture of any article made wholly or mainly of leather, including bridles, belts, braces, cases or carriers for cameras, tools, instruments, kit, documents, sports or other equipment or personal effects, footballs, gloves, handbags, harnesses, all types of luggage requisites, leggings, desk blotters, desk pads, purses, pouches, punchballs, netballs, straps, strappings, saddles, saddlery, shopping bags, knitting bags, kit bags or other bags for carrying tools, kit, instruments, sports or other equipment or personal effects, wallets, and/or such goods as are specified above made wholly or mainly of materials other than leather

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(iii) Die vervaardiging van leerwasters of -seels, insluitende gevormde of gefatsoeneerde wasters of seels, of die vervaardiging van komponente van leer wat gebruik word by die vervaardiging van enige tipe artikel hoegenaamd

(iv) Die looi, bewerking, bloting, ontwol en/of sout van huide en velle

Posadres van applikant — Posbus 3400, Johannesburg, 2000

Kantooradres van applikant — Vyfde Verdieping, Meubelsentrum, hoek van Floff- en Andersonstraat, Johannesburg.

Die aandag word gevestig op onderstaande vereistes van artikels 4 en 7 van die Wet

(a) Die mate waarin 'n beswaarmakende vakvereniging verteenwoordigend is, word ingevolge artikel 4 (4), soos toegepas by artikel 7 (5), 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 artikel 4 (2) moet gevolg word in verband met 'n beswaar wat ingedien word

M W J LE ROUX, Nywerheidsregistrateur
(6 November 1981)

(iii) The manufacture of leather washers or seals, including moulded or shaped washers or seals, or the manufacture of leather components used in the manufacture of any type of article whatsoever

(iv) The tanning, dressing, fellmongering, woolpulling and/or pickling of hides and skins

Postal address of applicant — P O. Box 3400, Johannesburg, 2000

Office address of applicant — Fifth Floor, Meubelsentrum, corner of Floff and Anderson Streets, Johannesburg

Attention is drawn to the following requirements of sections 4 and 7 of the Act

(a) The representativeness of any trade union which objects to the application shall in terms of section 4 (4) as applied by section 7 (5) 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 section 4 (2) must be followed in connection with any objection lodged

M W J LE ROUX, Industrial Registrar
(6 November 1981)

KENNISGEWING 857 VAN 1981
 DEPARTEMENT VAN MANNEKRAG
 WET OP NYWERHEIDSVERSOENING, 1956
 AANSOEK OM REGISTRASIE VAN 'N
 VAKVERENIGING

Ek, Mattheus Willem Johannes le Roux, Nywerheidsregistrator, maak ingevolge artikel 4 (2) van bogenoemde Wet hierby bekend dat 'n aansoek om registrasie as 'n vakvereniging ontvang is van die Munisipaliteit Vredenburg-Saldanha se Werkersvereniging. 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 449, Schoemanstraat 215, Pretoria (posadres Privaatsak X117, Pretoria, 0001).

TABEL

Naam van vakvereniging — Munisipaliteit Vredenburg-Saldanha se Werkersvereniging

Datum waarop aansoek ingedien is — 21 April 1981

Belange en gebied ten opsigte waarvan aansoek gedoen word — Gekleurdes in diens van die Plaaslike Owerheidsonderneming soos onderneem deur die Munisipaliteit Vredenburg-Saldanha in die landdrostdistrik Vredenburg

NOTICE 857 OF 1981
 DEPARTMENT OF MANPOWER
 INDUSTRIAL CONCILIATION ACT, 1956
 APPLICATION FOR REGISTRATION OF A TRADE UNION

I, Mattheus Willem Johannes le Roux, Industrial Registrar, do hereby, in terms of section 4 (2) of the above-mentioned Act, give notice that an application for registration of a trade union has been received from the Municipality of Vredenburg-Saldanha se Werkersvereniging. 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, at the Department of Manpower, 449 Manpower Building, 215 Schoeman Street, Pretoria (postal address Private Bag X117, Pretoria, 0001), within one month of the date of publication of this notice.

TABLE

Name of trade union — Municipality of Vredenburg-Saldanha se Werkersvereniging

Date on which application was lodged — 21 April 1981

Interests and area in respect of which application made — Coloured persons employed in the Local Authority Undertaking as undertaken by the Municipality of Vredenburg-Saldanha in the Magisterial District of Vredenburg

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“toepaslike Owerheidsonderneming” beteken die onder-
 aarn werkgewers en hul werknemers met mekaar
 is vir die instelling, voortsetting en afhandeling
 van die handeling, skema of werksaamheid wat deur 'n
 owerheid onderneem word kragtens die bevoegd-
 ings van so 'n owerheid verleen deur die toepaslike provin-
 siale of enige ander toepaslike wetgewing

“toepaslike owerheid” het dieselfde betekenis as wat by
 artikel 1 van die Wet op Nywerheidsvereeniging, 1956,
 toegevoeg is

Adres van aplikant — p/a Munisipaliteit Vredenburg-
 Saldanha, Privaatsak X12, Vredenburg, 7380

Kartooraadres van aplikant — Kleynhansstraat 5,
 Saldanha.

Die handag 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
 op grond van 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
 Nywerheidsvereeniging op die 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

M. W. J. LE ROUX, Nywerheidsregistrateur
 (6 November 1981)

“Local Authority Undertaking” means the undertaking
 in which employers and their employees are associated for
 instituting, continuing and finishing any act, scheme or
 activity which is undertaken by a local authority in terms of
 the powers vested in such authority by the applicable pro-
 vincial ordinance or any other applicable legislation

“local authority” has the same meaning as that assigned
 to it in section 1 of the Industrial Conciliation Act, 1956

Postal address of applicant — c/o Municipality of Vre-
 denburg-Saldanha, Private Bag X12, Vredenburg, 7380

Office address of applicant — 5 Kleynhans Street, Diaz-
 ville, Saldanha

Attention is drawn to the following requirements of sec-
 tion 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

M. W. J. LE ROUX, Industrial Registrar
 (6 November 1981)

KENNISGEWING 858 VAN 1981

DOEANE- EN AKSYNSTARIEFAANSOFKE —
 LYS 38/81

Onderstaande aansoeke betreffende die Doeane- en
 Aksynstarief is deur die Raad van Handel en Nywerheid
 ontvang. Enige beswaar teen of kommentaar op hierdie
 vertoe moet binne ses weke na die datum van hierdie ken-
 nisgewing aan die Raad van Handel en Nywerheid, Privaat-
 sak X342, Pretoria, 0001, gerig word

Verhoging van die reg op

Sekere vilt en artikels van vilt, deur vervanging van die
 huidige voorsiening by tariefsubpos 59 02 50 deur die vol-
 gende

Tariefpos	Beskrywing	Skaal van reg
59 02 40	Vilt van gefabriseerde vesels (kontinu) en reghoekige artikels daarvan gesny	
10	Met 'n wydte van meer as 1,8 m	25% of 350c per kg min 75%
90	Ander	10%
59 02 45	Vilt van gefabriseerde vesels (diskontinu of afval), en reghoekige artikels daarvan gesny	
10	Met 'n wydte van meer as 1,8 m	25% of 350c per kg min 75%
90	Ander	10%

[RHN-verw. T5/2/11/7/1 (B101/81)]

Aplikant.

Kaymac Industries (Edms.) Bpk., Posbus 116, Pinetown,
 3600

NOTICE 858 OF 1981

CUSTOMS AND EXCISE TARIFF APPLICATIONS —
 LIST 38/81

The following applications concerning the Customs and
 Excise Tariff have been received by the Board of Trade and
 Industries. Any objections to or comments on these
 representations must be submitted to the Board of Trade and
 Industries, Private Bag X342, Pretoria, 0001 within six
 weeks of the date of this notice

Increase in the duty on

Certain felt and articles of felt, by substituting for the
 existing provisions under tariff subheading 59 02 50 the
 following

Tariff heading	Description	Rate of duty
59 02 40	Felt of man-made fibres (contin- uous), and rectangular articles cut therefrom	
10	Of a width exceeding 1,8 m	25% or 350c per kg less 75%
90	Other	10%
59 02 45	Felt of man-made fibres (discon- tinuous or waste), and rectangu- lar articles cut therefrom	
10	Of a width exceeding 1,8 m	25% or 350c per kg less 75%
90	Other	10%

[BTI Ref. T5/2/11/7/1 (B101/81)]

Aplikant:

Kaymac Industries (Pty) Ltd, P. O. Box 116, Pinetown,
 3600.

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(A) Border Aircraft Finance Co (Edms) Bpk, Posbus 5003, Greenfields, 5208 (B) Border Aircraft Finance Co (Edms.) Bpk (C) Vasgestelde-lugvervoerdienstsensie S881 Onder "Tariefskaal", wysig viagtariewe soos volg

"Roete"	Minimum tarief (tot 4 kg) R/kg	Oor 4 kg c/kg
<i>Port Elizabeth na</i>		
Grahamstad	3	30
Oos-Londen	4	50
Butterworth	7	90
Umtata	8	100
<i>Butterworth na</i>		
Umtata	3	30
<i>Grahamstad na</i>		
Oos-Londen	3	30
Butterworth	3,50	50
Umtata	4	70
<i>Oos-Londen na</i>		
Butterworth	3	30
Umtata	4,50	60

(A) Commercial Air Services (Edms) Bpk, Posbus 2245, Johannesburg, 2000 (B) Comair (Charter) (Edms) Bpk (C) Nie-vasgestelde-lugvervoerdienstsensie N227 Onder "Lugvaartuie wat gebruik gaan word" en "Tariefskaal", voeg by. "Cessna 421C ZS-KFP en ZS-KJA R1,20 tot R1,30 per km en Cessna 310Q ZS-IDZ 75c tot 85c per km"

(A) Metavia (Edms.) Bpk, Posbus 1135, Nelspruit, 1200. (B) Metavia (C) Nie-vasgestelde-lugvervoerdienstsensie N646 Onder "Tariefskaal", wysig tarief vir Beech V35 ZS-ITL om te lui. "45c tot 55c per km"

(A) Owenair (Edms) Bpk., Pk D F Malanlughawe, 7525. (B) Owenair (C) Nie-vasgestelde-lugvervoerdienstsensie N43. Onder "Lugvaartuie wat gebruik gaan word" en "Tariefskaal", voeg by. "Cessna 401B ZS-IIF 90c tot R1,05 per km of R310 per uur en Cessna 402C ZS-KNW 95c tot R1,10 per km of R310 per uur"

(A) J. J. Prinsloo, Posbus 774, Bethlehem, 9700 (B) Oos-Vrystaat Lugdiens (C) Nie-vasgestelde-lugvervoerdienstsensie N977 en Vliegopleidingslugdienssensie F978. Onder "Lugvaartuie wat gebruik gaan word", skrap "Piper PA32-300 ZS-FGW"

(6 November 1981)

(A) Border Aircraft Finance Co (Pty) Ltd, P O Box 5003, Greenfields, 5208 (B) Border Aircraft Finance Co (Pty) Ltd (C) Scheduled Air Transport Service Licence S881 Under "Tariff of charges", amend freight tariffs as follows

"Route"	Minimum charge up to 4 kg R/kg	Over 4 kg c/kg
<i>Port Elizabeth to</i>		
Grahamstown	3	30
Last London	4	50
Butterworth	7	90
Umtata	8	100
<i>Butterworth to</i>		
Umtata	3	30
<i>Grahamstown to</i>		
Fast London	3	30
Butterworth	3,50	50
Umtata	4	70
<i>Fast London to</i>		
Butterworth	3	30
Umtata	4,50	60

(A) Commercial Air Services (Pty) Ltd, P O Box 2245, Johannesburg, 2000 (B) Comair (Charter) (Pty) Ltd (C) Non-scheduled Air Transport Service Licence N227 Under "Aircraft to be used" and "Tariff of charges", add "Cessna 421C ZS-KFP and ZS-KJA R1,20 to R1,30 per km and Cessna 310Q ZS-IDZ 75c to 85c per km"

(A) Metavia (Pty) Ltd, P O Box 1135, Nelspruit, 1200 (B) Metavia (C) Non-scheduled Air Transport Service Licence N646 Under "Tariff of charges", amend tariff for Beech V35 ZS-ITL to read "45c to 55c per km"

(A) Owenair (Pty) Ltd, P O D F Malan Airport, 7525 (B) Owenair (C) Non-scheduled Air Transport Service Licence N43. Under "Aircraft to be used" and "Tariff of charges", add "Cessna 401B ZS-IIF 90c to R1,05 per km or R310 per hour and Cessna 402C ZS-KNW 95c to R1,10 per km or R310 per hour"

(A) J J Prinsloo, P O Box 774, Bethlehem, 9700 (B) Oos-Vrystaat Lugdiens (C) Non-scheduled Air Transport Service Licence N977 and Flying Training Air Service Licence F978 Under "Aircraft to be used" delete "Piper PA32-300 ZS-FGW"

(6 November 1981)

KENNISGEWING 856 VAN 1981

DEPARTEMENT VAN MANNEKRAG

WET OP ARBEIDSVERHOUDINGE, 1956

AANSOEK OM REGISTRASIE VAN 'N
VAKVERENIGING

Ek, Mattheus Willem Johannes le Roux, Nywerheids-registrateur, maak ingevolge artikel 4 (2) van bogenoemde Wet hierby bekend dat 'n aansoek om registrasie as 'n vakvereniging ontvang is van die United African Motor and Allied Workers' Union of S A. 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 449, Schoemanstraat 215, Pretoria (posadres. Privaatsak X117, Pretoria, 0001)

NOTICE 856 OF 1981

DEPARTMENT OF MANPOWER

LABOUR RELATIONS ACT, 1956

APPLICATION FOR REGISTRATION OF
A TRADE UNION

I, Mattheus Willem Johannes le Roux, Industrial Registrar, do hereby, in terms of section 4 (2) of the above-mentioned Act, give notice that an application for registration as a trade union has been received from the United African Motor and Allied Workers' Union of S A. 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, 449 Manpower Buildings, 215 Schoeman Street, Pretoria (postal address Private Bag X117, Pretoria, 0001), within one month of the date of publication of this notice

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TABEL

Naam van vakvereniging —United African Motor and Allied Workers' Union of S A

Datum waarop aansoek ingedien is —14 Augustus 1981

Belange en gebied ten opsigte waarvan aansoek gedoen word —Swartes in diens in die Motornywerheid en die Outomobielywerheid in die landdrostdistrikte Alberton, Benoni, Boksburg, Durban, Germiston, Johannesburg, Krugersdorp, Pretoria, Roodepoort, Springs, Vanderbijlpark, Vereeniging en Wonderboom

“Motornywerheid beteken, sonder om die gewone betekenis van die uitdrukking enigsins te beperk en behoudens die bepalinge van enige afbakeningsvasstelling gemaak in gevolge artikel 76 van die Wet—

(a) monteer-, oprigtings-, toets-, hervervaardigings-, herstel-, regstel-, opknappings-, bedradings-, stoffeer-, spuitverf-, verf- en/of vernuwingswerk uitgevoer in verband met—

(i) die onderstelle en/of bakke van motorvoertuie,

(ii) binnebrandenjins en transmissiekomponente van motorvoertuie,

(iii) die elektriese uitrusting in verband met motorvoertuie, met inbegrip van radio's,

(b) motoringenieurswerk,

(c) die herstel, vulkanisering en/of versool van buitebande,

(d) die herstel, versiening en/of vernuwing van motorvoertuigbatterye,

(e) die onderneming vir die parkering en/of stelling van motorvoertuie,

(f) die onderneming wat gedryf word deur vul- en/of diensstasies,

(g) die onderneming wat hoofsaaklik of uitsluitlik gedryf word in verband met die verkoop van motorvoertuie of motorvoertuigonderdele en/of -reserwedele en/of -bybehore (hetsy nuut of gebruik) in verband daarmee, afgesien daarvan of sodanige verkoop geskied vanuit persele wat verbonde is aan 'n gedeelte van 'n bedryfsinrigting waarin die montering van of herstelwerk aan motorvoertuie uitgevoer word of nie,

(h) die onderneming in verband met motorsloopwerwe,

(i) die onderneming van vervaardigingsbedryfsinrigtings waarin motorvoertuigonderdele en/of -reserwedele en/of -bybehore en/of -komponente daarvan vervaardig word,

(j) voertuigbakbouwerk,

(k) die verkoop van trekkers, landbou- en besproeiingsuitrusting (nie in verband met die vervaardiging daarvan nie) in die Republiek van Suid-Afrika, maar uitgesonderd die landdrostdistrik Kimberley, ten opsigte van die verkoop van—

(i) landbou- en besproeiingsuitrusting,

(ii) trekkers, behalwe wanneer onderneem deur bedryfsinrigtings wat in aansienlike mate betrokke is by die verkoop en/of herstel van ander motorvoertuie

Vir die toepassing van hierdie omskrywing beteken—

“motoringenieurswerk” die vernuwing van binnebrandenjins of onderdele daarvan vir gebruik in motorvoertuie in bedryfsinrigtings wat hoofsaaklik of uitsluitlik hierdie soort werk verrig, afgesien daarvan of sodanige bedryfsinrigting betrokke is by die demontering en herstel van motorvoertuie of nie,

TABLE

Name of trade union —United African Motor and Allied Workers' Union of S A

Date on which application was lodged —14 August 1981

Interests and area in respect of which application made —Black persons employed in the Motor Industry and the Automobile Manufacturing Industry in the Magisterial districts of Alberton, Benoni, Boksburg, Durban, Germiston, Johannesburg, Krugersdorp, Pretoria, Roodepoort, Springs, Vanderbijlpark, Vereeniging and Wonderboom.

