

INDUSTRIAL RELATIONS - DISPUTES
1985

JANUARY — ~~1985~~ OCTOBER

CAT TIPS 12/11/85

National strike looms

Own Correspondent

JOHANNESBURG — South Africa could face its first legal national strike next month unless the Minister of Manpower appoints a conciliation board to hear the dispute between Sasol and the Chemical Workers' Industrial Union (CWIU).

Labour lawyers said yesterday that if the minister failed or refused to appoint a conciliation board within 30 days of the application being lodged, a legal strike could be held.

Stayaway

The CWIU lodged its application on Thursday, which means that if a conciliation board has not been appointed by February 8 the national strike can go ahead.

The dispute between Sasol and the CWIU centres around the reinstatement of the 6 000 workers dismissed by Sasol last year for their participation in the two-day work stayaway.

The 24 unions, who are currently involved in unity talks, have all threatened to go on strike unless the minister appoints a conciliation board. They will all be in a position to strike legally, since the law does not define that only parties to a conciliation board may go on strike.

Labour lawyers interpret the law as meaning that all unions who support the same demand on the same issue can go on strike.

A national legal strike will present extraordinary difficulties for em-

ployers, and although workers can be dismissed in a legal strike, they can seek legal recourse. But such action would herald industrial unrest and confrontation throughout the country on a massive scale.

The dispute with Sasol arose when the 24 unions jointly demanded that Sasol reinstate all the dismissed workers and negotiate their reinstatement with the CWIU.

Sasol would not concede to the demand and has said it will reinstate only those workers who have "satisfied" Sasol that they were not "intimidators or instigators" in the strike.

Sasol would not comment on the situation yesterday apart from saying that the 1 500 workers it has reinstated so far and the processing of applications from at least 4 000 dismissed workers are not a result of union pressure.

Re-employed

Meanwhile Sapa reports that Sasol said yesterday that more than 1 800 of the 5 000 Sasol workers dismissed after last November's stayaway had been re-employed over the past eight weeks.

However, it warned that it could not tolerate stayaway action "which is not work-related and which could jeopardize the safety of its staff, innocent third parties and/or the (Sasol) plants".

In a statement issued in Johannesburg, Sasol said it had received more than 4 000 applications from former employees since November 20.

PAPER INDUSTRY WAGES

On the roundabout

PM 18/1/85 (151) (1974)
Negotiations for the 1985 wage increases in the paper industry have highlighted difficulties which can arise for both employers and trade unions in bargaining at industrial councils

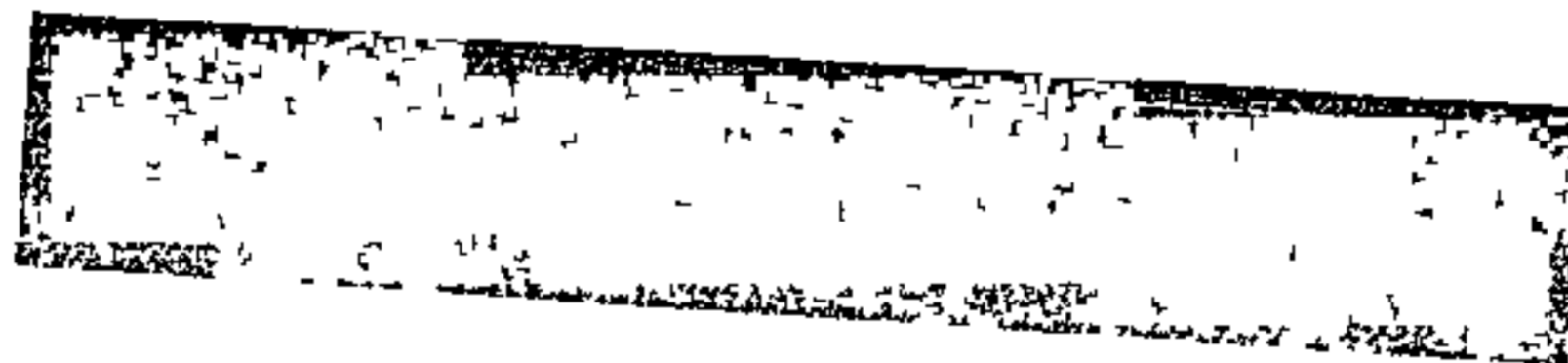
The negotiations at the Industrial Council for the Pulp and Paper Manufacturing Industry have revealed deep-rooted differences between the Paper, Wood and Allied Workers' Union (PWAU) and employers. Sharp discrepancies in employer approaches as well as serious inter-union conflicts have also emerged.

The heart of the problem is whether the industrial council, as presently constituted, is a suitable negotiating forum for the industry. The council has five union parties. Deadlock in the negotiations was reached in November last year when an employer offer of a minimum increase of 18c/hour was rejected. The employers and the unions have now decided to bypass the council as a wage negotiating forum and are engaged in decentralised bargaining.

This is an entirely new exercise for the industry's giants — Sappi and Mondi — although Carlton Paper and Nampak previously agreed to plant level negotiations with the Federation of SA Trade Unions-affiliated PWAU. There is rich irony in the fact that PWAU only joined the council last year after Sappi and Mondi had refused to accede to its demand for plant level bargaining.

Sappi, Nampak and Carlton are negotiating on a plant-by-plant basis while Mondi is handling negotiations for its respective

Continued on page 47



151 194 1400

paper and board divisions separately Agreement in principle has been reached at some plants, but the possibility of deadlock arising at others, especially some Sappi plants, cannot be ruled out

The FM understands that Mondi, Nampak and Carlton are offering higher minimums than those put forward in the industrial council negotiations There are reliable indications that the offers range from a 20c/hour minimum increase with a further 5c/hour increase in July, up to a 38c/hour minimum hike

Sappi is in a strikingly different position A management spokesman says settlement has been reached at two non-PWAWU plants at levels higher than the 18c/hour minimum increase However, the company has reduced its offer at negotiations with PWAWU to below that level According to the spokesman differing employment conditions at various plants had led to the decision to negotiate wages at plant level He declined to comment on the progress of the unfinished wage talks

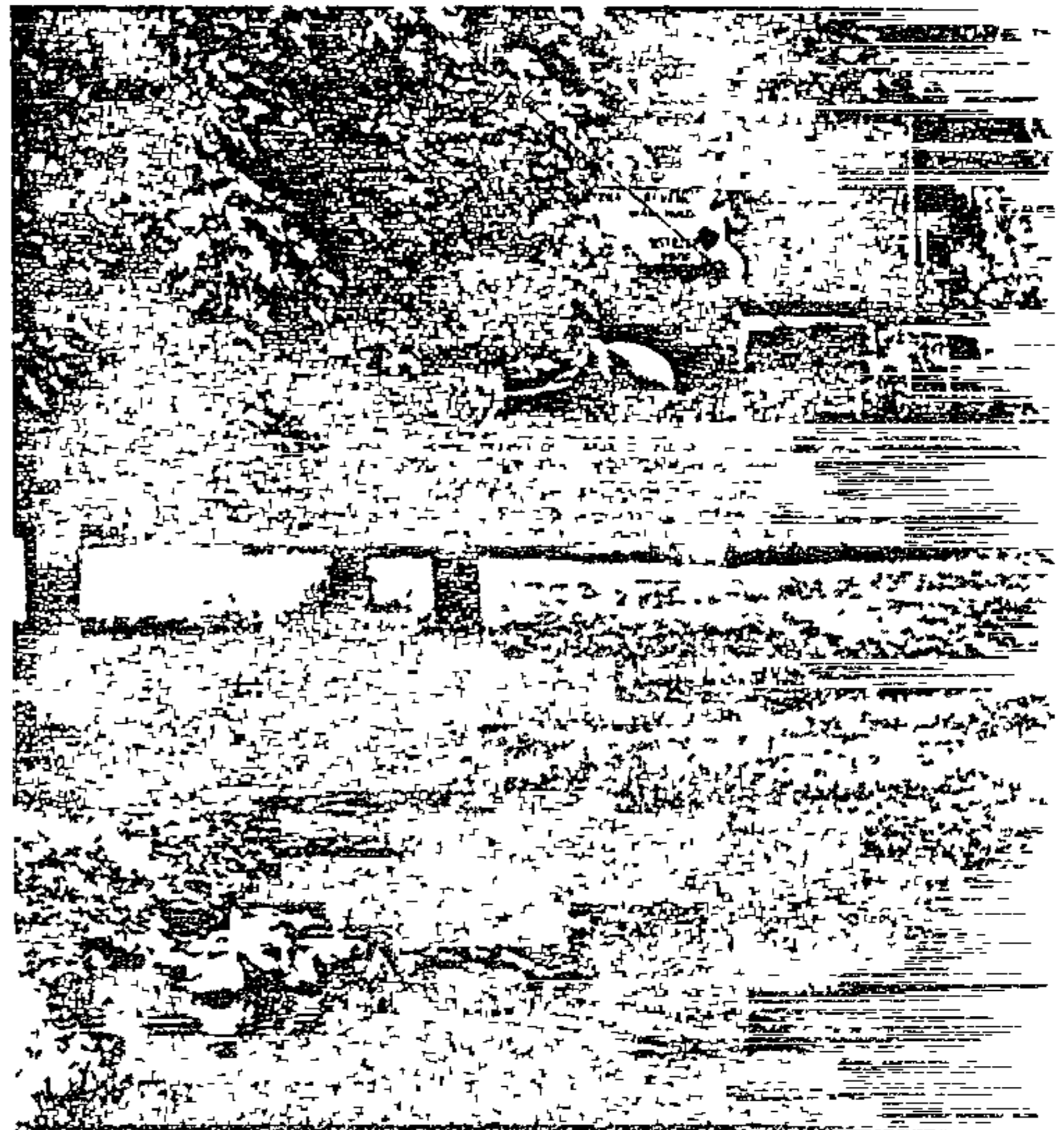
These developments appear to bear out earlier speculation that industrial council talks broke down after disagreement among employers over whether to increase their wage offer (Current Affairs, November 30) Most management representatives are tightlipped about apparent rifts with Sappi over the current wage talks However, a management source says that far from being in the advantageous position of being able to negotiate lower increases, Sappi "has been left to fight its own battles instead of hiding behind others"

Meanwhile, Mondi and Nampak have taken up an industrial council recommendation to pay interim increases pending the outcome of the wage negotiations This has angered workers Work stoppages occurred at two Mondi plants in Natal during December and a PWAWU spokesman says the issue continues to cause concern among workers

PWAWU fears that the interim increases will weaken its hand at negotiations It has accused the established unions — the SA Boilermakers' Society, the SA Electrical Workers' Association (SAEWA) and the Amalgamated Engineering Union — of colluding with employers at the council on this question

PWAWU's major gripe, however, is with the structure of the industrial council which permits each union only one seat, regardless of the number of its members The union claims to represent 50% of the 10 000 workers in the industry, while between them the three established unions represent some 5% A smaller, mainly black union, the Inkatha-affiliated National Sugar and Refining and Allied Industries Employees' Union, is also party to the council

PWAWU has long argued that seats should be allocated to unions according to a system of proportional representation However, SAEWA general secretary Ben Nicholson disagrees He says that industrial



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councils should operate according to consensus, and that if one union has 90% of delegates and refused to operate this way "there would not be much point in others being there"

In all likelihood, paper industry employers and unions will eventually reach some sort of accord for the 1985 wage increase. But the problems which have surfaced this year are not going to disappear and will have to be faced in the future. The paper industrial council, like a number of others which have admitted emerging unions, is going to have to come up with a creative solution.

AZAPO

Militant mavericks

The Azanian People's Organisation (Azapo) continues to distinguish itself as a maverick political organisation. It broke ranks, so to speak, with other anti-government groups and found itself at one with the SA establishment in decrying Senator Edward Kennedy's recent tour — though for radically different reasons, of course.

Now the heirs of Steve Biko's Black Consciousness (BC) movement have told US black civil rights leader, Jesse Jackson, who plans to come here, to stay at home.

According to Azapo, whose BC concern has been rather overshadowed by its socialism in recent years, "the black working class is the vanguard of the struggle, we don't expect an outside redeemer to give us illusions of freedom."



Anti-Kennedy demo ... no outside redeemer

It's not every day that a syndicalist black power grouping gets a look in on SABC television news, or approbation from such pro-government quarters as *The Citizen*. Azapo succeeded in both by staging demonstrations full of ultra-Left rhetoric against Kennedy.

Indeed, Azapo managed to scotch what would have been the climax of Kennedy's crusade, his meeting at Soweto's Regina Mundi cathedral on the eve of the senator's departure for Zambia. But for the presence of Bishop Tutu, some feel, Azapo's spoiler could have led to violent clashes. Those who accepted the Kennedy safari as part of the anti-apartheid battle were riled by what they felt was Azapo's wholly-misdirected attack.

But Azapo certainly got its publicity, something it was a little bereft of ever since the rival United Democratic Front (UDF) came into its own during last year's successful anti-election campaign.

Kennedy, however, must have felt vindicated in Lusaka. After all, he was received by no less a person than Oliver Tambo, leader of black SA's premier liberation organisation, the banned ANC.

So what is Azapo all about, and why did it concentrate its attack on a liberal American senator of strong anti-apartheid conviction?

Azapo vice-president George Wauchope explains "We regard the Kennedy visit as promoting imperialism and international capitalism. This was confirmed by his meeting with 600 businessmen in Johannesburg. He is using us as a stepping stone to the American presidential campaign for 1988. He has shown open support for Israel which is a natural ally of Pretoria."

Wauchope further charges that the US has been "known for destabilisation" in Africa, that the Democratic Party, of which Kennedy is a member, started the Vietnam war and destabilisation of Cuba and El Salvador. "But, most important, the Democrats have always used the veto in the UN against punitive measures against SA."

Workers' republic

Kennedy's main aim, avers the Azapo spokesman, "is to see that there is stability in SA, he is not interested in the complete overhauling of the system. He came here to fight against apartheid, thus reducing our struggle to a civil rights struggle. We are not an anti-apartheid movement. Apartheid is only a point of departure in our struggle for national self-determination and repossession of the land. We are fighting against racism and capitalism and for an anti-racist, socialist workers' republic of Azania."

To Azapo, "the workers" are by definition black. Like the notion of "racial capitalism" coined by its partners in the umbrella National Forum (rivals to the UDF), it is not strictly a socialist concept. But Azapo argues that in SA race and class follow the same cleavages. Further, in what it calls the "pre-revolutionary phase,"

whites are excluded from its ranks and "democratic" ones advised instead to "conscientise" their own community.

Is Azapo "more radical" than the ANC? Like its intellectual forbears in the Pan Africanist Congress (PAC) Azapo certainly takes a more purist (racial) line on membership and on what it sees as the all important "land question." Azapo believes fundamentally that the land must *a priori* revert back to its rightful owners, the blacks. The ANC, too, espouses vaguely socialist sentiments (redistribution of wealth) based on the Freedom Charter, its blueprint which is not banned in SA. But, unlike Azapo, the ANC has white members in its ranks. Further, the ANC is made up of different strands, including hardline communists, old-fashioned nationalists and liberals.

But the bottom line, of course, is that the ANC believes in "armed struggle" whereas Azapo does not, or it too would be banned.

ZIMBABWE

Pre-election tension

Opposition fears are growing in Zimbabwe that last week's violent anti-Zapu demonstrations in the town of Masvingo could become the pattern for the 1985 election campaign.

Minority Zapu party leader Joshua Nkomo was forced to cancel a planned week-long vote-gathering campaign in Masvingo province in the southeast after an estimated 30 000 supporters of Robert Mugabe's ruling Zanu-PF party stoned, and he claims, even fired on his car.

On the advice of the police, Nkomo returned to Bulawayo only to be told by aides that the ruling party's strategy was to prevent him from holding rallies outside Matabeleland where the bulk of his support lies. Other minority parties — especially Bishop Abel Muzorewa's United African National Council — are also finding extreme difficulty in holding public meetings because of the activities of Zanu-PF militants.

Last year, Nkomo's Zapu was banned from holding meetings for three months in the midlands and Mashonaland west provinces following Zanu-PF demonstrations against it. At the weekend, Nkomo complained that there was no prospect of the country's first post-independence elections being free and fair because he and other opposition leaders were being physically prevented from holding public meetings. The not-very-subtle tactic of militant inspired demonstrations seems guaranteed to muzzle the opposition, but is causing concern even to some government leaders. Transport Minister Herbert Ushewokunze urged party followers not to demonstrate against Nkomo. "All you are doing," he said "is magnifying his influence."

Giving vent to official fears of voter

slow 2/11/75

OK to discuss staff cuts

The OK Bazaars chain store and the unions representing its staff have failed to agree on the retrenchment of about 2 000 workers countrywide, but may do so tomorrow

OK Bazaars executive Mr Alan Fabig told Sapa the company would hold further meetings with the Commercial Catering and Allied Workers' Union and the National Union of Distributive Workers' tomorrow morning

He said he could not confirm a newspaper report that sources at OK Bazaars expected between 5 and 10 percent of workers in the group — up to 2 000 — to lose their jobs. The cuts are said to affect all race groups — Sapa

Star 24/1/85

Workers 'forced (15) to resign'

Four valued employees of a Kempton Park engineering firm have been forced to resign because the massive fuel price hike will absorb "an unacceptable amount" of their salaries.

The firm's technical manager, Mr Vernon Potgieter, said the employees — who live a considerable distance from their workplace — had decided it would not be worthwhile to continue working in Kempton Park because of the new fuel price.

Mr Potgieter said the board of the firm would consider subsidising the employees' petrol costs, because they were all "reliable and diligent workers

"It will be a tragedy if they have to resign because it is not worth their while to travel to work," Mr Potgieter said.

FM 25/11/85
AGREEMENT AT AECI

More than 11 000 workers at AECI are to receive wage increases ranging from 10,5% to 12,5% as well as improved fringe benefits this month. This follows the conclusion of negotiations between the company and 12 unions representing the AECI workforce.

Employees in the lowest grade are to receive 12,5% increases bringing the minimum monthly salary to R408,90. They also become entitled to three weeks' leave a year — up from two weeks and two days. Workers in the higher grades will receive 10,5% increases. In addition, improved holiday bonuses and standby benefits have been negotiated.

AECI group personnel manager, Bokkie Botha, tells the FM that although the increases are below current inflation rates they are in line with increases in other sectors and, given the state of the economy, are satisfactory.

It was six weeks without pay for 8 000 workers

By KEVIN UDEMANS

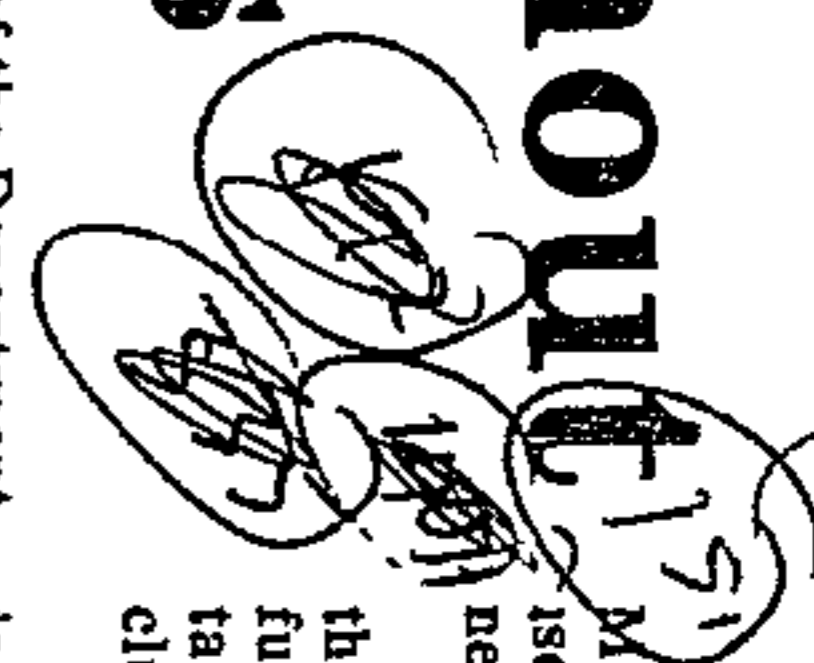
TO add to their worries, more than 8 000 motor plant workers have just endured six weeks without pay

The Christmas shut-down started on November 23 and the hourly paid workers at the Eastern Cape's three plants received three weeks' pay during this shutdown — paid out on November 23 and 30 and on December 7

For the other four weeks of the shutdown the men applied to the Unemployment Insurance Fund for unemployment pay — which has still not come through

The volume of applications has snowed the Department of Manpower under

So the men effectively had to go without money for six weeks from the time that they received their last pay before Christmas to last Friday when they received their first pay cheque of this year (They did not receive pay at the end of their first week)



Post Reporter MOTOR unions have criticised Ford/Amarcar merger negotiations

They claim Ford gave them a "raw deal" by not fully informing them of details and sufficiently including them in discussions

A mass meeting organised by the Motor Assemblers' and Component Workers' Union of South Africa (Macwusa) to discuss the implications of the merger will be held at the Ganakakaza Hall in New Brighton tonight

Mr Dennis Neer, general secretary of Macwusa, said he expected the meeting to be well attended.

"Feelings will run high," he predicted "I have been flooded by phone calls from employees at Neave bitterly unhappy at not having

Ford gave us 'raw deal'

- motor unions

been informed beforehand that they could lose their jobs"

They felt Ford was giving away all their jobs just for the sake of a little extra profit, Mr Neer said

Mr Les Ketteladas, regional secretary of the National Automobile and Allied Workers Union (Naawu), criticised Ford for not keeping employees fully informed of the various stages in the merger.

The merger, he said, was in the interests of profits and shareholders — at the expense of the workers.

"What Ford does not seem to realise is that it will not be 2 000 employees out of work, but 2 000 families living without any source of income," he said

The Port Elizabeth Civic Organisation has also

As six weeks without pay for 8 000 workers

Handwritten signatures and initials over the main headline.

Post Reporter
MOTOR unions have criticised Ford/Amcar merger negotiations.
They claim Ford gave them a "raw deal" by not fully informing them of details and sufficiently including them in discussions

Ford gave us 'raw deal'

criticised the merger
In a statement issued today, Mr Sipho Hashe, Pecco secretary-general, said many black people in the Port Elizabeth townships employed by Ford would be hard hit if they lost their jobs

motor unions

been informed beforehand that they could lose their jobs."

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"What Ford does not seem to realise is that it will not be 2 000 employees out of work, but 2 000 families living without any source of income," he said
The Port Elizabeth Civic Organisation has also

Mr Hashe said many families who had been used to a better way of life would be forced now to accept a lower standard of living
Families would be faced with starvation and other financial problems since some of the Ford workers had opted for the 99-year leasehold schemes with loans from the company, others had bought cars, he said
Mr Hashe said Pecco blamed the Government for neglecting Port Elizabeth's economic growth

Mr J Greyling, the regional director of the Department of Manpower, said his department had received the applications for unemployment but all of them had to be dealt with individually and it would take some time

When the workers returned to work at the beginning of this year they only received their first pay packet at the end of their second week of work.

Mr Mike Killieen, the public relations officer at General Motors, said hourly paid workers had to work for two weeks before they received their first pay cheque

Under normal circumstances a week's pay is carried over during the Christmas shutdown to the next year so they could receive pay after the first week in the new year
"But last year because of the long shutdown we paid the workers for their last week and we told them that this year they would not receive pay till after two weeks' work," Mr Killieen said

KEVIN UDEMANS

More than 8 000 motor plant workers, more than six weeks without pay, a shutdown started on November 23 and ended at the Eastern Cape's three plants pay during this shutdown — paid out 30 and on December 7

Weeks of the shutdown the men employed Insurance Fund for unemployment has still not come through indications has snowed the Department

They had to go without money for six weeks that they received their last pay last Friday when they received their pay for this year. (They did not receive pay at week)

SATS staff to demand higher wages

~~157~~

157

D. Arfitch
1/2/85

PRETORIA — Representatives of the 230 000-strong Federal Council of SATS Staff Associations will meet the Minister of Transport Affairs, Mr Hendrik Schoeman, on February 15 to press demands for 15 per cent pay rises throughout the service

This is in spite of a government announcement last year that pay increases in the public sector would be frozen during 1985

The president of the federal council, Mr Jimmy Zurich, said in Pretoria yesterday the demand lodged with the minister last November had been backed by solid evidence of living cost rises in excess of 15

per cent since the last increases were granted

Since November, Mr Zurich said, further big increases in living costs had taken place

"There is informed speculation that the inflation rate may reach 20 per cent this year, and the need for relief for railway workers is obvious"

Mr Zurich pointed out that, in co-operation with the 11 railway unions, the administration had slashed staff numbers by about 40 000 in the past two years to 230 000

"In spite of this, efficiency and standards have been maintained throughout the service — and this has been

achieved by the extra effort being made by the staff to compensate for the far smaller establishment"

Senior public servants said if Mr Schoeman agreed to increases for his workers it would trigger off a wave of new demands throughout the public sector

However, according to Pretoria sources, there is little if any chance of the railway workers demands being agreed to. The best they can look forward to, it was suggested, were increases with the rest of the public sector from April 1986 — unless there was a dramatic end to the recession and solid growth in the economy — DDC

(157)

Motor unions fight merger

D. R. P. J. 1/2/85
PORT ELIZABETH — The National Automobile and Allied Workers Union (Naawu) yesterday resolved to fight the Ford/Amcar merger

Widespread discontent with the move was

expressed by workers at a meeting last night organised by the Motor Assemblers' and Component Workers' Union of South Africa (Macqusa) and the General Workers' Union of SA (Gwusa) where the merger was

described as politically motivated and exploitative

Last night the regional secretary of Naawu, Mr Les Kettleidas, said the merger would be fought at factory level— DDC
Gloom ahead, P2



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

**SASOL
Strike threat**

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

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

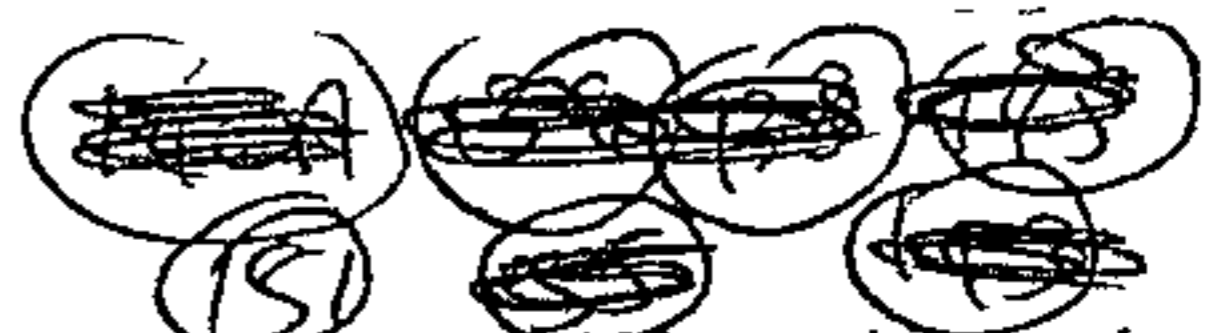
Meanwhile, the FM understands that Sasol is opposing a CWIU application to the Manpower Minister for the establishment of a conciliation board to hear the dispute in the event of inconclusive negotiations. The spokesman says a reply to the application has been forwarded to the Minister,

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

Sympathy action

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

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



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

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

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

Nurses bitter over forced overtime

(151) Medical Reporter *Star 1/2/85*

Nurses at Johannesburg Hospital are bitter over being forced to work overtime without pay because of the sweeping provincial austerity campaign to cut costs by R28 million

The nurses deny a report that some of them were "asked" to work unpaid overtime and had responded "magnificently"

"We were all forced into unpaid overtime and do it reluctantly," a spokeswoman for a group of nurses told *The Star* yesterday

In a statement earlier this week Dr van Wyk, the Director of Hospital Services, told *The Star* night

staff had been asked to work an extra two hours a week and the day staff an extra two-and-half hours a week. Head office staff had been asked to work four hours extra a week

"Although there is no pay for this extra time the nurses and staff have responded magnificently," said Dr van Wyk

The nurses' spokeswoman disagreed "Nurses and all administration staff were not *asked* to work overtime, they were told by their matrons in November they *had* to work unpaid overtime"

She added that virtually all the nurses were extremely unhappy about the extra, unpaid hours

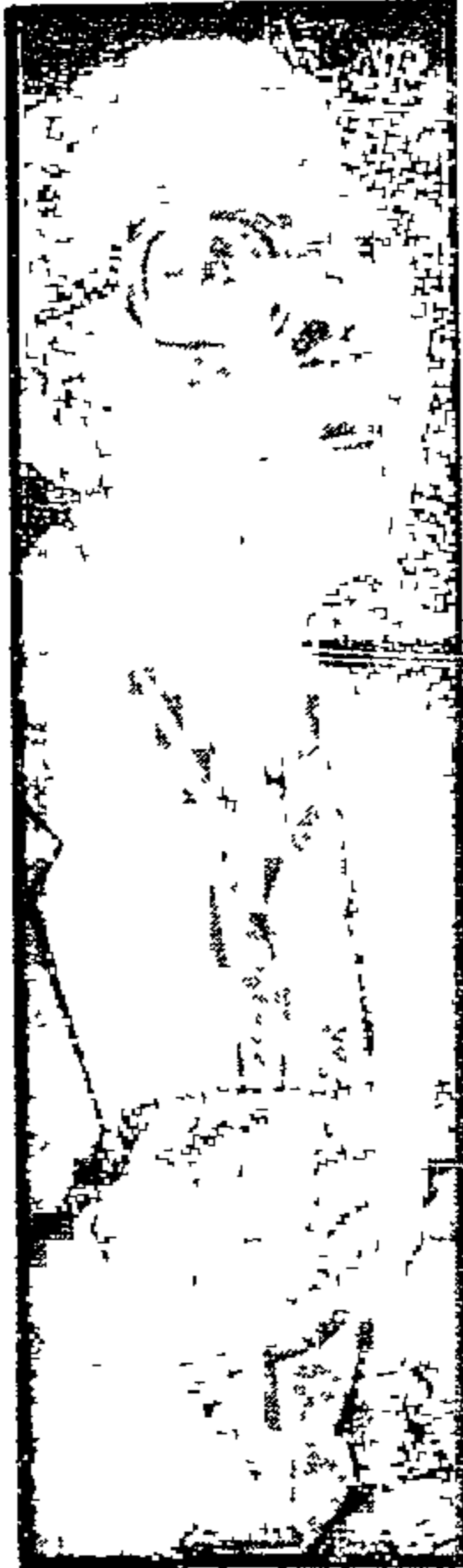
'Employers, stay out!'

3/2/85

By NANA KUTUMELA

C. P. P. W.

151



Michael Sechemane "I was fired".

THE SHARPEVILLE Civic Association will soon be taking several Vaal Triangle employers to court to stop them deducting rent money from the workers' earnings.

This was confirmed by the association's legal adviser, Priscilla Jana

She said such employers won't face criminal charges, but a civil application would be made to stop "illegal" deductions on workers' earnings

"When the Lekoa Council announced that employers were going to be empowered to deduct rent from workers' earnings, we consulted our legal adviser, who told us the move was illegal," said SCA PRO Chippa Molefe.

"We even distributed circulars in the Vaal informing employees and the council about the illegal aspect involved.

"The council did not heed our advice and we are therefore taking employers to court for carrying out the council's illegal orders"

The issue has caused an outcry from residents, who say they don't understand why their employers have started "doing council work".

Michael Sechemane of Sharpeville claims he was fired in November last year when he demanded an explanation from his manager about the R44,50 which had been deducted from his wages

But Keens Electrical Appliances said he was "retrenched".

151
Express
10/2/85
**'Ford's
ideas
stink'**

By MONO BADELA

MORE than 1 500 Port Elizabeth workers who attended a special meeting to discuss the Ford/Amcar merger, urged their National Automobile and Allied Workers' Union to reject the merger out of hand

The meeting urged Naawu to meet with Ford/Amcar to consider the Neave plant closure and ensure that none of the 2 500 workers lose their jobs.

Workers condemned Ford for refusing to consult Naawu or telling the workers of the company's intention to close its Neave operation before taking its decision.

Railway unions to demand pay hikes

151
12/2/85
D. Dinsdale

PRETORIA — The Federal Council of Sats Staff Associations will meet the Minister of Transport Affairs, Mr Hendrik Schoeman, in Cape Town today to press demands for 15 per cent pay hikes for 230 000 railway workers

The railway unions have ignored the government's freeze on the earnings of the public sector during the 1985-86 financial year

If the demand is agreed to it will cost the administration nearly R300 million

The president of the council, Mr Jimmy Zurich, said yesterday that the original 15 per cent demand was made in November last year, supported by solid evidence of living-cost increases exceeding 15 per cent.

Since then, he said,

there had been a vicious acceleration in living costs. Since the beginning of the year electricity tariffs had been raised, the fuel price had been increased by a record 40 per cent, and passenger and air fares had gone up

And if railway goods tariffs were to be increased in the railway budget next week, another inflation shock wave would hit the economy

"And it's not going to stop there. The price of maize and maize products are expected to rise from May and there is likely to be an upward adjustment in the bread price"

Mr Zurich said that in co-operation with the "railway unions, the administration had been able to reduce staff num-

bers drastically by about 40 000 in the last two years

"In spite of this, efficiency standards have been maintained throughout the service — and has been achieved by the extra effort of the staff to compensate for a smaller establishment"

Sources here said railway workers had virtually no hope of salary adjustments. But if they were agreed to, there would be an immediate demand from state department workers for comparable compensation

The public service, the sources said, would have to wait until April next year at the earliest for pay hikes — and if the economy by then was still in the doldrums an extension of the freeze was certain — DDC

151 (SA) (SS) S. Times
17/2/85

Staff anger as Barclays takes away half-day

By Amrit Manga

BARCLAYS Bank's decision to end its 50-year tradition of half-day Wednesdays will be opposed by employees at a meeting in Durban tomorrow.

The special general meeting has been called by the SA Society of Bank Officials (Sasbo), which claims to represent 94% of bank employees

Sasbo officials are perturbed that Barclays management did not consult the union

Tom Chalmers, Sasbo's assistant general secretary, says "The union has not been officially informed of the bank's decision"

Erosion

The union's general secretary, Ben Smith, says "Employee anger at losing their half-day is even higher than the opposition to perks tax"

"In 20 years as a trade unionist I have not seen such anger against management"

Mr Chalmers says "This is a further erosion of employee

rights which will lead to increased staff movement and adversely affect the bank's highly mechanised operations"

He estimates that if 1 000 employees change jobs, the bank could lose R30-million invested in training

According to the union, many senior officials say they will think twice about working voluntary overtime. They threaten to work to rule if the bank adopts a hard line

Sceptical

Mr Chalmers says "Rank and file employees are sceptical about the four hours off a week offered in place of the Wednesday half-day. The four hours are conditional on the bank's service not being hurt"

The four hours will include the lunch hour, effectively cutting the time off to three hours

Sasbo claims that Barclays management initially denied reports that the bank planned to open on Wednesday afternoons. Union officials were told Barclays was merely making contingency plans to cope with Nedbank's appar-

ent intention to open on Wednesday afternoons

Sasbo says it was told later that Barclays planned to eliminate half-days on Wednesdays, but union officials were sworn to secrecy and warned not to discuss the issue with their General Council for fear that it might leak out to the Press

Union officials were also told that any employee found guilty of leaking the bank's intention to the media would

face dismissal

Sasbo says "Administrative managers and accountants — the people responsible for administering the four hours due to employees in lieu of Wednesday afternoons — are equally annoyed"

Trying to juggle staff among various departments to give them time off will be a nightmare, says the union

● Standard Bank is also to stay open on Wednesday afternoons

Shunned union declares dispute

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

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

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

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

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

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Sineshu 19/2/85

Two unions declare disputes

By JOSHUA RABOROKO

TWO BLACK trade unions have declared disputes with managements over recognition, victimisation of members and fighting the closed shop system.