“Motor Industry, without in any way limiting the ordinary meaning of the expression and subject to the provisions of any demarcation determination made in terms of section 76 of the Act, means—

(a) assembling, erecting, testing, remanufacturing, repairing, adjusting, overhauling, wiring, upholstery, spraying, painting and/or reconditioning carried on in connection with—

(i) chassis and/or bodies of motor vehicles,

(ii) internal combustion engines and transmission components of motor vehicles,

(iii) the electrical equipment connected with motor vehicles, including radios,

(b) automotive engineering,

(c) repairing, vulcanising and/or retreading tyres,

(d) repairing, servicing and/or reconditioning for motor vehicles,

(e) the business of parking and/or storing motor vehicles,

(f) the business conducted by filling and/or stations,

(g) the business carried on mainly or exclusively in the sale of motor vehicles or motor vehicle parts, spares and/or accessories (whether new or used) and/or the carrying out of any business in connection therewith, whether or not such sale is conducted from premises which are attached to a portion of an establishment wherein is conducted the assembly of or the repair of motor vehicles,

(h) the business of motor graveyards,

(i) the business of manufacturing establishments wherein are fabricated motor vehicle parts and/or accessories and/or components thereof;

(j) vehicle body building,

(k) the sale of tractors, agricultural and other equipment (not connected with the manufacture thereof) in the Republic of South Africa, but excluding the territorial District of Kimberley, in respect of the

(i) agricultural and irrigational equipment,

(ii) tractors, except when undertaken by establishments which are substantially engaged in the sale and/or repair of motor vehicles

For the purpose of this definition—

“automotive engineering” means the reconditioning, repair and overhaul of internal combustion engines or parts thereof for use in motor vehicles in establishments mainly or exclusively engaged in the reconditioning, repair and overhaul of motor vehicles or not;

“motorvoertuig” enige wielvoertuig wat met meganiese krag (uitgesonderd stoom) of elektrisiteit aangedryf word en wat ontwerp is vir karweiwerk en/of vir die vervoer van persone en/of goedere en/of vragte, en sluit dit sleepwaens en woonwaens in, maar nie ook uitrusting wat ontwerp is om op vaste spore te loop, sleepwaens wat ontwerp is vir die vervoer van vragte van 18 144 kg of meer, of vliegtuie nie;

“voertuigbakbouwerk” enige van of al ondergenoemde werksaamhede wat uitgevoer word in 'n voertuigbakboubedryfsinrigting, maar nie ook voertuigbakbouwerk wat in verband met die montering van motorvoertuie deur monteringsinrigtings verrig word nie

(a) Die bou, herstel of opknapping van kajuite en/of bakke en/of enige bobou vir enige tipe voertuig,

(b) die vervaardiging of herstel van onderdele vir kajuite en/of bakke en/of enige bobou, en die montering, regstel en installering van onderdele in kajuite, bakke of op die bobou van voertuie,

(c) die aanbring van kajuite en/of bakke en/of enige bobou aan die onderstel van enige tipe voertuig,

(d) die bestryking en/of versiering van kajuite en/of bakke en/of enige bobou met 'n preserveermiddel of versiermiddel,

(e) die uitrust, meubilering en afwerking van die binnekante van kajuite en/of bakke en/of die bobou,

(f) die bou van sleepwaens, uitgesonderd die vervaardiging van wiele en asse daarvoor,

(g) alle werksaamhede wat in verband staan met of voortvloei uit die werksaamhede in paragrawe (a), (b), (c), (d), (e) en (f) vermeld

Vir die toepassing van hierdie omskrywing omvat “voertuig” nie 'n vliegtuig nie en omvat “Motorryverheid”, soos hierbo omskryf, nie die volgende nie

(i) Die vervaardiging van motorvoertuigonderdele en/of bybehore en/of -reserwedele en/of -komponente in bedryfsinrigtings wat gewoonlik metaal- en/of plastiekgoedere van 'n ander aard op aansienlike skaal vervaardig en daarvoor aangelê is, of die verkoop van motorreserwedele en -bybehore deur monteringsinrigtings vanuit sodanige bedryfsinrigtings;

(ii) die montering, oprigting, toets, herstel, regstel, opknapping, bedrading, spuitverf, verf en/of vernuwing van handboutslekkers, behalwe waar dit uitgevoer word in bedryfsinrigtings wat gewoonlik 'n soortgelyke diens ten opsigte van motorkarre of vragmotors lewer,

(iii) die vervaardiging en/of onderhoud en/of herstel van—

(aa) uitrusting vir siviele en werktuigkundige ingenieurswerk en/of onderdele daarvan, afgesien daarvan of dit op wiele gemonteer is of nie,

(ab) landbou-uitrusting of onderdele daarvan,

(ac) uitrusting bedoel vir gebruik in fabriek en/of werkwinkels. Met dien verstande dat, vir die toepassing van (aa), (ab) en (ac), “uitrusting” nie geag word motorvoertuie of vragmotors te beteken nie,

(ad) motorvoertuig- of ander voertuigbakke en/of bobou en/of onderdele of komponente daarvan gemaak van plaat wat 3,175 mm dik of dikker is, wanneer uitgevoer in bedryfsinrigtings wat aangelê is vir en gewoonlik verrig word deur die vervaardiging en/of onderhoud en/of herstel van uitrusting vir siviele en/of werktuigkundige ingenieurswerk op aansienlike skaal,

“motor vehicle” means any wheeled conveyance propelled by mechanical power (other than steam) or electrically and designed for haulage and/or for the transportation of persons and/or goods and/or loads and includes trailers and caravans, but does not include any equipment designed to run on fixed tracks, trailers, designed to transport loads of 18 144 kg or over, or aircraft

“vehicle body building” means any or all of the following activities carried on in a vehicle body building establishment, but does not include vehicle body building done by assembly establishments incidental to the assembly of motor vehicles

(a) The construction, repair or renovation of cabs and/or bodies and/or any superstructure for any type of vehicle,

(b) the manufacture or repair of component parts for cabs and/or bodies and/or any superstructure and the assembling, adjusting and installation of parts in cabs, bodies or on the superstructure of vehicles,

(c) the fixing of cabs and/or bodies and/or any superstructure to the chassis of any type of vehicle,

(d) the coating and/or decorating of cabs and/or bodies and/or any superstructure with any preservative or decorative substance,

(e) the equipping, furnishing and finishing off of the interior of cabs and/or bodies and/or any superstructure,

(f) the building of trailers, but excluding the manufacture of wheels or axles therefor,

(g) all operations incidental to or consequent on the activities referred to in paragraphs (a), (b), (c), (d), (e) and (f)

For the purpose of this definition, “vehicle” does not include an aircraft and “Motor Industry”, as defined above, does not include the following

(i) The manufacture of motor vehicle parts and/or accessories and/or spares and/or components in establishments laid out for and normally producing metal and/or plastic goods of a different character on a substantial scale, or the sale of motor spare parts and accessories by assembly establishments from such establishments,

(ii) the assembling, erecting, testing, repairing, adjusting, overhauling, wiring, spraying, painting and/or reconditioning of agricultural tractors, except where carried on in establishments rendering similar service in respect of motor cars, motor lorries or motor trucks,

(iii) the manufacture and/or maintenance and/or repair of—

(aa) civil and mechanical engineering equipment and/or parts thereof, whether or not mounted on wheels,

(ab) agricultural equipment or parts thereof,

(ac) equipment designed for use in factories and/or workshops. Provided that, for the purposes of (aa) (ab) and (ac), “equipment” shall not be taken to mean motor cars, motor lorries and/or motor trucks

(ad) motor vehicle or other vehicle bodies and/or superstructures and/or parts or components thereof made of steel plate of 3,175 mm thickness or thicker when carried on in establishments laid out for and normally engaged in the manufacture and/or maintenance and/or repair of civil and/or mechanical engineering equipment on a substantial scale,

(iv) monteerbedryfsinrigtings, wat beteken bedryfsinrigtings waarin motorvoertuie gemonteer word uit nuwe komponente op 'n monteerband en ook die vervaardiging en/of maak van motorvoertuigonderdele of -komponente wanneer uitgevoer in sodanige bedryfsinrigtings, maar omvat dit nie ook voertuigbouwerk nie, behalwe in soverre dit uitgevoer word in verband met die montering van motorvoertuie, uitgesonderd woonwaens en sleepwaens

“Automobielnywerheid” beteken die nywerheid waarin werkgewers en werknemers met mekaar geassosieer is vir die montering van motorvoertuie uit nuwe komponente op 'n monteerbaan, en omvat die vervaardiging of fabrisering of montering van motorvoertuigonderdele of -komponente of kombinasies daarvan wanneer dit deur sodanige werkgewers uitgevoer word, afgesien daarvan of dit op 'n monteerbaan of elders gedoen word, en werksaamhede wat daarmee gepaard gaan of daaruit voortvloei, afgesien van die terrein waar die werk verrig word

Posadres van applikant —Willie Therongebou 605, Bosmanstraat, Pretoria, 0002

Kantooradres van applikant. Willie Therongebou 605, Bosmanstraat, Pretoria

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

M W. J LE ROUX, Nywerheidsregistrateur

(6 November 1981)

(iv) assembly establishments, which means establishments in which motor vehicles are assembled from components on an assembly line and includes the manufacture and/or fabrication of any motor vehicle parts or components when carried on in such establishments, but does not include vehicle body building except in so far as it is incidental to the assembly of motor vehicles other than caravans and trailers

“Automobile Manufacturing Industry” means the industry in which employers and employees are associated for the assembly of motor vehicles from new components on an assembly line and includes the manufacture or fabrication or assembly of any motor vehicle parts or components or combinations thereof when carried on by such employer, whether performed on an assembly line or elsewhere, and operations incidental thereto or consequent thereon, in respect of the premises where the work is performed

Postal address of application.—605 Willie Theron Buildings, Bosman Street, Pretoria, 0002

Office address of applicant —605 Willie Theron Buildings, Bosman Street, Pretoria

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

M W. J LE ROUX, Industrial Registrar.

(6 November 1981)

Fosatu hits at Jo'burg council's snub to black

Union

By RIAAN DE VILLIERS

THE Johannesburg City Council has refused to recognise a union affiliated to the Federation of SA Trade Unions (Fosatu) unless it extends its scope of registration to cover Johannesburg municipal employees.

This emerged yesterday when the Transport and General Workers' Union accused the council of seeking to avoid dealing with an independent trade union under the guise of "legalistic nonsense".

The council attitude contrasts with that of an increasing number of employers who recognise black unions whether they are registered or not.

In a sharply worded statement, the union said it represented 80% of the 900 workers at the council's Avalon depot, but the council refused to recognise it despite this.

It said the council had stalled on the issue since December last year, ostensibly on the grounds that although the union was registered and could constitutionally represent council workers, its scope did not yet extend to Johannesburg.

"Recognition of a trade union should be based on representativeness alone. Registration has nothing to do with recognition, other than provide a shallow excuse to avoid dealing with independent and popular unions," the statement said.

'Mistake'

In a reference to the municipal strike last year, the union said it was "not the first time the council has made this mistake" and called on the Johannesburg public and the council to enter into negotiations "in a responsible way and without delay".

Mr J C de Villiers, chairman of the council's staff board, confirmed yesterday that the union would not be recognised until it had extended the scope of its registration.

The decision had been taken by the city's management committee.

Until then, the staff board would be prepared to discuss

workers' grievances with the union, he said, provided it submitted proof of its membership claims.

The council would not insist the union join the industrial council and would recognise it fully if its scope was extended, he added.

AECl urges response to the unregistered

STAR 7/11/81

Liaison committee system

'a failure'

Industrial councils will have to respond to the growing demands of unregistered trade unions.

This was the view of Mr W J Botha, group industrial manager for AECl, at a labour relations seminar held in Johannesburg this week.

A growing number of black trade unions were not represented on industrial councils, Mr Botha said.

He cited the recent example of the Steel Engineering Industries Federation of SA which announced on Monday that the organisation would hold informal talks with unions not represented on the council but active in the industry.

Such moves could eventually lead to the disappearance of the industrial

A one-day seminar on labour relations was held in Johannesburg this week.

A wide range of subjects were covered by industrial relations officials, unionists and labour lawyers. TONY DAVIS reports on a few of the speakers. . . .

council system, Mr Botha warned.

There were a number of reasons why some trade unions rejected the council system. These were:

- The councils covered black workers only from 1979 when the definition of "employee" was extended in labour legislation.

- The councils were seen as unrepresentative because only a portion of the workforce was represented on them.

- Councils were thought

to represent mainly skilled workers and not general industry workers.

- The councils were seen as too large and bureaucratic.

- Unions had to be registered to belong to councils and a number of "independent" unions had rejected registration.

Mr Botha said industrial councils had served industries well, but employers had to watch for the growth of bureaucracy in the system and lack of contact with workers.

Liaison committees and works committees introduced as an alternative to trade unions had failed dismally, the industrial relations manager of Henred Fruehauf, Mr Brian Allen, said at a labour relations seminar this week.

Mr Allen said organised labour was a function of industrialisation and could not be legislated away.

The committees were imposed from above and were not recognised by workers.

Where managements still resisted trade unions the committees were sometimes taken over by union shop stewards.

Mr Allen added that the old committee system was legislated away on November 1 by the new Labour Relations Act which repealed the earlier Act.

"The Act is silent on the subject of works committees and one can only wonder what will happen to those in existence."

"My guess is that they won't go away but will continue to operate as points of entry for unions where employers have resisted trade union incursion."

- Labour lawyer Mr Halton Cheadle and the general secretary of the SA Electrical Workers Union, Mr Ben Nicholson, also addressed the seminar.

Recognition 'a wedge for future demands'

Once recognition was accorded to a trade union it was foolish to believe that the union would limit itself to its initial demands.

Industrial relations consultant Mr Andrew Levy told delegates at the labour relations seminar that recognition was a giving away of the right of a company to manage in certain areas.

A recognition agreement was a "wedge" which would increase in time, he said.

In a "good" agreement unions were bound to help in strikes outside the terms of an agreement.

Recent disputes showed some unions had lost control of their workers.

Labour deals: the spirit counts most

The spirit of an agreement between management and union is more important than its mechanics.

This was the view expressed by Ford's industrial relations director, Mr Fred Ferreira, at a one-day labour relations seminar.

He said it was essential that management should not try to "second guess" a union and that management should have the right to withdraw from an agreement.

Mr Ferreira said the emergence of "sympathy strikes" was a new feature of labour unrest. There were four reasons for disputes over union-company agreements: ignorance, differences in interpretation, employer error and the union "flexing its muscles."

STAR 9/11/81
Ilanga journalists join work-to-rule action (5)

Own Correspondent

DURBAN — Journalists at the Durban-based Ilanga newspaper, published in Zulu, today joined colleagues at five English-language newspapers on a work-to-rule over a pay dispute

The Sunday Tribune chapel instituted a work to rule 10 days ago and it has since been joined by

chapelg at the Sunday Times, the Sunday Express, the Rand Daily Mail and the Daily News.

When pay talks reached deadlock on November 4, management left its offer of 18 percent across the board with a seven percent discretionary increase open for two weeks. The SASJ's demand was for 25 percent across the board for seniors

7 papers now work to rule

Cape Times
10/11/81

(151)
SASJ

JOHANNESBURG — The African newspapers, Ilanga and Post (Natal), joined a work-to-rule campaign by a number of newspapers yesterday in support of pay-demands by the Southern Africa Society of Journalists

The father of the Ilanga chapel, Mr France Xolo, confirmed in Durban that all journalists on the newspapers were affected. The SASJ is demanding a 25 percent across the board increase for senior journalists. The society declared a dispute with employers when the demand was not met last week.

Ilanga and Post, the first newspapers for blacks to work to rule, are Argus publications.

At least seven newspapers are working to rule.

The Sunday Tribune editorial staff started working to rule the week before last. They were joined by another Argus paper, Durban's Daily News, and three South African Associated Newspapers publications in Johannesburg, the Sunday Times, the Sunday Express and the Rand Daily Mail, last week.

Post and Ilanga yesterday became the sixth and seventh papers to join the action.

Staff on the Star and the Argus agreed in principle last week to join the work-to-rule, but the decision was not immediately implemented.

A Cape Times chapel committee is investigating the possibility of joining the work-to-rule.

● The general manager of Saan, Mr Raymond Louw, says the decision by the SASJ to work to rule has not seriously affected publication of the group's newspapers, although it "does present some problems".

The work-to-rule means that while newspaper production goes ahead, sub-editors and reporters will not work extra shifts.

Mr Louw said his management was still waiting for the SASJ to respond to an offer of an 18 percent increase for senior journalists, with an additional seven percent at the discretion of editors. The SASJ has till November 18 to reply to the offer — Sapa

STAR 10/11/81
~~100~~ ~~101~~ (151) ~~155~~

Reef workers try official channel

By Drew Forrest

The Metal and Allied Workers' Union has taken the first step on the road to industrial court action in its dispute with Litemaster Products in Wadeville.

Mawu and the 22 Litemaster employees dismissed on October 23 have referred the dispute to the metal industries industrial council. If it cannot be resolved at this level, the council will refer it to the Industrial Court.

It is understood that the union and the workers have made wide-ranging allegations of unfair labour practices at Litemaster, arising out of the dismissals and the company's code of employment practice.

'WARNINGS'

When the dispute first erupted the union claimed workers had been dismissed "in doubtful circumstances which suggested victimisation" after refusing a management offer of a 10c hourly wage increase. They were demanding a 50c rise and a R2 minimum wage.

According to management the workers were fired after repeated warnings and "for very specific reasons."

Observers consider it important that, despite the volatile labour climate on the East Rand, workers have been prepared to take the dispute through the official channels.

Black unions have attacked both the official disputes procedures and the Industrial Court as being too cumbersome to deal adequately with the grievances of black workers.

RDM
10/11/81
151 738 191

Journalists at seven newspapers join work-to-rule

TWO Natal newspapers, Ilanga and Post (Natal), joined a work-to-rule campaign by a number of newspapers yesterday in support of pay-demands by the Southern Africa Society of Journalists (SASJ)

The father of the Ilanga chapel, Mr France Xolo, confirmed in Durban that all journalists on the newspapers were affected

The SASJ is demanding a 25% across-the-board increase for senior journalists. The society declared a dispute with employers when the demand was not met last week.

Ilanga and Post, the first newspapers for blacks to join the campaign are Argus group publications.

By yesterday afternoon at least newspapers were working to rule

The Sunday Tribune (Argus) editorial staff started working to rule the week before last. They were joined by another Argus paper, Durban's Daily News and three South African Associated Newspapers (SAAN) publications in Johannesburg: the Sunday Times, Sunday Express and the Rand Daily Mail, last week.