The Retail and Allied Workers' Union (RAWU) and the South African Black Municipal and Allied Workers' Union (Sabmawu) have also threatened to take legal action against Motani Furniture near Pretoria and Potchefstroom Municipality respectively.

RAWU's president Mr Donsie Khumalo, said Motani management had refused to negotiate with them and had threatened to dismiss their members. Management has a closed shop agreement with an "older trade union", which he declined to name.

Sabmawu's Phillip Dlamini said the Potchefstroom Municipality has a closed shop agreement with the South African Association of Municipal Workers and has refused to negotiate "in good faith" with them.

Their members have been "victimised", while some have fallen victims of retrenchments.

A municipal spokesman said that their doors were always open to discussions with any union.

In another development the Food and Beverage Workers' Union has called off the community-based boycott of Dairy Maid products after the company had agreed to reinstate 80 workers and pay them out R70 000.

Sanet 20/2/85

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Bank union seeks hearing on hours

The South African Society of Bank Officials (Sasbo) has requested a Conciliation Board hearing on the question of extended banking hours on Wednesdays.

The move follows a decision by two major banks, Barclays and Standard, to remain open for business until 3.30 pm on Wednesdays instead of closing at 1 pm.

PRIVELEGE

Mr B Smith, president of Sasbo, today said that the society had written to the Minister of Manpower requesting a Conciliation Board hearing in terms of section 43 of the Labour Relations Act.

He said Sasbo's main objection was that a privilege that had been enjoyed for more than 50 years was being removed.

Although the banks had said staff could take time off, this was not practical. Time off could also

not be accumulated, he said.

"People in a bank are specialised and it's going to be difficult for customers if they want advice to find that the person they need to speak to has taken time off," he said.

The senior general manager of personnel at Barclays, Mr Dennis O'Brien, today said that the question of time off on Wednesday afternoons was not a right.

"Employees sign articles when they join us which stipulate an eight-hour working day from Monday to Friday, including an hour for lunch, plus four hours on Saturday," he said.

Mr O'Brien said banks worked with a skeleton staff on Saturdays and many employees had been working a 4½-day week.

He said that Barclays would still give time off to staff who worked on Saturdays.

~~E. Post~~
Naawu
wants
'shares
listed

Post Reporter ~~3/2/85~~

THE National Allied and Automobile Workers Union (Naawu) has called for a list of companies in which Ford and Anglo American have interests or shares, with a view to finding jobs for retrenched employees

This is one of the proposals the union put to Ford management after a union meeting on February 14 to find a "just solution" to the threat of mass dismissals from the Neave plant as a result of the Ford/Amcar merger.

Mr Les Ketteldas, regional secretary of Naawu, said today that this proposal would be in line with the economic "safety net" presented by Samcor

He said the union did not object to the Neave plant closing, providing the union's proposals were met

The union has also requested that

- Ford workers affected by the merger be assured of placement in other positions within the Ford/Anglo American companies

- The period for phasing out of production at the Neave plant be extended to overlap with the upswing in the economic situation in South Africa generally, and the Eastern Province specifically

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Bank workers plan protest meeting

EAST LONDON — Bank employees here plan to hold a protest meeting against the decision by the country's major banks to remain open on Wednesday afternoons

Mrs Penny Dormer, the chairman of the East London branch of the South African Society of Bank Officials (Sasbo), said the meeting would be held in the city hall next Tuesday.

She said she hoped 200

to 300 people would attend, including Sasbo members from such surrounding towns, as King William's Town.

The move follows a protest meeting held in Durban this week. Employees have objected to the decision as it was taken without consultation with Sasbo, and because they say they are expected to work longer hours without extra pay — DDR.

SATS PAY

(151)

~~200~~

The freeze applies

FM 22/2/85
Railway trade unions have accepted — for the moment at least — that there will be no annual salary increase this year. This settles the uncertainty about whether the public sector pay freeze applies to the SA Transport Services (Sats).

The freeze will delay implementation of

Continued on page 51



Schoeman ... no budgetary provision for pay increases

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a five-phase R400m plan to bring racial parity to salaries and fringe benefits. At a meeting last Friday, Transport Minister Hendrik Schoeman told the Sats Federal Consultative Committee, which represents 170 000 employees, that Sats has no funds available for salary hikes. Council president Jimmy Zurich tells the FM that the Minister's decision has been "reluctantly accepted." He fears the council's 11 unions will face severe pressure from members in the second half of the year as inflation begins to bite harder. The Minister "is lucky he is dealing with such a moderate group of unions," says Zurich. Schoeman has, in fact, left the door open for a possible rethink on the issue later in the year. He has arranged for the council to meet him in August for further talks. However, Schoeman emphasised that he would not make budgetary provisions for any general increases. A spokesman for the Minister's office says the August talks are part of a process of negotiation with the unions and no promises can be made.

Bank employees will oppose new working hours

by
Maud Motanyane

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Chalmers, said

"Our members want to register the level of discontent and to show management the types of problems we are already experiencing," he said.

Barclays said late last month its employees would have to work Wednesday afternoons and Standard said the same last week

Sasbo has accused the banks of taking a unilateral decision without consulting employees.

Barclays and Standard managements said they did not consider the question of working hours to be negotiable.

Barclays general manager Mr Denis O'Brien said the bank was prepared to consult with the union, but "we have not gone outside of the working hours agreement we have with our employees".

Standard's Dr Henry Fabian said a meeting had been held with senior staff members before the decision was made.

Bank employees country-wide will hold protest meetings to register their discontent with the new working hours recently introduced by two major banks

The South African Society of Bankers will declare a dispute with Barclays and Standard and call on the Minister of Manpower to set up a conciliation board, the union's assistant general secretary, Mr Tom

151
24/12/85
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185

Unions trade short week for more jobs

By Amrit Manga

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

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

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

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

Full pay

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

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

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

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

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

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

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

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

Laundry

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

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

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

Staff in bid to block banking Wednesday

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S. Times
24/2/85

THE SA Society of Bank Officials (Sasbo) is to fight Barclays and Standard banks over working on Wednesday afternoons.

Tom Chalmers, Sasbo's assistant general secretary, says "The union believes the banks' failure to negotiate the extension of working hours constitutes an unfair labour practice."

Sasbo has applied for an Industrial Conciliation Board to consider the dispute.

Although Barclays stayed open on Wednesday afternoon for the first time this week, the union says it will take steps to stop it from doing so until the board has considered the dispute.

Sasbo is not prepared to say what it will do if its plea to the board is rejected.

Standard Bank says it has not extended the 44-hour week agreed to in terms of the conditions of employment. Time off on Wednesdays was a privilege.

Time off

Dennis O'Brien, Barclays senior general manager, personnel, says: "In terms of an agreement between the union and the bank, employees are required to work a 44-hour week. We are merely implementing this agreement. Workers may, however, still be allowed time off, depending on the work flow."

Mr Chalmers, however, says time off for bank employees during slack hours is meaningless.

"Public transport is geared to providing an adequate service at peak hours only. Many employees will

By Amrit Manga

have to wait a long time for transport to the townships."

Henry Fabian, general manager, manpower and marketing at Standard Bank, says. "We have considered the inconveniences that might be caused to workers and have asked them to suggest ways to reduce the irritation."

Mr Chalmers says "Although Barclays branch staff achievements exceeded management targets, profits declined. It now appears that management is trying to rescue the situation by demanding more from its workers."

Losses

In a circular to staff, Standard Bank cites the industry's inadequate response to customers' needs as one of the reasons for extending working hours on Wednesdays.

"Furthermore, we must realise that the move by a major competitor to extend hours on Wednesdays leaves us no choice but to follow."

Standard Bank says approaches are being made to the Automated Clearing Bureau (ACB) and the Reserve Bank for later clearing and delivery times on Wednesdays.

Mr Chalmers warns "Without the ACB extending its hours, banks which stay open on Wednesday afternoons stand to lose considerable amounts through accumulated cheques that cannot be processed the same day."

Mr O'Brien, however, says that "if all banks stay open on Wednesdays, losses will not be incurred in this way".

Bank workers to protest on extended Wednesday hours

Thousands of bank employees across South Africa will attend protest meetings this week to fight the decision by two major banks to extend working hours on Wednesdays

At the same time, the South African Society of Banking Officials (Sasbo) has given Barclays Bank until noon tomorrow to respond to its demands or the union will take legal action

Protest meetings will be held in the Johannesburg City Hall and in Benoni on Thursday.

Protests are also being held this and next week in Maritburg, Uvongo, East London, Klerksdorp, Grahamstown, Port Elizabeth, Nelspruit, Stellenbosch, Cape Town and Bloemfontein

Meetings were held in Durban and Pietersburg last week. The society has about 30 000 members

In a statement released today, Sasbo said it had asked the bank to go back to the old Wednesday working hours "pending proper consultation and negotiation"

Barclays announced last month that its mem-

bers would work on Wednesday afternoons — and Standard Bank followed suit

"If Barclays does not accede to those demands by midday on Tuesday, Sasbo's attorneys have been instructed to apply to court for relief," the statement said

This would include an application to the industrial court for an order requiring Barclays to return to the old hours, and an application to the Minister of Manpower for the appointment of a conciliation board

"Sasbo notes that after 30 days have lapsed from the lodging of the conciliation board, industrial action would be possible"

The society is also considering approaching the Minister to ask that Barclays not be allowed to depart from the prescribed hours of work

Barclays's general manager Mr Denis O'Brien said the bank was prepared to consult the union, but added that the bank had not gone outside the working hours agreement it has with the union.



Barclays' Ball ... calling for a more just society

gard we look forward to the repeal of unnecessary legislation such as the Mixed Marriages Act.

"The need for a rational and positive urbanisation strategy, coupled with a dynamic rural development programme, to replace the complex web of urban influx control is equally important.

"Our security legislation needs to be applied with less of a sense of authoritarianism, pending its urgent review. The supremacy of the law must once again be recognised as a cornerstone of our society

"It is our conviction that an acceptable resolution of the citizenship issue lies at the very heart of the development of common loyalty. This and education are prime emotive areas for action"

Hersov and Ball say they would like to see more direct co-operation between government and the private sector in addressing the issues and solutions. Overall goals and strategies developed by the most skilful resources available are needed. These must be discussed widely so that the communities can participate in problem solving

The private sector, they say, is more directly involved than ever in the processes of change. "We believe in the value of its role and the need for it to avail itself of every opportunity to influence both the extent and the pace at which the reform process takes place. It makes a particular contribution in stimulating the necessary flexibility in the perceptions of people in the community for the reform process to bear fruit."

On the disinvestment debate, Hersov and Ball say SA will have an even more important role in the economic development of

southern Africa in the future and the self-interest of the West will require greater rather than less direct involvement in SA's economic community

"Our plea is that censure processes directed at accelerating the pace of change in this country should not become self-defeating of the long-term interests of the country. Nor should they be disruptive of the economic machinery which will be fundamental to the future development of the region. The economic health and growth of our society is essential if there is to be stability during the adjustment period."

The review concludes "We are confident that changes are taking place that — if followed through with courage and resolution and the right blend of consultation and communication — will bring about a new climate of equal opportunity for all South Africans."

DISPUTES

No bank holiday

It is highly unlikely that there will be a bank strike. Despite the outrage of staff at Barclays and Standard over discontinuation of the traditional Wednesday half-day, they show no signs of having the cohesiveness and determination to turn it into a strike issue.

What is more likely is that they will apply to the Industrial Court to have the alteration in their working hours declared an unfair labour practice.

Barclays did away with the traditional Wednesday half-day on February 20. Standard will do the same on March 6. The highly competitive banking market makes it almost certain the other banks will follow suit. Trust Bank has never observed the Wednesday tradition.

The outrage of banking staff galvanised the normally low profile 30 000-strong SA Society of Bank Officials (Sasbo), which recently disaffiliated from the Trade Union Council of SA, into action. Two weeks ago Standard and Barclays' employees held a mass meeting in Durban to condemn the change and a Sasbo spokesman says that more meetings will be held throughout the country in the coming weeks.

Barclays is the union's main target. Sasbo charges that Barclays implemented the change unilaterally without consulting it. Barclays denies this.

The *FM* went to press just as the deadline Sasbo gave the bank to respond to its threat of Industrial Court action was due to expire. The union warned Barclays that unless it reverted to the old system and undertook to negotiate the issue in good faith, it would apply to the court for an order forcing a return to the status quo ante. It also intended asking the Minister of Manpower to appoint a conciliation board to consider the dispute on the grounds that Barclays' action constitutes an unfair la-

bour practice.

Sasbo also threatens to ask the Minister to withdraw the bank's long-standing exemption from working hours provisions of the Basic Conditions of Employment Act.

The issue is complicated by the fact that Barclays informed two union officials of its intentions — but swore them to secrecy. A Sasbo spokesman says Barclays outlined a number of proposals to compensate banking staff.

He says the most acceptable of these would give bank workers one Saturday off every three weeks and four hours off during those weeks when they work on Saturdays. But, he adds, Barclays had not asked for negotiations on the issue.

"There was no negotiation," says Sasbo. "They just sought our view on a *quid pro quo* for our members." Barclays confirms that the meeting took place and claims that it constituted consultation with the union.

Despite their differences, Sasbo has written to Barclays asking if the bank is prepared to negotiate. The spokesman says Barclays has replied saying it is prepared to meet for "formal discussions."

Says the Sasbo spokesman "We will not quibble on whether they want to discuss or negotiate. If what Barclays says forms the basis for a firm agreement between us and them we would recommend that our members accept it. It is up to the bank to come back to us. We are an extremely conservative and responsible union and will go to any lengths to settle this matter amicably. But we will take action if we are forced into it."

If Standard Bank goes ahead with Wednesday afternoon work, Sasbo will adopt a similar stance.

Nedbank and Volkskas have not yet announced an intention to open on Wednesday afternoons but their unions expect them to do so. Even though anti-Wednesday sentiment is running strongly among bank staff the unions concerned appear to be hamstrung.

A spokesman for Nedbank's in-house union, the Nedbank Staff Society, says it is at a disadvantage.

The Volkskas Amptenarevereniging told the *FM* it has submitted proposals on the issue to Volkskas management but says the union must be in a position to compete with other banks.

TRIALS

Staying away

The Transvaal Attorney General's office seems uncertain about the future of the case in which five alleged organisers of last November's stayaway were due to be charged with subversion.

The case, the State v Mali and four others, was postponed in January when four of the accused, Thami Mali, Oupa Monareng, Temba Nontlantane and Peter

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

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

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

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

of the winding-up.

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

SASOL FIRINGS

Compromise offer

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

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

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

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

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

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

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

BLACK HOUSING

Profits are needed

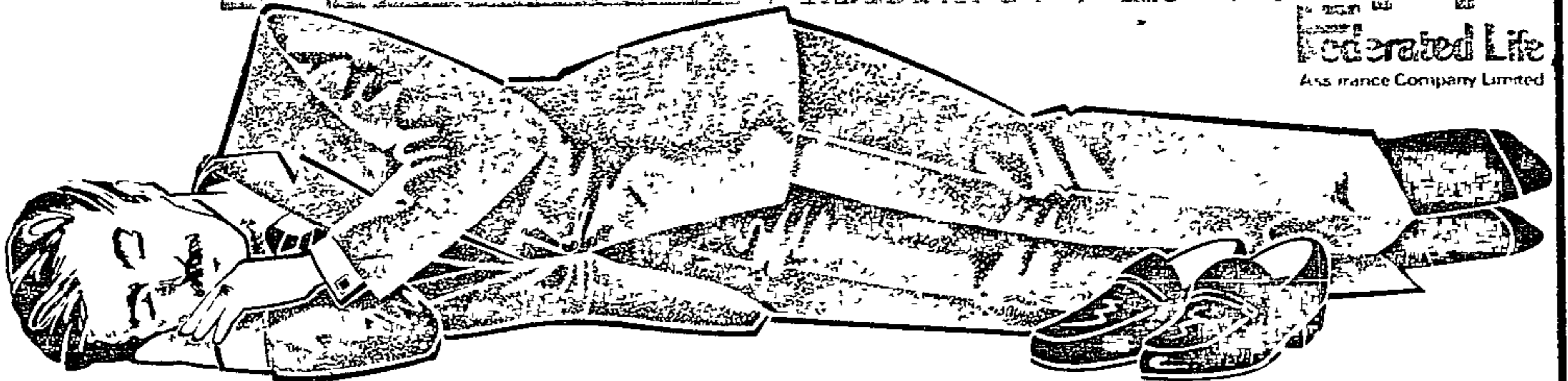
Bureaucratic red tape is often cited as the reason for construction companies fighting shy of black housing projects. Some stalwarts who braved the difficulties subsequently withdrew in frustration over delays in getting the necessary approvals, confu-

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

with a legal tax-free incentive which not only motivates them, but ensures their long standing loyalty to the company. Apart from rewarding key executives in a most beneficial way, KIP ensures the continuance of vital manpower skills for a minimum of ten years.

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FM 1/2/81

Bonus cuts: 400 Municipal SATS workers 151 workers slam Cabinet reject cut

March 1985 (Star)

Pretoria Bureau

About 400 South African Transport Services (SATS) workers unanimously passed a vote of no confidence in the Cabinet last night as a protest against the loss of a third of their annual bonus payments

The meeting in Pretoria was addressed by the general secretary of the Artisans Staff Association (ASA), Mr Willie van der Merwe.

The action taken by the State President, Mr P W Botha, and the Cabinet in deciding to cut civil servants' bonus cheques was "dictatorial" and made without any consultations with the trade unions concerned, said Mr van der Merwe.

He said the service bonus was entrenched as a condition of service and could not be arbitrarily removed.

"The action taken by this Government was unlawful," said Mr van der Merwe.

He said that the union was not interested in party politics

"Our politics are bread and butter politics," he said

Mr van der Merwe was not impressed by the State President and Government's call for greater productivity on the part of civil servants and other workers

"They sit there in their green leather chairs... I wonder if they can increase their productivity by 10 percent

"Where is this country heading to — dictatorship?" Mr van der Merwe asked.

More than 45 000 of the country's municipal employees have rejected a Government request for a pay cut similar to that imposed on other State employees last week, a union spokesman said.

The acting general secretary of the South African Association of Municipal Workers, Mr Lein Claassens, said yesterday the 46 000-member union refused the suggestion of a third cut in holiday bonuses because municipalities had consistently made financial sacrifices in the past.

And although the service load on municipalities had been gradually increased, there had been no accompanying rise in personnel.

The union added that it would be counter-productive to reduce wage packages at a time when employees were expected to be increasingly productive. — Sapa.

UJG

4/13/82
Argus and
union save
16 jobs

The Argus Company announced today that, as a result of cost-cutting proposals made by the SA Typographical Union, it had been possible to save 16 jobs on two of its newspapers, *The Star* and the *Pretoria News*.

A spokesman for the company said that, initially, 34 enforced retrenchments were necessary in the production and technical departments of the newspapers.

"We had maximum cooperation from the chapels of the SATU, however, in searching for ways to reduce this number," the spokesman said.

"Proposals put forward to adjust shifts and forfeit inconvenience allowances enabled the newspapers to achieve reductions in costs equivalent to the wage bill of 16 jobs. In the light of this positive approach, the company was very happy to preserve this number of posts in the departments involved."

At the company's newspapers in Cape Town and Durban, sufficient applications for voluntary retrenchment were received from the production and engineering departments to obviate the need for any enforced retrenchments.

P W Umveits plan

TO SAVE R500-M

By David Braun,
Political Correspondent

PARLIAMENT — President P W Botha today announced a six-point plan to slash Government staff expenditure by close on R500 million in the coming year.

He told Parliament this afternoon that the decision had not been made lightly and that civil servants could be assured that the Government had been compelled to act in the national interest.

Railwaymen protest at plan to cut their bonus

By Colleen Ryan,
Pretoria Bureau

More than 1 000 angry railway workers gathered in Pretoria yesterday to protest against the proposed bonus cuts.

Members of the Federation of SA Transport Workers overwhelmingly supported a resolution calling on President Botha and the Cabinet to think again about the cuts.

The resolution warned that the measures would lead to "widespread labour unrest and dissatisfaction", and said transport workers were not responsible for the financial crisis.

The South African Airways Engineers' Association will hold a similar protest meeting later in the week.

Transport union officials met the Government last week to discuss the pay cuts and voiced their strong disapproval, the president of the federation, Mr Jimmy Zurich, told the meeting yesterday.

He said SA Transport Services workers had made many sacrifices in recent years and improved productivity so the Government's plans now were "a great injustice".

The Public Servants' Association says it has not yet been notified officially of any cuts, but there is growing dissatisfaction about the Government's austerity programme to reduce costs by eight percent.

Vacant positions were not filled and some employees, such as hospital staff, have to work longer hours.

Teachers are anxiously awaiting the outcome of talks between the Federal Council of Teachers' Associations and the Government.

The leader of the Progressive Federal Party in the Provincial Council, Mr Douglas Gibson, said that if teachers were not given the back-pay promised by the State President last year it would be a "serious breach of faith".

"For the first time in memory teachers are being paid a respectable salary. As a result the Transvaal Education Department has been overrun by young people wanting to enter the profession."

national interest. The six-point plan, which comes into effect on April 1, involves:

- Measures to increase productivity which are expected to save R231 million on staff costs.
- Cutting of service bonuses (often referred to as 13th cheques) in the coming financial year from 8,3 percent of annual salary to 5,5 percent (a saving of 2,8 percent on the wage bill). This measure will not apply to those earning R6 000 a year or less. It is expected to save R225 million this year.
- The scrapping of an average 50 percent of the civil service posts which are now vacant.
- Staff who make regular use of free official transport between their homes and places of work will now have to pay for this service.

Expansion curtailed

● The immediate suspension of all further expansion in the civil service establishment, except where personally approved by Cabinet Ministers or Administrators as necessary.

● The adjustment of the system of merit awards to apply to a maximum of 10 percent of the staff as against the current 25 percent.

These last four steps will contribute a further saving of R35 million in the current year.

Mr Botha said that all institutions which paid staff costs out of revenue funds would be subject to the savings measures.

This included the provincial administrations and a variety of boards and other institutions.

Discussions were being held with the national states to implement similar measures in those administrations.

Mr Botha said it was essential that all public institutions in these difficult times reduced their expenditure and their claims indirectly or directly on the public's money.

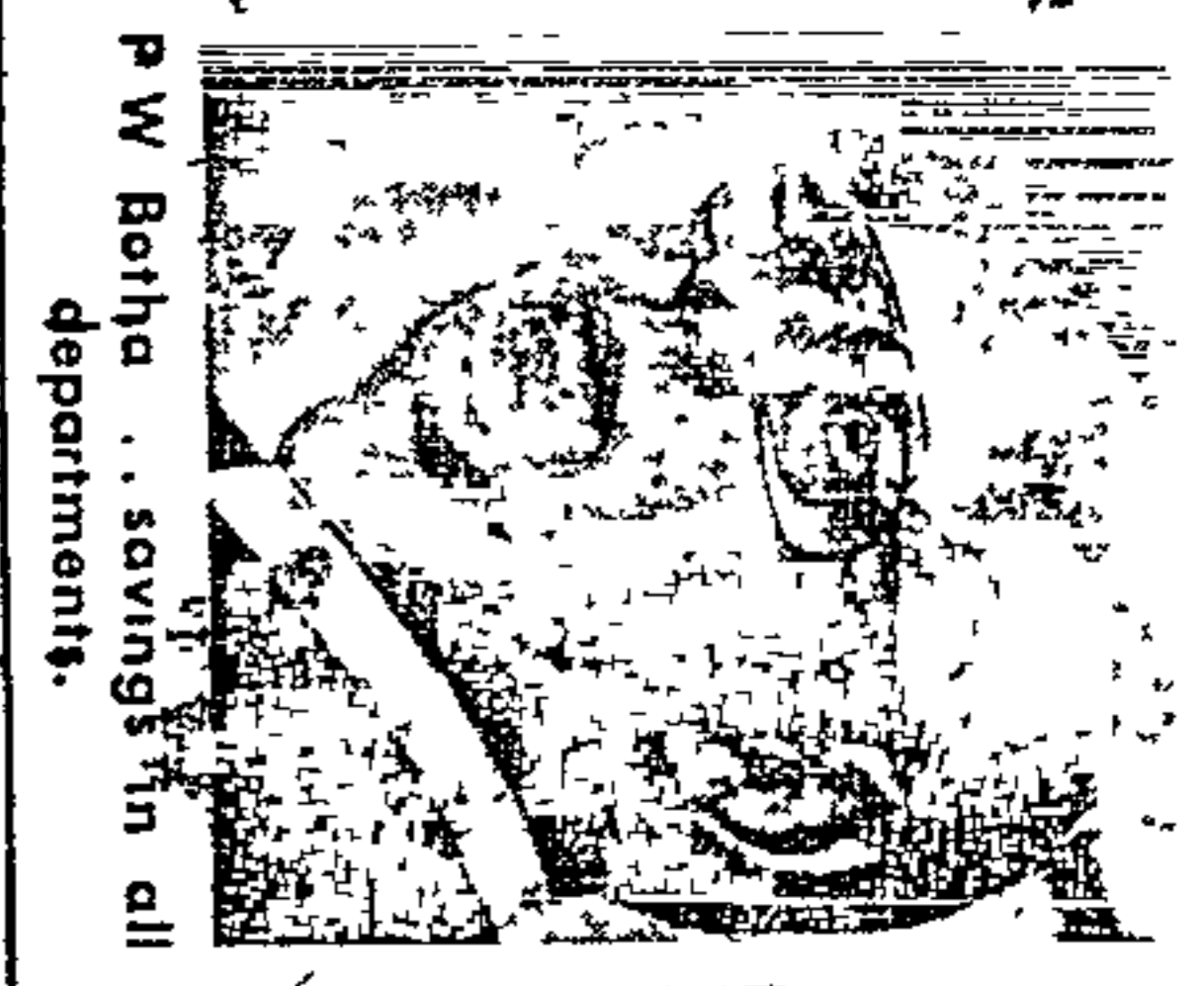
With regard to the SA Transport Services, Mr Botha said a programme to reduce expenditure had been started two years ago. In that time the number of employees had been reduced by 45 000 or 16 percent, making a relative saving on labour costs of more than 10 percent.

The Post Office also made substantial contributions to increased productivity and strong financial discipline.

Nonetheless the Government had decided that employees of the SATS and the Post Office would also have to take a cut in service bonuses from April.

Pensioners would not be affected, said Mr Botha.

He said it was necessary to prune staff costs even after all possible savings had been made. This had been a difficult and a sensitive task.



P W Botha savings in all departments.

Now comes anger over the pay-and-perk cuts

Public servants are understandably angry at the Government's announcement of pay cuts, but personnel analysts are less sympathetic to their plight.

The Government is doing something it should have done years ago," said Mr John Cole, remuneration expert for a leading consultancy.

Government measures announced yesterday include:

- A cut in the 13th cheque of civil servants
- A reduction in merit award increases
- The scrapping of free transport
- The abolition of 50 percent

By Colleen Ryan,
Pretoria Bureau

of all vacant Government posts

"I do not feel any pain about cuts in 13th cheques," said Mr Cole.

"In the private sector a 13th cheque if paid at all is dependent on company profits."

Dr Colin Cameron, president of the Public Servants Association, said the Government should scrap the measures as soon as the economy improves.

Should the public service be the target of cutbacks or are the latest cuts unfair?

Civil servants' associations generally feel their members

are worse off than the private sector, but figures from the Progressive Federal Party last year seem to contradict this.

Although salaries in the public service are slightly lower than in the private sector, Government employees receive profitable perks such as low-interest housing loans, gratuities and generous pension fund deals.

Major Reuben Sive, Progressive Federal Party spokesman on the public service, gave figures on civil service remuneration packages in Parliament last year:

"An employee earning R800 a month or R9 600 a year would actually cost the State R22 146

when all perks were counted.

"Perks were worth 130 percent more than basic salary."

A more senior employee earning R1 500 a month came out with a total package of R36 395 a year, which was twice his basic salary.

Dr Ockie Stuart, of the Bureau for Economic Research at Stellenbosch University, said public servants were comfortably off compared to private sector workers.

"It may not be fair to cut their pay packets," he said, "but these are difficult economic times.

"They should not expect any salary increases this year."

Another advantage of Gov-

ernment workers was job security.

"They should be prepared to work for a little less because of job security," said Dr Stuart.

Mr Cole said the latest Government pay cuts should be seen against the background of substantial salary increases to the public sector in the last five years.

"Salaries have increased rapidly," he added, "and even last year there was a 12,5 percent increase."

In recent years the private sector had lost many skilled workers to Government departments because of higher pay and good perks, said Mr Cole.

R500-million austerity plan shocks public workers.

Anger grows over cash cut-backs

Staff Reporters 6/3/75

Public servants, teachers and nurses — already reeling from price and tax shocks this year — have reacted with anger and indignation to the announcement of sweeping measures to slash Government staff expenditure by R500 million.

The Federal Council of Teachers' Associations (FCTA) has slammed the Government decision to cut bonuses. And the SA Nursing Association has warned that the latest cuts could affect the quality of medical care.

The president of the Public Servants' Association, Dr Colin Cameron, said the measures were a great shock to State employees, particularly because of the high inflation rate.

The latest measures to cut Government staff expenditure, coupled with the fringe benefits tax and soaring interest rates, would hit employees hard, he said.

Yesterday President Botha announced a six-point plan to reduce expenditure which will come into effect on April 1. It includes a cut in 13th cheques, scrapping of free transport, a reduction in merit award increases and the abolition of half the vacant Government posts.

The KwaZulu Cabinet members have shown up President Botha's three percent cut in MPs' salaries by resolving to cut their own pay by more than 35 percent.

A statement today from the office of Chief Minister Gatsha Buthelezi said there was no money for even essential projects, so the Cabinet had resolved to cut salaries by 35,83 percent until the economic situation improved.

Closer to home, the Randburg and Sandton municipalities have undertaken to co-operate in the cost-saving drive.

The indiscriminate scrapping of nurses' service posts will have a negative effect on the quality of patient care which nurses are expected to provide, the SA Nursing Association has warned.

Nurses' hours

The executive director of Sana, Mrs Susan du Preez, said the scrapping of vacant student posts was particularly unacceptable.

"We may have temporary vacancies because of a poor student intake, but we want student posts to be increased to cater for nursing needs in the next 20 years," she said.

Nurses supported the Government's efforts to increase productivity, but if the measures entailed adding to the hours already worked by nurses then it did not agree, said Sana, because this would not necessarily lead to greater productivity.

In a statement today, FCTA chairman Mr John Stonier said the Government had yielded to pressure from the private sector, and by reducing the remuneration packet for the State service had deviated from the undertaking that public servants would be paid on a market-related basis. He said the organised teaching profession did not want to be seen as a collaborator in the plan.

Competitive pay

Mr Stonier said the council and representatives of teachers' associations from all population groups would meet in Durban later this week to discuss a programme of action.

There is concern that the cuts could affect the standard of education in schools. Teachers regretted the cuts at a time when their salaries were competitive with the private sector for the first time in years.

Local authorities, including provincial departments and municipalities, will also be asked to implement cuts. Provincial departments have still to hear how the cuts will affect them.

Members of provincial councils, like their parliamentary counterparts, have accepted a three percent cut in salaries.

The leader of the Progressive Federal Party in the Transvaal Provincial Council, Mr Douglas Gibson, said his party supported the measure. "Any gesture which will bring it home to the Government that South Africans are earnest in demanding action against inflation is supported. People have tolerated an intolerable inflation rate for too long."

● See pages 4 and 17.

Bonus cut immoral SATS workers

The cut in the annual bonus cheques to South African Transport Services employees was last night described as diabolical, immoral and unacceptable.

Emotions ran high as about 1 000 SATS workers attended a protest meeting in Johannesburg.

Workers strongly condemned the Government's decision to cut bonuses by 33 percent.

A motion expressing their shock and dissatisfaction was accepted unanimously and will be sent to the State President in a telegram.

"The workers are not responsible for the financial crisis being experienced by the country and the SATS," the motion said. Their sacrifices had made it possible for SATS to reduce staff by 45 000 — and they deserved a better deal.

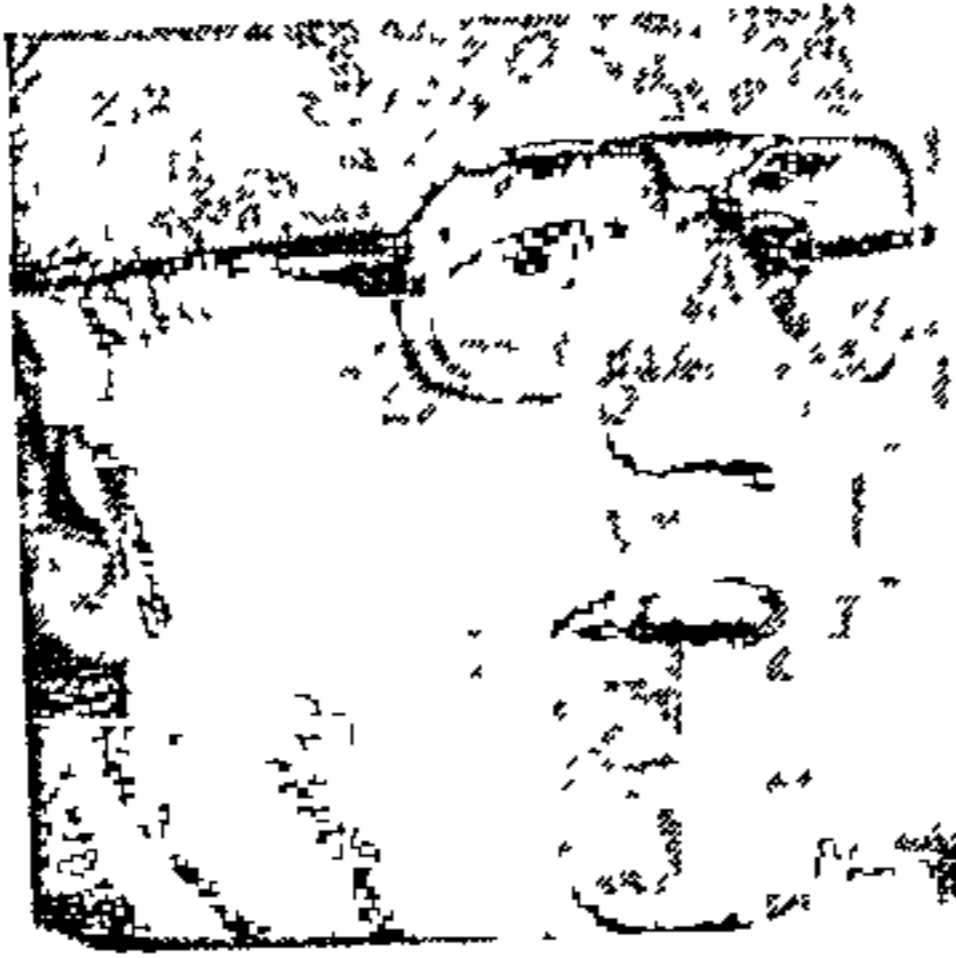
STAND TOGETHER

Employees roared, clapped their hands and stamped their feet when their president, Mr Jimmy Zurich, said they should stand together and let the Government know what they thought of this "diabolical, immoral deed".