Post and Ilanga yesterday became the sixth and seventh papers to join the action.

Argus group staff-members on The Star and The Argus agreed in principle last week to join the work-to-rule, but the decision was not immediately implemented.

A Cape Times chapel committee is investigating the possibility of joining the work-to-rule.

The general manager of SAAN, Mr Raymond Louw, said the decision by the SASJ to work-to-rule has not seriously affected publication of the group's newspapers, although it does present some problems.

The work-to-rule means that while newspaper production goes ahead, sub-editors and reporters will not do extra shifts.

Mr Louw said his management was still waiting for the SASJ to respond to an offer of an 18% increase for senior journalists with an additional 7% at the discretion of editors. — Sapa

Labour guidelines fall short, says black union

STAR
12/11/81

123 159
151 145A

By Drew Forrest

The new labour relations guidelines of the giant Steel and Engineering Industries Federation of SA have drawn both praise

and sharp criticism from South Africa's fastest growing black metal union.

The Metal and Allied Workers Union rejects the metal industries' indus-

trial council — which is strongly supported by Seifsa — and the union's response to the guidelines has been eagerly awaited

In a statement yesterday, Mawu said Seifsa had shown "a new realism" and "a new willingness to negotiate with representative unions, whether or not they are party to the industrial council."

In certain crucial respects, however, the guidelines "fell far short of what is required by workers."

Mawu takes issue with a Seifsa recommendation that certain in-company facilities — including recruiting access and access for union officials to shop stewards — should be readily granted to unions party to the industrial council, while remaining "points for negotiation" for those outside it.

The second major shortcoming of the guidelines, Mawu says, is the failure to recognise the need for in-plant bargaining on wages and working conditions — a "central demand of workers."

KENNISGEWING 875 VAN 1981

DEPARTEMENT VAN MANNEKRAG

WET OP ARBEIDSVFRHOUDINGE, 1956

AANSOEK OM VERANDERING VAN DIE REGISTRASIEBESTEK VAN 'N VAKVERENIGING

Ek, Mattheus Willem Johannes le Roux, Nywerheidsregisrateur, maak ingevolge artikel 4 (2) soos toegepas by artikel 7 (5) van bogenoemde Wet, hierby bekend dat 'n aansoek om die verandering van sy registrasiebestek ontvang is van die African Transport Workers Union. Besonderhede van die aansoek word in onderstaande tabel verstrekk.

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 449, Schoemanstraat 215, Pretoria (posadres Privaatsak X117, Pretoria, 0001)

TABEL

Naam van vakvereniging — African Transport Workers Union

Datum waarop aansoek ingedien is — 3 September 1981

Belange en gebied ten opsigte waarvan aansoek gedoen word — Swartes in die Goederevervoer- en Ophbergingsbedryf in diens is as motorvoertuigdrywers en algemene werkers in die provinsie Transvaal

“Goederevervoer- en Ophbergingsbedryf”, waarby die “Vervoeronderneming (Goedere)” ingesluit is beteken die bedryf waarin werkgewers en werknemers met mekaar geassosieer is met die doel om een of meer van die volgende werksaamhede te verrig, vir vergoeding of verhuuring

(i) Die vervoer van goedere deur middel van transportmiddele, waaronder die vervoer van grond, pruis, klip, sand, steenkool of water wat bedoel is om verkoop te word, ongeag of sodanige vervoer vir verhuuring of vergoeding gedoen word al dan nie, en

(ii) die berging van goedere, waaronder ontvangs, oopmaak, uitpak, versending en klaring of verantwoording van goedere, houers of houergoedere,

en sluit in alle werksaamhede wat gepaard gaan met of voortspruit uit enige van bogenoemde bedrywighede

Posadres van applikant — Posbus 19, Johannesburg, 2000

Kantooradres van applikant — Sesde Verdieping, Cape York House, Jeppestraat 252, Johannesburg

Die aandag word gevestig op onderstaande vereistes van artikels 4 en 7 van die Wet

(a) Die mate waarin 'n beswaarmakende vakvereniging verteenwoordigend is, word ingevolge artikel 4 (4), soos toegepas by artikel 7 (5), 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 artikel 4 (2) moet gevolg word in verband met 'n beswaar wat ingedien word

M W J LE ROUX, Nywerheidsregisrateur

(13 November 1981)

NOTICE 875 OF 1981

DEPARTMENT OF MANPOWER

LABOUR RELATIONS ACT 1956

APPLICATION FOR VARIATION OF SCOPE OF REGISTRATION OF A TRADE UNION

I, Mattheus Willem Johannes le Roux, Industrial Registrar, do hereby, in terms of section 4 (2) as applied by section 7 (5) of the above-mentioned Act, give notice that an application for the variation of its scope of registration has been received from the African Transport Workers Union. 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 at the Department of Manpower, 449 Manpower Buildings, 215 Schoeman Street, Pretoria (postal address Private Bag X117, Pretoria, 0001), within one month of the date of publication of this notice

TABLE

Name of trade union — African Transport Workers Union

Date on which application was lodged — 3 September 1981

Interests and area in respect of which application is made — Black persons who are employed in the Goods Transportation and Storage Trade as vehicle drivers and general workers in the Province of the Transvaal

“Goods Transportation and Storage Trade”, which includes the “Transport Undertaking (Goods)”, means the trade in which employers and employees are associated for the purpose of carrying out one or more of the following operations for reward or hire

(i) The transportation of goods by means of transport, including the transportation of soil, gravel, stone, sand, coal or water which is intended for sale, whether or not such transportation is performed for hire or reward, and

(ii) the storage of goods including receiving, opening, unpacking, despatching and clearing of or accounting for goods, containers or containerised goods,

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

Postal address of applicant — P O Box 19, Johannesburg, 2000

Office address of applicant — Sixth Floor, Cape York House, 252 Jeppe Street, Johannesburg

Attention is drawn to the following requirements of sections 4 and 7 of the Act

(a) The representativeness of any trade union which objects to the application shall in terms of section 4 (4), as applied by section 7 (5), 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 section 4 (2) must be followed in connection with any objection lodged

M W J F ROUX, Industrial Registrar

(13 November 1981)

KENNISGEWING 876 VAN 1981
DEPARTEMENT VAN MANNEKRAG
WFT OP ARBEIDSVERHOUDINGE, 1956

AANSOFK OM VERANDERING VAN DIE REGISTRASIEBESTEK VAN 'N VAKVERENIGING

Ek, Mattheus Willem Johannes le Roux, Nywerheidsregistrator, maak ingevolge artikel 4 (2) soos toegepas by artikel 7 (5) van bogenoemde Wet, hierby bekend dat 'n aansoek om die verandering van sy registrasiebestek ontvang is van die Running and Operating Staff Union, Group "C" (S A R and H) 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, Ongevallegebou 449, Schoemanstraat 215, Pretoria (posadres Privaatsak X117, Pretoria, 0001)

TABEL

Naam van vakvereniging —Running and Operating Staff Union, Group "C" (S A R and H)

Datum waarop aansoek ingedien is —8 September 1981

Belange en gebied ten opsigte waarvan aansoek gedoen word —Blankes in diens van die Suid-Afrikaanse Spoorwee as assistent-toesighoudsters (dameskontroleurs), kontroleurs, opsieners (elektrifikasieskakeldiens) voormantangeerders, kondukteurs, inligtingsbeamptes, inligtingsampnenare, dameskontroleurs, leierrangeerders, senior dameskontroleurs, rangeerders, stasie-inspekteurs (Klas 1, klas 2 en senior klas), toesighoudsters (dameskontroleurs), opsieners (treinopstellers), treinbeheeramptenare (gewone klas, klas 1, senior klas en hoofklas) en terreinvoormanne, in die Republiek van Suid-Afrika

Posadres van applikant —Posbus 31082, Braamfontein, Johannesburg, 2017

Kantooradres van applikant —Ameshoffstraat 40, Braamfontein, Johannesburg

Die aandag word gevestig op onderstaande vereistes van artikels 4 en 7 van die Wet

(a) Die mate waarin 'n beswaarmakende vakvereniging verteenwoordigend is, word ingevolge artikel 4 (4), soos toegepas by artikel 7 (5), 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 in gevolge artikel 1 (2) van die Wet op voormelde datum volwaardige lede was, in aanmerking geneem

(b) Die prosedure voorgeskryf by artikel 4 (2) moet gevolg word in verband met 'n beswaar wat ingedien word

M W J LE ROUX, Nywerheidsregistrator

(13 November 1981)

KENNISGEWING 877 VAN 1981

DEPARTEMENT VAN OMGEWINGSAKE

OLIFANTSRIWIER(VANRHYNSDORP) - STAATSWATERSKFMA, AFDFIINGS CLANWILLIAM, VANRHYNSDORP EN CERES, KAAPPROVINSIE — INLYSTINGSRAADVERGADERING

Hierby word ingevolge artikel 64 van die Waterwet, 1956, bekendgemaak dat 'n sitting van die Inlystingsraad in verband met die lys van belashare oppervlaktes van die Olifantsrivier(Vanrhynsdorp)-staatswaterskema om 09h30 op Donderdag, 3 Desember 1981, in die Kantoor van die Administrasie-ingenieur, Olifantsrivier(Vanrhynsdorp)-staatswaterskema te Vredendal gehou sal word met die doel

NOTICE 876 OF 1981

DEPARTMENT OF MANPOWER
LABOUR RELATIONS ACT, 1956

APPLICATION FOR VARIATION OF SCOPE OF REGISTRATION OF A TRADE UNION

I, Mattheus Willem Johannes le Roux, Industrial Registrar, do hereby, in terms of section 4 (2) as applied by section 7 (5) of the above-mentioned Act, give notice that an application for the variation of its scope of registration has been received from the Running and Operating Staff Union, Group "C" (S A R and H) 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 at the Department of Manpower, 449 Compensation House, 215 Schoeman Street, Pretoria (postal address Private Bag X117, Pretoria, 0001), within one month of the date of publication of this notice

TABEL

Name of trade union —Running and Operating Staff Union, Group "C" (S A R and H)

Date on which application was lodged —8 September 1981

Interests and area in respect of which application made —White persons employed by the South African Railways as assistant supervisors (lady conductors), conductors, electrification liaison overseers, foreman shunters, para-information officials, inquiry officers, lady conductor leading shunters, senior lady conductors, shunters, station inspectors (class 1, class 2 and senior class), supervisor (lady conductors), supervisors (train marshallars), control officers (ordinary class, class 1, senior class and principal class) and yard foremen, in the Republic of South Africa

Postal address of applicant —P O Box 31082, Braamfontein, Johannesburg, 2017

Office address of applicant —40 Ameshoff Street, Braamfontein, Johannesburg

Attention is drawn to the following requirements of sections 4 and 7 of the Act

(a) The representativeness of any trade union which objects to the application shall in terms of section 4 (4) as applied by section 7 (5) 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 aforesaid date shall be taken into consideration

(b) The procedure laid down in section 4 (2) must be followed in connection with any objection lodged

M W J LE ROUX, Industrial Registrar

(13 November 1981)

NOTICE 877 OF 1981

DEPARTMENT OF ENVIRONMENT AFFAIRS

OLIFANTS RIVER (VANRHYNSDORP) GOVERNMENT WATER SCHEME, DIVISIONS OF CLANWILLIAM, VANRHYNSDORP AND CERES, CAPE PROVINCE — SCHEDULING BOARD MEETING

It is hereby notified, in terms of section 64 of the Act, 1956 that a meeting of the Scheduling Board, in connection with the schedule of rateable areas of the Olifants River (Vanrhynsdorp) Government Water Scheme will be held in the Office of the Administration Engineer, Olifants River (Vanrhynsdorp) Government Water Scheme, Vredendal at 09h30 on Thursday, 3 December 1981

Trade union to be recognised by Putco

RDM 14/11/81

By STEVEN FRIEDMAN

THE PUTCO bus company is to sign its first full recognition agreement with a black trade union next week, according to a company statement issued yesterday.

The union is the Transport and Allied Workers Union, whose members were involved in the two strikes at Putco's Soweto depots last year which left thousands of commuters stranded and led to the opening of recognition negotiations.

It is believed that an agreement with TAWU would mean that Putco would become the first company in the country to have signed company-wide recognition agreements with two independent black unions.

Preliminary

Putco last year signed an agreement with the Transport and General Workers Union.

But this was only a preliminary agreement, setting out the relationship between the two parties, a Putco source said yesterday.

Negotiations between Putco and TAWU have been in progress for 18 months and have been in danger of breaking down on at least one occasion.

Putco claimed that TAWU had

agreed to the terms of the agreement, but had not "showed up" for the ceremony.

The union, however, claimed that it had simply told the company that it would take the agreement back to its members for ratification, but had warned that they might not accept it.

At a worker meeting they had rejected it and the union had therefore not been prepared to sign, TAWU said.

Signatures

Union spokesmen could not be contacted yesterday, but according to Putco's statement, the agreement will be signed on Tuesday by the company's managing director, Mr Albino Carleo, and TAWU's general secretary, Mr Michael Mohatla.

It added that, in terms of the agreement, TAWU would be recognised as the representative of workers at any Putco division where it could prove the support a worker majority — "50% of the work force plus one".

Fosatu's TGWU has a similar arrangement with the union — it claims majority support at Putco's Springs depot.

The union is also known to claim majority support in Soweto depots.

Deal with

union is cancelled

STAR

17/11/81

By Drew Forrest

In an unprecedented move, an important East Rand rubber company — Pigott Maskew and Company — has withdrawn recognition from a predominantly black trade union.

The Fosatu-affiliated Chemical Workers Industrial Union (CWIU) concluded a recognition agreement with the Boksburg-based General Tyre subsidiary in August this year.

It was a major breakthrough for the union, whose only other full agreement in the Transvaal was reached with Colgate Palmolive after the much publicised dispute.

The agreement with Pigott Maskew has now been cancelled following two recent strikes over wages by the company's 450 black workers.

The company's managing director, Mr Vic Pretorius, would not comment yesterday beyond

saying "the union had displayed its inability to operate in terms of the agreement."

He added, however, that a new accord could be negotiated.

Management apparently holds that by striking instead of using the negotiated disputes procedure — which lays down arbitration as the final step — the union members themselves cancelled the agreement.

However, a CWIU spokesman claimed the agreement remained in force after the strikes.

"We had every intention of using the arbitration procedure," she said. "But the strike intervened."

She said the union would follow the agreement by appointing an arbitrator to rule on both the wage issue and the dismissal of about 20 strikers.

Cape Times
Pay talks
 19/4/81 (13)
continue (15)

JOHANNESBURG — South Africa's newspaper management is considering compromise proposals put forward by the Southern African Society of Journalists on Tuesday, to break the deadlock over pay demands.

SASJ president Mr John Allen said last night journalist and management representatives had met yesterday for the second time since negotiations broke down, and the SASJ declared a dispute.

The meeting yesterday was inconclusive.

The negotiations continue today — Sapa

```

@FIN
....
Other
....
DATAF
@START
DAF @FREE
@END
....
Data Images which make a complete Run Stream
with no @FIN statement.
@RUN
@DATA,IL
DAF
DAF,DATAFILE
DATAFILE,F40
@ASG,CP
@RUN,174408,PROJFLD
  
```

EXAMPLE 13

The @RUN statement provides the RUNID, account number and the project field. The file DATAFILE is assumed to be a catalogued file residing on mass storage that is being assigned to the run with the @ASG,A statement. The assembler places the RB element into TPF\$ and the execution of the absolute element will be performed from TPF\$. The data to be read by the executing program will follow the @XQT card, but in this instance the data is being supplied from the file, DATAFILE, rather than having the actual card images immediately following the @XQT card. When the run @FIN's, both elements will be released. However, the data file will still reside on mass storage as a catalogued file.

```

@FIN
@ADD DATAFILE
@XQT
....
....
Source Language Statements
....
@ASM,IL
@ASG,A
@RUN,174408,PROJFLD
DATAFILE
  
```

EXAMPLE 12

The @COPY statement will then transfer this file from FILEA to tape. The @COPY,F is used because a data file is not in program file format and no processor procedure tables, etc., need to be transferred. The @FIN statement releases both TPF\$ and the tape file. To place the data back into mass storage, the file on tape will have to be @COPY'ed from tape to mass storage.

KENNISGEWING 894 VAN 1981

DEPARTEMENT VAN MANNEKRAG
WET OP ARBEIDSVFRHOUDINGE, 1956
AANSOEK OM VERANDERING VAN DIE REGISTRASIEBESTEK VAN 'N VAKVERENIGING

Ek, Mattheus Willem Johannes le Roux, Nywerheidsregistrator, maak ingevolge artikel 4 (2) soos toegepas by artikel 7 (5) van bogenoemde Wet hierby bekend dat 'n aansoek om die verandering van sy registrasiebestek ontvang is van die National Union of Leather Workers. Besonderhede van die aansoek word in onderstaande tabel verstrekk.

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, per adres die Departement van Mannekrag, Mannekraggebou 419, Schoemanstraat 215, Pretoria (posadres Privaatsak X117, Pretoria, 0001)

TABEL

Naam van vakvereniging — National Union of Leather Workers

Datum waarop aansoek ingedien is — 6 Oktober 1981

Belange en gebied ten opsigte waarvan aansoek gedoen word — Persone in diens in die Leer- en Aanverwante Nywerhede in die landdrostdistrikte Goodwood en Malmesbury.

“Leer- en Aanverwante Nywerhede” beteken die nywerhede waarin werkgewers en werknemers met mekaar geassosieer is in een of meer van die volgende aktiwiteite

(a) Die vervaardiging van alle soorte slompe, met inbegrip van sole, deurlopers, binnesole, hakke, hakklapies, neusveistywars en hakke wat van ander materiale as rubber of hout gemaak word.

(b) Die vervaardiging van tooms, gordels, kruisbande, tasse of houers vir kameras, instrumente, dokumente, sport uitrusting of persoonlike besittings, voetballe, handskoene, handsakke, tute, alle soorte bagasiebehoeftes, lamaste, beursies, sakke, krieketballe, hokkieballe, netballe, boksballe, bande, verpakkingsbande, seels, saalrug, inkoopse sakke of sakportefeuljies, en met inbegrip van enige artikel wat uitsluitlik of hoofsaaklik van leer gemaak word of sodanige goedere wat uitsluitlik of hoofsaaklik van materiale gemaak word wat dieselfde konstruksie- en funksionele eienskappe as leer het en 'n plaasvervanger daarvoor is by die maak van sodanige artikel.

(c) Die vervaardiging van leerwasters of -seelers, met inbegrip van gevormde of gefatsoeneerde wasters of seelers, of die vervaardiging van leerkomponente wat gebruik word by die vervaardiging van enige soort artikel hoegenaamd.

(d) Die looi en/of bewerking en/of bloting en/of ontvol en/of pekels van huide en velle.

Posadres van applikant — Posbus 3039, Noordende, 6056

Kantooradres van applikant — Mountweg 27, Port Elizabeth

Die aandag word gevestig op onderstaande vereistes van artikels 4 en 7 van die Wet

(a) Die mate waarin 'n beswaarmakende vakvereniging verteenwoordigend is, word ingevolge artikel 4 (4), soos toegepas by artikel 7 (5), 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 artikel 4 (2) moet gevolg word in verband met 'n beswaar wat ingedien word

M. W. J. LE ROUX, Nywerheidsregistrator

(20 November 1981)

NOTICE 894 OF 1981

DEPARTMENT OF MANPOWER
LABOUR RELATIONS ACT, 1956

APPLICATION FOR VARIATION OF SCOPE OF
REGISTRATION OF A TRADE UNION

I, Mattheus Willem Johannes le Roux, Industrial Registrar, do hereby, in terms of section 4 (2) as applied by section 7 (5) of the above-mentioned Act, give notice that an application for the variation of its scope of registration has been received from the National Union of Leather 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, 419 Manpower Buildings, 215 Schoeman Street, Pretoria (postal address Private Bag X117, Pretoria, 0001), within one month of the date of publication of this notice.

TABLE

Name of trade union — National Union of Leather Workers

Date on which application was lodged — 6 October 1981

Interests and area in respect of which application is made — Persons who are employed in the Leather and Allied Industries in the Magisterial Districts of Goodwood and Malmesbury

“Leather and Allied Industries” means the industries in which employers and employees are associated in any one or more of the following activities

(a) The manufacture of all types of footwear including soles, throughs, insoles, heels, lifts, toepuffs and stiffeners made from materials other than rubber or wood

(b) The manufacture of bundles, belts, braces, cases or carriers for cameras, instruments, documents, sport equipment or personal effects, footballs, gloves, handbags, harnesses, all types of luggage requisites, leggings, purses, pouches, cricket balls, hockey balls, netballs, punchballs, straps, strappings, saddles, saddlery, shopping bags or wallets, and including any article made wholly or mainly of leather or such goods made wholly or mainly of materials having the same constructional and functional qualities as leather and being a substitute therefor in the construction of such article.

(c) The manufacture of leather washers or seals, including moulded or shaped washers or seals, or the manufacture of leather components used in the manufacture of any type of article whatsoever

(d) The tanning and/or dressing and/or fellmongering and/or woolpulling and/or pickling of hides and skins

Postal address of applicant — P O Box 3039, North End, 6065

Office address of applicant — 27 Mount Road, Port Elizabeth

Attention is drawn to the following requirements of sections 4 and 7 of the Act

(a) The representativeness of any trade union which objects to the application shall in terms of section 4 (4) as applied by section 7 (5) be determined on the facts as they existed at the date on which the application was lodged. 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 section 4 (2) must be followed in connection with any objection lodged

M. W. J. LE ROUX, Industrial Registrar

(20 November 1981)

KENNISGEWING 907 VAN 1981
 DEPARTEMENT VAN MANNEKRAG
 WET OP ARBEIDSVERTHOUDINGE, 1956

AANSOEK OM VERANDERING VAN DIE REG-
 STRASIEBESTIK VAN 'N VERENIGING

Ek, Mattheus Willem Johannes le Poux, Nowerheidsre-
 gistrateur, maak ineenolge artikel 4 (2) soos toegevoeg by
 artikel 7 (5), van bo genoemde Wet, kennisleed dat 'n
 aansoek om die verandering van 'n gestrasie bestek, ont-
 vang is van die Golden Arrow Officials Staff Association.
 Besonderhede van die aansoek word in onderstaande tabel
 verstrekk

Enige geregistreeerde vakvereniging wat teen die aansoek
 beswaar maak, word versoek om te ene een maand na die
 datum van publikasie van hierdie kennisgewing sy beswaar
 skriftelik by my in te dien, p/a die Departement van Man-
 nekrag, Mannekraggebou 449, Schoemanstraat 215, Pretoria
 (posadres. Privaatsak X117, Pretoria, 0001).

TABEL

Naam van vakvereniging — Golden Arrow Officials'
 Staff Association

Datum waarop aansoek ingedien is — 3 April 1981

*Belange en gebied ten opsigte waarvan aansoek pedoen
 word* — Gekleurdes in diens as inspekteurs in die
 Padpassasiersvervoerbedryf in die landdrosdistrikte Paarl,
 Stellenbosch, Strand en Worcester

“Padpassasiersvervoerbedryf” beteken die onderneming
 waarin werkgewers en werknemers met mekaar geassosieer
 is met die doel om 'n persoon of persone teen vergoeding
 per openbare pad te vervoer deur middel van 'n voertuig
 (uitgesonderd 'n voertuig wat deur die Suid-Afrikaanse
 Vervoerdienste beheer word) wat ontwerp is vir aandrywing
 op 'n ander manier as deur middel van mense- of dierkrag
 en wat ontwerp is vir die vervoer van meer as agt persone
 met inbegrip van die bestuurder van sodanige voertuig

Posadres van applikant — Daphnesingel 28, Woodlands,
 Mitchell's Plain, Kaapprovinsie, 7764

DEPARTMENT OF MANPOWER
 LABOUR RELATIONS ACT, 1956

APPLICATION FOR VARIATION OF SCOPE OF
 REGISTRATION OF A TRADE UNION

J. Mattheus, Willem Johannes le Poux, Industrial Re-
 gistrar, do hereby in terms of section 4 (2) as amended by
 section 7 (5) of the Department of Labour Relations Act, 1956
 application for the variation of its scope of registration
 has been received from the Golden Arrow Officials Staff
 Association. Particulars of the application are indicated in
 subjoined table.

Any registered trade union which objects to the ap-
 plication is invited to lodge its objection in writing with me,
 the Department of Manpower, 449 Manpower Building,
 215 Schoeman Street, Pretoria (postal address: Privaatsak
 X117, Pretoria, 0001), within one month of the date of
 publication of this notice.

TABIE

Name of trade union — Golden Arrow Officials'
 Association

Date on which application was lodged — 3 April

*Interest and area in respect of which application
 made* — Coloured persons who are employed as inspectors
 in the Road Passenger Transport Industry in the Manpower
 Districts of Paarl, Stellenbosch, Strand and Worcester

“Road Passenger Transport Industry” means the
 taking in which employers and employees are associated
 for the purpose of transporting for reward or for any public
 purpose any person or persons by means of any vehicle (other
 than a vehicle controlled by the South African Transport Services
 Corporation) which is designed for propulsion otherwise than by human or
 animal power and designed to carry more than eight persons
 including the driver of such vehicle.

Postal address of applicant — 28 Daphne
 Woodlands, Mitchell's Plain, Cape, 7764

20/11/81

X2

Kantooradres van applikant — Daphnesingel 28, Woodlands, Mitchell's Plain, Kaapprovinsie

Die aandag word gevestig op onderstaande vereistes van artikels 4 en 7 van die Wet

(a) Die mate waarin 'n beswaarmakende vakvereniging verteenwoordigend is, word ingevolge artikel 4 (4), sonder toegepas by artikel 7 (5), bepaal volgens die feite soos hulle bestaan het op die datum van die aansoek. Ingevolge wat die lidmaatskap betref, word alleen slegs wat ingevolge artikel 1 (2) van die Wet op voormelde datum volgelede was, in aanmerking geneem

(b) Die prosedure voorgeskryf by artikel 4 (2) moet gevolg word in verband met 'n beswaer wat ingelede word
M W J LE ROUX, Nywerheidsregistrafent
(20 November 1981)

Office of applicant — 28 Daphne Crescent, Woodlands, Mitchell's Plain, Cape

Attention is drawn to the following requirements of section 4 and 7 of the Act

(a) The representativeness of any trade union which objects to the application shall in terms of section 4 (4) as amended by section 7 (5) 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 the union in terms of section 1 (2) of the Act at the aforesaid date shall be taken into consideration

(b) The procedure laid down in section 4 (2) must be followed in connection with any objection lodged

M W J LE ROUX, Industrial Registrar
(20 November 1981)

KENNISGEWING 908 VAN 1981

KENNISGEWING VAN 'N VERGADERING VAN SKULDFISERS KRAGTENS ARTIKEL 11, 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 skuldseksies te stel om hul vorderings teen die applikant te besoen en skuldinvoorstel van die Landboukredietraad te oorweeg

D W IMMELMAN, Direkteur-generaal van Landbou en Visserye

NOTICE 908 OF 1981
NOTICE OF A MEETING OF CREDITORS IN TERMS OF SECTION 22 (1) OF THE AGRICULTURAL CREDIT ACT, 1966

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 of the Agricultural Credit Board

D W IMMELMAN, Director-General of Agriculture and Fisheries

Aansoek van/Application by
Stephanus Gerhardus Kok, Postus/P O Box 233 Hendrina

Plek van /Place of meeting
Kantoor van die Landbou Office of the Minister, Hendrina

Datum en tyd /Date and time
13 Januarie/January 1982
om 10:00
(20 November 1981)

KENNISGEWING 909 VAN 1981

DOENE- EN AKSYNSTARIEFAANSOFKE — LYS 40/81

Onderstaanse aansoeke betreffende die Doene- en Akssynstarief is deur die Raad van Handel en Nywerheid ontvang. enige beswaer teen of kommentaar op hierdie vertoer moet binne ses weke na die datum van hierdie kennisgewing by die Raad van Handel en Nywerheid, Private Bag 2342, Pretoria, 0001, gerig word

Verhoging van die reg op

1. Gemengde alkielbensene, indeelbaar by tariefsubpos 38 19 87, van 10 persent *ad valorem* of R150 per 1 000 g min 75 persent *ad valorem* tot 20 persent *ad valorem* of R1 007 per 1 000 kg min 75 persent *ad valorem* [RHN-verw. T5/2/6/2/5 (B109/81)]

Applikant

Karbochem (Sasolburg), Posbus 19, Sasolburg, 9570

2. (a) Brille, indeelbaar by tariefsubpos 90 01 00, van vry van reg tot 35 persent *ad valorem* of R3,50 elk, en

(b) rame en monture, en onderdele daarvan, vir brille, indeelbaar by tariefpos 90 03, van vry van reg tot 35 persent *ad valorem* [RHN-verw. T5/2/18/2/1 (B112/81)]

Applikant

Ciskeian National Development Corporation Limited, Private Bag X463, King William's Town, 5600

3. Lugbande, -buite- en -binnebande, geskik vir gebruik in trapietse, indeelbaar by tariefsubpos 40.11 30 90, van vry van reg tot 25 persent *ad valorem* plus 3,65c per kg of 23,85c per kg tot 25 persent *ad valorem* of 270c per kg min 75 persent *ad valorem*. [RHN-verw. T5/2/7/5/1 (B106/81)]

NOTICE 909 OF 1981

CUSTOMS AND EXCISE TARIFF APPLICATIONS — LIST 40/81

The following applications concerning the Customs and Excise Tariff have been received by the Board of Trade and Industries. Any objections to or comments on these representations must be submitted to the Board of Trade and Industries, Private Bag X342, Pretoria, 0001, within six weeks of the date of this notice

Increase in the duty on

1. Mixed alkylbenzenes, classifiable under tariff sub-heading 30 19 87, from 10 per cent *ad valorem* or R150 per 1 000 kg less 75 per cent *ad valorem* to 25 per cent *ad valorem* or R1 007 per 1 000 kg less 75 per cent *ad valorem* [BTI Ref. T5/2/6/2/5 (B109/81)]

Applicant

Karbochem (Sasolburg), P O Box 19, Sasolburg, 9570

2. (a) Spectacles, classifiable under tariff sub-heading 90 04 00, from free of duty to 35 per cent *ad valorem* or R3,50 each, and

(b) frames and mountings, and parts thereof for spectacles, classifiable under tariff heading 90 03, from free of duty to 35 per cent *ad valorem* [BTI Ref. T5/2/18/2/1 (B112/81)]

Applicant

Ciskeian National Development Corporation Limited, Private Bag X463, King William's Town, 5600

3. Pneumatic tyres, tyre cases and inner tubes, suitable for use on pedal cycles, classifiable under tariff sub-heading 40 11 30 90, from 25 per cent *ad valorem* plus 3,65c per kg or 23,85c per kg to 25 per cent *ad valorem* or 270c per kg less 75 per cent *ad valorem* [BTI Ref. T5/2/7/5/1 (B106/81)]

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C. TIMES 24/11/81
SATU chapel
in wage row

THE works chapel of the South African Typographical Union at the Argus yesterday said the newspaper was facing production problems because of a wage disagreement

A spokesman for the chapter said negotiations had broken down and there was a deadlock between management and the chapel. Certain departments were refusing to work overtime and some editions of the newspaper had been late on Saturday

The Argus management yesterday said negotiations were expected to continue

KENNISGEWING 740 VAN 1981
DEPARTEMENT VAN MANNEKRAG
WET OP NYWERHEIDSVERSOENING, 1956
AANSOEK OM REGISTRASIE VAN 'N
VAKVERENIGING

Ek, Mattheus Willem Johannes le Roux, Nywerheidsregistrator, maak ingevolge artikel 4 (2) van bogenoemde Wet hierby bekend dat 'n aansoek om registrasie as 'n vakvereniging ontvang is van die Staff Association for Black Employees of the South African Railways and Harbours. Besonderhede van die aansoek word in onderstaande tabel verstrekk.

Enige geregisteerde 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, Ongevallegebou 449, Schoemanstraat 215, Pretoria (posadres Privaatsak X117, Pretoria, 0001)

TABEL

Naam van vakvereniging — Staff Association for Black Employees of the South African Railways and Harbours

Datum waarop aansoek ingedien is — 11 Augustus 1981

Belange en gebied ten opsigte waarvan aansoek gedoen word — Swartes in diens van die Suid-Afrikaanse Spoorwee en Hawens, met uitsondering van diegene wat in gegradeerde poste aangestel is en op die grondslag van identiteit van belange verteenwoordig word deur personeelverenigings wie se konstitusies ook voorsiening maak vir lidmaatskap van Gekleurde en Swart werknemers in die Republiek van Suid-Afrika

Posadres van applikant — p/a Kamer 502, Transafrika-gebou, Wolmaransstraat 21, Johannesburg, 2001

Kantooradres van applikant — p/a Kamer 502, Transafrika-gebou, Wolmaransstraat 21, 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

M W J LE ROUX, Nywerheidsregistrator
(25 September 1981)

25/9/81
NOTICE 740 OF 1981
DEPARTMENT OF MANPOWER

INDUSTRIAL CONCILIATION ACT, 1956
APPLICATION FOR REGISTRATION OF A TRADE
UNION

I, Mattheus Willem Johannes le Roux, Industrial Registrar, do hereby, in terms of section 4 (2) of the above-mentioned Act, give notice that an application for registration as a trade union has been received from the Staff Association for Black Employees of the South African Railways and Harbours. 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, at the Department of Manpower 449 Compensation House, 215 Schoeman Street, Pretoria (postal address Private Bag X117, Pretoria, 0001), within one month of the date of publication of this notice

TABLE

Name of trade union — Staff Association for Black Employees of the South African Railways and Harbours

Date on which application was lodged — 11 August 1981

Interests and area in respect of which application made — Black persons employed by the South African Railways and Harbours, excluding those appointed to graded posts and who on the basis of identity of interests are represented by staff associations whose constitutions also provide for membership of Coloured and Black employees, the Republic of South Africa

Postal address of applicant — Room 502, Transafrika Buildings, 21 Wolmarans Street, Johannesburg, 2001

Office address of applicant — Room 502, Transafrika Buildings, 21 Wolmarans 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 members are 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

M W J LE ROUX, Industrial Registrar
(25 September 1981)

STAR 27/11/81

Agreement reached on journalists' pay increases

Newspaper managements and the Southern African Society of Journalists yesterday reached agreement on salary increases.

A statement issued by the SA Newspaper Press (Editorial) Conciliation Board in Johannesburg read: "Agreement was reached on substantial salary increases for more than 1,000 journalists employed by newspapers throughout the country."

The agreement between newspaper companies owning the country's major daily and Sunday English-language newspapers and the Southern African Society of Jour-

nalists was concluded after an offer from the companies was accepted by the journalists.

"The agreement provides that the total salary bill for senior journalists, who remained with the same employer for the year, shall increase at least 25 percent in January 1982 over its January 1981 level.

"All senior journalists who have remained with the same employer for the year January 1981 to January 1982 will get across-the-board increases on a sliding scale ranging from 18 to 22 percent. The balance of the 25 percent

increase will be awarded at the discretion of editors.

"The board also agreed on increases for journalists in their first years of service. Next year matriculants' starting salaries will rise to R400 and graduates' starting salaries to R600 a month. After four years' service a journalist who began with matric will earn at least R800 a month.

"The work-to-rule action initiated by journalists on seven newspapers is now at an end. The last newspapers still on a work-to-rule suspended the action yesterday" — Sapa.