The association's general secretary, Mr Willie van der Merwe, said many workers had already bought on credit during January and February in anticipation of receiving the bonuses.

"And how are they going to pay now?" he asked, to which several members of the audience shouted "We will have to steal money."

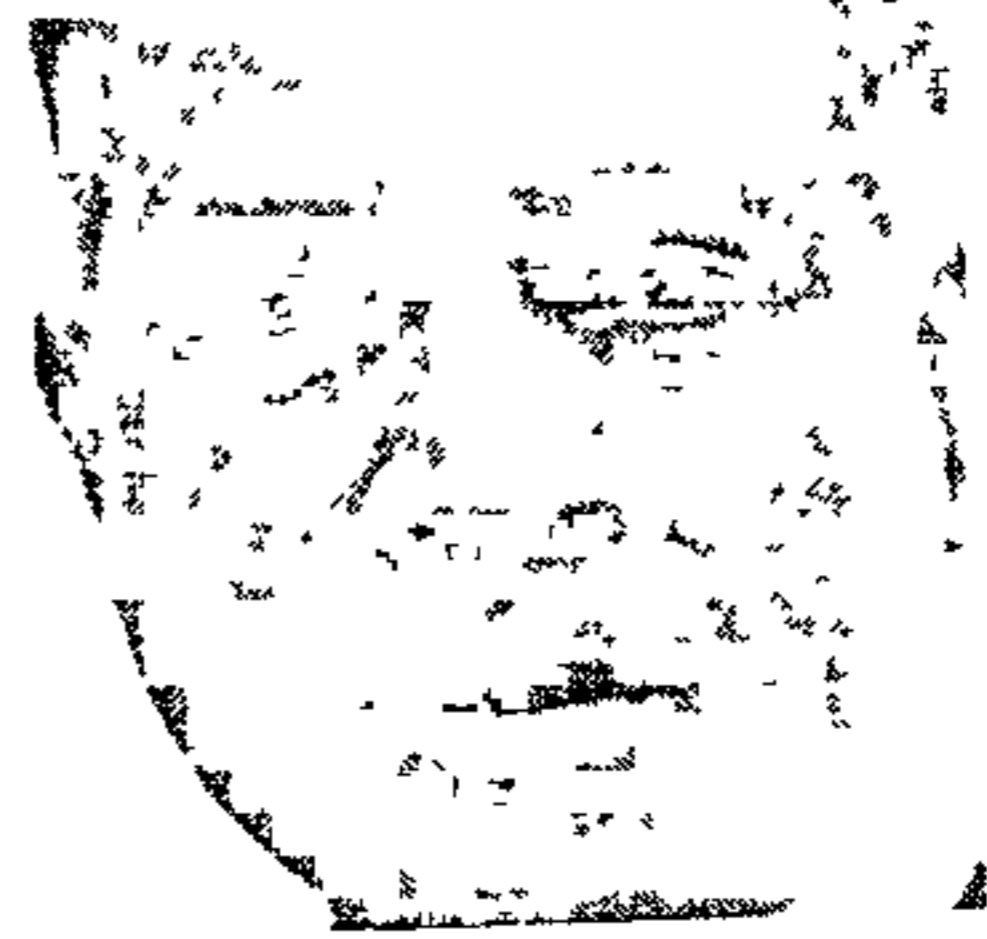
POLITICAL REPORT



Mr Botha



Mr Schoeman



Mr Poovalingam

Schoeman 'unaware of pay plans'

(151) Political Staff Stan 6/3/85
PARLIAMENT — The Minister of Transport Affairs, Mr Hendrik Schoeman, did not know that railway workers would have their wages cut when he drew up his budget

Mr Schoeman was replying to an across-the-floor question from Mr S P Barnard (CP, Langlaagte) during the committee-stage debate on the Transport Services Appropriation Bill

Conservative Party members condemned the proposed 33 percent cut in annual bonuses for public servants

Mr Barnard accused the Government of making ad hoc decisions when the economy was in chaos "The State President has taken millions away from the railway workers without even telling the Minister (of Transport)

"To take money away from a man earning R7 000 a year, with five children is robbery. In April, when you have already taxed him, then you also take away the bonus he has earned," he said

CP members said they appreciated what Mr Schoeman had done for the railway workers, but said Mr Botha's announcements of the cuts were

tragic as many earned less than R500 a month. Dr F A H van Staden (CP, Koedoespoort), in whose constituency many railway workers live, appealed to Mr Schoeman to "stand up and fight for your people"

Mr W L van der Merwe (CP, Meyerton) said the South African Transport Services was the "artery" of the country's economy, which would come to a standstill if SATS stopped operating

Mr Koos Lloyd (NP, Roodéplaat) challenged the private sector to create more jobs to make up for the 40 000 to 50 000 posts being lost in the civil service because of Government cutbacks

Replying to the debate, Mr Schoeman said the 33 percent cut in bonuses was a "very serious affair". He had appealed to the railway unions to understand that he was "part of a team" and although he was sympathetic to their position, one section of the public service could not be excluded from the country wide attempt to save money

"If we do that, then other Ministers are going to say that workers in their departments have also been hard workers who have put in long hours". Everyone had to take note of the recession the country was going through, he said

151 (29) (25)

Extended working hours the final straw

The introduction of extended working hours on Wednesdays was the final straw, a bank employee union official said today

The assistant general-secretary of the 30 000-member South African Society of Banker Officials (SASBO), Mr Harry Rowen, said Barclays and Standard banks had finally agreed to meet with the union tomorrow at 8 30 am

The meeting would not change SASBO's case in any way, he said

The banks had undermined the union by not consulting it before deciding to stay open on Wednesday afternoons

COURTS

"If tomorrow's meeting does not end amicably, we will resort to the courts for relief," Mr Rowen said

This would include an application to the industrial court for an order requiring Barclays and Standard banks to return to the old working hours and an application to the Minister of Manpower for the appointment of a conciliation board

If all procedures failed, the possibility of a strike could not be ruled out, Mr Rowen said

Over the past two weeks employees had "expressed their anger and disgust with the bank", threatened to go on strike, or to simply walk out if the bank officials do not back down, he added — Staff Reporter

Post workers join pay-cut protest

~~158~~ Pretoria Bureau ~~151~~ (151)

Opposition to the Government pay and job cuts continues to grow, and postal workers have joined the call for the measures to be reconsidered

The Postal and Telegraph Association said in a statement today that the Government should reconsider its intention to cut bonuses by a third because postal workers had already made a big contribution to improving productivity

"Since 1971, members of the association have worked an extra two hours a week without pay," it said

The association is seeking an urgent meeting with the Minister of Communications and Public Works, Dr L A P A Munnik Two branches of the Public

Star 7/3/85
Servants' Association will meet in Pretoria tonight

The decision to meet is an indication of the dissatisfaction of many public servants, who are apparently not prepared to accept the measures without a fight

After the planned cuts, a worker earning R800 a month, who is entitled to a bonus of R796, will receive R528 One in the R1 200-a-month category will receive R792, and one in the R1 500-a-month bracket R990

South African Railways and Harbours Salaried Staff Association (Salstaff) has added its voice to the protest against cuts in transport employees' bonuses by sending a telegram to President Botha

Railmen

demand

end to

pay cut

move

151
E. Post
7/3/85

Post Reporter

AMID calls for strike action, more than 700 East Cape railwaymen last night demanded the withdrawal of the move to cut their bonus pay and gave the Cabinet a week to respond

They also pledged to continue holding protest meetings in greater numbers to pressurise the Government

The packed Despatch Town Hall rang with anti-Government and anti-private sector slogans as the meeting resolved to mandate Mr Jimmy Zurich, chairman of South African Transport Services Artisan Staff Association, to demand an "immediate" meeting with the State President, Mr P W Botha

During a fiery address which drew thunderous applause, Mr Zurich

- Blamed pressure on the Government from the private sector for the cuts

- Said the Federation of Railwaymen's Unions rejected the cuts when informed by Minister of Transport Hendrik Schoeman on February 25

- Said the money taken off paychecks had "already been earned"

- Said living standards for railwaymen had dropped by 13% and the standard would never be regained

- Said over a 10-year period railway workers had made many sacrifices

- Said railwaymen continued to curse the "J W Jagger cuts" to their pay made in 1925 and would do the same for "the P W Botha cuts"

- Said railwaymen were not responsible for the economic mess in South Africa, nor for problems experienced by SATS

- Said he had been stopped at the H F Verwoerd Airport before the meeting by "top SATS officials" to express their concern about the issue

- Told the meeting he would not lead a strike because it was illegal, but said the workers should meet in a week when "different resolutions will be presented"

Mr Zurich said the Minister had told him he was unhappy about the cuts but the decision had been made by the full Cabinet

vic

Sats police accept bonus cheque cuts

EAST LONDON — Members of the 6 000-strong Sats police staff association have reluctantly accepted the announcement that their annual bonus cheques are to be cut considerably — like all other civil servants — but have given the Minister of Transport, Mr Hendrik Schoeman, notice of their disappointment.

This was disclosed here yesterday by the national president of the association, Captain D F Venter, who together with the full-time secretary of the body, Mr B J Reinecke, is visiting all major centres

Captain Venter said that railway and harbours police, who patrol and ensure the safety of Sats's R13 000 million worth of property and installations, have been asked to accept the announcement in the spirit in which it was made

"We realise the country is in financial difficulties and everyone is being asked to pull in their belts and assist where possible," he said.

"Needless to say, we are all upset because we believe we earn the 13th cheque bonus by work done throughout the rest of the year," he said "but if it is to help the state overcome the difficulties of the existing economic climate we will have to accept it"

Captain Venter said members of his association, which is no longer affiliated to the Federal Council of Staff Associations of Sats, will not take part in any protest action and has assured the government of its full support

The head of the railway police staff association explained that the body had withdrawn from the Sats's Federal Council of Staff Associations earlier this year because the body was a signatory of the World Conference of Labour

"We believe the Brussels-based body support political attacks on South Africa and as police officers we are not allowed to be connected in anyway with such an organisation," he said — DDC

Bank talks get under way

Talks between officials from the South African Society of Bank Officials (Sasbo) and Barclays National Bank began in Johannesburg this morning.

No information on the topics covered or the outcome of the discussions was available. Sasbo may make a statement later today.

Sasbo has said its members are not prepared to accept the recently introduced extended bank hours imposed by two major banks.

151 (125) (56) Stan 7/3/89

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with any future problems. ^{8/3/85}
 For employers a resolution of the dispute cannot come too soon. The temporary transport service they are providing is costly and they have appealed to commuters to resume using the buses pending the resolution of the dispute. A spokesman for the local branch of the Natal Chamber of Industries says companies made individual recommendations to Nicsh but he declined to elaborate on their contents.

Some employers remain sympathetic to the boycotters. A spokesman for Mondi, which employs 450 workers at Richards Bay, says "We are not in favour of the monopolistic transport situation and for the time being will continue to transport our employees at any cost, until the matter is satisfactorily resolved." He adds that Mondi is against the setting of a deadline for a return to the buses, as proposed by some employers, as this would heighten tension.

LABOUR LAW ⁽¹⁵⁾ ^{FM 8/1} Court's about face

There is consternation among labour lawyers over a recent Industrial Court judgment which appears to overturn a key principle established in some of the court's earlier judgments. The case, involving the Building, Construction and Allied Workers' Union (BCAWU) and Johnson Tiles, involves the question whether the court can order employers and trade unions to negotiate in good faith. Johnson is a subsidiary of Norcross International in the UK.

The union approached the court on behalf of two shop stewards who were dismissed early last year and five others who were retrenched on February 24 1984. All alleged they were unfairly dealt with and, among other requests, asked the court for orders to

- Reinstate them on terms no less favourable than those applying before they were dismissed or retrenched, and
- Compel the company to negotiate in good faith with the union

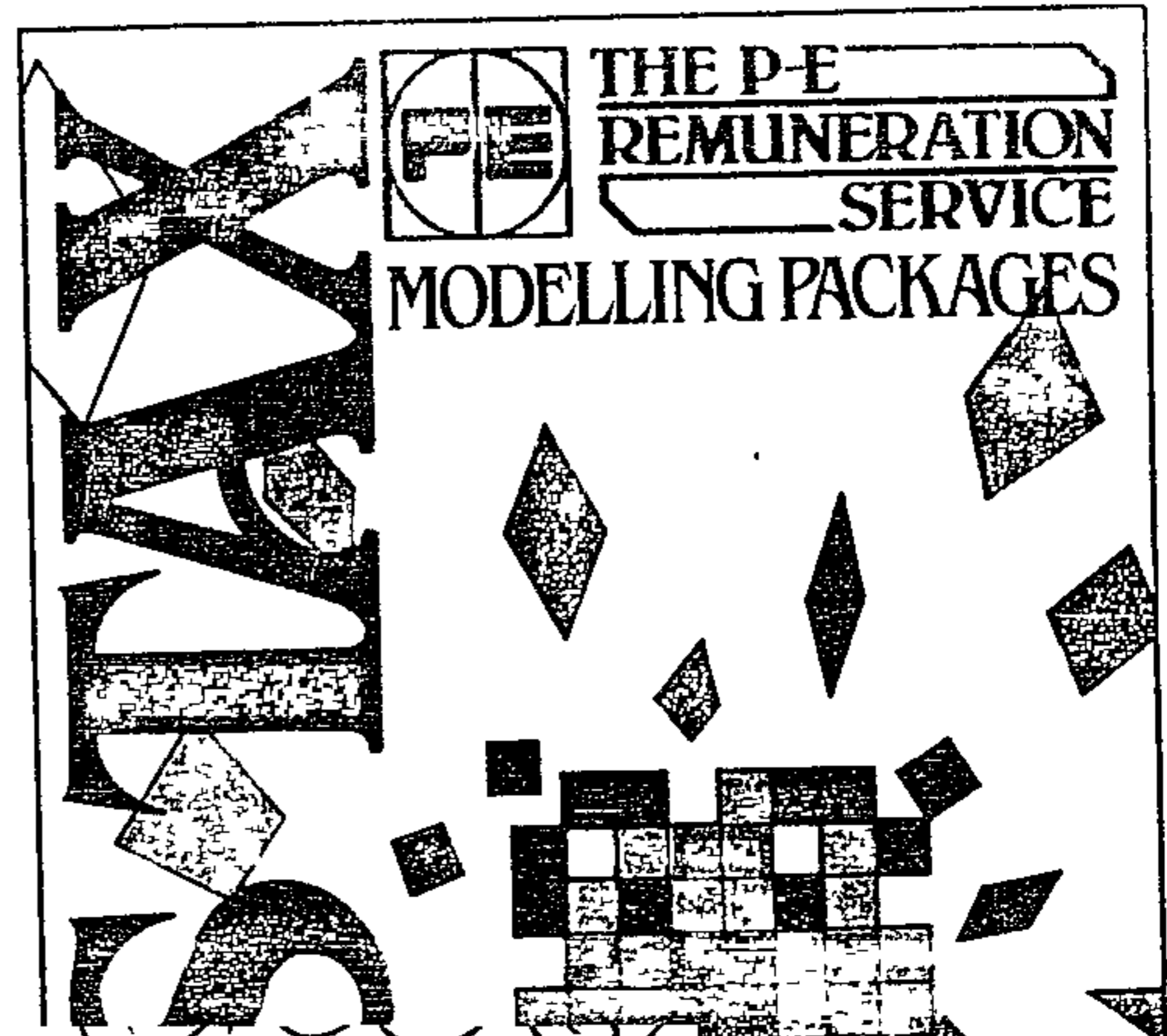
Two previous Industrial Court judgments have been widely interpreted as imposing an obligation on parties to negotiate in good faith.

In weighing up the union's request in this case, J A Erasmus, an *ad hoc* member of the court, said "It is difficult to see where the duty to negotiate in good faith is derived from." He held that the Industrial Court cannot be expected to make an order that parties must negotiate in good faith.

The court did order Johnson to reinstate the five workers who had been retrenched. The union alleged that Johnson had not abided by the retrenchment agreement it had concluded with the company. Johnson claimed that it had in fact followed its provisions as far as it was able.

The court found that the union had been

Financial Mail March 8 1985



informed beforehand that Johnson intended to retrench but had not taken any steps about the proposed retrenchments until the company informed the workers that they would be retrenched four days later. "It seems, *prima facie*, that (the union) shirked its duty towards its members in not taking up the matter timeously by never responding to (Johnson's) letter," the court stated. However, in terms of the retrenchment agreement, Johnson had undertaken to give a minimum of two weeks' notice that it intended to retrench. "In this sense it breached its agreement with (the union)."

The full implications of the court's finding with regard to negotiating in good faith will only become apparent in future Industrial Court cases. For the present, however, confusion reigns in both union and employer sectors about their obligations to each other.

PERKS TAX ACTION

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The complexity of the calculations and the large number of variables involved however, makes this task extremely difficult and time consuming.

P-E, South Africa's leading remuneration consultants, have the solution, a user-friendly, software package designed to assist you in your search for the optimum remuneration programme.

Developed by Ernst and Whinney Management Services Ltd, experts in this field, it is an excellent investment at minimal cost.

It can be purchased as a stand-alone solution or can be interfaced with our Computerised Human Resource Information System, CHRIS. This software is the answer to your package design problems and will get you into action . . . fast.

For further details contact Theresa Biet at (011) 339-4946

ILLUSTRATION ADVERTISING 85/189B

(151) (15) (174) Star

Attention must be given to nurses, warns SANA 8/3/85

By Sue Leeman,
Pretoria Bureau

Urgent attention must be given to nurses' salaries and conditions of service if a dangerous backlog of salaries is to be prevented, according to the South African Nursing Association (SANA).

This warning in SANA's latest newsletter comes in the wake of this week's announcement that nurses, along with other public sector employees, will have their 13th cheques cut by a third and other benefits curtailed.

SANA's *Nursing News* said it was vital that attention be given to the salaries of newly-

qualified nurses as well as those paid to lecturing staff, nursing assistants and the singly-qualified midwife

Payment for work done during the "unsocial hours" at night and over weekends was also identified as a "problem area"

The article said that in future all trainee nurses would undergo the comprehensive four-year course now being offered by nursing colleges in conjunction with universities.

On the matter of difficult working hours, it said research had shown this was one of the main reasons nurses gave up hospital nursing.

Lecturers must take cut in bonus cheques

Pretoria Bureau

University staff would have to accept a cut in their 13th cheques along with other public servants, the secretary of the Committee for University Principals, Mr W J du Plessis, said today.

The Government provided about 75 percent of all university funds, so universities were in the same position as other semi-State organisations, said Mr du Plessis.

The decision to reduce pay came as a "very great disappointment", the University Lecturers' Association said in a statement.

The effect on university personnel was aggravated by the earlier 13 percent cut in State subsidies, the statement said.

with the health and safety of mothers and their children

A Metro spokesman says that the agreement is a "pioneering document" which "reflects the philosophy of the company and its belief in its people" Ironically, it was made public in the same week that the Kirsh Trading Group's half-yearly figures — showing a deteriorating trading situation — were published. However, the spokesman says the maternity agreement is a "long-term investment" while the recessionary conditions are only temporary. Metro employs 6 700 people of whom about 2 000 are women

Major points in the agreement are

All permanent female employees may take up to 12 months' maternity leave, beginning no more than four months before and ending no later than eight months after confinement, with a guarantee of re-employment,

Mothers will be paid a proportion of their wages for seven months. Members of the medical aid scheme will receive 25%, and the company will pay both its own and the employees' medical aid contributions for the full leave period. Employees who are not members of the scheme will receive 33% of their wages for seven months. Women on maternity leave are entitled to claim 45% of their wages from the Unemployment Insurance Fund for six months provided their income amounts to less than 33,3% of their previous earnings,

If women choose to take less than seven months' leave, the balance of the money will be paid out on their return to work,

Before and after their maternity leave women will be entitled to one paid day off a month to visit a clinic;

Women may ask for time off to nurse their children if the request is accompanied by a doctor's recommendation,

Employees on maternity leave will be entitled to R100 worth of baby goods free at any Metro store, and

Male employees will be entitled to three days' paid paternity leave in the first month after the birth of their children.

Employees who are already pregnant at the start of their service with the company or fall pregnant within the first month will not be entitled to paid leave or the free baby goods. They are, however, covered by the rest of the agreement.

The FM understands that this is the first maternity agreement which does not stipulate that women must have been employed for a certain period prior to qualifying for unpaid maternity leave. The company has also undertaken not to discriminate against pregnant job applicants

OK Bazaars is to delay any decision on further retrenchments until the end of March. The company laid off more than a thousand employees at the end of January (*Current Affairs*, February 1) and was due to have discussed the position of another 950 workers by the end of February with Ccawusa and the National Union of Distributive and Allied Workers. OK industrial relations controller Keith Hartshorne says there have been delays because staff turnover this year has been higher than expected.

WORKING CONDITIONS

Labour pains eased

FM 8/3/85
The Kirsh Group's Metro Cash and Carry and the Commercial, Catering and Allied Workers' Union (Ccawusa) have signed the most comprehensive maternity agreement yet negotiated in SA

The agreement is the first in the commercial distributive trade — a sector employing a high proportion of women — to provide for paid maternity leave. It also includes a number of novel features like time off for fathers and a lengthy section dealing

SASOL

Settlement at last

FM 8/3/81 (51)

Four months after the November stayaway and the mass dismissal of 5 100 employees at Sasol 2 and 3, the company and the Chemical Workers' Industrial Union (CWIU) have reached a compromise agreement on the re-employment of the dismissed workers.

According to a joint statement on Tuesday, "at least 70% of the ex-employees who applied for jobs" will be taken back. Sasol has also undertaken to consider "the further employment of ex-Sasol employees." The *FM* understands that about 4 500 workers have applied, which means that a total of more than 3 100 will be re-employed. Many are already back at work.

In addition, an attempt has been made to normalise the relationship between the company and the union, with a commit-

46

7
ment to bargaining in good faith in future. Existing procedural agreements will remain in force, an agreement relating to the status of shop stewards has been negotiated and a negotiating committee has been established. The CWIU has agreed to withdraw its application for a conciliation board to settle the dispute.

The settlement has also averted the possibility of a general strike by members of 24 unions which had threatened the action in the event of a deadlock.

Teachers criticise pay cuts

Pretoria Bureau

The Federal Council of Teachers' Associations (FCTA) has criticised the private sector for putting pressure on the Government to make public sector pay cuts.

It was high time the private sector disciplined itself in the way that it demanded the government be controlled, said a FCTA statement released after a meeting in Durban yesterday.

"The unilateral way in which the private sector views State expenditure has done a disservice to the country," it said.

The council has called on President Botha to arrange an urgent meeting with public sector representatives to discuss the growing dissatisfaction over the State's austerity measures.

"In the interests of labour relations a telegram has been sent to Mr P W Botha calling for an urgent meeting," the statement said.

Mr Botha was expected to reply to the teachers later today.

8/3/81

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151

3/2/81

EL rail staff Join protest

151
151
E. Post 9/3/85
By KEITH ROSS

EAST LONDON — A meeting of nearly 1 000 transport workers in East London last night passed a vote of no confidence in the Government in a bitter response to the State's decision to cut their bonus cheques by a third.

And in Bloemfontein late yesterday afternoon, Free State railway workers, also passing a vote of no confidence, angrily threatened to strike

Sapa reports that in Bloemfontein, the motion of no confidence in the Government was passed unanimously

Both meetings followed hard on the heels of Wednesday night's meeting in Despatch, when 700 railwaymen demanded the withdrawal of the bonus cuts and gave Mr Jimmy Zurich, chairman of the South African Transport Services Artisan Staff Association, a mandate to demand an immediate meeting with the State President, Mr P W Botha

Last night's East London meeting did not vote on the motion but thunderous applause indicated a near-unanimous decision

Speakers received loud applause when they berated the Government for its mistakes and its "heartless" treatment of its workers

In a statement issued by the meeting, the workers expressed their lack of confidence in the Government for its handling of recent events

They said it was apparently the worker who was always sacrificed for the mistakes of others.

The workers asked for an assurance from the Government that the other third of their bonus cheques would be paid as soon as the economy allowed

They called on the Government to do more to ensure that the private sector kept prices down

In addition, they stressed that any increases in taxes at this stage would not only be unacceptable but could lead to further confrontation

Sapa reports that in Bloemfontein, the motion of no confidence in the Government was passed unanimously

The rowdy meeting, called to protest against the one-third cut in the soon-to-be-paid bonus cheques, was punctuated by cries of "We must strike We must strike"

Some of the workers carried placards reading "We made big sacrifices This is the thanks we get"

Mr Zurich told the meeting that when pay increases were given, SATS workers were not considered part of the civil service

But when it came to bonus cuts, then they were

SATS (151)

staff

protest

to P. W.

EAST LONDON - Seven resolutions taken by South African Transport Services employees will be forwarded to the State President Mr P. W. Botha.

The resolutions state the employees' grievances following the government announcement of a one third cut in the Sats 13th pay cheque.

This was decided by approximately 500 members of the South African Transport Services who attended an emotionally charged meeting at the city hall here yesterday afternoon.

The meeting was held to protest against the third cut in their 13th cheque which members regarded as part of their condition of employment. Mr Paul Koeke-moer, area executive for the Eastern Cape region, said.

The motions were:

1. No confidence in the government's handling of matters in the past and present was accepted unanimously.

2. Shock at the fact that it was always the worker who had to suffer due to other people's mistakes.

3. That the government undertake to reimburse the third of the bonus taken away as soon as the country improved economically.

4. That because everyone was calling on everyone else to be patriotic and make sacrifices, the government must freeze all prices in the private sector.

5. That an increase in GST and income tax at present would be inappropriate and unacceptable and if an increase did take place it could lead to further confrontation.

6. That the government not only be representative, but that it should act responsibly.

7. Seeing that KwaZulu's government had cut parliamentary salaries by 36 per cent, the South African Government should do likewise. —
DDR

15/10 270 138 Stan 11/3/85

SATS staff threatens legal action over bonus cut issue

The SA Transport Services salaried staff has informed the State-President, Mr P W Botha, that it will take legal action unless the bonus cut issue is resolved to its satisfaction

In a telegram to Mr Botha last Friday, the executive committee of the SAR and Harbour's Salaried Staff Association expressed disappointment at the State President's response to a previous message, sent on Wednesday, requesting that the bonus cuts be reconsidered.

Two days later Mr Botha responded with a telegram

telling the association that everybody must contribute to efforts to bring down the rate of inflation. "Labour unrest will improve nothing."

His position was rejected in the Staff Association's second telegram, signed by its president, Mr B L Currie

It stated that, according to legal advice already obtained, the bonus cut was tantamount to a breach of contract "It is the intention of this association, unless this matter is resolved satisfactorily, to proceed with legal action," the association's second telegram to Mr Botha said — Sapa

Railway workers stand firm on pay cuts

Pretoria Bureau

Militant white railway workers are remaining firmly opposed to Government pay cuts and will hold a new round of protest meetings this week to back their demands

The SATS Artisans Staff Association (ASA) will hold protest meetings in Pretoria and Cape Town tonight and Johannesburg tomorrow

Yesterday ASA demanded that the Government agree to repay lost bonus money within two years

The SATS Salaried Staff Association (Salstaff) has also taken a hard line and is threatening to take the State President, Mr P W Botha, to court unless the bonus cut issue is resolved to its satisfaction

ELECTRIC

"The atmosphere is electric at the moment. We will not let this matter lie," said ASA's chief secretary, Mr Willie van der Merwe

The two associations have sent telegrams to Mr Botha asking that the one-third cut in 13th cheques be reconsidered. Mr Botha has replied by saying that all South Africans must contribute in times of economic crisis

Salstaff's general secretary, Mr Piet Pieterse, said the bonus cuts were particularly unfair to SATS workers as the 13th cheques had already been earned

Ironically, in the midst of the pay crisis, several top transport union leaders have left for an overseas congress. They include ASA's president, Salstaff's president and SATS Federation of Unions' chairman

APPEALS

While transport workers are unconvinced of the need for pay cuts, most of the public sector appears to have accepted the Government's decision

The Nursing Association of South Africa and the Post and Telegraph Association expressed disappointment at the cuts but accepted them as inevitable

The Public Servants' Association executive is meeting on March 21 to discuss the cuts but the vice-president, Mr Stan Davis, has ruled out the possibility of strikes or court action

The Committee of Technikon Principals said yesterday it accepted the bonus cuts

It said most staff members realised the economy measures were necessary because of the country's serious financial plight

FIRMLY

The Federal Council of Teachers' Associations remains firmly opposed to the pay cuts as it believes it is a step back for underpaid teachers. It has asked for a meeting with Mr Botha to offer alternative economy measures

A labour law expert, Professor Dawie de Villiers, head of the Institute of Labour Relations at Unisa's School of Business Leadership, said if railway workers carried out their threat to strike it would be a case of "the State versus the nation"

"If the railway workers went on strike it would be a Catch-22 situation. The principle of organised labour is that it is a test of strength between labour and the owner of the business — not the management. As all civil servants are employees, if they were to strike against the State President, they would in effect be striking against themselves," he said

If bonus payments were part of civil servants' conditions of employment, they would probably succeed in obtaining a status quo order from the Industrial Court.

Municipal Workers. 'No cuts'

Johannesburg City Council employees have firmly rejected the Government's request that they sacrifice a third of their annual bonus.

The announcement by the Johannesburg Municipal Employees' Association (JMEA) swells the tide of protest against the Government's decision to cut public service pay.

Minister of Constitutional Development and Planning Mr. Chris Heunis this week asked municipal employees to sacrifice a third of their bonuses.

The JMEA's executive committee met on Wednesday. "The committee unanimously resolved that it did not see its way clear to accede to this request," said JMEA president Mr. E. L. J. Kleynhans.

Spokesmen for Sandton and Randburg city councils said they stood by the statement of the South African Association of Municipal Employees (SAAME), which had announced that it was not prepared to consider the Government request.

(4) whether he will make a statement on the matter?

The MINISTER OF TRANSPORT AFFAIRS

(1) No

(a), (b) and (2) to (4) Fall away

Howard Q 61.791
Eastern Cape Region: certain person employed/dismissed 20/3/85

619 Mr D J N MALCOMESS asked the Minister of Transport Affairs

(1) Whether a certain person, whose name has been furnished to the South African Transport Services for the purpose of the Minister's reply, is or was employed by the Eastern Cape Region of the South African Transport Services,

(2) whether he was dismissed, if so, (a) on what date, (b) by whom and (c) what are circumstances surrounding his dismissal?

The MINISTER OF TRANSPORT AFFAIRS

(1) Yes

(2) (a), (b) and (c) No, the person concerned was arrested on 16 November 1984 on a charge under the Internal Security Act (Act 74 of 1982). Although he was released on bail on 19 November 1984 he only reported back for duty on 5 December 1984 by which time he had already been regarded as having absconded. It is normal practice to regard employees who are absent from duty for more than six days without informing his controlling officer of his whereabouts, as having absconded.

**Pinelands: pollution of rivers/
streams/canals**

644 Dr A L BORAINÉ asked the Minister of Water Affairs

Hoa

Whether his Department took any action in 1984 in regard to the pollution of rivers, streams and canals which flow through Pinelands, if so, (a) what action, (b) in respect of which rivers, streams and canals and (c) with what results?

The MINISTER OF WATER AFFAIRS

No, but regular monitoring of the Eiseskraal River, which flows through the Pinelands residential area and drain areas including the Parow and Goodwood industrial areas was undertaken. Analyses of the samples taken revealed no unusual results which pointed to pollution and no action was thus required.

(a), (b) and (c) Fall away

Howard Q 61.792
Own Affairs

Unmarried/married women teachers

54 Mr R M BURROWS asked the Minister of Education and Culture

(1) Whether there are any differences in the conditions of service for unmarried and married women teachers in (a) his Department and (b) the provincial education departments, if so, (a) what are these differences and (b) why do they exist,

(2) whether he or his Department has received any representations concerning any single female teachers living together with males in consequence of these differences, if so (a) from whom and (b) what was (i) the nature of the representations and (ii) his response thereto,

(3) how many (a) married and (b) unmarried female teachers were there on the (i) permanent and (ii) temporary staff of his Department as at the latest specified date for which figures are available,

(4) whether he will make a statement on the matter?

The MINISTER OF EDUCATION AND CULTURE

(1) (a) and (b) The conditions of service of married and unmarried female teachers are in the main the same. The marriage of a female teacher, however, brings about that continued employment/service retention is subject to certain conditions. In the following instances different conditions of service apply to married and unmarried female teachers

(i) Accouchement leave is only granted to married female teachers

(ii) Only unmarried female teachers appointed in a temporary capacity and earning less than R18 000 per year are admitted to the unemployment insurance fund in terms of the Unemployment Insurance Act

(iii) Married female teachers whose husbands are members of a medical fund are, in terms of the Medical Schemes Act, not admitted to the PSMAA

(iv) Both married and unmarried female teachers who are declared breadwinners qualify under specific circumstances for a 100% housing loan as well as for the payment of a housing subsidy and the cost of transfer.

(v) Departments which provide a permanent relieving service do not normally appoint married female teachers on the permanent relieving staff as their marital circumstances bind them to one area and their husbands are subject to transfer

(2) No, and (a) and (b)(i) and (ii) fall away,

Hoa

(3) (a) and (b)(i) and (ii) in view of the fact that the conditions of service of single and married women teachers are in the main the same, no stress are being kept in this connection.

(4) No

THURSDAY, 21 MARCH 1985

+Indicates translated version

For written reply

General Affairs

Representations from certain association

517 Mr P G SOAL asked the Minister of Transport Affairs

(1) Whether he or any member of his Department has received any representations from a certain association the name of which has been furnished to the Minister's Department for the purpose of his reply, if so, (a) when, (b) what was the (i) nature of the representations and (ii) response thereto and (c) what is the name of the association concerned,

(2) whether scheduled air carriers will be allowed to operate in the Republic as an alternative to the South African Airways, if not, why not, if so, (a) under what circumstances and (b) where will they be allowed to operate,

(3) whether he will make a statement on the matter?

(4) whether he will make a statement on the matter?

the MINISTER OF TRANSPORT AFFAIRS

(1) No

(a), (b) and (2) to (4) Fall away

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No, but regular monitoring of the Elstekaal River, which flows through the Pinelands residential area and drain areas including the Parow and Goodwood industrial areas was undertaken. Analyses of the samples taken revealed no unusual results which pointed to pollution and no action was thus required

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(1) Whether there are any differences in the conditions of service for unmarried and married women teachers in (a) his Department and (b) the provincial education departments, if so, (a) what are these differences and (b) why do they exist,

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(3) how many (a) married and (b) unmarried female teachers were there on the (i) permanent and (ii) temporary staff of his Department as at the latest specified date for which figures are available,

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(iv) Both married and unmarried female teachers who are declared breadwinners qualify under specific circumstances for a 100% housing loan as well as for the payment of a housing subsidy and the cost of transfer

(v) Departments which provide a permanent relieving service do not normally appoint married female teachers on the permanent relieving staff as their marital circumstances bind them to one area and their husbands are subject to transfer

(3) (a) and (b)(i) and (ii) in view of the fact that the conditions of service of single and married woman teachers, are in the main the same, no statistics are being kept in this connection, and

(4) No

THURSDAY, 21 MARCH 1985

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For written reply

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(3) whether he will make a statement on the matter?

retroactive

for
bonus pay

22/3/31

Pretoria Bureau

The executive committee of the Public Servants' Association has requested the Government to reinstate public servants' bonuses with retrospective effect when the economy recovers

The PSA which represents 50 000 public servants has objected to the Cabinet's decision, to cut their annual bonuses by a third, on the ground that bodies representing public servants were not consulted.

The PSA president, Dr Colin Cameron, also requested the Cabinet not to make any further curtailments of public servants' pay

He was at pains to point out to the Press that the committee's decision had been democratic and unemotive.

Dr Cameron said he hoped the Cabinet would reply to the requests as soon as possible.

RDM 23/3/84 (15)

Mine unions in wages dispute

By PHILLIP VAN NIEKERK

IN AN unprecedented step, eight trade unions representing 20 000 white mine workers have declared a dispute with the Chamber of Mines at the beginning of their annual wage talks, which started yesterday.

Talks deadlocked after the Council of Mine Unions (CMU) demanded a 20% increase in wages, in reply to the chamber's offer of 8,5% which was later increased to 9,5%.

The dispute could be the first step on the road to a legal strike by white mineworkers, with the chamber also facing the prospect of tough bargaining this year with unions representing black mineworkers.

The chamber said in a statement that at the start of negotiations yesterday the unions demanded a 20% wage increase and further improvements exceeding 7%.

The chamber responded with an offer of an 8,5% wage increase and the CMU changed its demand

to an overall 20%

"At a second meeting today the chamber improved its offer to a 9,5% wage increase together with an increase in the split shift allowance. The council did not moderate its 20% demand and declared a dispute," the statement said.

● Industrial unrest continued at the world's largest gold mine, Anglo American's Vaal Reefs, yesterday as the National Union of Mineworkers (NUM) conveyed to its members details of a management offer.

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

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

Botha says cuts are temporary

State workers accept austerity

151
27/3/85

Political Correspondent

CAPE TOWN — Cabinet Ministers and public service leaders thrashed out their differences over the Government's austerity measures during three hours of talks in Cape Town yesterday

Railwaymen sought a meeting with Mr P W Botha in an effort to win back cash lost in bonus cuts, but were told there was no chance.

Most of the public service representatives said after the talks that they understood the Government's position

and were "reasonably satisfied".

The president of the Public Servants Association (PSA), Dr Colin Cameron, said he accepted the cuts as inevitable, but was seeking an assurance that there would be no further erosion in benefits to State workers

He said he made it clear at the meeting that the PSA would have liked prior consultation

The PSA was concerned that the bonus cuts could set a precedent for further measures, said Dr Cameron

A statement from the State President's office described the talks as "open-hearted and constructive"

But the statement noted that separate talks were held with the federal council of Railway Staff Associations

Mr Botha told the groups that bonus cuts were seen as a temporary measure.

RESTORED

Full bonus payouts could be restored as early as next year if the economic situation allowed it, he said

The meetings had been called to discuss the dissatisfaction of Government workers with the cuts

Several Cabinet Ministers, including Minister of Finance Mr Barend du Plessis, Minister of Home Affairs Mr F W de Klerk, Minister of Education and Cultural Affairs Mr Stoffel Botha and the Minister of Communication and Public Works, Dr Lapa Munnik, attended the talks

Metal unions will combine for a new Industrial Council approach

The reduction of the working week by five hours to help ease unemployment in the metal and engineering industry will be proposed by a group of five trade unions during Industrial Council negotiations next Tuesday.

It will be the first time the unions have negotiated jointly at the Industrial Council. They are the Metal and Allied Workers' Union, the South African Boilermakers' Society, the Steel, Engineering and Allied Workers' Union, the Engineering Industrial Workers' Union and the National Automobile and Allied Workers' Union (NAAWU)

They will negotiate under the banner of the South African Council of the International Metalworkers Federation (IMF)

The local IMF council's secretary, Mr Brian Fredricks, said the unions had decided to negotiate jointly because they represented the majority of workers at the Industrial Council

Other proposals include the raising of the industry's minimum wage to R3 an hour and an across-the-board 50c hourly pay increase.

All the unions except NAAWU are parties to the Industrial Council.

New black workers to get R40 advance pay

Johannesburg City Council is to give its new black contract workers a R40 advance payment of which R20 will be paid back over six months

At its monthly meeting yesterday the council passed a motion proposing that newly employed workers be given basic bedding and eating utensils worth R30

The motion stated that the 500 workers who were recruited from homelands each year were given a R10 grant which was inadequate

According to the motion, workers were asked to bring their own bedding and eating utensils but none of them did so

The motion proposed that the workers be given a R40 advance to be paid back in six months

Professor Harold Rudolph, deputy mayor and acting chairman of the meeting, asked that R20 of the advance be given as a grant This was unanimously accepted.

Pound fees increased

Fines for people whose animals are kept at the Johannesburg municipal pound were, for the first time in 33 years, increased by the city council at its monthly meeting yesterday.

According to a motion proposing new tariffs, fees were last set on October 29 1952

Owners of dogs and cats at the pound could previously claim their pets for free, but will now have to pay R4 for each animal

The new fees are R10 for goats, boars and sheep, and R30 for all other animals The old fees ranged from 15c for a sheep to R7 50 for wild animals

Mr J D Rowles
Mrs M C Richards
Dr F R P de Bruyn
Prof E J Smit
Mr A A van de Venter
Mrs H E du Toit
Mr H P Butow
Prof T Botha
Dr J L Jansen van Vuuren
Mr D P Oelofse

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Dr M du T Potgieter
Mr D S van Eeden
Col H Burnett
Mr T Barlow
Bishop S Bradley
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Mrs E Chait

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Mr G J van der Walt
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Mrs Z Weich
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Mr A B du Plessis
Mr J D Bouwer
Rev J P L van der Walt
Mr R Rau

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Mr A H Prinsloo
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Mr M R A McElligott
Mr G A Chadwick
Mr R McDonald
Dr A R de Villiers
Mrs L I Dalrymple
Mrs B C Auret

THURSDAY, 28 MARCH 1985

+Indicates translated version
For written reply.

General Affairs (151) Hemmenda
Nursing Profession: agreement
631 Mr W V RAW asked the Minister of
Health and Welfare

- (1) Whether his Department is concerned with an agreement amongst the four provincial administrations relating to the salaries and conditions of service in the nursing profession, if so, (a) what are the details of this agreement in respect of (i) payment of overtime, (ii) board and lodging charges for accommodation in nurses' homes, (iii) uniform and/or shoe allowances and

- (iv) any other specified allowances and (b) to what extent is his Department concerned with this matter.
(2) whether he has received any complaints of inter-provincial differentiation, if so, what complaints, if not,
(3) whether he will conduct an investigation into whether party is being maintained amongst the four provincial administrations, if not, why not, if so, when?

THE MINISTER OF HEALTH AND WELFARE

(1) No

(a)(i), (ii), (iii), (iv) and (b) No written agreement exists between the Department of Health and Welfare and the Provincial Administrations in connection with salaries and conditions of service for nursing personnel.
In terms of the Health Act, 1977 (Act No 63 of 1977) it is a function of each authority which renders a health service in the Republic to co-ordinate these services. Co-ordination in regard to the salaries and conditions of service of Health personnel, is undertaken by the statutory Health Matters Advisory Committee and its sub-committees viz the sub-committee for personnel matters and the sub-committee for nursing, as well as the National Health Policy Council

mortality for (i) whites, (ii) Coloured (iii) Indians and (iv) Blacks and (b) what is the percentage of deaths from each of these causes in respect of each race group?
THE MINISTER OF HEALTH AND WELFARE

(a) and (b)

(i) Whites

- (a) conditions originating in the perinatal period = 47,8%,
(b) diseases of the respiratory system = 12,3%,
(c) infectious and parasitic diseases = 10,6%,
(d) ill-defined conditions = 10,1%,
(e) congenital anomalies = 8,8%

(ii) Coloureds

- (a) infectious and parasitic diseases = 40,7%,
(b) conditions originating in the perinatal period = 24,8%,
(c) diseases of the respiratory system = 19,4%,
(d) ill-defined conditions = 7,4%,
(e) congenital anomalies = 2,0%

(iii) Asians

- (a) conditions originating in the perinatal period = 46,3%,
(b) infectious and parasitic diseases = 19,2%,
(c) ill-defined conditions = 12,7%,
(d) diseases of the respiratory system = 9,8%,
(e) congenital anomalies = 4,6%

(iv) Blacks

- (a) infectious and parasitic diseases = 39,6%,
(b) conditions originating in the perinatal period = 20,9%,
(c) diseases of the respiratory system = 15,7%

Infant mortality 61.917
634 Dr M S BARNARD asked the Minister of Health and Welfare

- (a) What are the major causes of infant

151

~~151~~

S/Jan

28/3/85

Teachers take softer stand against Govt austerity cuts

Pretoria Bureau

The Federal Council of Teachers' Associations has toned down its original stand against civil service cuts following a meeting this week with the State President and a number of Cabinet Ministers.

The council had initially rejected the austerity measures out of hand, saying they did not present a lasting solution to the country's economic problems and could be detrimental to education.

After this week's meeting, however, the council said Finance Minister Mr Barend du Plessis had

again explained the need for the cuts and the council had noted that the measures were "unavoidable" in the 1985/86 financial year.

The statement said it welcomed the Government's optimism that the cuts would be a one-off event.

The council contended that it had not changed its original stand and would continue to hold talks with the various education ministers regarding the special needs of the teaching profession.

Representatives of the South African Nursing Association (Sana) met the Transvaal Director of Hospi-

tal Services, Dr Hennie van Wyk, in Johannesburg yesterday to talk about nurses' problems as a result of the austerity drive

High on the agenda was a request by Sana for a reversal of the recent decision that nurses must work an extra 2½ hours a week without extra pay. Sana said this was not increasing productivity as intended.

Dr van Wyk replied that this measure had been very important in increasing productivity.

He added that his department had launched a "scientific project" in some hospitals to investigate all the ways of increasing productivity.

THURSDAY, 28 MARCH 1985

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THURSDAY, 28 MARCH 1985

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For written reply

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THURSDAY, 28 MARCH 1985

- (iv) any other specified allowances and (b) to what extent is his Department concerned with this matter,
(2) whether he has received any complaints of inter-provincial differentiation, if so, what complaints, if not,
(3) whether he will conduct an investigation into whether parity is being maintained amongst the four provincial administrations, if not, why not, if so, when?

THE MINISTER OF HEALTH AND WELFARE

(1) No

- (a) (i), (ii), (iii), (iv) and (b) No written agreement exists between the Department of Health and Welfare and the Provincial Administrations in connection with salaries and conditions of service for nursing personnel

In terms of the Health Act, 1977 (Act No 63 of 1977) it is a function of each authority which renders a health service in the Republic to co-ordinate these services Co-ordination in regard to the salaries and conditions of service of health personnel, is undertaken by the statutory Health Matters Advisory Committee and its sub-committees viz the sub-committee for personnel matters and the sub-committee for nursing, as well as the National Health Policy Council

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- (a) infectious and parasitic diseases = 39,6%,
(b) conditions originating in the perinatal period = 20,9%,
(c) diseases of the respiratory system = 15,7%,

Infant mortality *Hem and G. 6.1.917*
634 Dr M S BARNARD asked the Minister of Health and Welfare.

- (a) What are the major causes of infant

28/3/85

Argus 2/4/85

~~113~~

~~115~~

151

Demand for living wage

Staff Reporter

CAPE Town City Council's efforts to meet the needs of its workforce, particularly at the lower levels of pay, had fallen short and required revision and up-scaling, the Industrial Court heard today

Mr Denis Kuny SC was presenting union argument in the arbitration of a wage dispute between the Cape Town Municipal Workers' Association and the council

Evidence in the six-month hearing ended yesterday

Mr Kuny said the union had chosen to describe its demand as a demand for a living wage which emphasised that the demand was primarily related to the needs of the workers and their living standards. This was especially for the lowest paid workers who comprised about 5 000 of the union's 11 000 members

FIXING WAGES

It regarded wages as payment for services rendered, but also as the means to enable employees to survive

The union accepted that need did not constitute the sole criterion in fixing wages and that other criteria such as wage comparisons, the ability to pay, productivity, cost of living and minimum budget had to be taken into account

Metal unions declare a dispute

The first round of Industrial Council negotiations for the metal industry ended in deadlock yesterday with the unions declaring a dispute with the Steel and Engineering Industries' Federation (Seifsa)

A union source said a dispute was declared after Seifsa rejected all union proposals including a wage increment to meet the rising cost of living and the reduction of working hours to save jobs

Seifsa had instead proposed the present wage agreement be extended for another year as employers could not afford another now. It also called for the establish-

ment of a committee to negotiate the job security clause in the agreement.

Another union source said failure to reach agreement between employers and trade unions might lead to a strike after June when the agreement expires

A Metal and Allied Workers' Union spokesman said the union's chief shop stewards met yesterday to discuss the dispute and they would report back to members

The dispute has been referred to the Industrial Council's executive meeting next Wednesday.

Seifsa was expected to make a statement on the matter later today.

COM 3/4/85

370 000 metal workers move into pay dispute

By PHILLIP VAN NIEKERK

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

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

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

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

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

day bonus

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

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

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

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

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

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

UK

firm 'is
4/4/85 dodging
unions (51)

By STEVEN FRIEDMAN
Labour Correspondent

A MAJOR British textile company has been accused of closing its two Randfontein plants so that it can move to Bophuthatswana and avoid unionism

The National Union of Textile Workers claims that the company, Coats Patons, will be able to pay workers in Bophuthatswana "a quarter" of what its workers earn now and will be able to take advantage of tough anti-union laws in the territory

Unionists fear other companies will also begin moving to homelands, most of which oppose unions, to avoid unionism in the cities

Attempts to obtain comment from the company have been unsuccessful, but it is understood that it denies that it is closing the plants to avoid the union and reduce its wage bill

Union sources say the new Bophuthatswana operation will not be directly run by Coats Paton. But they add that the plant will be producing its products and allege that it has arranged that another company will run the plant so that it can avoid accusations that it is moving to the homeland.

A labour law passed by Bophuthatswana last year forbids all South African unions from operating in the territory and imposes tough controls on unions

Natal wage bill to be cut

DURBAN — The Natal Provincial Administration is to trim R11 million from its wage bill through a 2½ per cent cut in staff this financial year, the Provincial Secretary, Mr Roy Hindle, has disclosed

He said the overall staff cut would affect some departments more seriously than others

Although he expected the cut could be achieved without having to retrench any permanent staff, temporary staff would be hit.

He could not disclose exactly how many temporary staff were employed but said each case would be decided on merit and particular consideration would be given to such sensitive areas as hospitals and education

Dr Fred Clarke, MEC in charge of hospitals, said the cut, while not as bad as originally thought, would put heavy pressure on departments which urgently needed more money for essentials

The province's provision of services would be affected and the public would feel the pinch, he warned

He hoped the situation would be temporary and would be rectified when the economy recovered

The province, which employs about 40 000 people, placed a freeze on posts two months ago when a staff cut was first mooted by the central government.

The government asked the provinces in February to report on the implications of staff cuts of 2½ per cent, four, six and eight per cent.

Mr Hindle said the government's decision now to ask for a 2½ per cent cut was much more favourable than the original request for an eight per cent cut.

"The consequences of even a four per cent cut would have been drastic," he said. However, the R11 million the government had asked to be cut from their wage bill was still "serious"

He said this wage bill cut was over and above the already decided-on three per cent cut in salaries for provincial staff, effected on their annual bonuses, which will be one third less this year. The savings from the bonus cut were expected to amount to about R8 million —
SAPA

Dividing the cake

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

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

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

According to SACC secretary Brian Fre-

FM 5/4/85

dericks, the grouping's key proposals are

- A R3,50/hour minimum wage and 50c/hour across-the-board increases. The present minimum is R1,78.

- That overtime should be curbed. The unions believe it is wrong for overtime to be worked when people are being retrenched.

- That companies be obliged to negotiate retrenchments with representative unions, and that retrenchment conditions should include a minimum severance payment of four weeks' wages per year of service.

- That the working week should be reduced by five hours to 40 hours without loss of earnings, and

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

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

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

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

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

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

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

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

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

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

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

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

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

A CMBU source says that when one in-

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

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

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

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

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

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

Curbing the Minister

FM 5/4/85

The Natal Supreme Court has delivered a far-reaching judgment severely limiting the powers of the Minister of Manpower to decide on the scope of labour disputes. In the case of *Zuke and others v the Minister of Manpower and Consolidated Frame Cotton Corporation*, the applicants, who are members of the National Union of Textile Workers (NUTW), disputed a ministerial decision over the appointment of a conciliation board.

The workers applied for a board to consider a dispute over retrenchments, alleging that Frame management had committed an unfair labour practice. Minister Pietie du Plessis decided to appoint the board. But he excluded the consideration of a possible unfair labour practice from its terms of reference. This was a setback for the workers as it meant they could then not apply to the Industrial Court for a *status quo* order for temporary reinstatement. It also meant that if the matter went back to the court for a final determination, the court would not be able to consider an unfair labour practice.

Mr Justice K J Kriek decided on Tuesday this week that the Minister is "not empowered to purport to exclude from the terms of reference of a conciliation board the consideration of an unfair labour practice." The judgment means that the Minister now has to choose between appointing a board on the terms of the applicants, or refusing to appoint one at all. If he does so, however, the applicants will be entitled to go on a legal strike.

~~1407~~ (51)
The Supreme Court's decision will be welcomed in union circles. Last year there were a number of complaints from labour lawyers that the Minister was using his powers to limit the scope of conciliation boards and thus the Industrial Court. The Department of Manpower, however, responded to this

FM 5/4/85

~~1407~~ (51) FM 5/4/85
criticism by stating that the Minister's decisions were taken in accordance with the provisions of the Labour Relations Act after consultation with the parties involved. ■

Unions strive to establish worker maternity rights

9/14/35 By Sheryl Raine

The cooing of newborn babes has always been a joyful sound to the ears of mothers but the financial strain babies bring for working mums these days, is no joke

Certain trade unions, aware of the difficulties which working mothers face, are striving to establish worker maternity rights

The latest such agreement to be reached — between the Commercial Catering and Allied Workers Union of South Africa (CCAWUSA) and Metro Cash 'n Carry — has for the first time included a health and safety agreement for pregnant and nursing mothers as well as a wide range of protective measures and rights

The latest agreement is significant, according to the latest issue of the South African Labour Bulletin, in that the company is not only a major employer but also belongs to the large Kirsch Group. As such, the agreement could lead to others

Sections of the agreement which are important include

- Twelve months maternity leave with the guaranteed right to return to work
- Seven of the 12 months are paid at 33 percent of normal salary, which together with Unemployment Insurance Fund payments amounts to 78 percent of salary for six months and one month at 33 percent of salary.
- Paid paternity leave for fathers of three days during confinement.
- A comprehensive health and safety section
- A commitment to health and safety education for pregnant and nursing mothers.

One of the advantages of the latest agreement is that it enables a considerable amount of choice on the part of the mother as to when she takes her maternity leave

It is the choice of the worker as to when she wishes to take leave and claim her seven months paid leave, provided this is not sooner than four months before and not later than eight months after confinement. If she decides to take less than her seven months she may be paid out for the balance of her leave on returning to work

There are no pre-conditions to qualifying for these maternity benefits, with the exception of women taking up employment when already pregnant and those who fall pregnant during their first month of service. Women who do not qualify for seven months maternity leave will nevertheless be covered by the agreement and will be entitled to 12 months unpaid leave

CCAWUSA negotiated the first full maternity agreement negotiated in South Africa with OK Bazaars and has also established agreements with Woolworths, CNA and Makro. The union hopes to bring existing agreements into line with the latest agreement

Zsairno soldiers killed in the second world war. The... was in...

Major meeting on pay freeze

By PHILLIP VAN NIEKERK

THE crucial steel and engineering industrial council dispute over an employer proposal to freeze the wages of more than 350 000 workers for a year enters a new phase today

The council's executive committee meets this morning to decide whether to continue talking or to proclaim a deadlock between the Steel and Engineering Industries Federation (Seifsa) and the 14 unions in dispute with it

Council sources said it was likely that the parties would continue negotiations in the short term, but

in the long term there was little hope of a settlement

A Seifsa statement last week said the decision to suspend the agreement — to expire in June — for a year, was due to the "prevailing severe recessionary conditions and rapidly escalating costs

"The key objective should be to retain employees in employment insofar as this is practicable. The number of employees in the metal industries has declined by more than 80 000 over the past three years"

However, the Metal and Allied Workers' Union (Mawu) said in a statement after a meeting of union

leaders that members would not accept the wage freeze, and indicated they would approach companies who could afford increases individually

Mawu blamed the "crisis in South Africa" on a system which caused the majority of the population to be unemployed or underemployed, and left them to be supported by workers

"But management refuses to pay a living wage to these workers, who are now supporting not only their own families but the families of the unemployed. Inflation has further ravaged worker's standards of living"

“engineered to excite”

VIOLINIA

BECAUSE YOU ARE WHO YOU ARE

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DENTONE TELEPHONE

ARGUS 10/4/85

241 held in
protest over
dismissals

Argus Correspondent

PRETORIA — Police arrested 241 people today as they picketed a crockery factory.

The arrests came at 6 30am when about 300 members of the South African Allied Workers' Union and former employees of Continental China picketed the company premises in Rosslyn.

A police spokesman said the 241 would appear in court to face charges of intimidation.

A Saawu spokesman said the former company workers were protesting about a labour dispute which left more than 500 employees jobless.

The dispute started late last year when 650 workers walked out over wage cuts. They were later dismissed.

Steelmen return to wage talks

1971
10/4/85
Another round of tough bargaining is expected today when Industrial Council wage talks resume for more than 300 000 workers in the steel and metal industry.

The talks broke down last week when the Steel and Engineering Industries' Federation of South Africa (Seifsa) — representing 45 employer associations — rejected union demands.

Two union groupings submitted separate but related pay proposals. The groups are the South African Council of the International Metalworkers' Federation (IMF) and the Confederation of Metal and Building Unions (CMBU).

The IMF key demands were pay rises for members and the adoption of measures by employers to minimise further loss of jobs. The industry has lost 80 000 jobs in the past three years.

Employers said their objective was to save as many jobs as possible. In line with this they suggested freezing wages for another year.

SAAWU THREATENS CONTINENTAL WITH A BOYCOTT

Sowetan 10/4/85 By ALINAH DUBE

A BOYCOTT campaign of crockery manufactured by a Pretoria company is on the cards unless the company improves its offer of reinstatement to the South African Allied Workers' Union announced yesterday.

Mrs Tshini Mlondo, branch organiser for Saawu, said the campaign against Continental China was postponed early this year after management had indicated willingness to negotiate for the reinstatement of the 650 workers who were dismissed by the Rosslyn plant five months ago. He added that a dispute has also been declared with the company

A spokesman for the company, Mr Bill Pavard, said they were aware of boycott plans but there was little they could do to stop the move "The only alternative we have is to talk to our customers, which is also not likely to work if Saawu's campaign is successful. But I must warn that their refusal to believe that we are having financial problems could mean the end of jobs for about 2 000 people," he said.

"We decided to take steps when management announced at a meeting that only 12 of the 650 workers would be reinstated. The offer was totally unacceptable and as a result workers said it was as good as nothing and called for the reinstatement for all," said Mr Mlondo.

He stressed that it is now up to the company to reopen negotiations as Saawu was only concerned about its programme to launch the boycott

Sowetan 10/4/85

Black and white workers unite in wage talks

COLOUR will take the back seat when black and white trade unions representing over 320 000 metal workers present a united front in demanding pay rises and better working conditions at the industrial council meeting which resumes in Johannesburg today.

The united front, the International Metal Workers Federation (IMF), which represents black and white trade unions had presented a proposal for wage increases which deadlocked last week.

The IMF has declared a dispute with 45 employers who belong to the Steel Engineering Industries Federation of SA (Seifsa). The dispute means that over 320 000 workers will be affected when it is not resolved.

The wage talks between employers and unions takes place amid a strike by over 400 workers at Siemens Cable Company, Pretoria — which is part of the Industrial Council — over wages and the company's refusal to allow Mawu members to travel to the hearing in Johannesburg.

A company spokesman said that the workers have been dismissed "We cannot allow workers to stop work at any time, just because we are a multinational company," Siemens' director, Mr J Krostkie, said yesterday.

The employers have called for a wage freeze in an attempt to preserve jobs. They argue that in the past three years more than 80 000 workers have been laid off in this sector. If they are forced to meet the unions' demands they will be forced to retrench more workers.

The steel and engineering sector is one of the hardest hit by the present economic recession.

The unions are demanding a minimum wage of R3,50 an hour which would mean doubling the remuneration received by less skilled workers. Artisans want their minimum to be raised by 36 percent to R6,53 an hour.

Other demands include request that employers increase workers' contribution to the pension fund to 12 percent and that this money be invested in family housing.

Because of retrenchments, the unions have demanded that the severance benefits be increased to one month's pay for every year of service.

Also party to the negotiations, but acting independently of the other bodies, is the right-wing Confederation of Metal and Building Unions (CMBU) made up of about 10 unions. It is demanding increases of between 10 and 45 percent.

E. Post
Belated
4/19/87
May Day
for PE
unionists

Weekend Post Reporter

A BELATED May Day meeting of local trade unions is to be held in New Brighton on Sunday.

The president of the Motor Assemblers and Component Workers Union of South Africa (Macwusa), Mr Thobile Mhlahlo, said because of the situation in the townships, the unions had been unable to hold the meeting on May 1.

The proposed meeting would be held at the Rio Cinema and would start at noon, he said.

Several other unions have been invited. Speakers from the Uitehage branch of Mewusa as well as from other local unions would address the meeting.

There would also be a report from a spokesman of the Crisis in Education Committee, following a national meeting held in Johannesburg last month, Mr Mhlahlo said.

He appealed to workers, parents and students to attend the meeting.

Workers campaign for a May Day holiday

151 By Mike Siluma

19/4/85



May Day 1950. A mounted policeman disperses a group at Newlands, near Johannesburg, after all May Day celebrations were banned by the Government. On that day workers stayed away from their jobs to protest against pass laws and the introduction of the Suppression of Communism Act.

The growth of the trade union movement has brought a revival of the campaign for recognition in South Africa of May Day as a paid holiday.

May 1 is celebrated throughout the world to honour the labour movement and worker rights.

It has been observed in countriesideologically as far apart as the capitalist US, Socialist Russia and Islamic Iran

May Day celebrations were originally held in the late 1880s to support international demands for an eight-hour working day.

In 1904 South African workers first observed the day by holding rallies and marching. These demonstrations were often multiracial.

But May Day came to mirror the racial division in South African society, with white and black workers celebrating separately.

Today none of the white trade unions is known to celebrate it.

The most notable May Day demonstrations in South Africa came in 1950 when for the first time workers chose the day to agitate on political issues.

A mass stayaway was called to protest against apartheid laws and the impending Suppression of Communism Act.

Eighteen people died in disturbances which followed a Government ban on May Day celebrations. Now the strength of the trade union movement and

its direct involvement in the celebrations have given the day new significance.

Last year trade unions including the 125 000-member Federation of South African Trade Unions, the Commercial, Catering and Allied Workers' Union and the General Workers' Union took up the campaign to have May Day proclaimed a paid holiday.

Many unions, including the Chemical Workers' Industrial Union and the Metal and Allied Workers' Union, have included this demand in wage negotiations with employers.

Some employers have for the first time in decades given in to this demand, with others declining to pay workers for time taken off.

UDF BACKING

Employers who have agreed to give workers time off on May 1 include Anglo American Property Services, BTR Sarmcol and Pilkington Glass in the Eastern Cape.

Workers' leaders see these agreements with the companies as a first but important step in what is likely to be a long battle for official recognition of May Day as a paid holiday.

With all emerging unions expected to take part, including the 150 000-strong Council of Unions of South Africa and unions affiliated to the United Democratic Front, this year's celebrations could be the largest since the 1950s.

(151) Star 2/5/85
May Day holiday appeal

Co-ordinated May Day meetings were held at Khotso House, in Central Johannesburg and at Katlehong, kwaThema and Tembisa on the East Rand, Alexandra, Pretoria, Secunda and Pietersburg yesterday.

Unions did not call for a stayaway but appealed to employers to grant workers a paid holiday.

Unions affiliated to the Federation of South African Trade Unions (Fosatu) have tabled this demand nationwide during wage talks.

Firms reported an attendance yesterday of between 90 and 100 percent. A few employers including Anglo

American Property Services had agreed to a paid public holiday.

On Saturday May 4, rallies will be held at Tembisa, Katlehong, Pretoria and the Vaal. On Sunday a rally will be held at Regina Mundi in Soweto.

The meetings will be addressed by speakers from various unions.

Police returned in force for an evening May Day meeting at Khotso House, organised by the United Democratic Front affiliate, the Johannesburg Democratic Action Committee.

Only 200 people attended the meeting — which was by invitation only — and police withdrew before it ended.

● See Page 17.

Hurley calls for Workers' Day holiday

Mercury Reporter

THE Archbishop of Durban, Archbishop Denis Hurley, says he looks forward to the time when May 1, which is observed as Workers' Day by people all over the world, is a public holiday in South Africa

But he says this is not likely to happen soon

Archbishop Hurley was speaking at a Press conference yesterday to launch Workers' Sunday which will be celebrated in churches in and around Durban on May 5, the first Sunday in May

He said he hoped 90 parishes and congregations would take part in the events organised by Diakonia, the Durban-based ecumenical agency

Archbishop Hurley, who is a patron and founder of Diakonia, said the theme of Workers' Sunday this year would be 'Family Life', because the situation in South Africa made family life impossible for most of the people

Migrant labour kept the breadwinner away from his family for most of the year. Even when he was with his family, the demands of travel meant he was with them for only a short time, and so family life suffered

'Difficulties'

The archbishop said Diakonia was encouraging congregations to support trade unions and was advocating that people take part in their activities

In some cases, the Church was giving practical support by allowing trade unions to use church buildings for their meetings

Archbishop Hurley said the Christian attitude was that the labour of people was far more important than the profits gained

He said theological training ought to focus more on the practical aspect of workers and their difficulties. At present ministers were taught in

a way that was largely spiritual and theoretical

The director of Diakonia, Mr Paddy Kearney, said all the churches emphasised the importance of family life. The Nederduitse Gereformeerde Kerk had called migrant labour a 'cancer' in the life of South Africa

He said 10 000 copies of a brochure on family life had been printed and

would be distributed to the eight member churches of Diakonia

The organiser of Diakonia's Church and Industry programme, Miss Nomabelu Mvambo, said slide-tape presentations on family life had been prepared by the organisation. Families were being encouraged to sit together in church on Workers' Sunday

NM 10/4/85
151

SUPPORT THE WORKERS

THOUSANDS OF workers who this week celebrated May Day throughout the country have called on the Government to recognise May 1 as a public holiday. And as support for the call for May 1 to be declared a public holiday

CP Reporters grew, the May Day Coordinating Committee made a plea to the police to keep away from Sunday's mass rally at Regina Mundi in Soweto, following this week's crackdown on workers demonstrating in Johannesburg. "We ask the police to keep away from our rally

C. D. Rev
in Soweto on Sunday. We will maintain law and order," committee secretary Cunningham Ngcukana said after announcing at a Press conference that the rally is expected to attract thousands of workers throughout the Transvaal. A May Day meeting will also be held at Alexandra Methodist Church at 1pm tomorrow. Cosas has also appealed

5/5/85
to all students to support the workers and endorsed the demand that May Day be a paid and recognised holiday in South Africa. In Johannesburg, more than 120 placard-carrying Cosas and Azaso members picketed the offices of the US Consulate-General in the city on May 1. Sixteen workers were arrested by police.

The workers had intended delivering an anti-investment letter to President Ronald Reagan and another to the United Nations. Earlier police arrested 41 people in another part of Johannesburg as they marched through the city after being released on bail at the magistrate's court, following their arrest for allegedly holding an illegal gathering outside the City Hall on Tuesday.

May Day celebrations were held in Durban, Port Elizabeth, Cape Town, the Eastern Cape and the Vaal. Members of the Federation of SA Trade Unions, the Council of Unions of SA, the Commercial, Catering and Allied Workers' Union and Metal and Allied Workers' Union attended the meetings.

In Durban, over 5 000 workers called for women to be given paid maternity leave, for May Day to be a recognised public holiday and for an eight-hour work day.

In Port Elizabeth and Uitenhage, more than 2 000 workers also called for May

Political comment and newsbills in this issue by P Selwyn-Smith and P Goboza, headlines and subediting by D Niddrie and C Vick, all of 204 Eloff St Ext, JHB



A worker chants a freedom song as armed police surround Khotso House

Day to be recognised as a public holiday. In the Vaal, shops and businesses closed for five hours and most pupils stayed away from school. At Khotso House workers were met by armed police who had barricaded and sealed off the building.

Naawu wants 40-hour week

By Sheryl Raine

The National Automobile and Allied Workers' Union (Naawu) has appealed to employers for a 40-hour week.

It says cutting working hours could create more than 148 000 extra jobs and reduce unemployment by 7,5 percent.

Naawu argues in a pamphlet issued this week that two million people are now unemployed in South Africa, and in the next few years even more will be without jobs because of the recession and automation.

Most South African workers at present spend about 45 to 46 hours a week at the factory, and up to four hours a day travelling to and from work.

Naawu's policy is to cut the maximum working week to 40 hours without loss of pay.

Naawu said that, apart from the need for more leisure time "If we cut down on the number of hours that are worked we will then need more people to produce the same amount of goods. In South Africa, if we went on to a 40-hour week an additional 148 491 jobs would be created, thereby cutting unemployment by 7,5 percent"

Naawu believes that if the work week is reduced people will have more time to spend their money, and this in itself could create jobs in the service sector.

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

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

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

Five options

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

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

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

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

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

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

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

WAGE TALKS

Impasse in metals

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

NM 12/4/85

~~10/11~~ ~~198~~ ~~151~~ ~~140A~~
**Daimler-Benz S A unit in
pay agreement**

EAST LONDON— Car Distributors Assembly (Pty) Ltd said workers at its assembly plant in East London had accepted a pay deal agreed between management and the National Automobile and Allied Workers' Union which included a 21 percent rise in minimum pay to 2 60 rand per hour.