Union signs
S/11/11 4/12/81
recognition
agreement

Labour Reporter

The Cusa-affiliated Transport and Allied Workers Union this week signed a preliminary recognition agreement with Greyhound Bus Lines

The agreement covers the union's membership on the West Rand, according to Tawu's general secretary, Mr Mike Mohatla

The preliminary agreement sets out the intent of both parties to enter into a main recognition agreement in the future

Mr Mohatla said Tawu was satisfied with the agreement

Five guilty in aftermath of ^{STAR} 4/12/81 Dorbyl unrest ⁽¹⁵¹⁾

Labour Reporter

Five workers were yesterday found guilty on charges of public violence at the Uitenhage Magistrate's Court in connection with unrest at the Dorbyl Components firm earlier this year

Three were fined R400 each with suspended sentences, one man was fined R60 and the other received a two-year jail sentence with only one year suspended

Charges against nine other workers were withdrawn

The general secretary of the Fosatu-affiliated National Union of Motor Assembly and Rubber Workers, Mr Fred Sauls said the union would review the judgment before they look a decision on whether to lodge an appeal

The charges detailed incidents of intimidation, assault and stone-throwing at buses earlier this year

The Dorbyl dispute in Uitenhage arose over the issue of union recognition and saw large numbers of workers being dismissed

The case against five other Dorbyl workers was postponed late last month until next week. They are also appearing on similar charges

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KENNISGEWING 947 VAN 1981

KENNISGEWING VAN 'N VERGADERING VAN SKULDEISERS KRAGTENS ARTIKEL 22 (1) VAN DIE WET OP LANDBOU KREDIET, 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.

D W IMMELMAN, Direkteur-generaal van Landbou en Visserye.

Aansoek van/Application by
Johannes Josephus Pieterse, Posbus/P O Box
58 Boons

Plek van byeenkomst/Place of meeting
Kantoor van die Landdrost/Office of the Magistrate,
Rustenburg

Datum en tyd/Date and time
18 Januarie/January 1982 om/at 10h00

(4 Desember 1981)/(4 December 1981)

NOTICE 947 OF 1981

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

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.

D W IMMELMAN, Director-General of Agriculture and Fisheries

KENNISGEWING 948 VAN 1981

DEPARTEMENT VAN MANNEKRAG
WET OP ARBEIDSWERHOUDINGE, 1956

AANSOEK OM VERANDERING VAN DIE REGISTRASIEBESTEK VAN 'N VAKVERENIGING

Ek, Mattheus Willem Johannes le Roux, Nywerheidsregistrateur, maak ingevolge artikel 4 (2), soos toegepas by artikel 7 (5), van bogenoemde Wet hierby bekend dat 'n aansoek om die verandering van sy registrasiebestek ontvang is van die Mine Surface Officials Association of South Africa. Besonderhede van die aansoek word in onderstaande tabel verstrekk.

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 Mannekraggebou 449, Schoemanstraat 215, Pretoria (posadres: Privaatsak X117, Pretoria, 0001).

TABEL

Naam van vakvereniging — Mine Surface Officials Association of South Africa

Datum waarop aansoek ingedien is — 15 September 1981.

Belange en gebied ten opsigte waarvan aansoek gedoen word — Persone wat in diens is in die mynbedryf, wat maandeliks salaris ontvang en deur hulle werkgewers erken word as bogrondse amptenare in die klerklike, metallurgiese, ingenieurs-, hospitaal- en algemene administratiewe personeel, insluitende die mynhoofkantoorpersoneel, in die Republiek van Suid-Afrika.

Belange en gebied ten opsigte waarvan registrasie gehou word — Blankes in diens as bogrondse mynamptenare in die Mynnywerheid, d.i. lede van die klerklike, metallurgiese, ingenieurs-, en algemene administratiewe personeel van enige myn (insluitende hoofkantoorpersoneel) wat bogrondse werk, wat maandeliks besoldig word en wat geen besoldiging ontvang ten opsigte van oortyd in die provinsie Transvaal (insluitende daardie gedeeltes van die landdrostdistrikte Kliprivier, Vryheid (insluitende daardie gedeeltes van die landdrostdistrik Mahlabatini wat voor die publikasie van Goewermentskennisgewing 2158 van 23 November 1956, in die landdrostdistrik Vryheid geval het), Utrecht, Heilbron (insluitende daardie gedeelte van die landdrostdistrik Sasolburg wat voor die publikasie van

NOTICE 948 OF 1981

DEPARTMENT OF MANPOWER
LABOUR RELATIONS ACT, 1956

APPLICATION FOR VARIATION OF SCOPE OF REGISTRATION OF A TRADE UNION

I, Mattheus Willem Johannes le Roux, Industrial Registrar, do hereby, in terms of section 4 (2) as applied by section 7 (5) of the above-mentioned Act, give notice that an application for the variation of its scope of registration has been received from the Mine Surface Officials Association of South Africa. 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, 449 Manpower Buildings, 215 Schoeman Street, Pretoria (postal address: Private Bag X117, Pretoria, 0001), within one month of the date of publication of this notice.

TABEL

Name of trade union — Mine Surface Officials Association of South Africa

Date on which application was lodged — 15 September 1981

Interests and area in respect of which application is made — Persons employed in the mining industry, who are in receipt of monthly salaries and who recognised by their employers as surface officials in the clerical, metallurgical, engineering, hospital and general administrative staff, including mine head office staff, in the Republic of South Africa.

Interests and area in respect of which registration is held — White persons employed as mine surface officials in the Mining Industry, i.e. members of the clerical, metallurgical, engineering and general administrative staffs of any mine (including head office staffs) who work on the surface, who are in receipt of monthly salaries and who receive no extra remuneration on account of overtime in the Province of Transvaal and the Magisterial District of Klip River, Vryheid (including those portions of the Magisterial District of Mahlabatini which prior to the publication of Government Notice 2158 of 23 November 1956, fell within the Magisterial District of Vryheid), Utrecht, Dundee, Heilbron (including that portion of the Magisterial District of Sasolburg which prior to the publication of Government

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W. J. M. le Roux

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Goewermentskennisgewing 305 van 1 Maart 1957 in die landdrostdistrik Heilbron geval het), Odendaalsrus (insluitende daardie gedeeltes van die landdrostdistrikte Wesselsbron en Welkom wat voor die publikasie van Goewermentskennisgewings 509 en 510 van 19 Maart 1954 in die landdrostdistrik Odendaalsrus geval het, Hoopstad (insluitende daardie gedeeltes van die landdrostdistrikte Bultfontein en Wesselsbron wat voor die publikasie van Goewermentskennisgewings 2787 van 30 Desember 1949 en 509 en 517 van 19 Maart 1954 in die landdrostdistrik Hoopstad geval het) en Ventersburg (insluitende daardie gedeeltes van die landdrostdistrikte Odendaalsrus en Welkom wat voor die publikasie van Goewermentskennisgewings 2786 van 30 Desember 1949 en 510 van 19 Maart 1954 in die landdrostdistrik Ventersburg geval het).

Posadres van applikant — Posbus 6859, Johannesburg, 2000

Kantooradres van applikant — MSOA-gebou, Biccarastraat 41, Braamfontein.

Die aandag word gevestig op onderstaande vereistes van artikel 4 en 7 van die Wet

(a) Die mate waarin 'n beswaarmakende vakvereniging verteenwoordigend is, word ingevolge artikel 4 (4), soos toegepas by artikel 7 (5), 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 artikel 4 (2) moet gevolg word in verband met 'n beswaar wat ingedien word

M. W. J. LE ROUX, Nywerheidsregistrateur.

(4 Desember 1981)

Notice 305 of 1 March 1957, fell within the Magisterial District of Heilbron), Odendaalsrus (including those portions of the Magisterial Districts of Wesselsbron and Welkom which prior to the publication of Government Notices 509 and 510 of 19 March 1954, fell within the Magisterial District of Odendaalsrus), Hoopstad (including those portions of the Magisterial Districts of Bultfontein and Wesselsbron which prior to the publication of Government Notices 2787 of 30 December 1949, and 509 and 517 of 19 March 1954, fell within the Magisterial District of Hoopstad) and Ventersburg (including those portions of the Magisterial Districts of Odendaalsrus and Welkom which prior to the publication of Government Notices 2786 of 30 December 1949, and 510 of 19 March 1954, fell within the Magisterial District of Ventersburg)

Postal address of applicant — P O Box 6849, Johannesburg, 2000

Office address of applicant — MSOA-buildings, 41 Biccara Street, Braamfontein

Attention is drawn to the following requirements of section 4 and 7 of the Act

(a) The representativeness of any trade union which objects to the application shall in terms of section 4 (4) as applied by section 7 (5) 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 section 4 (2) must followed in connection with any objection lodged

M. W. J. LE ROUX, Industrial Registrar

(4 December 1981)

KENNISGEWING 919 S. 111 P. 11
DEPARTEMENT VAN MANNEKRAG
WET OP ARBEIDSVERHOUDINGE, 1956

AANSOEK OM VERANDERING VAN DIE REGI-
STRASIEBESTEK VAN 'N VAKVERENIGING

Ek, Mattheus Willem Johannes le Roux, Nwerkerheids-
registrator, maak ingevolge artikel 4 (2), soos toegepas by
artikel 7 (5), van bopenoemde Wet, hierby bekend dat 'n
aansoek om die verandering van sy registrasiebestek ont-
vang is van die African Transport Workers Union. Beson-
derhede van die aansoek word in onderstaande tabel ver-
strek

Enige geregistreeerde 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 Man-
nekrag, Mannekraggebou 449, Schoemanstraat 215, Preto-
ria (posadres Privaatsak X117, Pretoria, 0001)

TABEL

Naam van vakvereniging — African Transport Workers
Union

Datum waarop aansoek ingedien is — 3 November 1981

*Belange en gebied ten opsigte waarvan aansoek gedoen
word* — Swartes in diens in die Stuwadoorsbedryf as alge-
mene werkers en as bedieners van mobiele hystoestelle in
die landdrostdistrik Oos-Londen

“Stuwadoorsbedryf” beteken die bedryf waarin—

(a) werkgewers en werknemers met mekaar geasso-
sieer is met die doel om skepe te laai of af te laai of te laai
en af te laai en omvat alle werksaamhede wat in verband
staan met of voortspruit uit enige van voornoemde
bedrywighede, afgesien daarvan of sodanige werksaam-
hede op 'n skip of aan wal verrig word,

DEPARTEMENT VAN MANNEKRAG
LABOUR RELATIONS ACT, 1956

APPLICATION FOR VARIATION OF SCOPE OF
REGISTRATION OF TRADE UNION

I, Mattheus Willem Johannes le Roux, Industrial Regis-
trar, do hereby, in terms of section 4 (2) as applied by
section 7 (5) of the above-mentioned Act, give notice that
an application for the variation of its scope of registration
has been received from the African Transport Workers
Union. Particulars of the application are reflected in the
subjoined table

Any registered trade union which objects to the applica-
tion is invited to lodge its objection in writing with me, c/o
the Department of Manpower, 449 Manpower Buildings,
215 Schoeman Street, Pretoria (postal address Private Bag
X117, Pretoria, 0001), within one month of the date of
publication of this notice

TABLE

Name of trade union — African Transport Workers
Union

Date on which application was lodged. — 3 November
1981

*Interests and area in respect of which application is
made.* — Black persons employed in the Stevedoring Trade
as general workers and mobile hoist operators in the
Magisterial District of East London

“Stevedoring Trade” means the trade in which—

(a) employers and employees are associated for the
purpose of loading or unloading or loading and unloading,
ships and includes all operations incidental to or conse-
quent on any of the aforesaid activities, whether such
operations are performed on a ship or on shore,

(2)

(b) werkgewers met hulle werknemers geassosieer is met die doel om uit hulle genoemde werknemers sodanige arbeid te verskaf as wat benodig word deur werkgewers in (a) hiervan bedoel of deur enige ander persone vir enige bedrywigheid of werksaamhede in (a) hiervan genoem,

en vir die doeleindes van hierdie omskrywing omvat die uitdrukking "laai" ook die stuw of herstuw van vrag

Posadres van applikant — Posbus 19, Johannesburg, 2000

Kantooradres van applikant — Sesde Verlieping, Cape York House, Jeppestraat 252, Johannesburg

Die aandag word gevestig op onderstaande vereiste van artikels 4 en 7 van die Wet

(a) Die mate waarin 'n beswaarmakende vakvereniging verteenwoordigend is, word ingevolge artikel 4 (4), soos toegepas by artikel 7 (5), 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 artikel 4 (2) moet gevolg word in verband met 'n beswaar wat ingedien word

M. W. J. LE ROUX, Nywerheidsregistrator

(4 Desember 1981)

(b) employers are associated with their employees for the purpose of supplying from among their said employees such labour as may be required by employers referred to in (a) hereof or by any other persons for any activity or operations mentioned in (a) hereof,

and for the purpose of this definition the expression "loading" includes the stowing or restowing of cargo

Postal address of applicant — P O Box 19, Johannesburg, 2000

Office address of applicant — Sixth Floor, Cape York House, 252 Jeppe Street, Johannesburg

Attention is drawn to the following requirements of sections 4 and 7 of the Act

(a) The representativeness of any trade union which objects to the application shall in terms of section 4 (4) as applied by section 7 (5) 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 section 4 (2) must be followed in connection with any objection lodged

M. W. J. LE ROUX, Industrial Registrar

(4 December 1981)

BOTHALIA

Bothalia is 'n medium vir die publikasie van plantkundige artikels oor die flora en plantegroei van Suidelike Afrika. Een of twee dele van die tydskrif word jaarliks gepubliseer.

Die volgende dele is beskikbaar:

Vol. 3 Deel 1 uit driek	Vol. 8 Deel 1 1962 R3
2 1937 75c	2 1964 R3
3 1938 75c	3 1965 R3
4 1939 75c	4 1965 R3

Vol. 4 Deel 1 1941 75c	Supplement
2 1942 75c	
3 1948 75c	Vol. 9 Deel 1 1966 R3
4 1948 75c	2 1967 R3
	3 en 4
	1969 R6

Vol. 5 1950 R3	
----------------	--

Vol. 6 Deel 1 1951 R1,50	Vol. 10 Deel 1 1969 R3
2 1954 R2,50	2 1971 R3
3 1956 R2	3 1971 R3
4 1957 R2	4 1972 R3

Vol. 7 Deel 1 1958 R2	Vol. 11 Deel 1 en 2
2 1960 R3	1973 R6
3 1961 R3	3 1974 R3
4 1962 R3	4 1975 R3

Vol. 12 Deel 1 1976 R5
2 1977 R5
3 1978 R7,50

Verkrygbaar van die Direkteur, Afdeling Landbou-ontwikkeling, Privaatsak X144, Pretoria

Verkoopbelasting moet by alle binne-landse bestellings ingesluit word

BOTHALIA

Bothalia is a medium for the publication of botanical papers dealing with the flora and vegetation of Southern Africa. One or two parts of the journal are published annually.

The following parts are available:

Vol. 3 Part 1 out of print	Vol. 8 Part 1 1962 R3
2 1937 75c	2 1964 R3
3 1938 75c	3 1965 R3
4 1939 75c	4 1965 R3

Vol. 4 Part 1 1941 75c	Supplement
2 1942 75c	
3 1948 75c	Vol. 9 Part 1 1966 R3
4 1948 75c	2 1967 R3
	3 and 4
	1969 R6

Vol. 5 1950 R3	
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Vol. 6 Part 1 1951 R1,50	Vol. 10 Part 1 1969 R3
2 1954 R2,50	2 1971 R3
3 1956 R2	3 1971 R3
4 1957 R2	4 1972 R3

Vol. 7 Part 1 1958 R2	Vol. 11 Part 1 and 2
2 1960 R3	1973 R6
3 1961 R3	3 1974 R3
4 1962 R3	4 1975 R3

Vol. 12 Part 1 1976 R5
2 1977 R5
3 1978 R7,50

Obtainable from the Director, Division of Agricultural Information, Private Bag X144, Pretoria

Sales tax must accompany all inland orders.

Food factory workers down tools

Shop steward recognition negotiations break down

Mercury Reporter

THE entire labour force of Zululand Food Producers (Pty) Ltd in Richards Bay refused to return to work yesterday after management had refused to rehire shop stewards

About 370 workers downed tools on Friday when negotiations with management over recognition of worker representatives and wage demands broke down

The vice-president of the Sweet, Food and Allied Workers' Union (SFAWU), Mr Thomas Mkhwanazi, said the union, a Fosatu affiliate, had been negotiating for recognition for some time

He said 'We presented a recognition agreement to management but so far they have refused to speak to the union

'The workers have rejected the liaison committee and have instead elected their own shop stewards to represent them

'Last week the shop stewards approached management, on behalf of the workers, and demanded their wages be increased from a minimum of 22 c an hour to R1 an hour

'Management said they could not pay what they had demanded. They also said they did not recognise the shop stewards as being representative of the workers

'While the shop stewards were reporting back to workers, an engineer of the firm, carrying a gun, dispersed the workers,' said Mr Mkhwanazi

'The manager then told workers that if they did not want to go back to work, they must get off his premises'

Management yesterday offered to rehire 360 of the workers but refused to rehire the shop stewards. The workers decided not to return to work

The general manager of Zululand Food Producers, Mr D C Legge, said a SFAWU recognition agreement had been submitted to

the company's legal advisers as part of an investigation requested by the board of directors

He confirmed that management had been approached by shop stewards of the 'as-yet-unrecognised union'

'They were advised that the company was not in a position to meet their wage demands

'The greater majority of workers refused to return to work after their lunch break on Friday and workers were warned that if they did not return they would automatically dismiss themselves'

He said the company had offered re-employment to 360 of a total workforce of 369

Mr Mkhwanazi said late yesterday that the union had received a letter from the company requesting that 'the labour force be available for re-employment opportunities'

It said 'Strike action has serious consequences for this company, the labour force and the general well being of the area'

N. MERCURY

8/12/81

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Crucial Industrial Court case

STAK
9/12/81
151
TE

By Drew Forrest

The dispute at Litemaster Products in Weddville, where 22 black workers were dismissed last month, has been referred to the Industrial Court.

Labour sources say the case could have far-reaching implications for South African workers.

The applicants, the Metal and Allied Workers' Union and the 22 dismissed Litemaster workers, recently referred the dispute to the metal industries' industrial council. Settlement was not reached and the matter was passed on to court yesterday.

The applicants have made wide-ranging allegations of unfair labour practices at the firm. These included:

• Dismissal of the workers during wage talks to thwart the negotiating process.

• The refusal to negotiate with a union which

was representative and with which the company had previously agreed to negotiate.

• The imposition of a code of employment practice which deprived workers of common law rights.

It was also argued that the company failed to comply with its employment code in dismissing the workers.