It said in a statement that work had halted at the plant, which assembles Mercedes Benz cars and trucks and Honda cars, for three days during the pay talks and it was intended to resume operations as soon as possible

Car distributors is a wholly-owned subsidiary of Mercedes Benz of South Africa (Pty) Ltd which is a unit of Daimler-Benz Ag — (Reuter)

120M 12/11/55 (151) (1089)

Steel dispute is set for new negotiation

By PHILLIP VAN NIEKERK
EMPLOYERS and unions on the steel and engineering industrial council, who are in dispute over an employer proposal to freeze wages for a year, are to meet at the end of this month in an attempt to resolve the dispute.

The 14 unions represent more than 350,000 workers whose minimum wages and working conditions are determined by the industrial council.

A statement by Mr Ginger de Jager, general secretary of the industrial council, said that agreement to

meet again was reached at a meeting of the executive committee of the council.

He said employer bodies within the Steel and Engineering Industries Federation of South Africa (Seifsa) would meet on April 29 to co-ordinate their views, after which they will give an indication to the unions what stance they intend to adopt.

The negotiations will resume on April 30.

The parties went into dispute when the employers proposed to extend the existing agreement, which expires in June, for a year, an effective wage freeze.

RDM-1314/85
Union
dispute
with
SADF

By PHILLIP VAN NIEKERK
A PRETORIA-BASED trade union, the National General Workers' Union, has declared a dispute with the South African Defence Force (SADF) over its refusal to recognise the union at Military Headquarters, Voortrekkerhoogte, in Pretoria.

This is the first time that an emerging union has applied to the SADF for recognition — and could be another test of the Government's willingness to implement the new labour dispensation among its own employees.

Mr Donsie Khumalo, general secretary of the NGWU, said they had declared the dispute after writing several letters to the SADF since last December requesting a meeting with SADF management.

He said the union had organised about 300 black workers employed at Voortrekkerhoogte and they were demanding the right to be represented by the NGWU.

Colonel DL de Kock, a spokesman for the SADF's personnel section, said he had referred Mr Khumalo to the Commission for Administration, the body which determines the service conditions of workers employed in the public service.

A spokesman for the commission yesterday denied, however, that it had anything to do with the recognition of trade unions, and said the matter should be referred to the Department of Manpower.

Mr Khumalo said the workers had had a meeting to discuss the Commission for Administration, and decided they wanted nothing to do with it because it had never "articulated their aspirations".

QUESTIONS

PARLIAMENT — There were 529 strikes and work stoppages involving more than 83 000 employees which caused a loss of 3 146 826 man hours between November 1983 and December 1984, the Minister of Manpower, Mr Pietie du Plessis, said yesterday in reply to Mr J J B van Zyl (CP, Sunnyside) — Sapa

Metal workers demand cuts in bosses' perks

Stan 15/4/87
By Mike Siluma 151

In an ironic twist to the current Industrial Council wage negotiations for the metal industry, workers have asked employers to severely cut down on management perks

The Metal and Allied Workers' Union (Mawu), representing more than 35 000 workers, says in a statement that it has demanded a cut in perks to test employer sincerity in reducing costs. Employers have said they could not afford wage increments for workers because of the weak economy, precipitated mainly by escalating production costs.

Among union demands taken to the negotiating table were a minimum hourly rate of R3,50 rising to R6,50 for artisans. Workers also demanded an across-the-board pay rise of 50c an hour.

TALKS TO RESUME

Mawu and other unions declared a dispute when employers, negotiating under the Steel and Engineering Industries Federation of South Africa (Seifsa), rejected these demands.

The talks are to resume on April 30.

According to the Mawu statement, the union demanded that

- All management perks be ended immediately
- All company cars be paid for
- There be no free petrol for company cars
- No "large, cheap housing loans" be given to management and directors
- Directors' emoluments be cut "so that their standard of living approaches closer to that of the rest of the population"

Mawu also called for cuts in expenditure on the South African Defence Force and South African Police and for the money to be spent on creating jobs.

A Seifsa spokesman would not comment on the Mawu statement.

Cut management perks, Mawu says in pay talks

Argus Correspondent
JOHANNESBURG — In an ironic twist to the Industrial Council wage negotiations for the metal industry, workers demanding fatter pay packets have asked employers to cut down severely on management perks

The Metal and Allied Workers' Union (Mawu), representing more than 35 000 workers, says in a statement that it has demanded perks cuts to test employer sincerity in cutting costs

Employers have said they could not afford wage increments for workers because of the weak economy and escalating production costs

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- All management perks be ended immediately,

- All company cars be paid for,

- There be no free petrol for company cars,

- No "large, cheap housing loans" be given to management and directors, and that

Directors' emoluments be cut "so that their standard of living approaches closer to that of the rest of the population".

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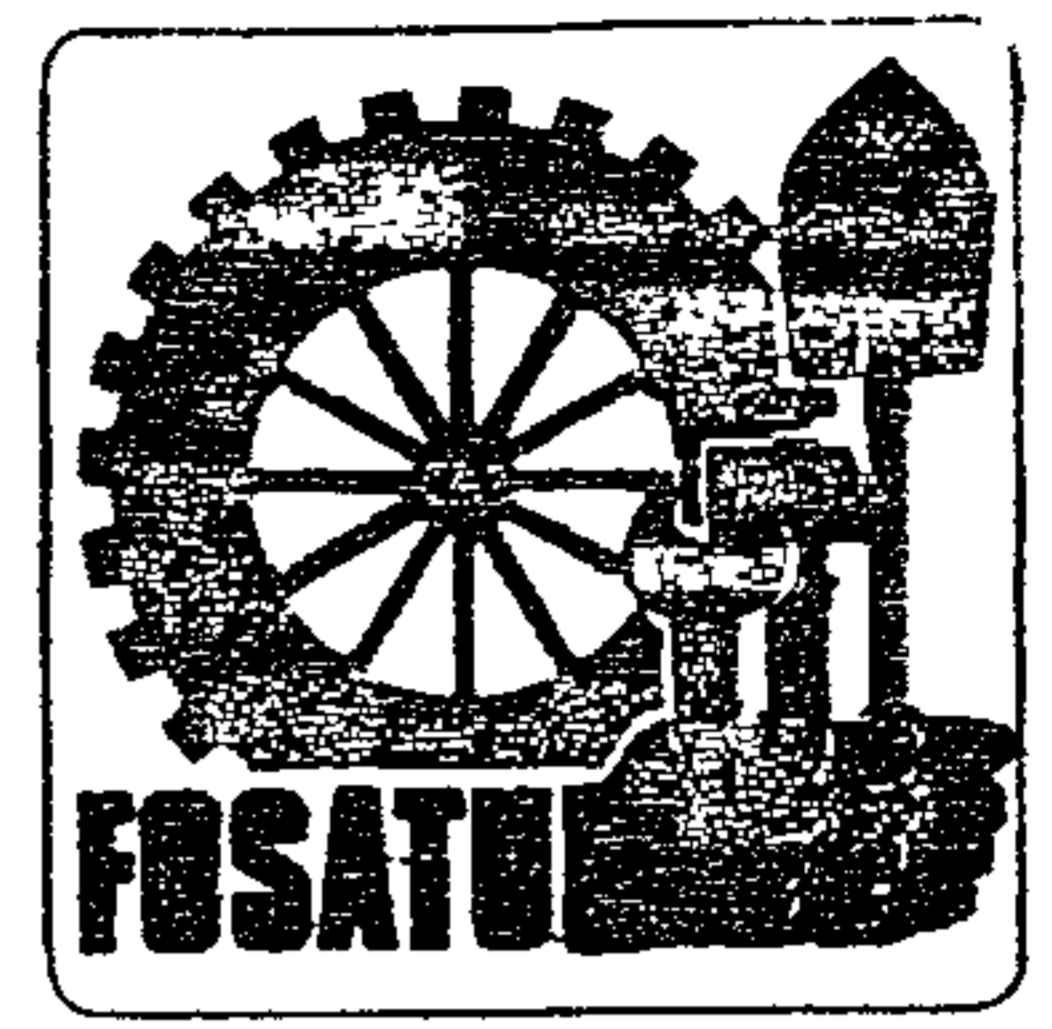
A Seifsa spokesman would not comment on the Mawu statement

(151)

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PRESS STATEMENTS



Pinetown's largest employer in the chemical industry, NCS Plastics (Pty) Ltd, is proposing to decimate its workforce by retrenching 212 of the 270 workers NCS are shutting down the packaging division and running away to the cheap labour of Gazankulu

It must surely be nonsensical for a country to follow a decentralisation policy where the taxpayer faces a double burden. Firstly the taxpayer is financing the luxurious incentives offered to industries which relocate (R500 million for 1985) and secondly the cost of providing new infrastructure and housing in the new decentralisation area

At the same time the urban areas with established infrastructure and settled communities like Pinetown have their jobs ripped out of them leaving only the black scars of unsolvable unemployment

At the end of the day the taxpayer (the majority of whom are disenfranchised workers) are left with exactly the same number of jobs only paying much lower wages - and a correspondingly eroded national tax base (Apartheid laws make it impossible for workers to follow their jobs)

The only ones who benefit are profiteers like NCS Plastics who exploit the apartheid system and who are not prepared to face their social responsibilities

NCS must now be marked as one of apartheid backers and a full supporter of the Bantustanisation of our country

Chemical Workers Industrial Union
18 April 1985

(151)

'Explosive device' rocks supermarket in Durban

Mkus 19/4/85
Argus Correspondent

DURBAN — An explosion has rocked the Spar Foodliner supermarket in Trustbank Building, Smith Street.

Police and ambulancemen were on the scene soon after the explosion last night about 8.15pm. Streets around the office block were cordoned off

A food rack was the only thing damaged by the blast but automatic fire sprinklers soaked food items causing thousands of rands damage

Captain Winston Heunis, South African Police public relations officer, said an explosive device was definitely used

"STUNNED"

A nightwatchman at a nearby building, Mr Simon Simeane, said he was "shocked" by the explosion.

He said: "I was stunned for a while and minutes later I smelled smoke coming from the supermarket. Soon afterwards the police arrived."

The executive director of Spar (SA), Mr Sidney Matus, said this morning he thought the incident was connected to a labour dispute the company was having with former employees who are campaigning to get their jobs back after being fired late last year

Motor workers put squeeze on employers

By Don Robertson

FLUSHED with its success in wage negotiations with Mercedes-Benz, the National Automobile and Allied Workers Union (Naawu) is to press for similar increases from other motor manufacturers in the Eastern Cape.

To present a national stand negotiations were started this week with Samcor in Pretoria.

The union has also won an increase in minimum wages at Toyota to R3 an hour from July.

Unhappy

But Naawu is unhappy with the attitude of the motor manufacturers. During negotiations with Mercedes-Benz in East London, 3 000 workers went on strike for three days.

Les Kettleidas, regional secretary of the Eastern Cape division of Naawu, says: "Unless we are able to come to an agreement, the manufacturers could face similar problems."

The next round of talks between the Eastern Province Automobile Manufacturers Association, which represents Ford, General Motors and Volkswagen, and the union is due to begin on Friday.

It is expected that the

union will push for the same increases granted to Mercedes workers. These include a 21% increase in minimum wages and rises of between 14c and 24c an hour.

Hard bargain

Mr Kettleidas: "Motor manufacturers should be aware that workers are dissatisfied with the deferment of salary increases."

Naawu has been negotiating with Eastern Province manufacturers since last November and "will not tolerate" a postponement of increases which are negotiated half yearly. The manufacturers have asked the unions to wait until August for the next wage review.

However, the motor industry is facing the most difficult period in its history and will drive a hard bargain.

An industry spokesman says: "Negotiation implies give and take, and both parties need to adopt a responsible attitude, taking into account the economic circumstances facing the employers."

"Employers in the industry are known to remunerate employees at rates which compare favourably with other sectors in the manufacturing industry."

"The last thing the union should do is to price itself out of the market."

21/4/85 S. Times

Work longer demand

By JEREMY BROOKS

A CIRCULAR has been sent to all Transvaal schools directing administrative staff to work 30 minutes extra a day in accordance with the Government's initiative to increase productivity among public sector workers

The circular, received this week, does not affect teaching staff who "operate according to set school hours and probably work far longer than their contracts stipulate anyway", said Mr Jack Ballard of the Transvaal Teachers' Association.

The extended working hours have up till now only been in force at the Transvaal Education Department's head office.

Mr Ballard said. "I think it's a fair request.

"If the rest of the public sector have taken the initiative we cannot expect to be totally exempt."

'Terrorist' sues his captors at factory

151
C. P. v. W.
21/4/85

By PHINDA KUZWAYO

A FACTORY worker at SA Tioxide in Umbongotwini near Durban, who was allegedly assaulted by factory security guards and handed over to security police as "a terrorist", is suing the company.

Mvusi Khoza, 29, of Lamontville says the incident happened when he reported for work on January 29 after returning from extended leave.

"When I arrived at work I was taken to a room and accused of being a terrorist. The security guards told me at gunpoint to agree that I had been to Swaziland to undergo military training." Mr Khoza said

"When I refused, security police were called and they took me to CR Swart Square police station.

"I was interrogated for about three hours and released."

Mr Khoza's attorney, Kwenza Mlambe of Mbuli and Company, confirmed that SA Tioxide was being sued for damages, assault, wrongful arrest and unlawful detention.

"We have written to the company," Mr Mlambe said. "The company's legal representatives said the guards were acting on the authority of the South African Police."

"They intend to oppose the action."

Tuesday, April 23, 1985

Union hits at 'loophole'

By STEVEN FRIEDMAN
Labour Correspondent

A CLASH is looming between the Metal and Allied Workers Union and employers at Ezakheni, one of the country's fastest-growing "decentralisation areas"

MAWU is recruiting workers at Ezakheni, near Ladysmith, but, like other areas in or near black "homelands" it is not covered by the Labour Relations Act and unions have no official bargaining rights there

One firm, Mitco Tools, has refused to recognise MAWU and a Mitco spokesman, said yesterday that other employers had also decided not to recognise unions.

This comes less than a fortnight after Bophutatswana police entered a MAWU gathering in Garankuwa, outside Pretoria, and ordered workers to stop the meeting. "South African" unions are banned in Bophutatswana

Unionists fear companies are increasingly moving to "decentralisation areas" in or near homelands where unions have no official rights and wages are far lower than in the cities. MAWU recently accused companies of moving to these areas "to escape worker organisation".

Ezakheni is not yet part of KwaZulu, but because it is sited on land owned by the Government's SA Bantu Trust, it is not covered by labour law. MAWU says employers have set wages there at R23 a week

It says it recently approached Mitco for recognition, but that the company said it would not deal with it anyway "because its workers are happy and the liaison committee works well"

A MAWU statement said this was "the sort of nonsense which was propagated by employers in 1975", and a union spokesman said he feared Mitco's attitude would be followed by other employers.

ARG. ul 23/4/85 (89) (151)

Banks, union settle Wednesdays' dispute

Labour Reporter .

SETTLEMENT has been reached in the dispute over bank officials' Wednesday afternoons off

They will continue working these afternoons, but will receive time off in exchange

The settlement was agreed to this week between the SA Society of Bank Officials and bank managements after the general secretary of Sasbo, Mr Ben Smith, visited all 19 Sasbo regional committees for discussions about proposals for an acceptable settlement worked out between the union and the banks

Agreement was reached with Barclays Bank on Friday and with Stan-

dard Bank yesterday

According to the agreement, banks will work a four-week cycle of 176 hours consisting of 44 units of four hours each.

Employees who work on Wednesday afternoons will be entitled to time off of one four-hour unit equivalent to a morning or afternoon which can be taken off at any time

If a full month is worked the units can be added to make a long weekend

Units which employees do not use may be accumulated and added to annual leave up to a maximum of six days Officials may also be paid out if they do not use the time off

It's official - banks will never dial

MEMORANDUM

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Nasionale Pers refuses to recognise Mwasa

The Media Workers' Association of South Africa (Mwasa) is "appalled" by Nasionale Pers's refusal to recognise it, a spokesman said today.

Mwasa — which represents 80 percent of the staff on City Press and the True Love and Drum magazines, owned by Nasionale Pers — began negotiations on recognition last July. It was told by the company this month that it would not be recognised.

"Mwasa is appalled by the refusal. What makes it particularly galling is that these publications give the impression of being champions of black liberation, and have gone out of their way to expose companies

that run roughshod over workers."

"But management's arrogant reply is not the last word. Mwasa will fight to the highest tribunal in the interests of its members to see the principles of freedom of association respected by this management."

Mr Deon Smit, general manager of Nasionale Pers, was not available for comment.

Commenting on the refusal, Miss Pat Sidley, Southern African Society of Journalists president, said the society condemned it. "We thought enlightened employers would feel an obligation to negotiate with legitimate employee representatives" — Sapa

POLITICAL REPORT

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THE National Union of Mineworkers yesterday declared wage and bonus disputes with 16 gold and uranium mines representing over 20 000 miners in the country.

NUM declares wage war with Anglo

~~SECRET~~
~~SECRET~~
151
~~SECRET~~

The union's spokesman said the disputes with Anglo-American Corporation and Gold Fields of South Africa (GFSA) revolved around the unilateral and selective granting of wage increases to certain monthly staff members and bonuses paid to employees on termination of contract

and Doringfontein Gold Mine

As a result of the selective and discriminatory granting of increments by the corporation to Vaal Reefs employees, there was a work stoppage early this year

for a conciliation board to solve the issue have been handed to the gold and uranium divisions. The company has nothing to say at this stage

Referring to Gold Fields dispute, the union said workers have raised the issue of cash payment on bonuses paid to black employees on termination of contract of employment, but no response has been received

The mines include Vaal Reefs, President Steyn and President Brand Gold Mine, Free State Geduld, Western Holdings Faaiplaas, Western Deep Level, Elandsfontein, Kloof, Lebanon, Driefontein Consolidated, Beekraal

The workers demanded that the increase of 10 percent granted to certain workers and effected in January be applied to all miners indiscriminately

Gold Fields' spokesman said they received copies of the dispute and were considering the merits of the matter

Anglo's spokesman said the copies of the papers by NUM asking

arrangement the school and the teachers make

Mining union in 2 major disputes

CAPE TOWN 24/4/85 (151)

Own Correspondent

JOHANNESBURG — A major clash between the National Union of Mineworkers and two leading mining houses, Anglo American and Gold Fields, loomed yesterday after the union declared disputes with both companies over their wage policies

The disputes affect 13 mines and, according to NUM, 220 000 workers are involved. A dispute is a first step towards a legal strike or an industrial court action

'Unilateral' increases

According to a NUM statement yesterday, the dispute with Anglo concerns rises which the corporation allegedly granted some monthly-paid workers in January. It affects eight mines and 154 500 workers. The union charges that these increases were "unilateral and selective".

This issue recently sparked a strike at Anglo's Vaal Reefs mines when workers demanded that a 10 percent rise allegedly granted to the monthly-paid workers be extended to all Anglo employees

The dispute with Gold Fields revolves around cash bonuses which it pays to miners on completion of their contracts or in terms of their next contracts. About 65 000 workers on five

mines are affected by this dispute. In both cases, the union charges that the companies have implemented pay decisions without consulting it.

Confirmed

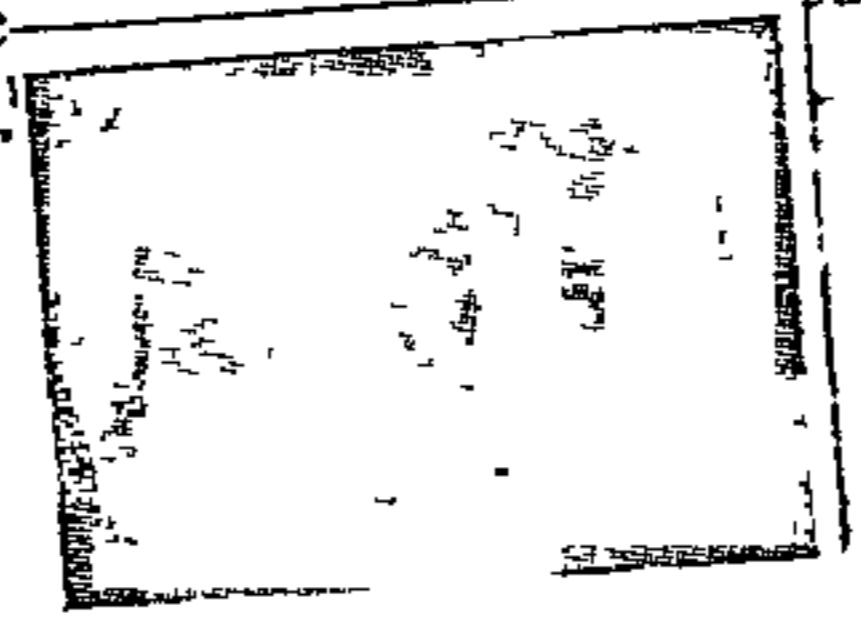
Both corporations confirmed yesterday that the NUM had declared the disputes but neither was prepared to comment on the union's charges. Anglo said it had nothing to say "at this stage" and Gold Fields said it was "considering the merits of the dispute".

In its statement, NUM charges that the increases which Anglo allegedly granted some workers are "discriminatory". It says the corporation has refused requests to extend the pay rises to all workers

It adds that worker dissatisfaction over Gold Fields' cash bonuses dates back to 1982 and that, since then, workers have tried to bring the issue to the corporation's attention "but they have never received much of a positive response"

The Anglo mines affected by the dispute are Vaal Reefs, President Brand, President Steyn, Free State Geduld, Western Holdings, Western Holdings Saaiplaas, Western Deep Levels and Elandsrand

The Gold Fields mines are Kloof, Libanon, Deelkraal, Driefontein Consolidated and Doornfontein



400 (c)

NUM

goes

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20
20
71

RDM 25/4/85 (151)

Nasionale Pers Mwasa at odds over recognition

By MONTSHIWA MOROKE

THE Media Workers' Association of South Africa (Mwasa) said yesterday Nasionale Pers had refused to recognise it, but a spokesman for the Afrikaans Press group denied the claim, saying talks with Mwasa over recognition were continuing.

Mwasa, which represents more than 80% of the staff on City Press, Drum and True Love magazines, owned by Nasionale Pers, began negotiations with management on recognition in July last year.

A Mwasa spokesman said the chapel executive was told by management last Friday that the union would not be recognised and that the matter was not negotiable.

"Mwasa is appalled by management's refusal to afford us recognition. What makes this refusal particularly galling is that these publications give the impression of being champions of black liberation and

have gone out of their way to expose companies that run roughshod over workers.

"Management's arrogant reply is, however, not the last word on the matter. Mwasa will fight to the highest tribunal, in the interests of its members."

Sapa reports that the publisher of Drum Publications, Mr Tobie Boshoff, said yesterday that claims by Mwasa that Nasionale Pers had refused to recognise the union were incorrect.

As far as Nasionale Pers was concerned, talks were continuing. He said there was a firm appointment at an agreed upon date and time when the parties would meet again.

According to a memorandum read out to staff on the takeover of the three publications last April, Nasionale Pers said journalists would continue to enjoy the same degree of freedom of expression as they had had in the past.

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By SOWETAN Reporter

A CONFRONTATION between Media Workers Association of South Africa and Nasionale Pers loomed yesterday when the union representing black workers in the media claimed the company refused to recognise it.

A statement issued by Mr Sam Mabe, Southern Transvaal chairman, criticised the company, claiming that it wrote editorial comments campaigning for freedom of association but did not practise what it preached.

"The Media Workers' Association of South Africa (Mwasa) was surprised by Nasionale Pers management's refusal to recognise the union at its plant although it represents more than 80 percent of the staff at the company's three black publications, Mr Mabe said yesterday.

"Negotiations for recognition by Mwasa started in July last year, and on April 19, this year, the company's management replied that the union would not be recognised and that this was not negotiable. Mwasa's regional executive and the local chapel, of the staff on City Press, True Love and

Drum, have written letters asking for official recognition of Mwasa as the representative of its members.

The publisher of Drum Publications, Mr Tobie Boshoff, said a statement issued earlier yesterday by the Media Workers Association of South Africa — that Nasionale Pers had refused to recognise Mwasa —

was incorrect.

Negotiate

25/4/85

Mr Boshoff said that as far as Nasionale Pers was concerned, talks were continuing with Mwasa. He said there was a firm appointment at an agreed upon date and time when management and Mwasa would meet again.

The Mwasa statement said the association had been told by the company on April 19 that it would not be recognised and that the decision was not negotiable.

Refuting this, Mr Boshoff said that neither he, nor Drum Publications' financial manager, Mr Dion Smit, were at the office on April 19.

(151)
Mwasa
claim denied
26/4/85

JOHANNESBURG —
The publisher of Drum
Publications, Mr Tobie
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were continuing with
Mwasa. He said there
was a firm appointment
at an agreed on date and
time when management
and Mwasa would meet
again — SAPA

Employees piqued about race rule

By Stuart Flitton,
Municipal Reporter

White employees of a Johannesburg company are considering boycotting the Braamfontein Municipal Recreation Centre after their non-white colleagues were refused permission to use the centre

Mr Gordon Silver, an in-

formation systems manager at a Braamfontein timber company, said the company decided recently to make a regular block booking at the centre's squash courts and to allow employees to play free of charge. He said officials at the centre told them the facilities were reserved for whites

"The employees are now deciding whether to refuse to use the centre or to protest to the city council that they change the rules," Mr Silver said

He said the banning of non-whites from the recreation centre was particularly ludicrous as it was next to an international hotel,

which was open to all races of different races can now marry but they are not allowed to play squash together," Mr Silver said.

Mr Victor Sibeko, a company employee, said he regularly ran at lunchtime with the managers and used the same changing rooms

Mr Paul Loubser, general

"We decided to change our training schedule by playing squash on some days but then we were told only whites could use the courts

"I am very disappointed. I run with the big bosses in executive marathons and feel part of the company," Mr Sibeko said.

Progressive Federal Party city councillor Mr Mike Sutherland said he would protest about the policy at the next council meeting.

manager of the city council's parks and recreation department, said it was council policy to reserve all recreation centres for whites.

Mr Paul Loubser, general

157

14 000 sacked

miners go home

Cape Times
29/4/85

277
313
151

Own Correspondent

JOHANNESBURG. — Anglo American yesterday began returning more than 14 000 sacked workers from the Vaal Reefs gold mine to the Transkei, Lesotho, Swaziland, Mozambique and other Southern African territories by bus.

The workers, who were fired at the weekend in the country's largest-ever mass dismissal of workers, are being bussed out after a mass payout yesterday at the Ernest Oppenheimer sports stadium on the Vaal Reefs complex.

The workers were fired for taking part in industrial action which has reportedly cost Vaal Reefs, the world's largest gold mine, revenue losses of up to R25-million in the past few weeks.

The firings follow the mass dismissal of 2 000 workers at Anglovaal's nearby Hartebeesfontein mine on Friday night and could lead to a major showdown between the National Union of Mineworkers (NUM) and the mining houses.

A NUM statement last night said they were "horrified" by the dismissals and accused Anglo American of a breach of faith.

The giant mining complex, which is near Orkney in the Western Transvaal, wasteneyesterday as rifle-wielding security guards blocked off entrances to the number three, seven, eight and nine shaft hostels.

Workers said teargas and rubber bullets were fired earlier during a meeting at the number eight shaft hostel, also the scene of unrest the previous day.

Workers said police fired rubber bullets as they were running in all directions, choking from tear smoke. Some of their colleagues had been taken to hospital at the number six shaft.

One Swazi miner showed a swollen, bruised face, caused by a rubber bullet, he said.

Dispute

The mine management forbade the Cape Times correspondent to take photographs, to enter the hostels or to go near the stadium where the workers were being paid off.

About six weeks ago, almost the entire Vaal Reefs complex workforce—more than 40 000 workers—went on strike over the granting of increases to a small number of monthly-paid workers, and other grievances.

Unrest at the mine has been simmering ever since and last week the NUM declared a dispute with Anglo American for its refusal to grant the same increases to weekly

workers as were being paid to monthly workers. The NUM yesterday claimed that hundreds of workers were fired last week for refusing to perform tasks which the Mines and Works Act stipulates should be reserved for white workers.

In a statement, the NUM said the fact that workers had been compelled to do these tasks without proper training and had been fired for refusing to do them had sparked the dispute at the end of last week which led to miners taking strike action.

The NUM also said workers had been dismissed without proper procedures, management had refused to compromise over the dismissals and provocative action by white officials had played a role in preventing the situation from returning to normal.

"Management's action is calculated to deal a devastating blow to the union. Had negotiations been held timeously, the whole situation would have been resolved," the statement said.

At a press conference yesterday, the managing director of Vaal Reefs, Mr Theo Pretorius, said that after the strike in April the NUM had said it would guarantee that the situation at the mine would return to normal.

'Unfair'

By April 17, however, the go-slow situation had worsened and the NUM had not provided a "satisfactory" response to management's inquiries.

Mr Pretorius said management had "bent over backwards" during a five-week period, waiting for the NUM to do something about the situation.

● Meanwhile, miners said they were being forced to leave the mine — although they were prepared to work.

The miners said they had been unfairly dismissed after refusing to report for work on Saturday and Sunday.

"We are still prepared to work. What we were doing was merely to protest against the unfair dismissal of our colleagues. Now this!"

CMT Times 29/4/85

Teargas fired at Anglo miners

Own Correspondent

JOHANNESBURG — Anglo American representatives could not give an unequivocal assurance at a press conference yesterday that no incidents of violence had taken place at Vaal Reefs mine yesterday.

The chairman of Anglo's gold division, Mr Peter Gush and his colleagues had difficulty replying to allegations that men in camouflage uniforms and helmets fired teargas at a hostel

"We definitely did not call in the police but the mine security would be present," said the manpower director, Mr Kalhe van der Colf

The Anglo press conference team did not know, however, whether mine security used teargas or wore camouflage uniforms

Late last night an Anglo spokesman told Sapa that mine security officials at Vaal Reefs had fired tear-smoke and rubber bullets to disperse "intimidators" who had been blocking access to one of the mine hostels

The spokesman said investigations had revealed that mine security officials had used tearsnoke and rubber bullets once yesterday

The tearsnoke and rubber bullets had been fired "indirectly" and had not been aimed at people, the spokesman said. No injuries were reported

14 000 sacked miners go home

Cape Times
29/4/85

211
213
151

Own Correspondent

JOHANNESBURG. — Anglo American yesterday began returning more than 14 000 sacked workers from the Vaal Reefs gold mine to the Transkei, Lesotho, Swaziland, Mozambique and other Southern African territories by bus.

The workers, who were fired at the weekend in the country's largest-ever mass dismissal of workers, are being bussed out after a mass payout yesterday at the Ernest Oppenheimer sports stadium on the Vaal Reefs complex.

The workers were fired for taking part in industrial action which has reportedly cost Vaal Reefs, the world's largest gold mine, revenue losses of up to R25-million in the past few weeks.

The firings follow the mass dismissal of 2 000 workers at Anglovaal's nearby Hartebeesfontein mine on Friday night and could lead to a major showdown between the National Union of Mineworkers (NUM) and the mining houses.

A NUM statement last night said they were "horrified" by the dismissals and accused Anglo American of a breach of faith.

The giant mining complex, which is near Orkney in the Western Transvaal, was tense yesterday as rifle-wielding security guards blocked off entrances to the number three, seven, eight and nine shaft hostels.

Workers said teargas and rubber bullets were fired earlier during a meeting at the number eight shaft hostel, also the scene of unrest the previous day.

Workers said police fired rubber bullets as they were running in all directions, choking from tearsmoke. Some of their colleagues had been taken to hospital at the number six shaft.

One Swazi miner showed a swollen, bruised face, caused by a rubber bullet, he said.

Dispute

The mine management forbade the Cape Times correspondent to take photographs, to enter the hostels or to go near the stadium where the workers were being paid off.

About six weeks ago, almost the entire Vaal Reefs complex workforce — more than 40 000 workers — went on strike over the granting of increases to a small number of monthly-paid workers, and other grievances.

Unrest at the mine has been simmering ever since and last week the NUM declared a dispute with Anglo American for its refusal to grant the

workers as were being paid to monthly workers.

The NUM yesterday claimed that hundreds of workers were fired last week for refusing to perform tasks which the Mines and Works Act stipulates should be reserved for white workers.

In a statement, the NUM said the fact that workers had been compelled to do these tasks without proper training and had been fired for refusing to do them had sparked the dispute at the end of last week which led to miners taking strike action.

The NUM also said workers had been dismissed without proper procedures, management had refused to compromise over the dismissals and provocative action by white officials had played a role in preventing the situation from returning to normal.

"Management's action is calculated to deal a devastating blow to the union. Had negotiations been held timeously, the whole situation would have been resolved," the statement said.

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Own Correspondent

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At a press conference yesterday, the managing director of Vaal Reefs, Mr Theo Pretorius, said that after the strike in April the NUM had said it would guarantee that the situation at the mine would return to normal.

'Unfair'

By April 17, however, the go-slow situation had worsened and the NUM had not provided a "satisfactory" response to management's inquiries.

Mr Pretorius said management had "bent over backwards" during a five-week period, waiting for the NUM to do something about the situation.

● Meanwhile, miners said they were being forced to leave the mine — although they were prepared to work.

The miners said they had been unfairly dismissed after refusing to report for work on Saturday and Sunday.

"We are still prepared to work. What we were doing was merely to protest against the unfair dismissal of our colleagues. Now this!"

50 held at City Hall demo

Union leaders

arrested in police swoop

By Michael Siluma

About 50 members of the Metal and Allied Workers' Union (MAAWU) were arrested today outside the Johannesburg City Hall where Industrial Council negotiations for the metal industry were being resumed.

The workers, including union leaders, were arrested after accompanying union negotiators to the talks which were being held with the Steel and Engineering Industries Federation of South Africa (Seifsa). The chanting workers had marched peacefully from their union offices in Harrison Street carrying placards, some of which read "Stop retrenchments" and "MAAWU demands a living wage".

Police confrontation

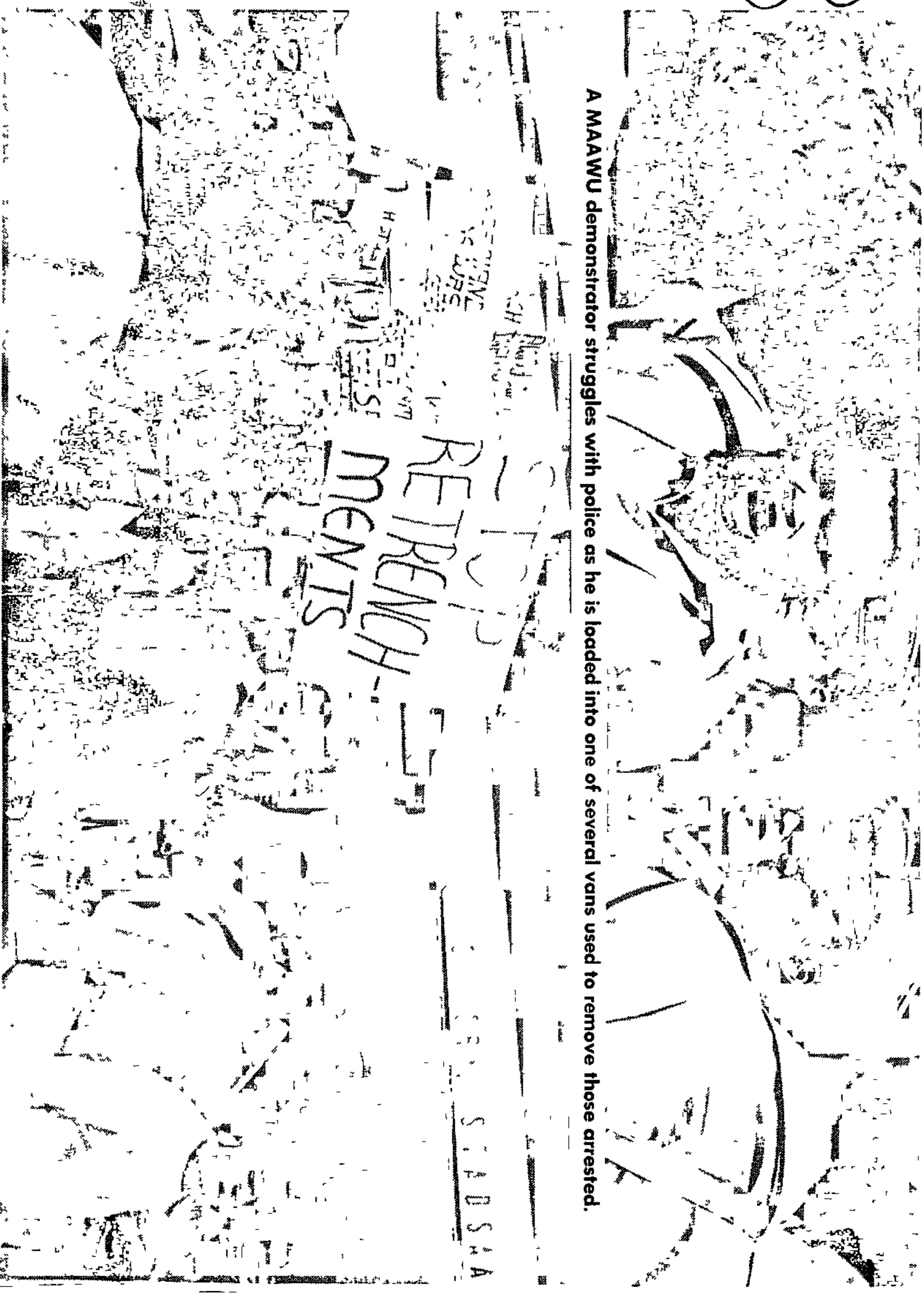
As they were leaving the City Hall through the President Street exit, they were confronted by police. It is believed that Mr Moses Mayekiso, a MAAWU regional organiser, was among those arrested but this could not be confirmed.

No comment was available from the Seifsa representatives. Those arrested were driven to John Vorster Square in two large police vans.

Some were forcibly loaded into the vans by large contingents of Riot Squad policemen carrying batons. But, according to witnesses, no batons were used during the arrests.

Multiracial crowds gathered on the pavement opposite the City Hall to watch the arrests. Roads were patrolled by traffic officials and policemen. By 12 30 pm the situation had returned to normal and the convoy of police trucks drove away.

A MAAWU demonstrator struggles with police as he is loaded into one of several vans used to remove those arrested.



Part of the crowd of Metal and Allied Workers' Union marchers on their way to the City Hall today. About 50 were arrested.

Work-to-rule protest plan

ARBUS

30/4/85

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Labour Reporter

CAPE shopworkers will work to rule in protest against the City Council's decision to permit Saturday afternoon shopping in the city

The decision was taken at a meeting of the National Union of Distributive and Allied Workers (NUDAW) in St George's Cathedral hall this week

Mr Graham Shelver, branch secretary of the union, said the meeting resolved to oppose shop trading on Saturday afternoons and Sundays as it would disrupt family and religious life, would increase costs, spread to other occupations and interfere with free time

"The meeting called on all shopworkers to work strictly according to company rule and to refuse to work on Saturday afternoons and Sundays," he said

The union has about 5 000 members in the region, mainly from larger companies such as OK Bazaars, Pick 'n Pay and Checkers

The council decision to allow extended Saturday shopping was taken in December, but objections from the union compelled reconsideration — and approval — of the issue in March

The union claimed that Saturday afternoon shopping would not boost turnover but would deny staff free time for recreation or to spend with their families

SATS workers

still furious over bonus cut

By Zenaide Vendeiro,
Transport Reporter

All South African Transport Services employees will have received their annual bonus cheques by today — but they will not be celebrating

Although protest meetings are no longer held and strikes and legal action have not materialised, SATS employees are still furious about the 2,8 per cent cut in their 13th cheques

The cut in service bonuses, which affects all public servants and which will save R225 million, is part of a six-point plan announced by the Government last month to reduce public spending by almost R500 million

The fiercest opposition to the move came from the Federal Council of SATS Trade Unions, which consists of 11 unions and has a combined membership embracing more than 170 000 of SATS's 235 000 workers

STRIKE THREATS

Protest meetings were held countrywide, motions of no-confidence in the Government were passed, and some unions threatened legal and strike action

Members were angered because they were not consulted and because they felt they had made enough sacrifices

"There is still a lot of bitterness and anger," the president of the Artisans Staff Association, Mr Jimmy Zurich, said yesterday "I have never seen railwaymen so dissatisfied"

Mr Bill Currie, president of the Salaried Staff Association (Salstaff), agreed that workers were "still very upset"

At one stage, Salstaff threatened legal action on the grounds that the bonus cut was tantamount to a breach of contract but, Mr Currie said, this was not pursued because "the long-term benefits of such a move were dubious"

Unionists held during protest in city

By SELLO RABOTHATA

FORTY slogan-chanting members of the Metal and Allied Workers Union were yesterday arrested in the centre of Johannesburg after a march through the streets to an industrial council negotiation meeting.

Those arrested, 36 men and four women, had marched to the City Hall where industrial council negotiations for the metal industry were taking place. They had accompanied union negotiators to the talks

with the Steel, Engineering Industry Federation of South Africa (Seifsa)

Lieutenant H J Beck, of the police directorate in Pretoria, yesterday confirmed the arrests and said the Mawu members would be charged with illegal gathering. "An admission of guilt fine may be determined, but it will depend on them whether they want to pay it or not. If they do not, they will all appear in court today," Lieutenant Beck said

The chanting, plac-

ard-carrying workers, including union leaders, had marched peacefully from their offices in Harrison Street. Some of the placards read "Stop retrenchments" and "Mawu demands a living wage". The marchers were confronted by police who had arrived on the scene as they left the hall. Mawu's national organiser, Mr Moses Mayekiso, is believed to be among those who were arrested.

A large contingent of riot squad policemen, carrying batons, loaded some of the marchers into the vans before driving away to the John Vorster Square police station. No incidents were reported. Traffic officials and policemen patrolled the roads as crowds of people gathered on the pavements opposite the City Hall to watch the arrests.

Metal

industry

pay talks

adjournd

The Industrial Council wage talks for the metal industry, which began yesterday against the backdrop of the arrest of trade unionists, have been adjourned until May 15 without agreement on union demands

Before the talks began, about 40 unionists, members of the Metal and Allied Workers' Union, were arrested after marching to the Johannesburg City Hall where the talks were held

Yesterday's adjournment is the second since the talks began between trade unions and the Steel, Engineering Industries Federation at the beginning of April

The negotiations resumed after unions had declared a dispute with the employers after they suggested a pay freeze for a year.

According to a union source, the unions yesterday rejected an employer offer of an hourly pay rise of between 17c for artisans and 8c for unskilled workers

This was later raised to 20c and 10c respectively, but unionists still felt it would not meet the high cost of living

The source said that after the arrest of unionists a leading Seifsa official suggested the talks be halted while efforts were made to try to secure their release

But unionists decided the talks should continue so that they would be able to report back to their members

39 bailed
unionists
re-arrested

By Mike Siluma and
Steve Harvey

Thirty nine trade unionists were arrested today as they marched from the Johannesburg Magistrates' Courts where they had just been released on bail pending charges under the Internal Security Act

The unionists had been arrested yesterday outside the City Hall where wage negotiations for the metal industry were taking place. They had been released on R100 bail.

Once outside, the unionists marched, singing and waving placards, up Market Street to Fraser Street with about 30 security police following.

When they crossed Fraser Street they were stopped by a second group of armed police.

They were ordered by loud hailers not to resist arrest and to get into the waiting vans peacefully.

Earlier at court, the trial stemming from yesterday's arrests at the City Hall was postponed until July 2.

EXPLOSIONS ROCK MINE HOUSES

Sowetan
11/5/85
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EXPLOSIONS rocked buildings in Johannesburg early yesterday of two gold mining companies involved in a dispute over thousands of black mine workers who have been sacked.

Police liaison officer for the Witwatersrand, Colonel Fred Bull, told Sapa the explosions ripped through buildings belonging to the Anglo-American Corporation and Anglo-Vaal.

There were no deaths or injuries. The blasts took place at about 12.30am.

One blast was at an Anglo-American building in Fox Street and the other at a building belonging to Anglovaal in McLaren Street.

Reporters on the scene said the Anglo American building was the corporation's headquarters, but Colonel Bull made no mention of this in his official statement.

Police

Damage was limited to the glass doors and windows of both buildings and the glass doors and windows of surrounding buildings and shops, Colonel Bull said.

He did not specify the explosive devices used, although police on the scene earlier told Sapa they suspected limpet mines had been used.

Police did not immediately link the mine disputes and the explosions. Police cordoned off the blast area and dozens of nightshift workers from surrounding buildings rushed to the scene.

One security guard, Mr Johannes van Niekerk, heard the first blast — apparently in the Anglovaal building — and moments thereafter he saw the second explosion in the Anglo-American building, he said.

"I just saw a huge flame and then glass rained down around me."

The blast could be heard as far away as New Doornfontein.

Police at John Vorster Square in Johannesburg heard the blasts and immediately sent out patrols to investigate.

Agreement

Ambulances, civil defence officials and senior police officers rushed to the scene once the blast area was located.

"Glass was everywhere, it was like a carpet on the street. If anyone had been standing in the vicinity when it (the blasts) happened, they would have been cut to shreds," a reporter said.

● Agreement was reached between Anglo-American and the National Union of Mineworkers (NUM) that all 14 000 Vaal Reef's mineworkers dismissed for striking illegally would be given the opportunity of being re-employed, NUM said hours before the blasts.

A spokesman for Anglo-Vaal, owners of Hartebeesfontein near Stiffontem, where 3 000 strikers were discharged, said before the explosions the men would also be considered for re-employment — Sapa

● See Page 3



Riot police circle the main entrance of Khotso House to prevent workers from marching from the building, while black leaders beg police "to down your guns and let the people go home"



"Amandla, amandla" chant union members as they raise their fists at yesterday's May Day celebration held at Khotso House in De Villiers Street.

151 ~~377~~ Stan 2/5/85 ● Pictures by Alf Kumalo

55 held in Johannesburg protest incidents

By Mike Siluma and Chris Steyn

A total of 55 people were arrested in separate "protest" incidents in central Johannesburg yesterday.

About 40 trade unionists marched chanting from the magistrates' courts after being released on bail pending charges against them under the Internal Security Act.

About 30 policemen

followed them to the Central Library where they were stopped and told they constituted an illegal gathering. The unionists were then arrested and taken away.

A police spokesman said the men had been arrested after ignoring a request to disperse. A total of 40 people were arrested.

The unionists were initially arrested on Tuesday after a demonstration outside the City Hall

where metal industry wage negotiations were taking place.

Fifteen students were arrested by police outside the United States consulate-general in Commissioner Street where they were staging a protest calling for disinvestment.

An Azanian Students Organisation spokesman said the students wanted to show that they rejected President Ronald Reagan's constructive engagement policy for

South Africa. They also wanted to refute statements that blacks would suffer most in the event of disinvestment.

The police spokesman confirmed the arrest of 14 men and one woman outside the consulate.

At the scene of a May Day rally, attended by about 800 workers, police came out in force. As workers left Khotso House in De Villiers Street after the meeting they found the street

teeming with armed riot police.

Tension reigned for about 90 minutes as the police lined up opposite the De Villiers Street entrance to Khotso House. Union leaders used a loudspeaker to plead with police to allow the workers to leave.

The police spokesman said no arrests were made at the gathering.

More shopping hours would cut jobs — unions

By Mike Siluma

Two major trade unions in the retail industry, representing about 50 000 workers, have come out strongly against the extension of trading hours, saying it would be inflationary and would lead to the loss of jobs

The unions' view is contained in a comprehensive memo, drawn up by the Cape-based National Union of Distributive and Allied Workers (Nudaw) and supported by the powerful Commercial, Catering and Allied Workers' Union

Nudaw says it has sent a copy of the memo to the Minister of Manpower, Mr P T C du Plessis, and will meet him on May 14

To support the unions' stand, the memo quotes executives of several big stores here and abroad as saying extended trading hours would involve "considerable expense and add to inflation in food prices".

'UNSOCIAL'

The memo argues that extended trading hours would force shops to pay more for the extra electricity used and to pay workers extra wages for "unsocial" hours of work

A number of major retailers are said to be opposed to extended trading hours

The experience of other countries has shown that full-time jobs in shops are reduced by extended trading hours, says the memo

Citing Australia, it says a supermarket in Canberra slashed full-time jobs by 25 percent after Saturday shopping hours were introduced

This, the memo says, puts workers under pressure of understaffing

"The loss of jobs will mean more persons in the unemployed queues, drawing unemployment

pay for a maximum of six months — and then?" inquires the memo

Turning to the issue of wages and work hours, the memo says "While the protagonists of longer shop hours want us to ape what happens overseas, they do not include the workers' conditions in their demands"

It then points out that in New York workers get double pay for working during "unsocial" hours. In South Africa, night work carries an extra amount of only 10 percent of a worker's wages

The memo further argues that longer trading hours would, in the present economic climate, cause small businesses to go bankrupt

Expressing concern at the social consequences of longer trading hours, the Nudaw memo quotes OK Bazaars executive, Mr A A Fabig as saying "The social consequences of (longer trading hours) are clearly severe, and in extreme cases could lead to an increase in juvenile delinquency"

Nudaw also asserts in the memo that black workers are against extended trading hours because

- They have a limited amount to spend
- They have tremendous transport problems
- They have long distances to travel and get home hours after they stop work under normal circumstances
- They have "pass" problems.
- They have crime problems both in town and in the townships.

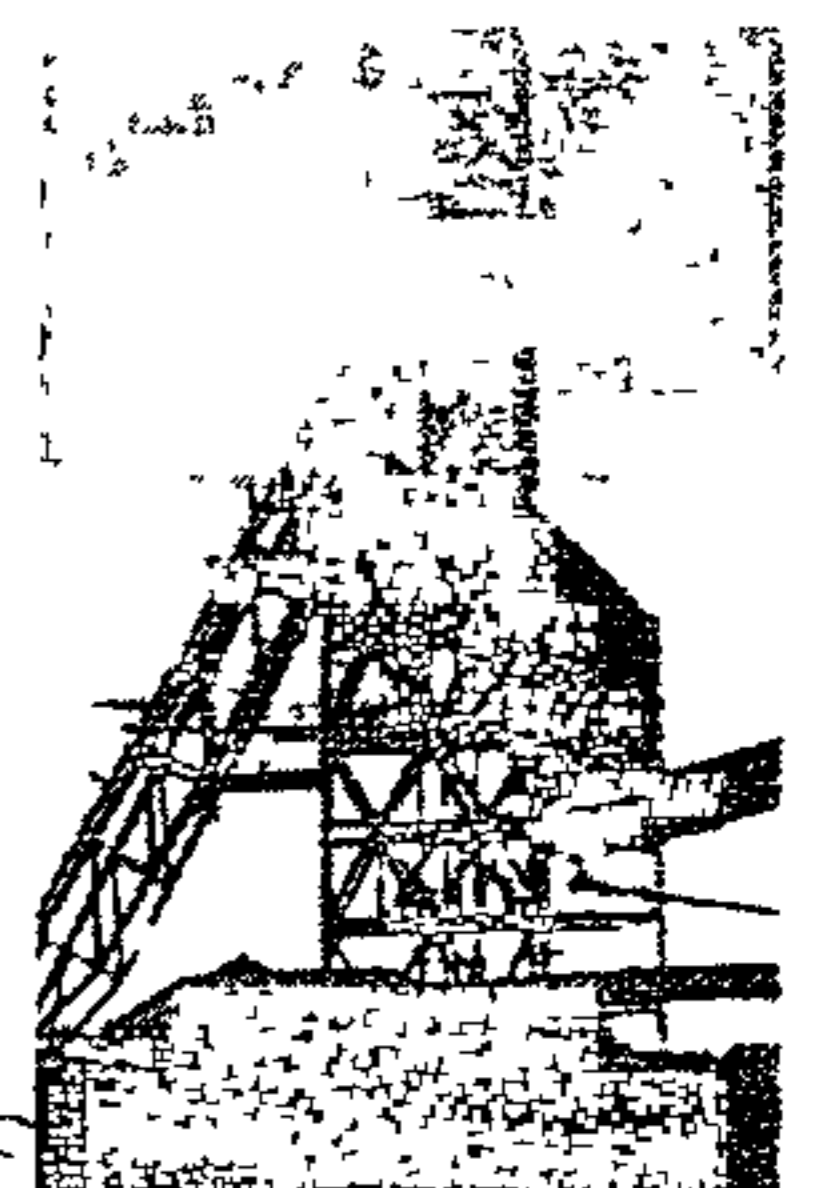
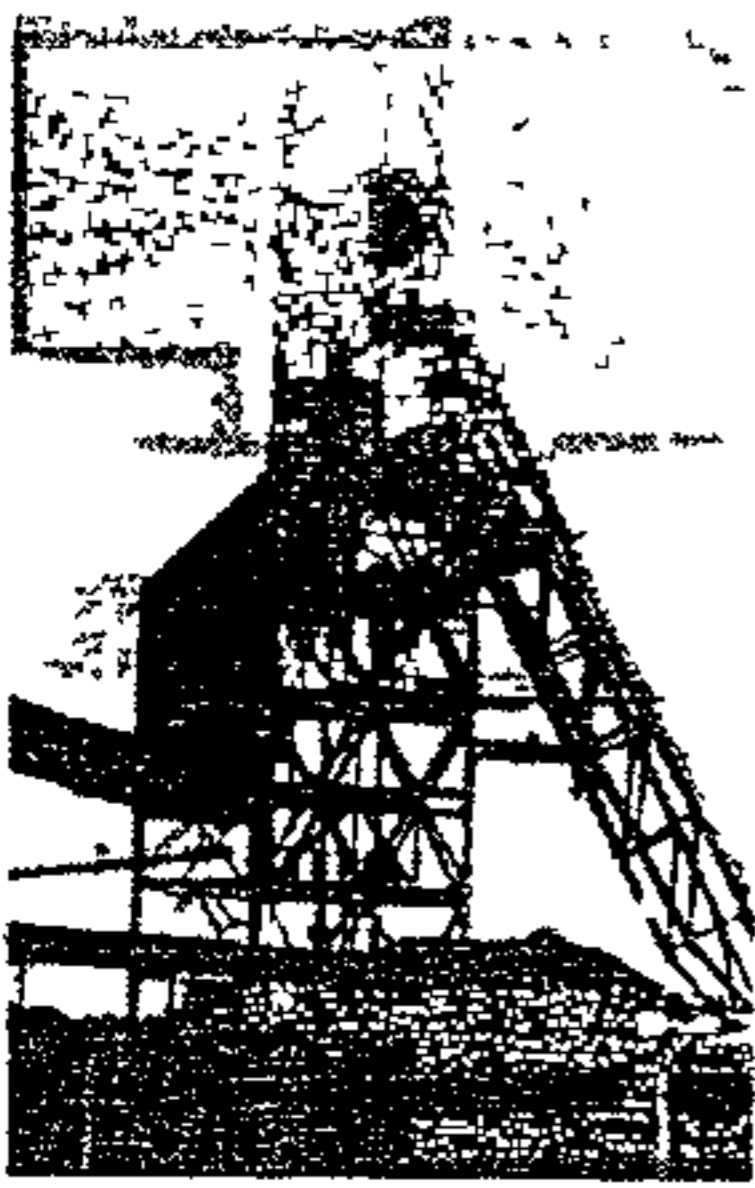
South Africa, says Nudaw's memo, has not the population to warrant longer trading hours

The memo concludes by appealing for the continued prohibition of night, Saturday afternoon and Sunday trading

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SACKED!



THE mass dismissal of more than 17 000 workers from two mines in the Transvaal has brought a flurry of condemnatory telexes from international and local labour organisations to the Anglo American Corporation and Anglo Vaal. **SHERYL RAINE** takes a look at the merry-go-round of claims and counter-claims that surround the dismissal debacle.

Why the mineworkers went

W/C ARGUS 4/5/85 ~~ST 213 214 215 216~~ 151

JOHANNESBURG. — To uninitiated outsiders, industrial relations experts and hardline trade unionists the decision by two of South Africa's mining giants to sack 17 400 workers has been met with shock, perplexity and dismay.

Even now as the dust begins to settle over the biggest single cleanout of labour in the country's history, there are more questions than straight answers on the dismissals.

Only one thing is absolutely clear.

At a cost of millions, the Vaal Reefs gold mine owned by Anglo American has fired 14 400 people and Hartebeesfontein gold mine owned by Anglo Vaal has sacked at least 3 000.

The questions on everybody's lips are: What happened? Why the firing trigger from mining giants who've enjoyed a relatively enlightened image in the new age of local trade unionism?

The answers differ depending on who you speak to.

The National Union of Mineworkers (NUM), led by general secretary Cyril Ramaphosa, says the reason for a strike at Vaal Reefs last Thursday and Friday centred on a management decision to dismiss 700 workers for allegedly refusing to carry out instructions to do work reserved for white miners in terms of the Mines and Works Act.

Gunpoint

At Hartebeesfontein, he says, an almost simultaneous strike was caused when four shaft stewards were dismissed, marched at gunpoint from the mine and sent home. Workers who witnessed this downed tools.

He believes the decisions to fire constituted a tough exercise in management muscle rippling calculated to deal the union a devastating blow. He sincerely believes the whole debacle could have been solved through negotiations with the union.

That's his story and he's sticking to it.

Bobby Godsell, Anglo American's head of group industrial relations, says the firing of 14 400 at Vaal Reefs was the climax to six to seven weeks of go slows, half

shifts, boycotts of concession stores and liquor outlets, disruptions, individual work stoppages and negotiations with NUM whenever grievances were tabled. The last mass refusal by workers at the south division of the mine to go to work last Friday was not preceded or followed by union demands or any articulation of grievances.

Several grievances tabled by the union had been settled to the satisfaction of both parties. The job reservation issue raised by a group of workers had been discussed and, in management's mind, had been settled.

Anglo Vaal has said that trouble at Hartebeesfontein had simmered for some time and included boycotts and an invasion by junior staff members of the senior dining room.

Both say the strikes were wildcat affairs and constituted a last straw to management's tolerance.

That's their story and they're sticking to it.

But there are broader issues involved.

Mr Ramaphosa has said that the use of black miners to do "white jobs" in the mines is rife. The Mines and Works Act, which reserves certain jobs for scheduled persons (ie white miners), is being contravened liberally.

There are some who believe this is the shrewdest card being played in the dismissal debacle and that the raising of the job reservation issue at this point gives the union's strategists ten out of ten.

It appears that, strategy and cynicism aside, the NUM has a very valid point.

Asked what the position at Vaal Reefs is and the situation in the mining industry generally, Mr Godsell made it clear that Anglo American was opposed to the racial allocation of jobs on the mine and committed to changing that. Some mineworkers with access only to the Mines and Works Act could misconstrue what was in their job descriptions if they failed to consult the exemptions granted by the government mining engineer.

However, at the end of the argument he is obliged to concede that the regulations are not 100 percent respected in practice.

There are black miners doing white jobs and it's an issue on which the miners have management's sympathy, says Mr Godsell.

That's cold comfort for Mr Ramaphosa and his 110 000 members. "Our men are doing the jobs and not getting the money," he says bluntly.

One task he raises is the charging up of the face. Regulations say black miners can do the job as long as a white miner is in sight or within 30 metres. Black miners, he says, are doing the job in the absence of white miners. He claims that this has enabled management to get by with fewer miners.

The party is over, he warns.

Notices have been sent to all NUM members informing them to the last detail about what the law allows them to do and instructing them to refuse to do "white" jobs.

This, he promises, will slow production at every mine where the NUM is organised. And it will all be legal.

Another vital issue concerns the question of union control. Did, for instance, the NUM call the strikes at Vaal Reefs? Or was the union out of control?

Mr Ramaphosa: "There is a lot of control. We have set up specific structures to ensure that there will be discipline and control within the union. We have a regional committee, a branch committee and a shop stewards' council. All these structures ensure there will be discipline and control. Decisions are taken by the workers jointly and there is the whole worker control principle that we adhere to."

Mr Godsell: "In our view the union did not order that strike. The NUM is in a vast industry and the process of unionisation is not completed overnight. Vaal Reefs has tended to come in at the end of the queue in terms of unionisation. It is interesting to note that recognition of the NUM had been processed at the east and west divisions of the mine but not the south division where the strike occurred. It is fatuous for anyone to expect any union which is not yet recognised to control worker actions 100 percent."

He takes care to say that Anglo American regard the NUM as their partners in trying to create adequate channels for the tabling of grievances and looks to the NUM for assistance and support for the maintenance of good order on the mine in future.

970 sacked
workers can
reapply for
their jobs

Labour Reporter

THE 970 workers at the BTR Sarmcol rubber factory in Howick, who were sacked on Friday after striking, could reapply for their jobs today, Mr R J Sampson, the company's administrative director, said yesterday.

He said the company would begin re-engaging workers at 8 a.m.

Production ground to a halt last Tuesday after all weekly-paid workers downed tools following a dispute over union recognition agreement. They demanded the company sign a recognition agreement with the Metal and Allied Workers' Union.

Mr Sampson said the decision to sack the workers was taken reluctantly by management after several months of sporadic disruption.

'The work stoppage is alleged by the union to be a protest against the management's refusal to sign a recognition agreement.'

Ballot decision a victory for Fosatu union

By PHILLIP VAN NIEKERK
Labour Reporter

FOSATU's National Union of Textile Workers (NUTW) has achieved a major breakthrough in its attempt to break the closed shop exercised by Tucsa's Garment Workers' Industrial Union (GWIU) in the Natal clothing industry.

In a judgment handed down by the industrial court, Mr Y Bulbulia has ordered a Pinetown firm, Natal Overall Manufacturers, to settle a dispute with the NUTW by holding a ballot within three weeks to determine whether workers support the NUTW or the GWIU.

The dispute arose out of lay-offs at the firm which the NUTW claimed took place without consultation with the union.

Natal Overall's reply was that it was not obliged to consult with the NUTW because of the industrial council's closed shop which has precluded the NUTW from recognition.

In terms of the court order, if the NUTW wins the ballot, the company must negotiate with it in future retrenchments, must negotiate a recognition agreement with the union and must provide it with stop order facilities.

A spokesman for the company declined to comment on the outcome yesterday until after the ballot.

Mr Johny Copelyn, general secretary of the NUTW, said the decision was significant because the court had overturned the industrial council's right to block the NUTW from negotiating on behalf of workers in the industry.

The NUTW has applied to join the council, but has been refused membership until it can prove it represents about 25% of the council's 11 000 workers.

The NUTW claims majority support at several firms in Pinetown, and holds that the GWIU is no longer representative in this area.

The dispute is one of several key areas of conflict between established unions and the NUTW, which recently won a Supreme Court case over the issue of having stop orders deducted at a Cape firm, Table Bay Spinners.

The industrial court first refused to decide on the Cape textile industrial council's right to prevent Table Bay Spinners from deducting stop orders from the NUTW, a non-council union.

However, the Cape Supreme Court ordered the industrial court to decide on the issue and the case is yet to be heard.

Payout plan upsets some workers

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E. Post

8/5/85

By KIN BENTLEY

THE closure of the Amcar truck plant at Markman Township, Port Elizabeth, at the end of the month could see about 115 people lose their jobs

And there is dissatisfaction at the plant about the conditions of retrenchment.

Some workers said today management was refusing to disclose full details of the retrenchment payout until the day before the plant closed

A concerned worker, who asked not to be identified, said there were about 120 employees at the factory. Of these, only about five had been assured of a job at the Samcor plant in Pretoria

The worker said the "severance package" was "not so great"

It comprised a monthly basic payment equal to half of the employee's wage. But, he said, the Unemployment Insurance Fund provided 45% of this, which meant the company only gave them 5% monthly

Retrenched employees would receive the allowance for 12 to 18 months, depending on their length of service

He said he understood workers were entitled to 13 weeks pay on severance, but this was being held back for six months. The workers wanted the lump sum

Management had said if they were paid out immediately then the workers due to be retrenched

next year when Ford's Neave plant closes would demand the same

The employees had also indicated they wanted a statement as soon as possible giving full details of the money they would receive. They were told, however, that they would receive it only the day before closure

He said this month the workers were still going to have to pay weekly medical fees (to the company's scheme) totalling monthly amounts ranging from R35 to R60, with families only benefiting for the following month. They would rather use the money to pay their own doctor, if necessary

He said there was gross dissatisfaction with the closure process

A Samcor official had been unable to answer questions convincingly yesterday, he said. There would be another meeting today between a liaison committee, workers from the floor and management

He added that while the severance agreement had been signed jointly by management and the National Automobile and Allied Workers Union (NAAWU) there was confusion as to whether the factory had ever recognised NAAWU

NAAWU was not involved yesterday and would not be involved in today's talks, he added

The Evening Post could not reach an appropriate Samcor spokesman for comment today

Sowden 8/5/55

GWU has applied for registration

IN a major shift in policy, the General Workers' Union (GWU) has applied to the Department of Manpower for registration in terms of the Labour Relations Act.

This was confirmed by the union's general secretary, Mr Dave Lewis, who said this was decided by a unanimous vote at a special conference recently.

It also follows a six-month debate on the issue in all factories where the union is represented.

The decision has been seen as significant by union leaders, because among the emerging unions, GWU has been one of the most vocal oppositions to registration.

Registration has been seen by many unions as "collaborating with the system", but labour legislation has changed over the years, blurring the differences between the obligations of registered and unregistered unions to the point where the principle has become something of a non-issue.

Reason

But one reason why the GWU may have opted to register, is the fact that unregistered unions need the permission of the Minister of Manpower to obtain stop order facilities for the deduction of union dues from members' wages.

The Minister had earlier turned down a GWU request for stop orders at a number of factories last year.

Mr Lewis said they were busy filling forms which they received from the Manpower Department, after applying for registration.

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Threat of wage strikes at 4 Cape brick plants

Labour Reporter

A LEGAL wage strike is threatening at all four Corobrik plants in the Western Cape

The General Workers' Union — which is recognized by Corobrik — announced in a statement yesterday that a wage dispute with the company was in the "final stages" of the official dispute procedure

"Further meetings are scheduled for later this week. If agreement is not reached the dispute-settling procedures will have been exhausted," the statement said

The GWU said it would hold strike ballots at Corobrik's four Western Cape plants and its

Maritzburg plant, employing approximately 2 000 workers

Corobrik confirmed in a statement yesterday that a wage dispute existed and that a conciliation board hearing would be held this week

It said the GWU was demanding an increase of over 40 percent on the minimum wage level while Corobrik's offer was 17 percent on the minimum and 14 percent on all levels

The GWU also announced it had concluded a wage agreement with another brick manufacturing firm Crammix Ltd on behalf of the 250 members employed by the company

Prisoners escape from court

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Hearing to settle union battle

Labour Reporter

A CRUCIAL hearing in the Cape battle for membership between two textile unions will be held in Pretoria this month.

The National Union of Textile Workers (NUTW) is trying to get stop-order rights for members at Table Bay Spinners, from which it is barred because of a closed-shop agreement within the industry, which grants stop-order rights only to the Textile Workers' Industrial Union (TWIU)

NUTW is affiliated to the Federation of South African Trade Unions and TWIU is a member of the Trade Union Council of South Africa

Last year the NUTW applied to the industrial council for exemption from this agreement. When this was refused the union took the issue to the Industrial Court, which ruled in favour of the TWIU.

But the Cape Supreme Court set aside the Industrial Court ruling and referred the matter back for fresh hearing.

BREAKTHROUGH

This hearing will be held in Pretoria on May 28.

A legal representative for the NUTW said it would be an entirely new hearing except that the Industrial Court would now have to heed the Supreme Court ruling and consider factors not considered at the first hearing.

● In Natal the NUTW has achieved a breakthrough in its bid to break the closed-shop agreement exercised by the Tucsa-affiliated Garment Workers' Industrial Union there.

An Industrial Court ruling by Mr Y Bulbulia has ordered a Pinetown firm, Natal Overall Manufacturers, to settle a dispute with the NUTW by holding a ballot to determine whether workers support the NUTW or the GWIU.

In terms of the court order, if the NUTW wins the ballot the company must negotiate with it in future retrenchments, must negotiate a recognition agreement with the union and must provide it with stop-order rights.

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Samcor will stick to deal on severance

E. Post 10/5/85

By KIN BENTLEY

SAMCOR has released a statement on the workers' dissatisfaction at their Amcar truck plant in Markman Township, which is due for closure at the end of May

This week workers expressed concern over severance payouts. About 115 people face retrenchment.

The statement, released by Samcor's public relations manager, Mr Reuben Els, says that during March it reached an agreement on the severance package for retrenched workers with two unions, the SA Iron and Steel Workers' Union and the National Automobile and Allied Workers' Union.

Workers claimed no trade unions were active on the shop floor and therefore could not reach agreement.

Ford's public relations manager, Mr Bob Kernohan, said the company was sticking to that agreement.

The statement says workers will receive 5% of six months' wages as a lump sum when the plant closes. They will also receive one week's notice pay and a pro-rata payment of their annual bonus.

"Additionally, those employees who do not retire on pension will receive their personal pension contributions, plus 2% interest thereon after six weeks.

"All affected workers will also be able to claim up to 45% of their present wages from the unemployment insurance fund for a period of six months.

"From six months after the closure they will receive 50% of their present wages for a minimum period of six months, or a maximum period of 12 months depending upon length of service."

~~(18)~~ ~~(10)~~ ~~(10)~~ (151)
10/5/85 B. Day
Union steps in to save
140 Coca-Cola jobs

ONE of the most successful union negotiations to reduce lay-offs has been achieved by the Food Beverage Workers' Union — a Cusa affiliate — with the Coca-Cola Bottling companies on the East and West Rand

Union spokesmen, who met management yesterday, said 203 workers from three Coca-Cola factories had been faced with losing their jobs but the company had reduced the number to 63 after negotiations this week

Spokesmen said the first lay-off announcements had been made in February and would have affected 104 workers at the Bedfordview and Benrose plants.

After negotiating with the union, management reduced the number to 20. The rest of the workers agreed to working on a rolling-leave system which entailed taking unpaid leave every sixth week.

Last week Coca-Cola announced that 99 workers would be laid-off at its Devland branch but, after negotiations, only 43 will be affected.