The company has argued that the workers were fired after repeated warnings and for very specific reasons.

If the case reaches the Industrial Court, labour sources say it could become a crucial test of whether employers are bound by their own industrial relations procedures.

It may also establish as an unfair labour practice any unilateral change in employment conditions which prejudices existing worker rights.

Sources say it may decide whether widely held notions of unfair dismissal fall within the South African definition of "unfair labour practice."

Richards Bay ^{N. MERWAT} 10/12/81 workers hold to demands

Mercury Reporter

WORKERS from Zululand Food Producers in Richards Bay yesterday still refused to return to work, demanding that management reinstate the shop stewards

The 370 workers downed tools on Friday last week when management refused to accede to a minimum wage demand of R1 an hour made to them on behalf of the workers by the shop stewards

When workers returned to the company on Monday, management offered to re-employ all but the shop stewards

Yesterday, the fourth day of work stoppage, the workers still were adamant that although they were willing to return to work, they would not do so until management agreed to re-employ the shop stewards as well

Agreed

Yesterday Mrs Maggie Magubane, the general secretary of the Sweet, Food and Allied Workers' Union based in Springs, flew to Richards Bay in an attempt to negotiate with management

She told the Mercury that she had spoken to the general manager, Mr D C Legge, the day before and he had agreed to meet her but yesterday she was told management was not prepared to meet the union

'He told me that he had as yet been unable to discuss the matter with the directors of the company

'They are insisting that the shop stewards, instead of being representatives of the workers, are agitators' she said

Mrs Magabane said the union had been informed in a letter from management that 'the gates of the factory would be open to the workers until Monday, December 14, at 4 p m'

She said she had been informed that management was not prepared to negotiate with the union because it was not recognised

Dismissals top list in findings

By Tony Davis,
Labour Reporter

Dismissals rather than wage issues are increasingly becoming a major factor in labour unrest in the metal industry on the East Rand

This was one of the findings made in a study of disputes on the East Rand involving the Fosa-tu-affiliated Metal and Allied Workers' Union

The study was made by two University of the Witwatersrand academics, Mr Eddie Webster and Mr Ari Sitas, on a Ford Foundation grant

There were 23 disputes on the East Rand involving Mawu between July and November this year, with 11 of these in the Wadeville area alone

The 23 disputes involved 10 772 black workers — about 11 percent of the black engineering industry work force on the East Rand, the study shows

Unlike the large number of wage disputes in

East Rand probe

STAR 10/12/81 (151)

looks at power

of metal workers

the past, half of these disputes involved worker dismissals and another six involved worker demands for the dismissals of other staff

Workers' rejection of arbitrary controls exercised by managements was the central demand in most of the disputes, according to the study

Most of the stoppages were brief, ranging from an hour to a week and

Mawu won half of the disputes with managements agreeing to their demands

Dismissed workers were reinstated or other personnel were dismissed at Mawu's request in 12 of the disputes

Mr Webster and Mr Sitas describe the use of 'demonstration stoppages' by workers which appear to be highly effective in hastening disputes

towards acceptable outcomes for the unions and workers

"This mechanism of the speedy resolution of conflict on the shop floor is of a particular importance in South Africa where cumbersome statutory provisions still deny any meaningful resolution of conflict" the report says

One facet of the disputes was that workers

also called for the dismissal of staff whom they thought had been brought by management

In one dispute this involved worker demands for the dismissal of a union shop steward

The study appears to reject any notion of a "conspiracy" approach to East Rand metal industry disputes

Although Mawu was involved in all of the cases, the union was often brought into the dispute after it was already underway — an indication of the growing militancy of workers on the shop floor

Six of the 23 disputes did involve wage demands and these demands also reflected the workers' desire for the right to determine the manner in which the wages were negotiated, the study found

Mawu had grown steadily on the Reef since it started organising in 1975, but had recently shown rapid growth from the end of 1980 when its membership stood at 12 000 to date where it stands at more than 23 000

Workers had turned to the union and rejected works and liaison committees

Unionists often organised themselves at the hostels where many of the workers lived and were able to increase membership, the study shows

The study concludes that the demonstration stoppages proved successful in drawing attention to grievances and workers were then willing to return to work while negotiations with the union were held

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Children help out at strike factory

By Drew Forrest

The giant Geneva-based International Union of Food and Allied Workers' Associations (IUF) has intervened in the dispute at Zululand Food Producers where close to 400 workers were dismissed after striking last week.

The IUF, which has about 60 union affiliates with two-million members worldwide has appealed to the company's Richards Bay management to reinstate all the workers and talk to their union officials

A similar telex plea has been sent to the company by the Federation of SA Trade Unions (Fosatu), one of whose affiliates, the Sweet, Food and Allied Workers Union, is involved in the dispute

DEMANDS

But the company's general manager, Mr D C Legge, was adamant yesterday management would not deal with officials or shop stewards of the union before it was formally recognised

'We reserve our right to reemploy the workers of our choice,' he added

Workers struck and were dismissed last Friday after the company had turned down demands for a R1 minimum hourly wage. They walked out again after the weekend when management offered to rehne all but eight colleagues, allegedly shop stewards

The offer of selective re-employment expires on Monday at 4 pm.

Mr Legge would not say how production had been affected by the strike. However, he revealed that a number of white school-children were helping out at the factory

East Rand metal industry Sponsored by the Ford Foundation, Eddie Webster and Ari Sitas of the University of the Witwatersrand's Department of Sociology have analysed 24 work stoppages in which the Metal and Allied Workers' Union (Mawu) was involved

An affiliate of the Federation of SA Trade Unions (Fosatu) Mawu began organising on the Reef in 1975 but its membership has grown significantly only in the past year -- from 12 000 members at the end of 1980 to 23 000 now. It has members in 61 factories, has won referendums in six of these and has negotiated successful agreements in three.

All 24 stoppages were of short duration -- lasting on average for one and three-quarter days. They have been classified by the researchers as "demonstration stoppages" rather than genuine trials of strength. One took place in May last year and 23 between July and November this year.

In contrast to a National Development and Management Foundation (NDMF) study which reported that most strikes this year were triggered by wage demands, Webster and Sitas have found that the rejection of arbitrary control by management was the central demand in most of the stoppages they studied. In 12 of the stoppages the demand for the reinstatement of dismissed workers was made. In a further six stoppages workers demanded the removal of managerial employees they believed were exercising control in an arbitrary fashion, or where they believed worker representatives had been 'hought' by management.

Six of the stoppages involved wage demands. Although average black earnings in the metal industry are above the household subsistence level (HSL), Webster and Sitas provide evidence that earnings have not in fact been catching up with the rapid rise in the cost of living.

LABOUR MATTERS

Showing strength

F. M. 11/12/81
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Valuable insights into industrial conflict involving emerging black unionism are revealed by a study of work stoppages in the



Wits' Webster sharp focus on the East Rand

It is significant that all the stoppages over wage increases followed the announcement in June of the new wages in the industrial council agreement. Webster and Sitas say that although wage demands met with only

living wage has become a widely discussed topic. All stoppages over wages brought forward a demand of either R2 an hour or 50c-60c increases an hour, which Fosatu has been publicising for nearly a year.

About 60% of workers involved in these disputes are migrants and another 19% are women from adjacent townships. Both groups are among the lowest paid in the metal industry. In addition, the concept of a

qualified success, they do reflect more than just a desire for an increase. Mawu members want to determine the way in which wages are negotiated. They reject the industrial council, favouring plant bargaining instead, and feel excluded from the present wage negotiation process.

There is, however, a changing employer response to trade unions. The growing strength of Mawu on the shopfloor and the legitimacy given to trade unions by state recognition has led to some managements shifting from a strategy of pre-emption to that of negotiation. In 12 of the stoppages the demands made by workers were fully met and in another four cases they were partially met. In eight of the stoppages demands were rejected and workers were dismissed and selectively rehired. However, the absence of direct police intervention is significant. Workers were prosecuted in only two cases.

Imitation effect

Mawu's remarkable growth over the past year is attributed to less hostile state and management attitudes and the union's strength in the factories. In addition, union leaders report an imitation effect in the industrial area where successful stoppages occur. Stoppages initiated by the Colgate dispute in June spread across an area of two km and this imitation was aided by the creation of shop steward councils with members from different factories. Union leaders also point to the ease of organising workers living in hostels.

An important finding is that none of the stoppages studied was initiated by union officials. They resulted from grievances expressed by shopfloor workers and articulated by shop stewards. Only after the stoppages occurred were the union officials called in to mediate.

Since the primary purpose of the demonstration stoppage is to call attention to the urgency of workers' feelings of grievance, workers are usually willing to return to work to permit negotiations to take place, even before concrete concessions have been granted. In most cases studied these demands were successfully met and the union strategy of negotiation was vindicated.

However, in one case the government banned meetings. This prevented union leaders from reporting back on negotiations, thus rupturing the process of accountability in the union. Webster and Sitas point out that in cases such as these union leaders are caught between the growing militancy of rank and file workers and management and state hostility to negotiating with the unions.

The researchers conclude that there is considerable evidence that "demonstration stoppages" regularly prove to be highly effective in speeding negotiations towards an acceptable outcome. This mechanism is of particular importance in SA where cumbersome statutory provisions still hinder meaningful resolution of conflict.

(x2)

2. Terwyl die oefeninge aan die gang is, sal dit gevaarlik wees om die gebied, in die Bylae omskryf, en die perimeter tot 1 500 m onmiddellik daarbo binne te gaan.

3. Almal word gewaarsku om nie aan onontploffte ammunisie te raak nie. As iemand sulke ammunisie raak, moet die militêre owerhede of die SAP daarvan verwittig word.

4. Skietbaan voorrade moet nie deur ongemagtigde persone aangeraak word nie of van die gebied verduur word nie.

5. Enige persoon wat oortolk nie die voorskrifte van kennisgewings of die tereus of bevele van die Bevelvoerder of lede van die veiligheidspatrollies gehoort aan nie, of verontagsaam, kan vervolgd word. Sodanige verontagsaming sal nie slegs tot vervolging lei nie, maar kan ook leuens en eiendom in ernstige gevaar stel.

6. Die Bevelvoerder, Kommandement Westelike Provinsie, is kragtens die regulasies, as Kommando-offisier aangestel en eise moet binne 30 dae na die datum van die skietoefening by sy kantoor by Posbus 1, Kaapstad, ingedien word.

BYLAE

Die Simon van der Stel-skietbaan gevaarstreek is 'n gebied wat deur denkbeeldige lyne omring word en wat by die volgende punte aansluit:

- Breedtegraad 33°57'18" suid
- Lengtegraad 18°38'12" oos
- Breedtegraad 33°57'20" suid
- Lengtegraad 18°37'52" oos
- Breedtegraad 33°58'22" suid
- Lengtegraad 18°38'00" oos
- Breedtegraad 33°59'08" suid
- Lengtegraad 18°38'49" oos
- Breedtegraad 33°58'15" suid
- Lengtegraad 18°38'43" oos

(11 Desember 1981)

2. While exercises are in progress it will be dangerous to enter the area prescribed in the Annexure hereto, and the airspace of up to 1 500 m immediately above the area.

3. All persons are warned against handling unexploded ammunition. On the discovery of such, the military authorities or SAP should be advised thereof.

4. Any person who wilfully disobeys or disregards the directions of notices, or any signals or orders by the Officer in Command or by members of safety patrols, may be prosecuted. Such disregard will not only lead to prosecution but is likely seriously endanger life and property.

5. Range stores may not be tampered with nor removed from the area by any unauthorised person.

6. The Officer Commanding, Western Province Command, is appointed Compensation Officer in terms of the regulations and any claims made are to be lodged at his office at P.O. Box 1, Cape Town, within 30 days from the date of the exercises.

SCHEDULE

The Simon van der Stel Range Zone is the area bounded by imaginary lines joining the following points:

- Latitude 33°57'18" south
- Longitude 18°38'12" east
- Latitude 33°57'20" south
- Longitude 18°37'52" east
- Latitude 33°58'22" south
- Longitude 18°38'00" east
- Latitude 33°59'08" south
- Longitude 18°38'49" east
- Latitude 33°58'15" south
- Longitude 18°38'43" east

(11 December 1981)

KENNISGEWING 965 VAN 1981

DEPARTEMENT VAN MANNKRAAG

WET OP ARBEIDSVERHOUDINGE, 1956

AANSOEK OM VERANDERING VAN DIE REGISTRASIEBESTEK VAN 'N VAKVERENIGING

Ek, Mattheus Willem Johannes le Roux, Nywerheids-registrateur, maak ingevolge artikel 4 (2) toegepas by artikel 7 (5) van bogenoemde Wet, hierby bekend dat 'n aansoek om die verandering van sy registrasiebestek ontvang is van die National Union of Wine, Spirits and Allied Workers. Besonderhede van die aansoek word in onderstaande tabel versiek.

Enige geregistreerde vakvereniging wat teen die aansoek beswaar maak, word versoek om hulle eersinnig na die datum van publikasie van hierdie kennisgewing skriftelik by my in te dien, n/a die Departement van Mannekrag, Mannekragbou 449, Schoemanstraat 215, Pretoria (posadres: Privaatsak X117, Pretoria, 0001).

TABEL

Naam van vakvereniging—National Union of Wine, Spirits and Allied Workers.

Datum waarop aansoek ingedien is—23 Oktober 1981

Belange en gebied ten opsigte waarvan aansoek gedoen word—Persone in diens in die Wyn- en Spiritbedryfswêreld in die landdrostdistrikte Bloemfontein, Die Kuan, Douglas, Durban, George, Germiston, King William's Town, Klerksdorp, Kimberley, Umtlolozi, Oos-Londen, Oos-Kaap, Port Elizabeth, Port Shepstone, Pietermaritzburg, Pinetown, Port Elizabeth, Pretoria, Rolleston, Stellenbosch, Tulbagh, Virginia, Wellington en Worcester.

NOTICE 965 OF 1981

**DEPARTMENT OF MANPOWER
LABOUR RELATIONS ACT, 1956**

APPLICATION FOR VARIATION OF SCOPE OF REGISTRATION OF A TRADE UNION

I, Mattheus Willem Johannes le Roux, Industrial Registrar, do hereby, in terms of section 4 (2) as applied by section 7 (5) of the above-mentioned Act, give notice that an application for the variation of its scope of registration has been received from the National Union of Wine, Spirits and Allied Workers. Particulars of the application are indicated 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, 449 Manpower Buildings, 115 Schoeman Street, Pretoria (postal address: Privaatsak X117, Pretoria, 0001), within one month of the date of publication of this notice.

TABLE

Name of trade union—National Union of Wine, Spirits and Allied Workers.

Date on which application was lodged—23 October 1981

Interests and area in respect of which application is made—Persons employed in the Wine and Spirits Manufacturing Industry in the Magisterial Districts of Bloemfontein, Douglas, Durban, East London, George, Germiston, King William's Town, Klerksdorp, Kimberley, Umtlolozi, Oos-Londen, Oos-Kaap, Port Elizabeth, Port Shepstone, Pietermaritzburg, Pinetown, Port Elizabeth, Pretoria, Rolleston, Stellenbosch, The Cape, Tulbagh, Virginia, Wellington and Worcester.

11/12/81
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Food firm ^{12/12/81} ~~firm~~ ~~(KOA)~~ dispute ~~(S)~~ ~~(K)~~ ~~(S)~~ goes on

Mercury Reporter

ZULULAND Food Producers at Richards Bay had discussions with union officials as their employees yesterday refused to work for the fifth day in succession.

The plant's 270 workers downed tools last Friday in a bid to have their shop stewards recognised and to have their wages increased to R1 an hour.

The only comment the company would make was to say that they 'had discussions with union officials and their views would be discussed at a meeting of directors of the company to be held early next week'.

Rejected

Mr J Naidoo, a Federation of South African Trade Unions' organiser to which the striking workers' Sweet, Food and Allied Workers' Union is affiliated, said that management had rejected three demands made by the workers at the meeting yesterday.

These demands were that all workers should be allowed to return to work, that shop stewards should be recognised and that a date should be set for discussions of the minimum wage issue, which is presently 22 c an hour.

Re-employment

Mr Naidoo said management's position had not changed, and they still wanted to re-employ workers selectively.

On Tuesday it was reported that management said they were willing to re-employ all the workers excluding the shop stewards. Workers would not accept this, and the strike continued.

Mr Naidoo said the factory was at a standstill, and members of the community were supporting the workers by not applying for the vacant jobs.

A meeting of union officials and community leaders had been organised at the Ngwelezane township for Sunday, he said.

By Tony Davis
Labour Reporter

Employers will have to live with the fact that there will be parallel negotiations with trade unions at both industry level and shopfloor level

This was the view of Barlow Rand's executive director of industrial relations, Mr Remald Hofmevr, at a recent Anglo American conference on industrial relations held in Johannesburg

Mr Hofmevr said the ideal situation for negotiations was for employer bodies, employee representatives and registered non-racial unions to meet at industry or national level and to hold supplementary negotiations on domestic issues at plant level through works councils

However the ideal was not always possible as many of the strongest and fastest growing unions rejected registration and truly non-racial unions had made little impact to date he said

Unions also rejected the present industrial council system, the proposed works councils had not been fully detailed, and there existed the possibility that the councils could suffer the same fate as works and liaison committees

Barlow Rand, the country's largest industrial

employer body, had issued labour relations guidelines to member-companies on subjects such as worker-freedom of choice and association managers neutral positions towards different unions, and recognition agreements with unions which had sufficient representative support among workers

Barlow Rand would recognise a trade union which was sufficiently representative regardless of whether it was registered or unregistered

This stand had been criticised by other employers, Mr Hofmevr said but Barlow Rand believed it was "a realistic stance in the present circumstances"

"We appreciate the problems that can arise through parallel negotiation at shopfloor and industry level, but believe this is not necessarily fatal and is in fact something which South African employers will have to learn to live with"

He said that in the past Barlow Rand had supported labour structures established by the Government for negotiations — works or liaison committees—and know by hindsight that this was a mistake

Workers had rejected these committees and Mr Hofmevr cited various negotiations with trade unions

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Vertical text and markings on the right margin, possibly from a scanning process or adjacent page.

10/11/61
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10/11/61

Mercury Reporter 18/12/61
NAME of the black work-
force of the National Dairies
factory at Moss River, about 50 workers accord-
ing to management, has
been technically dismissed
for walking off the job, al-
though they have not all col-
lected their final pay pack-
ets yet.

A statement issued by
Rae Flowday, the NCD
manager of member services
and trading, said about 50
percent of the black employ-
ees had refused to work on
Friday because of the dis-
missal of a number of their
colleagues on Thursday.

On being given the option
to return to work, the
those not to do so and walked out,
he said.

Mr. Flowday said NCD
had been able to bring in re-
lief staff and production had
not been affected.

He also confirmed that
white staff had been
to perform the jobs usually
done by black staff.

Thomas Mkhwanazi
president of the South
Food and Allied Workers
Union which represents the
NCD workers, said yesterday
the walk-out was over the 21
workers who were dismissed
on Thursday.

He said that, according to
reports he had received, the
workers were dismissed be-
cause they complained about
their working hours, for
which they apparently were
not paid overtime.

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More action threat by strikers

Own Correspondent

DURBAN: Community leaders and striking black workers at Richard's Bay are threatening a community campaign against a local food company if it does not agree to reinstate all workers and recognize Fosatu's Sweet, Food and Allied Workers' Union, by today.

The campaign would include attempts to enlist help from overseas and local unions.

The company, Zululand Food Producers, was hit by a strike by 370 workers over demands for union recognition and for pay negotiations between the union and company 10 days ago.

Last Monday, the strikers re-

fused to return to work after the company had said it would not rehire union shop stewards.

SFAWU claims that the local community has agreed to back strikers' demands.

The union's general secretary, Mrs Maggie Magubane, said yesterday that a resolution adopted at a meeting at the weekend had given management until today to agree to the demands.

The meeting had demanded that management reinstate all the strikers, recognize the union, and agree to negotiate with it on wages.

The union claims that man-

agement refused to speak to it when it wanted to raise recognition demands.

Management spokesman could not be reached yesterday, but the firm's general manager, Mr C D Legge, has said that the company had received a proposed recognition agreement from the union and had submitted this to its legal advisers.

According to the resolution released by Mrs Magubane, the proposed campaign would include appeals to local workers not to take the jobs of strikers.

She said it would also involve enlisting the help of overseas unions, community organizations and local trade unions.

The use of F-cycles enables the user to manipulate any of a set of catalogued files without modifying his run stream. Each qualifier*filename constitutes an F-cycle set. Each file within one of these sets of catalogued files has the same read and write keys as well as qualifier*filename. As a file of a given F-cycle set is being created, a number is assigned to it. This number is called the absolute F-cycle number and uniquely identifies that particular file along with its qualifier*filename. Absolute F-cycle numbers are unsigned integers that begin with 1 and continue through 999, at which point the numbering recycles to 1. The circular assignment of F-cycle numbers does not cause conflicts since a maximum of 32 consecutively numbered files may be retained in a set. A file within an F-cycle set may be referenced by its absolute F-cycle number or by a relative F-cycle number. Relative F-cycle numbers are (-0 or 0) refers to the catalogued file whose absolute F-cycle is

INTERNAL-FILENAME specifies the name by which the file can be referenced within the run after the @USE control stream. EXTERNAL-FILENAME specifies the full external name of the file. The external name usually takes the form qualifier*filename (F-cycle). The exception is when external name has been previously used in an earlier @USE command. All internal filenames equated to an external filename are listed and maintained for the run. Once equated, the user can reference the file by its internal or external filename from within a program or the run stream. If a conflict of filenames exists, it is the user's responsibility to attach an internal name to the file (with the conflicting external name before any references to that file are attempted). The internal filename list is always searched first on file reference. If a no-find condition occurs on the internal names, the external filename list is searched. Multiple internal filenames can be attached to an external filename. 2.5.3 FILE CYCLES (F-CYCLES)

@USE INTERNAL-FILENAME, INTERNAL-FILENAME

Format 2:

60
at
the
NCD

About 60 workers at the National Co-operative Dairies plant in Moor River lost their jobs over a dispute involving dismissal.

According to a statement released by NCD, half the plant's black workers had refused to work on Friday in support of their colleagues who were dismissed on the previous day. They were given the option to return to work but refused to do so, the statement said.

However, a spokesman for the Sweet, Food and Allied Workers' Union said the workers claimed they were not being paid overtime wages by NCD and had stopped work in protest.

The union organiser said 21 workers had refused to work more overtime until they were assured of overtime pay. They were dismissed and on Friday a workers' committee approached management and called for their reinstatement. This was rejected.

After a second unsuccessful meeting they were told by NCD to leave the plant if they were not prepared to work, the spokesman said.

Job assurances at plant denied by CDA

DAK 7 Desk (151)
18/12/81
11/07/81

EAST LONDON — Workers at one plant at Car Distributors Assembly (CDA) said a strike over recent lay-offs at the plant was narrowly averted on Tuesday after management had given them assurances about their jobs

But this was denied by a spokesman for management yesterday who said no plant was being given preference in the wave of end of year lay-offs which has seen over 64 workers lose their jobs so far.

The from the VEC inspection and stores plant, said they summoned their manager at tea-time to resolve tension at the plant over the retrenchments which they felt to be in direct contradiction with management's stated intention of employing about

1 600 new workers next year

They said they had reminded management that it had agreed only to reduce the work of those workers who were on double shift owing to pressure of work

"If management is to fire those who were not measuring up to standard they should have done so some time ago," a worker claiming to represent the 180-strong workforce at the plant said

"In terms of company rules, for any offence a worker is first warned, then suspended for three days and, on the third offence, fired. Workers who have been at CDA for some time are protected by these rules

"When we confronted management with our grie-

vance over the dismissals we were told that long-service employees were not in danger of losing their jobs unless they had gone against the disciplinary codes. We were also given assurances that those to be laid off would be the first to be re-employed when vacancies occur"

The workers said they had felt insecure over the retrenchments because many of them did not wish to join the company-registered union, the National Union of Motor Assembly and Rubber Workers, which is affiliated to Fosatu

The management spokesman said there would be no preference given to any plant in the retrenchments. He repeated management's posi-

tion released in a statement on Monday that those who did not match up to standards — including long-term employees — were being retrenched

He said there was no record of top management meeting with members of the VEC plant and said under no circumstances would special concessions be given

"As for promising to fill vacancies with those retrenched, not everyone has a preference on rehiring. Only those with special skills who have been laid off from departments which are overmanned will have this preference"

He said management had met several times with the union over the past few weeks and had kept its officials fully informed about the retrenchments —
DDR

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KENNISGEWING 986 VAN 1981
 DEPARTEMENT VAN MANNEKRAG
 WET OP ARBEIDSVERHOUDINGE, 1956

AANSOEK OM VERANDERING VAN DIE REGISTRA-
 SIEBESTEK VAN 'N VAKVERENIGING

Ek, Mattheus Willem Johannes le Roux, Nywerheids-
 registrateur, maak ingevolge artikel 4 (2), soos toegepas by
 artikel 7 (5), van bogenoemde Wet, hierby bekend dat 'n
 aansoek om die verandering van sy registrasiebestek ont-
 vang is van die Garment Workers Union of the Western
 Province. Besonderhede van die aansoek word in onder-
 staande 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, per adres die Departement van
 Mannekrag, Mannelraggebou 449, Schoemanstraat 215,
 Pretoria (posadres Privaatsak X117, Pretoria, 0001)

TABEL

Naam van vakvereniging — Garment Workers' Union of
 the Western Province.

Datum waarop aansoek ingedien is — 29 Julie 1981

*Belange en gebied ten opsigte waarvan aansoek gedoen
 word* — Swartes werksaam in die Klerasienywerheid, die
 Gebreide Kledingstofnywerheid en die Hoedenywerheid in
 die landdrostdistrikte Bellville, George, Malmesbury,
 Simonstad, Somers-Wes, Die Kaap, Worcester en Wyn-
 berg

“Klerasienywerheid” beteken die nywerheid waarin
 werkgewers en werknemers met mekaar geassosieer is vir
 een van of al die volgende:

(a) Die maak, in sy geheel of gedeeltelik, van alle klasse
 bo- en/of onderklere vir mans en/of dames en/of kinders vir
 dag- of nagdrag, waaronder hemde, boordjies, dasse, sok-
 kies, serpe, materiaal gordels en dele van bednestulle,
 slaapkler en ander nagklere;

(b) die maak van alle klasse boklere volgens die mate van
 individuele persone ter uitvoering van spesiale maatbestel-
 lings van handelaars en/of die maak van grootmaatproduk-
 sie-kleremakery, volgens individuele mate al dan nie, vir
 enige Staatsdepartement of provinsiale administrasie, die
 Suid-Afrikaanse Vervoerdienste (insluitende die Suid-
 Afrikaanse Lugdiens) of plaaslike owerhede,

(c) die saamstel van snyershoklere volgens die maat van
 individuele persone,

(d) die vervaardiging van mans- en/of dameshandskoene.
 “Gebreide Kledingstofnywerheid” beteken die nyweheid
 waarin werkgewers en hul werknemers met mekaar geas-
 sosieer is vir die brei van kledingstof en/of kousware en/of
 kledingstukke wat op ronde, plat of volledig gefatsoeneerde
 masjinerie gebrei is, en sluit in die saamstel van
 kledingstukke van gebreide kledingstof in die bedryfsomgewing
 waarin genoemde kledingstof gebrei is

“Hoedenywerheid” beteken die nywerheid waarin werk-
 gewers en hul werknemers met mekaar geassosieer is —

(a) vir die maak, fatsoenering, blokkering, tooiing en/of
 modellering, of in die geheel of gedeeltelik, van dames-
 en/of dogtershoede, insluitende die verstelling en/of heel-
 maak daarvan, behalwe verstellings wat gepaard gaan
 met die verkoop van 'n hoed in 'n winkel,

(b) vir die maak van alle klasse mans- en/of seuns-
 tweed- en -linnehoede en/of -pette.

Posadres van applikant — Posbus 194, Soutrivier, 7925

Kantooradres van applikant — Industriehuis, Victoria-
 weg 350, Soutrivier.

NOTICE 986 OF 1981

DEPARTMENT OF MANPOWER
 LABOUR RELATIONS ACT, 1956

APPLICATION FOR VARIATION OF SCOPE OF
 REGISTRATION OF A TRADE UNION

I, Mattheus Willem Johannes le Roux, Industrial Regis-
 trar, do hereby, in terms of section 4 (2) as applied by
 section 7 (5) of the above-mentioned Act, give notice that
 an application for the variation of its scope of registra-
 tion has been received from the Garment Workers Union of the
 Western Province. Particulars of the application are
 reflected in the subjoined table.

Any registered trade union which objects to the appli-
 cation is invited to lodge its objection, in writing with me, at
 the Department of Manpower, 449 Manpower Buildings,
 215 Schoeman Street, Pretoria (postal address Private Bag
 194, Pretoria, 0001), within one month of the date of
 publication of this notice.

TABLE

Name of trade union — Garment Workers' Union of
 Western Province

Date on which application was lodged — 29 July 1981

*Interests and area in respect of which application
 made* — Black persons employed in the Garment Manu-
 facturing Industry, the Knitted Fabric Manufacturing Industry
 and the Millinery Industry in the Magisterial Districts of
 Bellville, George, Malmesbury, Simonstown, Somers-
 West, The Cape, Worcester and Wynberg

“Garment Manufacturing Industry” means the indus-
 try in which employers and their employees are associated
 in any one or all of the following

(a) The making in whole or in part of all classes of men's
 and/or ladies' and/or juveniles' outer and/or under gar-
 ments for day or night wear, including shirts, collars, ties, socks,
 scarves, cloth belts and parts of garments, pyjamas
 other nightwear,

(b) the making of all classes of outer garments to
 measurement of individual persons in execution of spe-
 cial measure orders from dealers and/or the making of quar-
 ter production tailoring, whether to individual measurements
 or not, for any Government department or provincial admini-
 stration, the South African Transport Services (including
 South African Airways), or local authorities,

(c) the making up of tailored outer garments to the
 measurement of individual persons,

(d) the manufacture of men's and/or ladies' gloves.

“Knitted Fabric Manufacturing Industry” means the
 industry in which employers and their employees are associ-
 ated for the knitting of fabric and/or hosiery and/or gar-
 ments knitted on circular, flat or fully fashioned machine
 and includes the making up of garments from knitted fabric
 in the establishment in which the said fabric was knitted

“Millinery Industry” means the industry in which em-
 ployers and their employees are associated —

(a) for the making, shaping, blocking, trimming and
 modelling, either wholly or in part, of ladies' and
 girls' hats, including the alteration and/or repair thereof
 except alterations done incidentally to the sale of a hat
 at a shop.

(b) for the making of all classes of men's and/or
 tweed and linen hats and/or caps

Postal address of applicant — P O Box 194, Salt River,
 7925.

Office address of applicant — Industria House, 350 Victoria
 Road, Salt River

Die aandag word gevestig op onderstaande vereistes van artikel 4 en 7 van die Wet.

(a) Die mate waarin 'n beswaarmakende vakvereniging verteenwoordigend is, word ingevolge artikel 4 (4) soos toegepas by artikel 7 (5), 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 artikel 4 (2) moet gevolg word in verband met 'n beswaar wat ingedien word
M. W. J. LE ROUX, Nywerheidsregistrateur
(18 Desember 1981)

Attention is drawn to the following requirements of sections 4 and 7 of the Act

(a) The representativeness of any trade union which objects to the application shall in terms of section 4 (4) as applied by section 7 (5) 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 the aforesaid date shall be taken into consideration

(b) The procedure laid down in section 4 (2) must be followed in connection with any objection lodged
M. W. J. LE ROUX, Industrial Registrar
(18 December 1981)

KENNISGEWING 987 VAN 1981

DEPARTEMENT VAN GESONDHEID, WELSYN EN PENSIOENE

WET OP VOEDINGSMIDDELS, SKOONHEIDSMIDDELS EN ONTSMETTINGSMIDDELS, 1972 (WET 54 VAN 1972)

KENNISGEWING VAN VOORNEME OM DIE REGULASIES BETREFFENDE NATUURLIKE EN KUNSMATIGE VERSOETERS TE WYSIG

Die Minister van Gesondheid, Welsyn en Pensioene is voornemens om, kragtens die bevoegdheid hom verleen by artikel 15 (1) van die Wet op Voedingmiddels, Skoonheidsmiddels en Ontsmettingmiddels, 1972 (Wet 54 van 1972), die regulasies oor Natuurlike en Kunsmatige Versoeters, afgekondig by Gowermentskennisgewing R 1881 van 12 Oktober 1973, soos gewysig, verder te wysig soos in die Bylae hiervan uiteengesit

Belanghebbende persone word uitgenooi om binne drie maande na die datum van publikasie van hierdie kennisgewing enige *gemotiveerde* kommentaar oor genoemde wysigings, of vertoe wat hulle in verband daarmee wil rig, aan die Direkteur-generaal Gesondheid, Welsyn en Pensioene, Privaatsak X63, Pretoria, 0001, vir aandag Direkteur, Verbruikersgoedere, voor te lê.

BYLAE

1. Voeg die item "aspartame", in tussen die woord "en" en die item "sorbitol" in die omskrywing van "veroorloofde natuurlike versoeters" in regulasie (1)

2. Voeg die volgende regulasies by na regulasie (4)

(5) Niemand mag 'n voedingsmiddel wat aspartame bevat, verkoop nie, uitgesonderd die voedingsmiddels genoem in kolom I van die volgende tabel wat aspartame kan bevat in die verhouding genoem in die ooreenstemmende reël van kolom II

II	
Versoeters vir tafelgebruik	Die minimum nodig om die gewenste tegnologiese effek te verkry
Ontbytgraan kosse	0,5%
Dranke, drank konsentrate, drankmengsels	0,1% in drank soos verbruik
Naeregte, naeregtermengsels, bollaie, bolaagmengsels, vulsels, vulselmengsels	0,3% in produk soos verbruik
Kougom, asemverfrissende produkte	1,0%

(6) Droe vryvloei versoeters vir tafelgebruik wat geen versoeter bevat nie, buiten aspartame, an' pakketeenhede, mag nie die versoetingskwivalent van twee teelepels suiker (sukrose) oorskry nie

(7) Die hoofpaneel van 'n mengsel wat aspartame bevat vir gebruik vir vervaardigingsdoeleindes, moet die konsentrasie aspartame daarin aandui

NOTICE 987 OF 1981

DEPARTMENT OF HEALTH, WELFARE AND PENSIONS

FOODSTUFFS, COSMETICS AND DISINFECTANTS ACT, 1972 (ACT 54 OF 1972)

NOTICE OF INTENTION TO AMEND THE REGULATIONS ON NATURAL AND ARTIFICIAL SWEETENERS

The Minister of Health, Welfare and Pensions intends, under and by virtue of the powers vested in him by section 15 (1) of the Foodstuffs, Cosmetics and Disinfectants Act, 1972 (Act 54 of 1972), to further amend the regulations relating to Natural and Artificial Sweeteners published under Government Notice R 1881 of 12 October 1973, as amended, as set out in the Schedule hereto

Interested persons are invited to furnish the Director-General Health, Welfare and Pensions, Private Bag X63, Pretoria, 0001, attention Director Consumer Goods, with any *substantiated* comments on or representations they wish to make in regard to the said regulations within three months of the date of publication of this notice

SCHEDULE

1. Insert the item "aspartame", between the word "and" and the item "sorbitol" in the definition of "permitted natural sweeteners" in regulation (1).

2. Add the following regulations after regulation (4).

(5) No person shall sell any foodstuff containing aspartame except the foodstuffs mentioned in column I of the following table, which may contain aspartame in the proportion indicated in the corresponding line of column II:

I	II
Sweeteners for table use	The minimum amount necessary to achieve the required technological effect.
Breakfast cereals	0,5%
Beverages, beverage concentrates, beverage mixes	0,1% in beverage as consumed
Desserts, dessert mixes, toppings, topping mixes, fillings, filling mixes	0,3% in products as consumed
Chewing gum, breath freshener products	1,0%

(6) Dry free-flowing sweeteners for table use containing no sweetener except aspartame in package units shall not exceed the sweetening equivalent of two teaspoonfuls of sugar (sucrose)

(7) The main panel of any mixture containing aspartame to be used for manufacturing purposes shall reflect the concentration of aspartame contained therein

We've not Strikers

RDM 18/12/81

Mail Correspondent

MORE than 200 workers, who were dismissed from the SA Bottling Company in Port Elizabeth in October after a strike over pay and union recognition claimed yesterday they had still not received their benefits.