Workers had indicated through the union that they were willing either to go on rolling leave, work every 20 days and forfeit two days of their monthly pay, or put in a limited

By CLAIRE PICKARD-CAMBRIDGE

amount of unpaid overtime to save costs

Union spokesmen said management had also agreed to implement some of the options suggested by the union to save the jobs of remaining workers

The cost saving measures would include the rolling leave system, early retirement, a total ban on overtime work, a halt on new employment, no casual labour and a limited freeze on expenditure on capital equipment by management.

They said these were the first lay-offs by Coca-Cola and an agreement had also been made with the company that there would be no more redundancies this year

They said the lay-off packages granted by the company had been satisfactory and some workers had opted for voluntary retrenchment

Union officials are still discussing the position with but criteria for lay-offs have been agreed and consist of a policy of last-in, first-out, key skills and work attendance records.

Company spokesmen could not be contacted for comment yesterday

Fired - Over a UDF badge

The Cape Herald, 11/5/85
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By GARY VAN DYK
AN employee of Atlantis Diesel Engines was fired by the company last week for wearing a United Democratic Front badge to work.

Isaac Phooko, 22, a UDF supporter and committee member of the Atlantis Residents' Association, had been working at ADE as an assembly operator since April 1983. Last Tuesday, when he wore a UDF badge to work, he was told by his production superintendent to take it off. "I did not answer him but just kept wearing the badge," Mr Phooko recalled this week.

WARNING

"Later he called me to his office and tried to issue me with a written warning. I pointed out that there was no such rule in the company's conditions of employment but he told me I was wear-

ing the badge on my overall which was company property. This, he said, constituted 'abuse and misuse' of company property." "I then moved the badge to my shirt collar and he let me go back to work"

OUTLAWING

But the next day the company issued a memorandum outlawing the wearing of badges at the factory.

Said Mr Phooko: "I still refused to remove the badge and the general manager called me into his office. He asked me to remove it but I told him that because the rule had just come in that day I would wear it until I left work. "They left me after that but later I decided that I had to stick to my convictions and wear it the next day no matter what," he said. When he arrived at work on Friday morning he was

told that he had been sacked. UDF spokesman Trevor Manuel said: "The dismissal of Isaac Phooko is an attempt by the ADE management to control the thinking of workers and to browbeat them into submission."

"The introduction of new laws prohibiting the promotion of any political cause or organisation is indeed strange at a state-owned plant like ADE where candidates participating in the elections last year were given a free hand and where workers are denied freedom of association by the enforced Hason committee system.

POLITICAL

"All of these examples are the 'promotion of a political cause' — the one chosen by management. "The UDF is proud of Mr Phooko's commitment and we are investigating the matter with a view to challenging the dismissal."

Legal action after lie detector test firings

151

Tribune Reporter

A JOHANNESBURG company has fired two people in connection with theft after using a lie detector on staff

A senior staff member of CIM-Delpak (Pty) Ltd, "disgusted" by the affair, has resigned in protest, while the two people who were fired have taken legal action on the basis of unfair dismissal

The staff member who resigned did not want to be named but said she believed the dismissal of the two men was farcical

'I can't believe this sort of thing happens in this day and age,' she said "The rest of the staff was appalled but too afraid to do anything. At a meeting called by the managing director, Leonard Fine, I asked him if the lie detector was the only evidence he had for firing the men. He said yes. I told him I could not work like that and would have to resign"

She said one of the men, had been a driver at CIM-Delpak for five years and was a lay preacher at his church. The other man, was a clerk in the library

"Aaron was in tears after they used the lie detector on him. I told him I was disgusted with the whole affair," she said

Among the goods stolen were credit cards, personal cheques and a video player

I can't believe this sort of thing happens in this day

Mr Fine said he had a clear conscience and believed he had "behaved properly". He admitted he had used lie detectors on his staff but denied that was the only evidence he had for firing the two men. He would not say what other evidence he had

"What goes on in my company is my business. We don't just hire and fire but we had evidence which decided us that it was inappropriate to continue employing the two men," Mr Fine said

A spokesman for the Legal Resources Centre in Johannesburg confirmed they were acting on behalf of the fired men and were filing application for their reinstatement in terms of the Labour Relations Act on

(151) (175) (177)
21 NUM men
out on bail

12/5/85 C Press
THE case against 21 National Union of Mineworkers members who appeared in the Oberholzer Magistrate's Court this week was referred to the Regional Court for a hearing on May 21

The men appeared on charges of organising and attending an illegal meeting at the East Driefontein Gold Mine in the Western Transvaal, which resulted in more than 12 000 mineworkers going on strike early this year

145.185

2 claim lie test led (151) to unfair dismissal v. Asfatch

Transvaal Bureau
JOHANNESBURG — Two employees fired from a company after they took a lie detector test have instituted legal proceedings in the industrial court claiming they were "unfairly dismissed"

Labour law experts said yesterday that this was the first time a polygraph-lie detector-test had given rise to such a claim

Prof P. A. K. le Roux, professor of mercantile law at the University of South Africa said he had never heard of a lie-detector being used to found a labour claim in this country.

Mr Aaron Mahlangu, a driver, and Mr Ashley Galant, a library clerk, were fired by a computer company after they took polygraph-lie-detector tests in connection with allegations of theft.

A spokesman for the Legal Resources Centre in Johannesburg said the men were instituting

legal proceedings in the industrial court, asking for reinstatement in terms of Section 43 of the Labour Relations Act, claiming they had been "unfairly dismissed".

At least six large companies in South Africa make use of a lie-detector when they suspect staff of dishonesty

e Increases despite lay-offs

Cape clothing workers to get R13m more

Handwritten: (BY) (BY) (BY) 15/15/85 (BY)
B. Day 15/5/85

By ROBERT GREIG

CAPE clothing workers will earn an estimated R13m more from July to December despite record layoffs in the industry.

The wage increase, effective from July 1, is part of a four-stage increase of 32,7% spread over two years, which was negotiated and announced last year.

Individual qualified machinists will earn a minimum of R3 more a week, raising their weekly wage to R67, Industrial Council secretary for the Clothing Industry (Cape), Hardy Nel, said yesterday.

Meanwhile, National Clothing Federation president Mike Getz warned yesterday that rising local raw material and wage costs were making it difficult for the industry to maintain levels of output and employment.

He added that retailers were maintaining their margins while those of manufacturers were dropping. Retailers disputed this.

The wage agreement, signed between the Cape Clothing Manufacturers' Association, the Garment Workers' Union and the Cape Knitting Association, includes higher termination pay and increased sick fund and provident fund contributions.

From December 1984 to the end of 1986, the minimum wages of qualified machinists will have risen by 32,7%, of which 15,5% will be in 1985.

The first stage was in December and the fourth and final will be on July 4 next year.

Last year the wage bill for 62 000 workers was about R120m.

Since then the workforce has dropped to 56 000. The Industrial Council for the Clothing Industry (Cape) said figures of those working short-time were not available.

Garment Workers' Union assistant general secretary C Petersen said "There have been some lay-offs but the percentage is small."

He reported a demand for qualified machinists and knitters but little for unqualified staff, saying lay-offs had mainly taken place in small, cut-make and trim operations.

Cape clothing workers, on a 42-hour week, earn slightly more than clothing employees in the Transvaal and much more than Natal employees.

The minimum weekly wage of a Transvaal machinist, working a 40-hour week, is rising to R63 a week, according to the Industrial Council for the Clothing Industry (Transvaal).

A Natal machinist, working a 42-hour week, will be earning R40,50 a week, the council for Natal said.

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Unions sign agreements

THE South African Allied Workers Union (Saawu) has signed a recognition agreement with Catepillar Africa (Pty) Ltd, a subsidiary of a United States company.

The agreement, which entails procedures on dealing with the workers' day-to-day problems and other issues affecting their lives at work, was confirmed to The SOWETAN this week by representatives of both parties.

Saawu views this agreement as a step towards progressive direction and development in industrial community and hope that other companies will see this development in the same light, according to Mr J Mnisi, Saawu's organiser.

Catepillar's general manager Mr Ian Leach said that the company has always promoted the interest of its black workers in terms of its own affirmative action programme and looks forward towards constructive dialogue between the two parties.

The South African Motor Corporation and the National Automobile and Allied Workers' Union have also concluded a new wage and service agreement for hourly paid workers at the company's plant at Silverton, Pretoria.

Samcor and Naawu said negotiations were conducted in a "constructive atmosphere" and that full cognisance was taken of the depressed state of the economy and the requirements of the workers.

In a joint statement released in Johannesburg, they said:

"Against this background, we believe that the agreement reached provides in the fairest possible way for the requirements of the company and the members

of the union

"The agreement, which takes effect from May 11 for a period of one year, caters for across-the-board increases ranging from 15 to 18 cents per hour, depending upon the labour grade.

"This brings the minimum basic wage for the lowest labour grade to R2,45 per hour.

"In addition, workers at the Samcor plant in

Silverton participate in a productivity scheme, which adds another 10 cents per hour to their wages, on reaching 91 percent productivity and can go up to 26 cents per hour on the achievement of 110 percent productivity."

SIGNING a recognition agreement are Mr J Mnisi of Saawu and Mr I Leach manager of Catepillar company



BUILDING INDUSTRY

Wages cemented

A scheduled wage increase for the Transvaal building industry has been deferred until October because of recessionary conditions. This follows negotiations at the Industrial Council for the Building Industry (Transvaal) between industry employers and two trade unions — the Amalgamated Union of Building Trade Workers and the White Building Workers' Union of SA.

In terms of the agreement reached by the parties, the wage hike which was due to be implemented on May 6 has been deferred until October 14. A notice to this effect has appeared in the *Government Gazette*. Holiday and pension fund contributions will, however, be increased by 16%.

In a letter to members, one of the employer parties — the Master Builders' and Allied Trades Association (Witwatersrand and Transvaal) — says it feels "that a wage freeze would assist enhance employment opportunities for the workforce" and that the unions on the council have been "very sympathetic."

However, the agreement is not likely to meet with the approval of at least some trade unions and employers operating in the province's building industry, since the majority of the workforce is not represented on the council. According to the council, the industry employs some 60 000 people. Between them, the two unions on the council have 12 000 members. This makes it likely that unions representing black workers in the industry are likely to put pressure on companies to bargain about wages at plant level.

Plant level negotiations are anathema to the Master Builders. It is aware that this challenge will arise and addresses the issue in its letter. "You are no doubt aware that certain categories of employees — and particularly black employees — are not adequately represented on the local industrial council for the building industry.

"It is the policy of this association and Bifsa (the Building Industries Federation of SA) that collective bargaining should take place at industrial council level and not at factory level. Members have already been advised that if they are approached by trade unions to negotiate a recognition agreement that this should be resisted at all costs and that the attitude of employers should be to advise representatives of such unions that negotiations should take place at industrial council level. We therefore have a duty to encourage trade unions who act on behalf of employees not represented at industrial council level to seek representation."

At least one company has indicated that it will not abide by the Master Builders' directive. Says a company spokesman "This recommendation is madness. If we had to do what the Master Builders' Association is saying, it would be an invitation to labour unrest."

Phiroshaw Camay, general secretary of

QUOTABLE

Anglican Bishop of Johannesburg Desmond Tutu in a message to his successor as general secretary of the SA Council of Churches, Beyers Naude, on Naude's 70th birthday:

You have shown us what it means to have the courage of your convictions, whatever the cost. You are a remarkable sign of hope that God's grace can work the miracle of converting someone with such unprepossessing antecedents. But, more wonderfully, you are a beacon of hope, for you have succeeded a black general secretary, showing just what a tremendous country this is going to be when the colour of one's skin will be a total irrelevance. Praise be to God for you. Thank you that you are our friend and on our side. You would be a formidable adversary and I would hate to cross swords with you.

the Council of Unions of SA, which includes the black Building Construction and Allied Workers' Union, told the *FM* "Seifsa tried that strategy in 1981 and failed. We believe very firmly that both parties — employers and unions — must find the best level for negotiating wages, and it is not for an employers' association to dictate to its members how they must operate."

Union's battle for factory recognition takes a new turn

May 1985

Labour Reporter

THE battle by the National Union of Textile Workers (NUTW) for recognition at a Pinetown clothing factory where a rival union already claims majority support has taken a new turn with the intervention of the Industrial Court.

The Court this week ordered Natal Overall Manufacturers to settle the recognition dispute within three weeks by holding a ballot to determine whether its workers support the NUTW or the Garment Workers Industrial Union (GWIU).

The dispute arose out of lay-offs at the factory which NUTW, an affiliate of the Federation of South African Trade Unions, claimed took place without the union being consulted.

The company argued that it was not obliged to consult the NUTW because of a closed shop agreement with the GWIU, which is also represented on the Industrial Council. The agreement precluded unions other than the GWIU from recognition at the plant.

In terms of the judgment handed down by Mr Mohamed Ameen Bulbulia, if the NUTW wins the ballot, the company must negotiate with it in retrenchments, negotiate a recognition agreement with the union and provide it with stop-order facilities.

Mr Johnny Copelyn, general secretary of NUTW said the Court had overturned the Industrial Council's right to block the union from negotiating on behalf of workers.

Railmen in bonus row

By BRIAN POTTINGER
Political Correspondent

THE Government's austerity pay cut in public service bonuses could flop because of rebellious railwaymen

The South African Transport Services — in secret negotiations with their outraged unions — have said they will consider repaying the docked bonus cheques when the economy improves. But central Government and Post Office employees have been given no such assurance and will also demand their money back if their SATS counterparts are reimbursed.

Sacrifice

The row burst into the open this week amid apparent disagreement between the SATS and the Public Service Commission about what the President meant when he announced the wide-ranging public service austerity measures in March.

Announcing a cut of one third in the 13th cheque paid to public servants, he said it would save the country at least R225-million in the 1985/86 financial year. The cuts were part of an austerity package aimed at reducing the costs of the public service.

The strongest disagreement came from the SATS



MR HENDRIK SCHOEMAN
Money back ...?

unions which claimed that staff reductions and cuts in voluntary overtime had been sacrifice enough.

And in the last three weeks the six staff unions representing the SATS's 230 000 workers have been negotiating with the Government for a reinstatement of the full bonus.

Annual bonuses were paid out at the end of last month. An SATS spokesman con-

firmed yesterday that Mr Hendrik Schoeman, Minister of Transport, had told the SATS unions the Government would consider repaying the money when the economy improved.

Although no official figure is available, the amount at stake could be as high as R50-million.

Threat

The SATS unions apparently threatened to take the Government to court for breach of contract if the money was not paid back.

But a surprised senior spokesman of the Commission for Administration — the State watchdog on public service pay — said yesterday the possibility of repaying the money was "never on the cards".

He conceded that any SATS move to restore the docked bonuses would have serious implications for the rest of the public sector.

Meanwhile, Opposition spokesmen in Parliament believe the whole pay cut exercise — launched by the President amid much publicity — runs the risk of becoming a non-event if the State agrees to pay the money back.

Major Reuben Sive, the PFP's chief spokesman on the Public Service, said any thought of repaying the docked 1985 bonuses in a time of economic upswing would make a mockery of the President's claim that the country was making a "saving" by chopping the bonuses.

Dr Colin Cameron, president of the 640 000-strong Public Servants Association, confirmed yesterday that it had also made representations to the Government on the issue. The association was unaware of the decision regarding the SATS.

"But, clearly, if they consider repaying the SATS employees it would be grossly unfair if they did not consider the rest of the public sector."

19/5/85

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S. Times

Union launches boycott of shops

Sowetan 20/5/85
THE METAL an Allied Workers Union has launched a boycott of shops in Howick, Natal, to put pressure on local business to persuade BTR Sarmcol, a British multi-national, to negotiate with the union.

In another development about 2 000 workers at Dunlop SA in Durban have threatened to strike this week if BTR refuses to conclude a recognition agreement with Mawu

This follows Sarmcol's dismissal of more than 900 striking workers almost three weeks ago, and will bring the number of strikers at Dunlop and Sarmcol — both subsidiaries of British Tyre and Rubber — to 2 970.

A Mawu spokesman said workers at Dunlop had agreed to strike if BTR Sarmcol insisted in refusing to negotiate with the union. A strike ballot will be held this week

Workers at Sarmcol were dismissed for going on an "illegal" strike, according to the company. The union, however, has claimed that the industrial action was legal in terms of the Labour Relations Act

Mawu also claimed that none of Sarmcol's workers had returned to work and that Dunlop had threatened to seek an interdict to prevent the strike action

The company's spokesman said about 400 people, most of whom had been laid off by Sarmcol, had been employed to replace the strikers. Twenty of the sacked workers had asked to be re-hired or reinstated

The company had agreed to sign a preliminary recognition agreement with the union in 1983, but had not negotiated with the union over the strike.

Brick industry strike expected as talks fail

Own Correspondent

JOHANNESBURG — Corobrik workers at five plants in the Western Cape and Natal are set to go on legal strike this week after the General Workers' Union (GWU) and management reached deadlock over pay increases at conciliation board meetings last week.

Mr David Lewis, general secretary of the GWU, said the union was in the process of reporting the outcome of the negotiations to its mem-

bers at the Maritzburg plant and the four Cape plants, and legal strikes were "imminent"

Strike ballots have already been held and it is probable that the strikes will begin today

Corobrik is offering 17 percent increases on the minimum level, and 14 percent on the other grades, while the GWU is demanding a 40 percent minimum in Cape Town and 31 percent in Maritzburg

Mr Lewis said manage-

ment's offer would mean that between 1978 and 1985 the real wages of Corobrik workers in the Western Cape would have declined by 9 percent

"By contrast, in a similar period, the company's fortunes increased steadily and in the financial year to March 1985 Toncoro — Corobrik's holding company — increased its profits by 220 percent," he said

Spokesmen for the company said they were satisfied that the 17 percent offer was fair in view of the economic climate in the building industry

Mr Graham Bounds, the managing director of Corobrik Western Cape, said the GWU's request for 40 percent on the minimum wage level was "totally unreasonable".

He said "A wage increase of the magnitude requested by the GWU would not only result in substantial price increases but would seriously affect our ability to maintain our workforce at current numbers"

Cape Times 20/5/85 355

Workers bitter over pay award

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Staff Reporter

THE executive committee of the Cape Town Municipal Workers Association yesterday dismissed the long-awaited Industrial Court arbitration award on wage increases for lower-paid municipal workers as "most unsatisfactory"

The award was made by the court on Friday after a year-long dispute between the association and the council in which the CTMWA was demanding a "living wage" for all workers

Yesterday the CTMWA executive committee said it would take the issue further and would now fight the ruling that municipal workers performed an "essential service" — which denies

them the right to strike. This robs workers of their most powerful weapon, the right to take industrial action, it said

The award, which is binding on all parties for 15 months, granted an increase of about R4,50 a week to labourers earning between R73,20 and R87,92 a week. It also brought pay scales for domestics, launderesses and children's help into line with the labourers' scale

In a statement yesterday, the CTMWA executive committee said a large number of its lower-paid members, about 4 500 people, would derive some benefit, but on the whole they regarded the award as "most unsatisfactory".

mechanism to settle gilt market trans- then — Sapa

S. Day 21/5/85 151
Workers spend up to 7 hours a day in transit

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SOME black commuter workers spend up to seven hours a day travelling to and from their jobs in Pretoria, reports a special survey of 100 CSIR employees. The workers live in Kwa-Ndebele and parts of Bophuthatswana. The survey found some of the 100 workers lived up to 130km from Pretoria and their leisure

By GERALD REILLY

time was estimated at one hour and 45 minutes only. Workers living in Mamelodi spend an hour and 35 minutes getting to and from work. Their leisure time was estimated at four hours and 25 minutes.

The new Cascades one reason to conference at



It's not the oil

lon to the new Cascades

REASON International entertainment.

66th...

Wage restraint urged

Big pay rises are fuelling inflation,

Sachin *3/33* *151* *153*
21/5/85 B. Day

— Bepa report

A VOLUNTARY restraint on wages and administered prices to combat inflation has been called on by Pretoria University's Bureau of Economic Policy and Analysis (Bepa)

According to the Bepa study of inflation and wages over the past few years, large wage increases for the rest of this year and early 1986 could prolong the inflationary pressures and postpone the recovery in economic activity and employment

The government-sponsored study calls on employers and wage negotiators to consider marginal wage increases

At the same time, it calls on government to freeze or marginally increase prices for administered goods

Bepa's Professor J A Lombard, a major compiler of the study, said in Pretoria yesterday that wage inflation not only retarded cyclical (recession) unemployment, but also produced structural unemployment because it stimulated the substitution of capital for labour

"The anti-inflation policy may have a high cost in the short-term because of surplus capacity and unemployment. But it is crucial that the public's idea of inflation and what to expect in 1985 and 1986 should be realistic"

The report says inflation must be reduced to 4% or 5% by the end of next year

Although productivity can be improved substantially to about 3% annually, this alone will not curb inflation. The roots of the problem are on the side of over-expenditure and excessive rises in nominal wages

By LESLEY LAMBERT

More than 25% of the labour force outside agriculture is employed in the public sector, where nominal wage increases will be minimal this year, the report says

If the monetary authorities persist in restraining wages in the public sector and high rates of interest in the capital market, the CPI (inflation) growth rate is expected to drop to about 10,3% in 1985 and 1986

At the same time domestic real output will begin to expand, reaching an annualised real growth rate of 8,2% in the fourth quarter.

Inflation is a political phenomenon in which the pressure of vested interest groups and public opinion prevail, the report says

In such a political dispensation, even monetary and fiscal policies become subordinate to political pressure

Lombard said that in the past government had not been prepared to tackle the inflation due to fear of alienating its constituency

Although CPI (consumer price index) was a reasonable yardstick for wage bargaining, the report said the impact of GST should be removed to avoid an inflationary spiral in which sales tax was endlessly shifted forward

The worker does not benefit by high nominal wage increases in this situation, because inflation erodes the purchasing power of his wages

Cape Times 21/5/85. 151 1005 121

Workers reinstated

Staff Reporter

THE Industrial Court has ordered Boland Hout Nywerhede to reinstate 11 workers who were dismissed in December

The order, which was made on Friday, came after the workers argued

that their dismissal constituted an unfair labour practice because they had been dismissed for union activities

A spokesman for the attorneys acting for the workers said yesterday that applications had been made in respect of 13 workers. No reason had yet been given for the court's refusal to order the reinstatement of the other two workers

The order, issued in terms of Section 43 of the Industrial Conciliation Act, is a temporary interim interdict that will remain in force until the dispute is resolved between the parties

Mr Pierre Roux, SC, was on the bench. Mr Joel Krige was instructed by Mallinck, Ress, Richman and Closen-berg for the applicants. Boland Hout were represented by Mr J Gauntlett, instructed by Silberbauers

CAPE TIMES 21/5/85 151

1 600 brick workers strike

Staff Reporter

A TOTAL of 1 600 workers from the four Corobrik factories in the Western Cape and one in Natal began a legal strike yesterday as their union accused Corobrik management of hiring scab labour to keep the factories open.

A statement from the General Workers' Union said the 850 workers from Corobrik in the Cape and 750 from the Corobrik factory in Maritzburg had begun the strike in pursuit of their demands for a living wage after pay talks reached deadlock last week.

The managing director of Corobrik in the Western Cape, Mr Graham Bounds, said the company had responded to low attendance yesterday morning by using employees who held jobs on an "intermittent" basis. These labourers were not "scabs", he said.

The statement from the GWU claimed the company was employing women "to perform extremely arduous work

and this action has served to provoke workers who have shown a willingness to use official dispute procedures".

A week ago the union had protested to management "at the extent of management intimidation of workers involved in a perfectly lawful action", said the GWU.

Management in turn claimed yesterday that a "lot of intimidation" by strikers had taken place at the factories.

He said while stoppages occurred at all plants, attendance at one had been "up to 40 per cent".

Corobrik management has offered to increase minimum wages from R1,17 an hour to R1,37 — an increase which the union argues will keep workers below the Minimum Living Level.

The GWU has argued that the company increased its profits recently from R9-million to R29-million — figures which were "clear evidence of its ability to pay a living wage".

Talks continue in bid to end brick dispute

NM 22/5/85

Labour Reporter

~~LS~~
THERE has been no major disruption in the supply of bricks following the strike by about 700 workers at two Corobrik plants in Pietermaritzburg. Mr Ray Andrews, managing director of Corobrik in Natal, said yesterday

The strike in support of a 31 percent pay rise by more than 1 000 Corobrik workers in the Western Cape and Natal continued into its second day yesterday with still no settlement having been reached, in spite of further talks between shop stewards and officials of the General Workers'

Union and the management

Mr Andrews said yesterday there was no change at the Corobrik and Corocrete plants in the Capital where production stopped on Monday

151
~~LS~~
Good faith

'The plant is basically not staffed, but essential services are being maintained by management. Customers are calling to collect supplies,' he said

The strikers remained peacefully on the company premises, he said

Mr David Lewis, general secretary of the union, said yesterday that shop

stewards and union officials met Corobrik management in the Western Cape yesterday and submitted revised wage demands. Further talks would be held today

'The workers willingness to revise their demands is indicative of their good faith and desire to arrive at a negotiated settlement. We hope that the management's response will be in similar spirit

'In Pietermaritzburg, the strike still has 100 percent support. Shop stewards and union officials met management yesterday and a further meeting will be held today,' he added

(157)

~~1/28/85~~

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Fm 24/5/85

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24/5/85

INDUSTRIAL COURT

Blow for Cape union

The longest wage arbitration ever conducted by the Industrial Court — the dispute between the Cape Town Municipal Workers' Association (CTMWA) and the local city council — has been concluded. The court's award — way below what the union demanded — is seen as a blow to unions'

campaign for a "living wage" and has elicited scathing comment from the CTMWA.

The scene was set for bitter negotiations early last year when a general meeting of the CTMWA mandated the union to demand a minimum "living wage" of R116/week for the lowest-paid council workers — a 100% increase — rising to a 15% increase for higher-paid workers. When talks broke down, both sides agreed to submit to arbitration by the Industrial Court. This was done,

according to council sources, since it was clear that the union's mandate did not allow it any flexibility and that conciliation procedures would not resolve the differences. Arbitration hearings got under way in October. They broke off in December and resumed for a few days in April, soon after the union had rejected a final council offer.

In the interim, however, the council unilaterally implemented wage increases on July 1 that raised pay levels for the lowest-level labourers from R1,29/hour to R1,64/hour (R59,34/week and R75,44/week respectively).

In what is probably the most sophisticated union presentation on wages, the CTMWA based its claim at the arbitration hearings on interviews conducted with over 6 000 of its members and a highly critical analysis of the various poverty datum lines. The council, while stating that it sympathised with the plight of the workers, argued that it could not afford the demands. Events took an unfortunate turn for the union when it was revealed that some entries about wages on a computer printout presented as evidence had been altered by one of its employees.

In terms of the court's order made last week, all employees earning between R73,20/week and R87,92/week will receive a one-notch increase worth about R4,59 per worker. Thus, a labourer earning R75,78/week now earns R79,83/week. In addition, the pay scales of all employees earning less than labourers' wages will be brought in line with labourers' rates. The order, which is valid for 15 months from January 1985, excludes all workers who were not on the council's payroll on July 1 last year and any others who have received a pay increase since January 1 this year.

Erntzen is very unhappy with the order. He comments "A large number of the union's lower-paid members — some 4 500 in all — will derive some benefits from the award. About 6 000 will not. On the whole, we regard it as most unsatisfactory." Erntzen says the union will report back to its members on June 4 at a protest meeting to consider what action to take.

One factor sure to be highlighted is the problem the union faced because its members were not allowed to strike, since local authority work is classified as an "essential service." Says Erntzen "This provision robs workers of their most powerful weapon in the collective bargaining process — namely, the strike weapon. We want it to be removed so as to enable us to exercise, if we so choose, the right to take industrial action."

Cape Town town clerk Stanley Evans comments "We would have preferred not to engage in this way, but the union's mandate did not give it the capacity for flexibility. The award must be considered fair in the western Cape environment. We know of many industries which are paying less than us. We were a guinea-pig case, and I think the other side regarded it as a big test case for the establishment of a living wage." ■

D. Dispatch 24/5/85

EL stevedores face ~~retrenchment~~ ~~retrenchment~~ ~~retrenchment~~ retrenchment

By JOEL JACOBSON

EAST LONDON — The South African Stevedores management here is in the initial stages of negotiations with unions and worker committees for a retrenchment programme

This was disclosed yesterday by SAS's manager, Mr Tony Aylott, who said the negotiations had come after an "immense downturn in trade" had been experienced by the stevedores

"Effectively at this stage we do not have the work to go round for the 200-workforce

"Only some sort of disaster at another port could save the situation and benefit us

"Port Elizabeth, however, has the edge with a deeper draught to allow for bigger ships

"Companies are loathe to divert cargo here because the ships able to berth are big enough to hold only half the shipment.

"South African Transport Services (Sats) could also prefer to send traffic through Port Elizabeth because rates there for certain commodities could be less than to East London

"In other words we are uncompetitive," Mr Aylott said

He said as a company they could not afford to absorb the losses and that around 1982 when trade would pick up

"We must wind up the operation according to the volumes we handle passing through"

Mr Aylott said some of the losses the stevedores suffered were the lack of maize exports or imports, a loss of the contract for copper concentrate from Zaire and loss of handling carton stock in breakbulk as well as copper mattes

He said maize would start being exported again in the latter part of next year

'SEE YOU IN COURT'

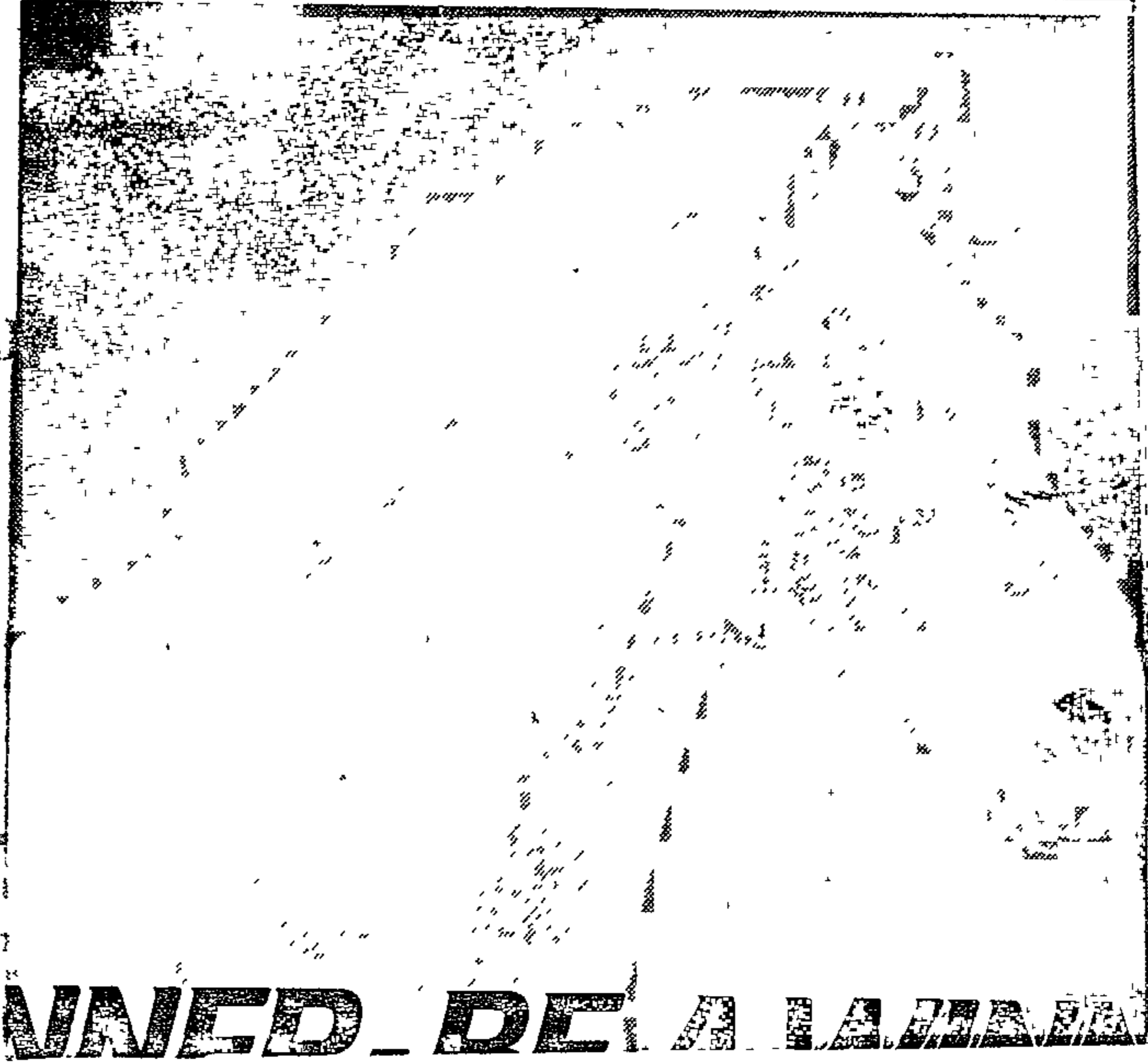
26 151 85
By MARTIN NTSOELENOR
AN INDUSTRIAL court case is looming between the Paper, Wood and Allied Workers' Union and C & C Radio Cabinets in Brits

The union issued this warning after six of its members were retrenched on an hour's notice.

Other workers fear they will be retrenched in the same way
A Pwawu spokesman said the retrenched six have worked for the company for 14 years. And he said management had never discussed retrenchment with the workers of Pwawu - a Fosatu affiliate
Management was also

accused of retrenching workers according to their ages, or employers' feelings about them.

Workers feel management is victimising them - over the years the company has refused to negotiate with a union of the workers' choice, but favours closed-shop furniture unions.



UNITED DE LA...

It is time to pause and reflect on one lesson history has taught people in our position — disagreement does not equal bloodshed.

Lebanon rose in the aftermath of their, forced removals, with control and all the built-in evils of present-day South Africa

And not because of apartheid, forced removals, with control and all the built-in evils of present-day South Africa

reason deserts our struggle

May 26, 1985



Press

THE DOORS OF LEARNING ARE CLOSING DOWN...

THE Medical University of Southern Africa has been closed until June 2 — the third black campus to shut this month.

First to close was Fort Hare University, where students have been boycotting classes since May 8 — a day after the Ciskei cops arrested eight students, including members of the interim SRC.

And at Turfloop, 4 000

students also boycotted classes on May 8 — demanding the immediate expulsion of Prof Paul van Warmelo.

Turfloop's council will meet today to decide when to re-open the campus.

Medunsa students started boycotting classes after demanding that Anatomy Department head G G J le Roux be dismissed.

Prof Le Roux was ac-

cused of being responsible for the high failure rate in his department and of "un-professional" behaviour.

Medunsa rector L Taljaart said the university has been closed until June 2 after a meeting between him and the SRC ended in deadlock on Tuesday night.

Fort Hare PRO Alleta Eliote said a number of students attended lectures yesterday.

Just when Spar wars was over...

By PHINDA KUZWAYO

A WAR of words erupted this week between Ccawusa and a Natal supermarket group — only hours after the two reached a settlement.

The Commercial Catering and Allied Workers Union of SA called a Press conference in Durban to announce the settlement in which, among other things 143 workers dismissed in December were re-instated.

During the conference a union spokesman said the settlement showed managements that 'their unfair actions will not be tolerated by the working class or the community.