A statement prepared by the workers says the company's managing director, Mr P H Gutsche, "takes no notice of us now that we are out of work".

It says the workers were locked out when they went to the firm to collect their benefits.

The workers say when they turned down an offer by Mr Gutsche to take them back, he told them he did not need them.

Strikes at the firm began on September 25, when all weekly-paid workers and two salaried staff walked out.

After discussions with management, the strikers returned to work and were paid for the day they had been on strike. On October 6 the workers again went on strike.

The strikers gave as their reason the employment of five coloured workers who had stood in for white employees. They alleged the five were paid higher rates.

The workers' statement says, "We need our money. We have families and children to feed. We have houses to rent. We must buy clothes and food, and this month is December and we need money for Christmas shopping".

Mr Gutsche said yesterday that the workers' allegations were not true.

"A substantial number of them collected what was due to them and we are waiting for the balance to come and collect theirs," he said.

He described as "confidential discussions" talks he held with officials of the General Workers' Union (Gwusa) over whose recognition the strikes began.

Mail Correspondent in Durban reports that in a dramatic turnabout, yesterday workers from Zululand Food Producers in Richards Bay agreed to return to work, but only on condition they received a written agreement from management that there would be no victimisation.

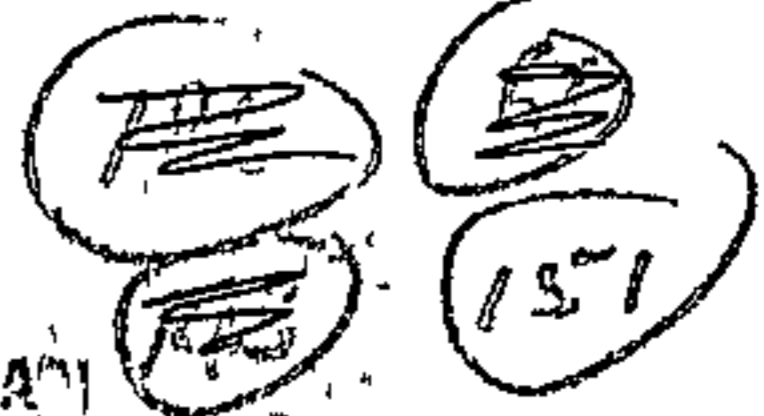
Out 170 workers downed tools on December 4 after management had turned down a demand by shop stewards that workers receive a wage increase from 22c to R1 an hour.

According to union officials, after a meeting of the company's directors last Monday, management had agreed to re-employ all the workers except the secretary of the shop stewards.

no. of a 'struggle' for black

Union

RBM
18/12/81



By STEVEN FRIEDMAN

THE giant multinational food company Unilever has recognised a South African black union for the first time — and the International Union of Food Workers has hailed this as a victory for international union action.

But Unilever says this accords with long-standing company policy to recognise representative unions, and is not a response to overseas union action.

The Council of Unions of SA-affiliated Food and Beverage Workers' Union has been recognised by Unilever at its Boksburg plant. This brings to an end a long-running overseas union campaign against the company over recognition at the plant.

The agreement provides for full bargaining on pay and has already been tested once. A short work stoppage earlier this month was settled when dispute procedures in the agreement were set in motion.

Several years ago, the IUF, a federation of food unions throughout the Western world, launched a campaign against Unilever in several Western countries over claims that the company had refused to recognise the FBWU at the plant.

Solidarity

The campaign included short "sympathy" stoppages by workers in some of Unilever's plants in Europe.

In a circular to member unions, the IUF quotes the FBWU's general secretary, Mr Skakes Sikhakhane, as thanking its unions for their part in winning the agreement. "Without you, the signed agreement would not be in our hands today," he said.

The IUF refers to a "long struggle" with Unilever and says this shows that "through international solidarity, we can effectively respond to the increasing restrictions placed on union rights by transnational corporations."

But in a statement issued yesterday, Unilever says that it had long been company policy to recognise a union "which had substantial membership among an interest group of (our) employees."

It says the FBWU only achieved this membership in...

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...to be
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Work out your reading rates for your prescribed books - you will then know in advance whether to schedule a whole weekend for a chapter, or whether to read it on the train on the way home. Try to do the same for test preparation, essay planning and writing, etc.

(B) The second missing element is obvious. You have work to do, time to do it, but where do you do it? Studies on study areas suggest that a good place to study :

- (i) Is free from interruption (noise, visual friends, people constantly walking past)
- (ii) Is out of sight of a telephone:
- (iii) Has a firm, comfortable chair, but not one you can fall asleep.
- (iv) Has good, even lighting
- (v) Is cool and comfortable
- (vi) Is available to you

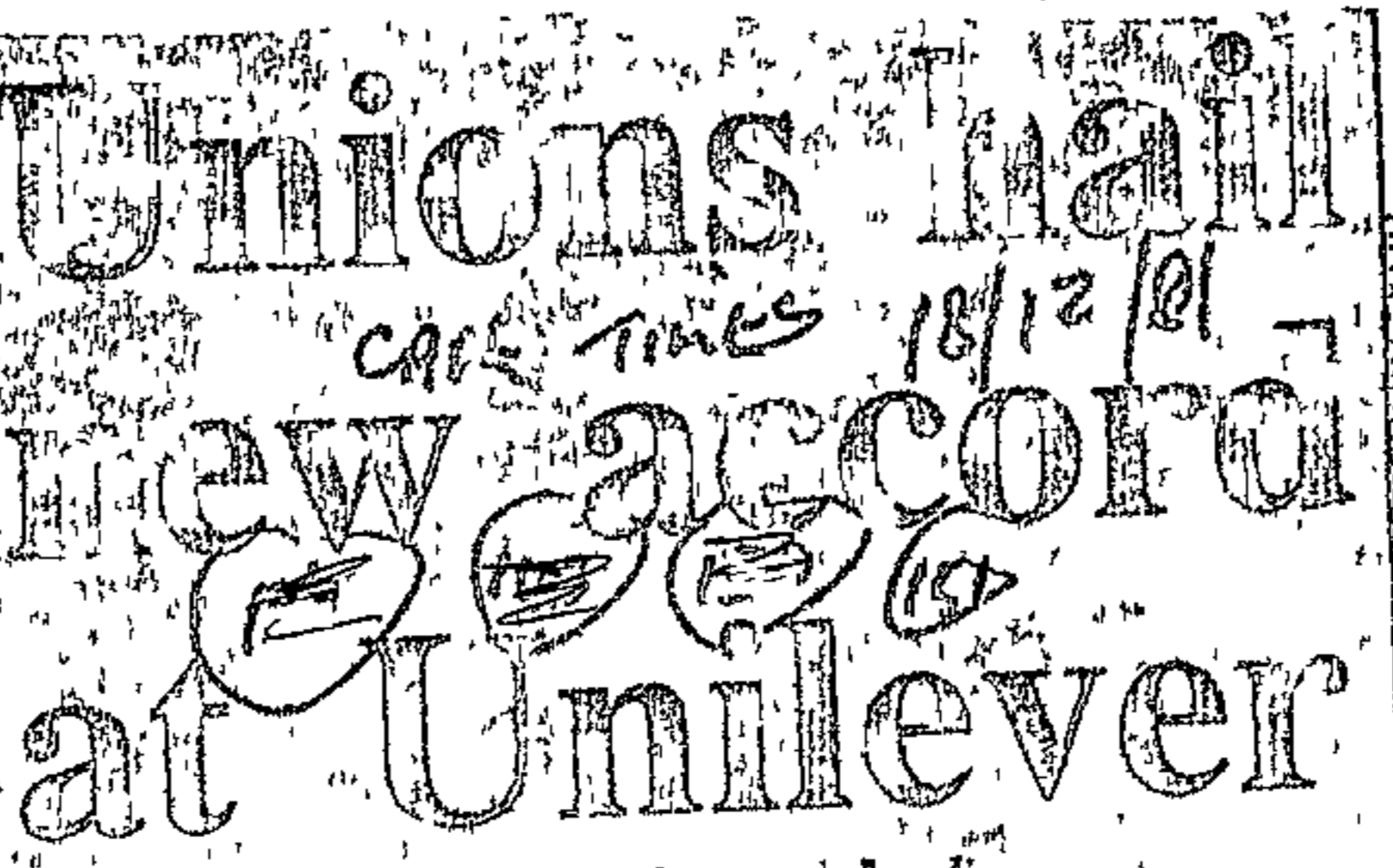
Those of you who are private at home will have little case use your ingenuity.

study areas - find a quiet area. Many departments have study rooms or seminar rooms which you could ask to use. In general, find the best study place available to you - the factors mentioned should help you decide between venues even

constitutes one of the major study tasks for most students in the faculties of Arts and Social Science. Once again, taking good notes aids understanding and recall.

1.4 Completing Assignments

This includes essays, long papers, practicals, reports and tutorial work. Written assignments will be scheduled throughout the year.



JOHANNESBURG - The giant multinational food company Unilever has recognized a South African black union for the first time - and the International Union of Food Workers has hailed this as a victory for international union action.

But Unilever says the move was in accord with long-standing company policy to recognize representative unions, and not a response to overseas unions. The Cusa-affiliated Food and Beverage Workers Union has been recognized by Unilever at its Boksburg plant, bringing to an end a long-running overseas union campaign against the company. The agreement provides for full bargaining on pay and has already been tested once. A short work stoppage earlier this month was settled when dispute procedures in the agreement were set in motion.

Campaign

Some years ago, the IUF (International Union Federation), a federation of food unions throughout the West, ran a campaign against Unilever in several Western countries over claims that it refused to recognize the FBWU at the plant.

The campaign included short "sympathy" stoppages by workers in some Unilever plants in Europe.

In a circular to member unions, the IUF quotes the FBWU's general secretary, Mr Skakes Sikhakhane, as thanking its unions for their part in winning the agreement.

"Without you, the signed agreement would not be in our hands today," he said. But in a statement issued yesterday, Unilever says that it had long been company policy to recognize a union "which had substantial membership among an interest group of (our) employees".

It says the FBWU only achieved this membership in mid-October this year.

The agreement came after an audit of the FBWU's membership which revealed that it represented most of the workers at the Boksburg plant.

It provides for wages to be bargained directly, rather than through an industrial council, a dispute and grievance procedure, recognition of union shop stewards and union "stop orders".

The dispute procedure in the agreement has already successfully been put in motion after a half-day work stoppage at the plant earlier this month.

A Unilever spokesman said the dispute had involved one shift in one department and part of a shift in another. He confirmed that the dispute procedure had been set in motion successfully.

The agreement also lays down that union shop stewards must be informed of all retrenchments.

will need to become proficient at each to succeed at university. The lectures tomorrow and the day after will look at the different skills some of these study behaviours require. Today's lecture will look at an important factor they all have in common - they all require a carefully planned use of a scarce commodity - TIME.

Food^N firm^{MERCURY} workers^{22/12/51} decide¹⁵² to return^{Abb}

Mercury Reporter

THE two-week tussle between the management and workers of Zululand Food Producers in Richards Bay ended yesterday when workers agreed to return to work.

Mr D C Legge, the general manager of the company, said the workers had arrived yesterday morning and said they wanted to work.

He said they would probably start today.

The two-week dispute was sparked off on December 4 when workers sent their shop stewards to negotiate with management an increase in the minimum wage from 22 c to R1 an hour.

Management, who refused to recognise the shop stewards, told workers that 'the company was not in a position to meet their demand'. In response the approximately 370 workers downed tools.

Stewards

The dispute was further complicated when, on Monday, December 7, workers returned to work but management refused to re-hire the shop stewards because they belonged to a 'as yet unrecognised union'.

The Fosatu-affiliated union — the Sweet Food and Allied Workers' Union — although unrecognised by the company, have been presenting to management the workers' demand that they would not return to work until all the workers were re-employed.

According to the union, after a meeting of the directors of Zululand Food Producers a week ago, management agreed to re-employ all the workers except the secretary of the shop stewards. Workers remained adamant in their demand.

On Thursday talks between management and the union broke down when management refused to deal further with the union.

Stevedores' union wins big pay hike

By TONY WEAVER
THE unregistered, independent General Workers' Union (GWU) has achieved a dramatic breakthrough in wage negotiations between its stevedoring committees and stevedoring companies in the City, East London and Port Elizabeth.

The GWU announced yesterday that as a result of the agreements, wages for stevedores would increase by a huge 64 percent in East London and 56 percent in Port Elizabeth.

The agreement also saw the companies agreeing to raise daily wages, boost sick leave pay, increase from two to three weeks the amount of paid leave workers get and pay out an annual bonus for the first time.

The most dramatic increase won in the Eastern Cape ports is that in leave pay — a massive 242 percent increase in Port Elizabeth and 147 percent for East London stevedores.

In addition, cargo allowances — extra wages paid for handling dangerous and heavy cargoes — have been increased and workers will

be guaranteed four days pay if there is no work at the docks. In the Eastern Cape, they were previously not paid at all if there was no work, and only after an interim agreement was signed earlier this year was this changed to allow for three days guaranteed pay.

In a statement released yesterday, the GWU said the negotiations were spread over several weeks and were conducted in good spirit, indicative of the harmonious industrial relations which can be achieved when managements recognize the right of workers to representation of their own choice.

"We trust this attitude will continue to prevail and will stand as an example to other employers in the country."

Concurred

Captain G.J. Stockley, chairman of the stevedoring companies' Labour Supply Association, concurred with the union statement, adding: "Our aim is to keep our ports competitive in a worldwide situation and see that the people who work in the ports receive a reasonable remuneration for the work they do."

The two stevedoring companies party to the agree-

ment are the South African Stevedoring Supply Company (Sassco) and Rennie's Grindrod Cotts. The agreements will be in force until December 31, 1982, when a new agreement will be negotiated.

Although an interim wage agreement was signed earlier this year, this is the first time a formal wage agreement has been signed in the two Eastern Cape ports since the GWU began organizing workers there last year, and brings them more or less into line with their counterparts in Cape Town.

Weekly increase

City stevedores — on whose behalf the GWU has previously signed two agreements, bringing wages from an initial R34 to the present R61 a week — will receive a weekly percentage increase of 11 percent.

Calculated on the basis of a four-day week, the basic weekly wages for stevedores in the three ports will now be Cape Town, R61; Port Elizabeth, R57; and East London, R53.

Daily wages in the ports will now be R15, R14 and R13, while weekend daily rates will increase to R30, R28 and R26 in Cape Town, Port Elizabeth and East London respectively.

Leave pay

Leave pay has been increased by 66 percent in Cape Town, 134 percent in Port Elizabeth and 146 percent in East London and will be paid out for a three week period instead of two weeks, as has been the case.

Sick pay has been increased by 44 percent in Port Elizabeth and by 41 percent in East London since the GWU started organizing there last year.

This is the third wage agreement in East London between a company and an unregistered, predominantly black union in recent months — an event unheard of a year ago.

~~R1~~ ~~an~~ ~~hour~~
R1 an hour
strike: 400
back on job
Star 23/12/81
Labour Reporter

The strike at Zululand Food Producers in Richard's Bay took a new turn yesterday when about 400 workers who had two weeks ago been dismissed returned to their jobs.

The dispute at the canning firm started after management rejected workers' demands for a R1 hourly wage.

Management at ZFP said it was willing to re-engage all but eight union shop stewards.

This was rejected.

But the workers returned yesterday to ensure the union had access to negotiations with management next month, a union official said.

The general manager of ZFP, Mr D Legge, said that the strike was now over.

During the dispute the International Union of Food and Allied Workers' Association, based in Geneva, called on ZFP to re-engage the workers and resume talks.

Argus 28/12/81

Workers

refuse

to take

part in

inquiry

Labour Reporter

THE recent wave of detentions of trade unionists has led a major progressive trade union, the General Workers' Union, to refuse to participate in an investigation being conducted by the National Manpower Commission.

In an open letter to the commission, the GWU's general secretary, Mr David Lewis, said the union had intended to submit detailed representations concerning the registration, recognition and representativeness of trade unions.

The union's executive committee had decided, however, that to proceed with its submissions would be 'a charade' in view of the recent spate of arbitrary actions against sections of the union movement.

SEARCHES

'Over the past two months, numerous trade unionists in Johannesburg, Durban and East London have been detained and union offices in Cape Town and East London have been searched,' the letter said.

This kind of activity made a mockery of 'any attempts to reform and democratise the labour policies of the country'. Unionists and workers did not know from one day to the next whether another unionist was likely to be detained or another office raided.

UNDERMINING

The GWU called on the National Manpower Commission to state 'unequivocally and publicly' that arbitrary action by the Security Police was undermining attempts to promote reformist labour policies, and to take steps

Union opens executive to blacks

ARGUS
31/12/81

(151)

Argus Correspondent

JOHANNESBURG — One of South Africa's largest 'mixed' trade unions, the 50 000-strong SA Boilermakers' Society, is to open the ranks of its executive committee to blacks

The move follows the unusual device of a postal ballot, in which all but two of the union's 76 branches voted for an amendment to its constitution

At present, blacks sit on the boilermakers' general council, the main policy-making body, but have been constitutionally excluded from the executive.

The union's general secretary, Mr Ike van der Watt, said at least two black members would join white and coloured representatives on the executive after elections in May.

Representation on the

executive is in direct proportion to branch strength, and the union has about 15 branches for its 6 000-odd black members

Another 17 000 members are coloured, and 22 000 white

The boilermakers' union is generally viewed as one of the most forward-looking of the older registered unions, and one of the few local unions with significant representation among workers of all races

Mr van der Watt said the amendment was 'an important step in the union's continuing adjustment to the new labour realities'

The ultimate goal would be racially integrated branches and an end to separate representation on the executive committee — but this would take a further 'three or four years'