He was referring to the nationwide boycott of the Pinetown-based Brown Group — holders of the Spar supermarket franchise — after they fired 143 workers from eight Natal outlets last December.

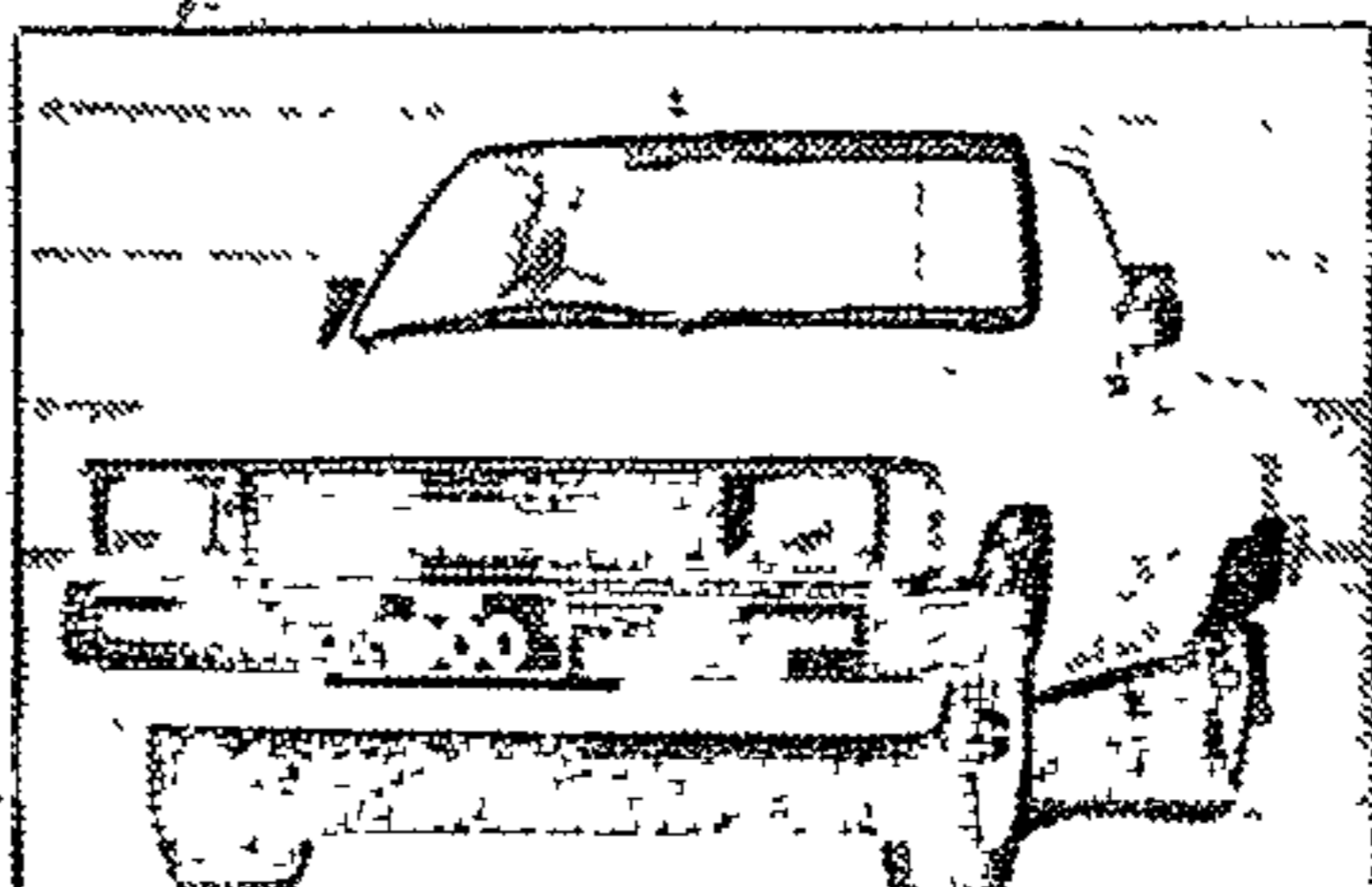
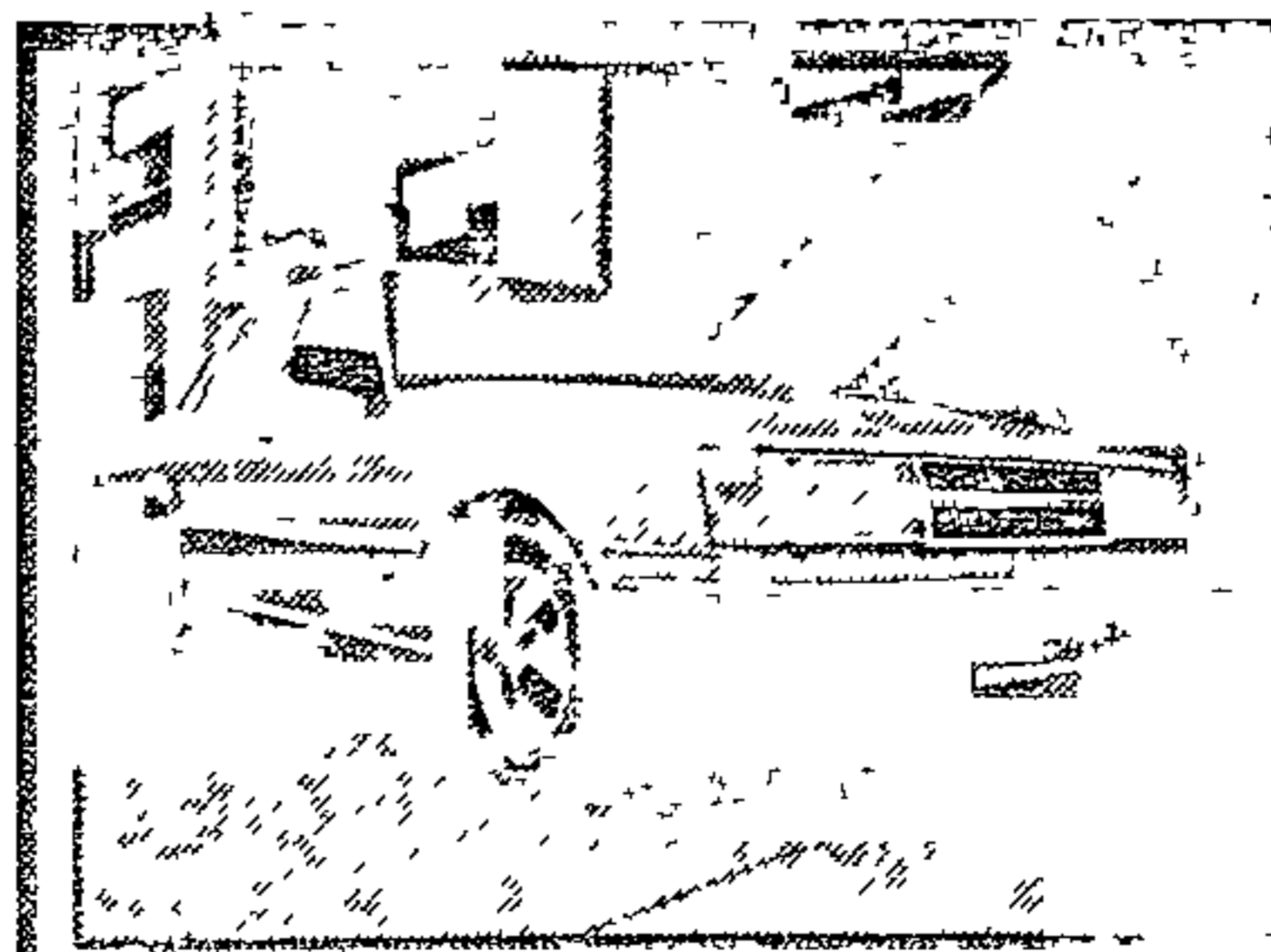
She said the university has issued an ultimatum to students to return to classes by 1pm yesterday — or risk being kicked out.

There are fears that if the issues at the three trouble-torn campuses are not solved, they may affect other universities.

● A solidarity rally will be held by students at St Charles Luanga Catholic Church in Soshanguve at 2pm today.

Fort Hare, Turfloop and Medunsa students have been invited to attend.

★ HOTELS may be opened to all races if proposed changes to the Liquor Act are made, Liquor Board chairman Tommy Foster told the Federated Hotel, Liquor and Catering Association's annual congress in Durban this week. ★



• 370 000 workers in deadlock

Seifsa strained as metal unions consider ballot

~~151~~ ~~187~~
151
B-Day 27/5/85

THE two major trade union blocs on the Metal Industrial Council, representing about 370 000 workers, will decide this week whether to proceed with a strike ballot following a deadlock in pay talks

Deadlock was reached seven weeks after a dispute with the Steel and Engineering Industries Federation (Seifsa) was declared by the entire spectrum of unions on the council, the largest bargaining forum in the country

It raises the possibility of widespread industrial unrest in the industry and the likelihood of stepped-up demands for plant-level bargaining, undermining the industrial council

After earlier proposing an effective wage freeze, Seifsa last week offered a 17c, or 8%, increase on the minimum rates, a guaranteed 24c rise for artisans and 14c for unskilled workers

In a plea to the unions on Thursday, executive director of Seifsa Sam van Coller said the industrial council was experiencing its most difficult period in 40 years

He said that in the current economic climate there was no way the industry could accommodate the union demands, which would lead

Own Correspondent

to massive unemployment, further shutdowns and more rapid mechanisation

The Confederation of Metal and Building Unions (CMBU), representing mainly skilled and semi-skilled workers, will caucus today with the all-white SA Yster en Staal

CMBU director Ben Nicholson said they were considering three options further informal negotiations, arbitration, or holding a strike ballot

At this stage the CMBU is more likely to look for ways of reaching settlement than the other major bloc, the local co-ordinating committee of the International Metalworkers' Federation, representing mainly unskilled workers

The four IMF unions — the SA Boilermakers' Society, the Metal and Allied Workers' Union (Mawu), the Engineering Industrial Workers' Union and the Steel, Engineering and Allied Workers' Union — will be meeting tomorrow

IMF spokesman Brian Fredericks said there was no way the IMF could accept Seifsa's offer and that they would obviously be considering some form of industrial action

Textile industry: New hearing on union rights

ARGUS 27/5/85 1974/65 1404 151
Labour Reporter

THE Industrial Court will hold a fresh hearing tomorrow into stop-order rights in the textile industry for the National Union of Textile Workers

The NUTW is trying to get stop-order rights for members at Table Bay Spinners, from which it is barred because of a 'closed-shop' agreement in the industry. This grants stop-order rights only to the Textile Workers' Industrial Union

The TWIU is affiliated to the Trade Union Council of South Africa

Last year the NUTW, an affiliate of the Federation of South African Trade Unions, applied to the Industrial Council for exemption from the agreement

When this was refused the union took the issue to the Industrial Court, which ruled in favour of the TWIU. But the Supreme Court, Cape Town, set aside this ruling and referred the matter back for a fresh hearing

Defence Act Q 61.1619

28/5/85
14 THE LEADER OF THE OFFICIAL OPPOSITION asked the Minister of Defence

(1) Whether any change in the service commitments in terms of (a) section 22(3)(a), (b) section 22(3)(b) and (c) section 44(3)(b)(i) of the Defence Act, No 44 of 1957, is contemplated, if so (i) what will be the nature of these changes and (ii) when will they take effect;

(2) whether he will make a statement on the matter?

THE DEPUTY MINISTER OF DEFENCE

(1)(a) (b) and (c) No.

(1) The service that is stipulated in the particular sections is the maximum period for which a national service man may be compelled to serve. In practice however, only as much service is required of a member as is necessary. For example Citizen Force and Commando members are already on a large scale being called up for shorter periods than for which provision is made in sections 22(3)(b) and 44(3)(b)(i).

Mr Hansen Q 61.1619
Atlantis Diesel Engines
28/5/85
11 THE LEADER OF THE OFFICIAL OPPOSITION asked the Minister of Trade and Industry

(1) Whether he or his Department monitors the administration of Atlantis Diesel Engines;

(2) whether he will furnish information on the recent dismissal of an employee of Atlantis Diesel Engines for displaying a badge of a certain organization on his clothes, if not, why not, if so, (a)(i) why and (ii) in terms of what regulation was he dismissed, (b) when was this regulation introduced, (c) who (i) introduced this regulation and (ii) took the decision

to dismiss this worker, (d) for what period was he employed by Atlantis Diesel Engines and (e) what is the name of the organization depicted on the badge;

(3) whether, prior to this employee's dismissal, he was warned not to display this badge, if so, (a) why, (b) when, (c) by whom and (d) with what result;

(4) whether he will make a statement on the matter?

THE DEPUTY MINISTER OF TRADE AND INDUSTRY

(1) No Atlantis Diesel Engines (Pty) Ltd is registered as a private company in terms of the Companies Act, 1973, and although the State has made available through the Industrial Development Corporation of SA Ltd share capital for the erection of AID: the affairs of AID: are run by an independent directorate and management. However, as was mentioned in the reply to Question No 12 of 22 February 1984, the Department of Trade and Industry keeps itself posted of the operating results of AID:

(2) and (3) As in the case of any business undertaking, labour matters of companies, including AID:, are administered by the management within the framework of the relevant legislation

(4) Falls away

Swaziland delegation: discussions

*16 Mr P G SOAL asked the Minister of Foreign Affairs

(1) Whether he or any member of his Department held discussions with a Swaziland delegation on or about 14 May 1985, if so, (a) when, (b) where and (c) who was present at these discussions;

(2) whether border adjustments were dis-

cussed, if so, what was the nature of these discussions;

(3) whether any decisions were reached during the course of these discussions, if so, what decisions;

(4) whether consultations were held with the governments of any other independent Black states prior to these discussions, if not, why not, if so, (a)(i) with which Black states, (ii) when and (iii) where were these consultations held and (b) what was their response;

(5) whether the decisions reached at these discussions will be relayed to the governments of any other independent Black states, if not, why not, if so, (a) to which such governments and (b) when;

(6) whether he will make a statement on the matter?

THE MINISTER OF CO-OPERATION, DEVELOPMENT AND EDUCATION (for the Minister of Foreign Affairs)

(1) Yes

(a) 14 May 1985

(b) Fleur du Cap Estate, Somerset West

(c) A South African delegation led by myself and comprising senior officials of the Department of Foreign Affairs and a Swazi delegation led by their Foreign Minister, Mr M M P Minsi

(2) to (6) At the conclusion of the discussions I indicated in reply to questions from the media that the two delegations had discussed economic matters and other aspects of mutual concern

It is not customary and certainly not in South Africa's interest to publish the details of discussions between Governments unless they both agree.

Mr P G SOAL Mr Speaker, arising out of the reply of the hon the Minister, may I ask whether it is the intention of the Government to pursue the matter of incorporating a certain section of Kanyawane and Ingwama in the Kingdom of Swaziland and whether that option has been rejected?

THE MINISTER I am afraid that the answer to that lies within the area of authority of my colleague who is not present here. I therefore cannot reply to that

Mr P G SOAL Are you not a member of the Cabinet?

Mr Speaker Q 61.1622
Greater Soweto
28/5/85
17 Mr R S M. asked the Minister of Constitutional Development and Planning

Whether the Central Statistical Service have any population statistics for Greater Soweto, if not, why not, if so, what was the population of Greater Soweto as at (a) 31 March 1984 and (b) 31 December 1984?

THE MINISTER OF LAW AND ORDER (for the Minister of Constitutional Development and Planning)

Yes

(a) Not available

(b) Not available

Data collected at population censuses only 1980 Census figure was 871 187. Information regarding the 1985 Population Census is not available as yet

Mr Speaker Q 61.1622
Telephone tapping
28/5/85
18 THE LEADER OF THE OFFICIAL OPPOSITION asked the Minister of Law and Order

Whether, with reference to his reply to Question No 34 on 19 March 1985, (a) he and/or (b) any member of the (i) South African Police and/or (ii) security branch of the South African Police has requested the Minister of Communications or the

Defence Act *Q 61.1619*
28/5/85

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151

Hansard Q.61.1619
Atlantis Diesel Engines
28/5/85

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The Afrikaanse Handelsinstituut Congress '85 in PE

Collective bargaining system

'under attack'

151
28/5/85
S. Pot

Motor industry

"THE established and proven system of collective bargaining is under attack, and these attacks have shaken the established trade unions"

This message was delivered to delegates attending an opening session in Port Elizabeth today of the Afrikaanse Handelsinstituut's 40th annual congress

Delivering a cautionary analysis of latest developments in the trade union movement — with specific reference to the motor trade — was Mr Piet Pretorius, director of the Motor Industry Employees Union of South Africa (MIEU)

Mieu, together with the Motor Industries Staff Association, and the Motor Industry Combined Workers Union (recently disaffiliated from Tucsa), comprise the employee parties to the National Industrial Council for the Motor Industry Employer parties are the SA Motor Industry Employers Association and the SA Vehicle Body Builders and Repairers Association

The council is primarily concerned with the motor repair and vehicle body-building sector of the market and is quite separate from the Industrial Council for the Automobile Manufacturing Industry (Eastern Province), on which are represented Ford, General Motors and Volkswagen as employer parties, and Naawu — the National Automobile and Allied Workers Union — and the SA Iron, Steel and Allied Industries Union, as employee parties

Addressing delegates attending the AHI's motor trade sectoral congress at the Hotel Edward, Mr Pretorius said emergent, unaffiliated trade unions

were blossoming in South Africa — with a penchant for striking up ad hoc shopfloor agreements as opposed to industry-wide settlements negotiated via long-established Industrial Councils

This development, said Mr Pretorius, could lead to "serious problems"

Whereas workers in the sector covered by the National Industrial Council for the Motor Industry were represented by only three unions prior to 1979, an additional four registered unions had been established in the wake of the Wiehan Commission, and "a further two unions periodically pop up

"These unions focus their attention on concentrations of black or brown workers, but also on factories employing small numbers of black or brown workers

" they endorse shop-floor, as opposed to centralised agreements and ironically employers have in many cases bowed to the pressure and this has led to the creation of a large number of recognition agreements

"The established and proven system of collective bargaining is under attack and these attacks have shaken the established trade unions to their foundations in all industries," said Mr Pretorius

As a result the established unions lagged in the creation of benefits for members, who were increasingly questioning the ability of their representatives

"It is thus clear that the established trade unions will have to revise their ideas and attitudes.

Drivers won't be retrenched

By CATHY SCHNELLE, Post

DRIVERS would not be retrenched yet, despite buses not operating in the townships, Mr Carl Coetzee, managing director of PE Tramways, said today.

Yesterday the company announced that bus drivers would have to be retrenched unless buses were operating in the townships normally by today.

If this happened the people might boycott all buses completely, warned Mr Henry Fazzie, vice-president of the local branch of the United Democratic Front and of the Port Elizabeth Black Civic Organisation (Pebco).

Yesterday afternoon members of the Transport and Allied Workers' Union tried to sort out a compromise with the UDF and Pebco leaders.

For some time now bus drivers have been afraid to enter the townships as they have been the target of stonings and petrol bomb attacks.

Battle for union

NM 30 29/4/85

recognition

suffers blow

Labour Reporter

TRADE unionists have expressed alarm at the increasing number of companies moving into the decentralisation areas where trade union movements have no official bargaining rights

Mr Geoff Schreiner, branch secretary of the Metal and Allied Workers' Union, told the Mercury the South African Labour Relations Act did not apply to certain areas in or near black homelands

'These areas, for which the South African Government provides incentives including the subsidising of wages to the tune of R106 per worker, per month, have become a haven for employers

Some employers are still paying workers 100 percent below the minimum prescribed living

wage in spite of the Government subsidy,' he said

The battle for union recognition suffered a blow again last week when employers in Ezakheni, one of the country's fastest growing decentralisation areas near Ladysmith, refused to recognise Mawu — an affiliate to the Federation of South African Trade Unions

Mawu is recruiting workers at Ezakheni, which is not yet part of KwaZulu. It is not covered by labour law because it is sited on land owned by the Government's South African Bantu Trust

Mitco Tools in Ezakheni refused to recognise the union, saying that its workers were happy and they had a liaison committee which worked well

An American company, Tidwell Housing, has also refused to recognise the union and a court action is pending against it for an alleged contravention of the Wage Act

Mawu claimed that the company had contravened the Act by allegedly victimising trade union activists by dismissing five elected worker representatives on a steering committee of Mawu in July last year

Trade unionists charged some employers of moving to decentralisation areas simply to 'duck' the trade unions and 'exploit' the cheap labour in the homelands

He said wages in the homelands were far lower than in the cities and some employers were paying R23 a week. In central Ladysmith, only 20 km away, employers were paying minimum wages five times higher than wages in Ezakheni.

Happy

Mr A J Rademeyer, general manager of Mitco Tools, head office in Vereeniging in the Transvaal, could not be reached for comment, but a company spokesman confirmed they refused to recognise Mawu

'The law does not require us to recognise unions there and we don't see why we should when workers are happy with the committee,' he said.

He added that Mitco was one of the highest payers in the area. It had moved there to benefit from the incentives which the Government offered in 'decentralisation areas', and not to escape unions

'We have nothing against MAWU — we would take the same attitude if any other union approached us as well,' he added

Bid to stay dismissal of transport workers

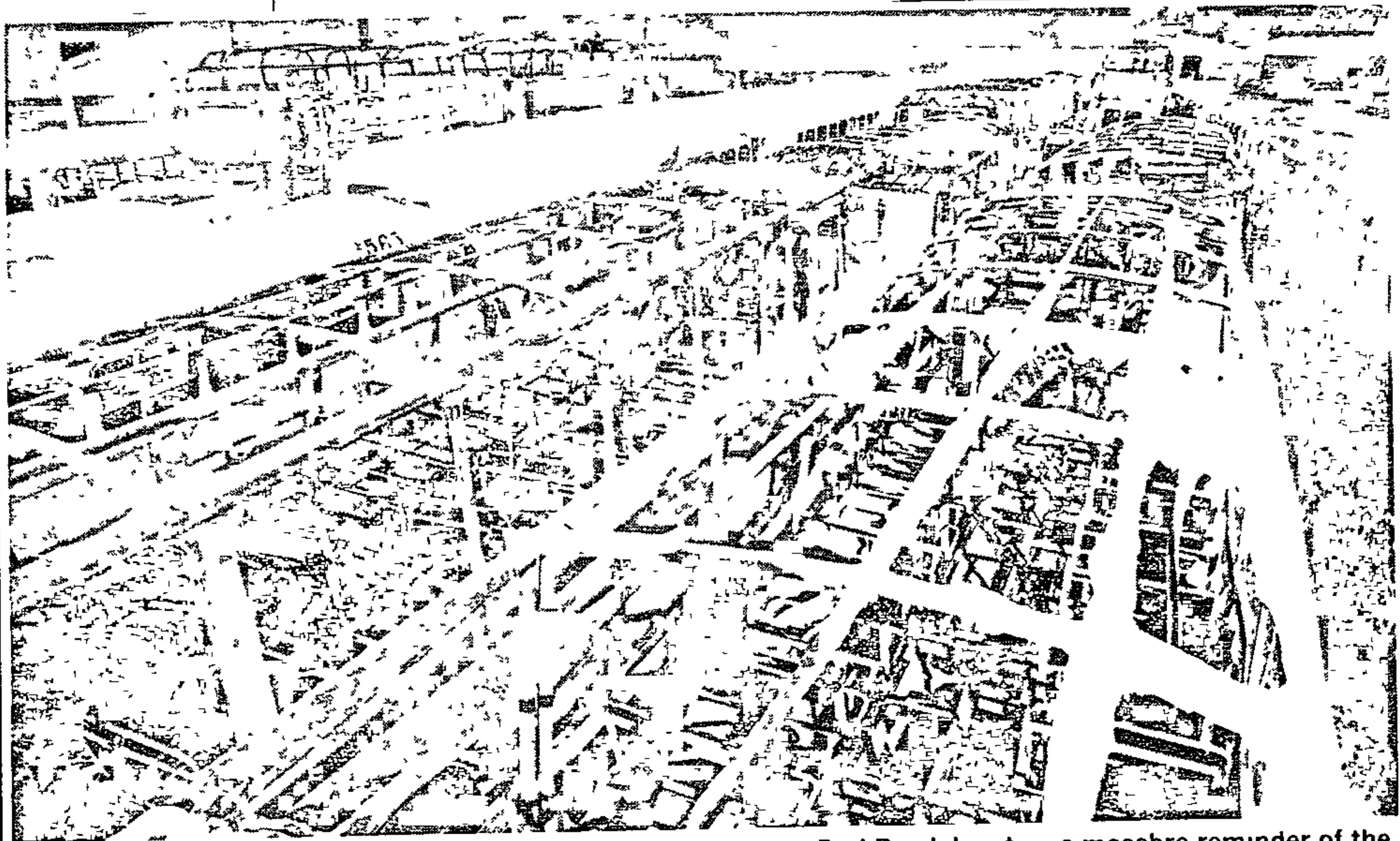
Post Reporter

AN attempt to stay the looming dismissal of about 186 Port Elizabeth Tramways workers, in the wake of R5,5 million losses in the last five months, has been made by its managing director, Mr Carl Coetzer

The losses incurred by the company through the disruption of its service to PE's black townships have resulted in the redundancy of staff in all categories

Mr Coetzer confirmed today that he had given the Transport and Allied Workers' Union a list of options, which could prevent his taking the final option of dismissing staff. These included reducing costs by doing away with part-time work and overtime, and working short time.

Attempts to contact a spokesman for the union were unsuccessful.



Rows of charred bus skeletons litter the Port Elizabeth Tramways Perl Road depot — a macabre reminder of the ongoing unrest in the Eastern Cape which has disrupted many essential services and caused millions of rands damage. Over the past five months PE Tramways has lost 20 buses and incurred losses of R5,5 million in PE's black townships.

(151) 31/5/85
B. Day
Unions seek to resume talks

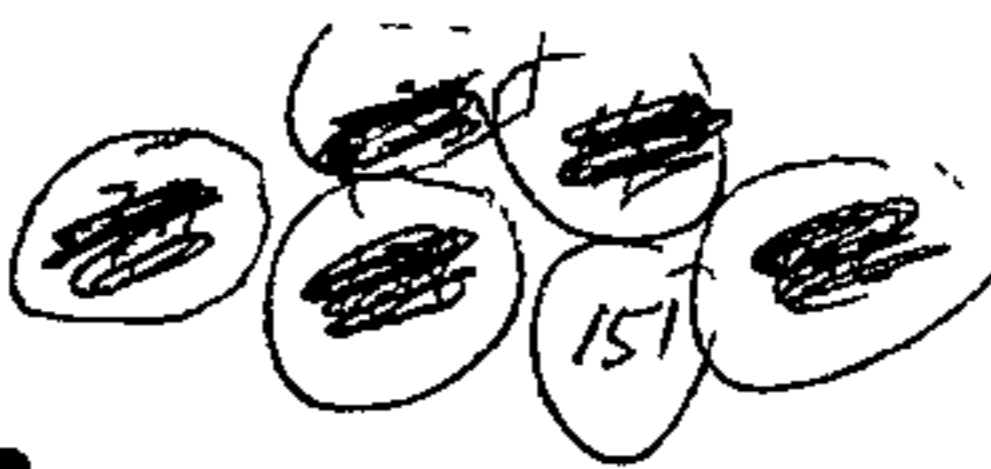
By CLARE PICKARD-CAMBRIDGE

TWO major trade union blocks, representing 37 000 metal workers, want to resume negotiations with the Steel and Engineering Industries Federation of South Africa (Seifsa) after a deadlock was reached in annual pay talks last week.

Brian Fredericks, of the local co-ordinating committee of the International Metalworkers' Federation (IMF), said the decision had been made with the Confederation of Metal and Building Unions (CMBU) this week.

This did not rule out the possibility of taking strike ballots among members. Recommendations had been made on Tuesday, however, and they would meet again to decide their course on June 18.

CAPE Times
4/6/85



Mines' wage dispute settled

Own Correspondent

JOHANNESBURG — The wage dispute between the Council of Mining Unions (CMU), representing 23 000 white workers in eight unions, and the Chamber of Mines (COM) — which almost led to a strike ballot — was settled yesterday

In a joint statement, the CMU and the COM said they had settled on an 11 percent increase plus improvements in fringe benefits, a ½ percent rise on the amount the CMU was preparing to strike over

Agreement came two months after the CMU, which at first demanded increases of 20 percent, went into dispute with the Chamber

At the same time the COM has settled its annual wage talks with officials of associations representing about 24 000 workers, also agreeing on 11 percent

The two agreements affect all 47 000 officials

and white workers on Chamber collieries and gold mines

This leaves only one set of negotiations still to be handled — the annual wage talks for black miners, which is set to be the toughest, with the National Union of Mineworkers (NUM) demanding 40 percent and the abolition of job reservation

The NUM has already declared a dispute with De Beers over wages at its Namaqualand Diamond Division with the NUM demanding 40 percent and the company offering 8,5 percent. The dispute, declared late last week, comes within weeks of a recognition agreement being signed with the NUM and is the first time the country's largest union, representing 150 000 workers, has negotiated wages for diamond workers

The NUM and De Beers are set to meet again on July 6 in an attempt to settle the dispute

800 workers in disputes with bosses



50 workers
5/6/85

By JOSHUA RABOROKO

MORE than 800 members of the Metal and Allied Workers' Union were locked in disputes with employers at two separate companies in the East Rand yesterday.

About 600 workers at Brollo Africa in Elandsfontein downed tools in protest against the dismissal of a shop steward. Members claim that management has not explained reasons for the firing.

In another labour move, about 200 employees at Barlow Railway Products in Boksburg went on strike over severance pay and other benefits they demanded when the company was bought by Dorbyl from Barlow Rand Limited.

Mawu's Transvaal secretary, Mr Moses

Mayekiso, also said their members who were dismissed at Hendler and Hendler in Boksburg have been reinstated following a judgment in the Industrial Court this week.

Brollo management has confirmed the strike at its plant. The company said the workers was sacked in terms of disciplinary procedures at which the employee was represented. The dismissed worker has the right to appeal.

Mr Mayekiso said the problem at Barlow arose after the company was bought by Dorbyl. Workers felt they should be given their severance pay and other benefits because they were taken as new staff members.

Twice workers have staged sit-ins at Barlow Rand's headquarters in Sandton demanding that they be paid their rights. Both managements have promised to resolve the matter but without success.

Cape Times 6/6/85

City municipal workers angry

Staff Reporter

MEMBERS of the Cape Town Municipal Workers' Association (CTMWA) have rejected the Industrial Court pay award which grants the Cape Town City Council's lowest-paid workers a five percent increase on their wages

The award, which was made last month, grants the increase to about 4 000 of the association's 11 000 members. The other workers will get no increase.

A meeting held in the City this week resolved to call on the union's executive immediately to prepare fresh wage demands.

The meeting also decided to fight for the scrapping of the provision of the Labour Relations Amendment Act which classifies local authorities as essential services.

This provision prohibits municipal workers from ever taking strike action.

Workers at the meeting held in the City Hall on Tuesday night criticized the council for proposing to spend millions on attracting tourists to Cape Town by creating a pedestrian area in St George's Street while paying the workers who service the City "poverty wages".

Prison at noon on Tues-

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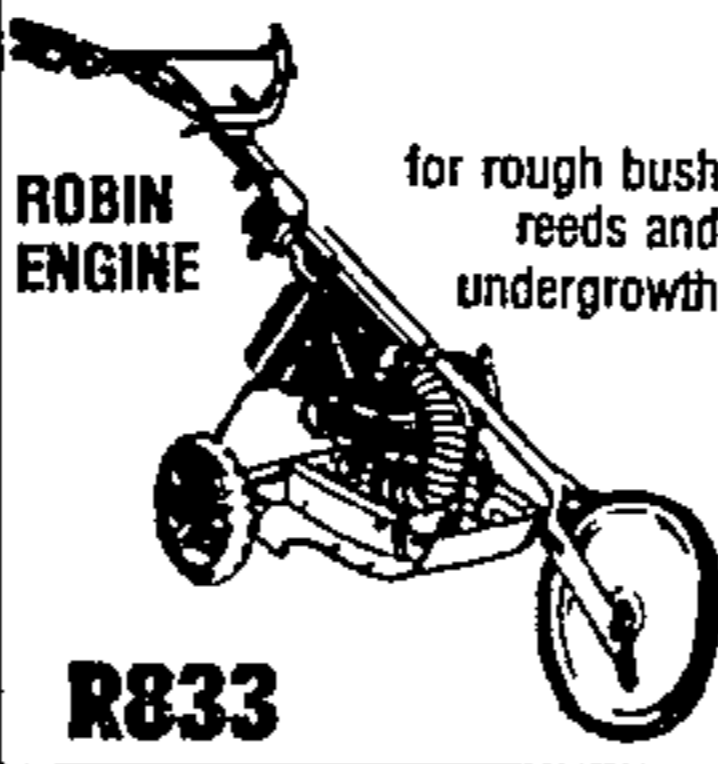
10-11	Court Roll	15
6	Crossword	8
12-17	Editorials	8
7	Focus	6
7	Horoscope	15

SHIBURA
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 We Discount
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R595


**INDUSTRIAL
 BRUSH-WACKER**

ROBIN ENGINE for rough bush
 reeds and
 undergrowth




R833

**LAWNMOWER
 ELECTRIC**
 with GRASS BOX
 * 1.4 kW
 * Height
 adjustment



R299

**WELL POINT PUMPS
 SELF-PRIMING**



THE ORIGINAL...
 Wage dispute
 declared
 Own Correspondent

JOHANNESBURG — In an unprecedented action, the National Union of Mineworkers (NUM) has declared a dispute with the Chamber of Mines (COM) before the beginning of wage talks for the country's half-a-million black mineworkers.

The NUM declared the dispute yesterday in protest against a six-week delay by the COM in responding to the union's wage demands put forward on April 17.

The delay has been caused by a struggle within the COM to reach an offer acceptable to all six giant mining houses affiliated to the chamber with Anglo American reportedly offering a much higher increase.

(151) ~~151~~ ~~151~~ ~~151~~

Bid to break impasse on threatened metal workers

Day 6/6/85

A NEW attempt is being made to break the impasse on the giant metal industrial council. This threatens to leave about 370 000 workers without an agreement on wages and working conditions at the end of the month.

The Confederation of Metal and Building Unions (CMBU), representing mainly skilled workers, is to meet with the Steel and Engineering Industries' Federation (Seifsa), tomorrow to see if the deadlock can be broken.

The two union blocks, the CMBU and the local committee of the International Metal Workers' Federation, reached deadlock with Seifsa, representing 44 employer associations, two weeks ago.

Seifsa offered an increase on the minimum rates of 8,3% for artisans and 9,8% for labourers, with the CMBU demanding 10,3% and 15,6% respectively, and the IMF unions demanding 35,7% and 100% for unskilled workers.

The dispute has provided the council with the biggest crisis in its 40-year history and, according to union and employer sources, could result in industrial unrest and chaos in the industry with workers not entitled to annual increases.

Ben Nicholson, chairman of the

CMBU, said they had decided to press for off-the-record informal negotiations with the employers and this would be discussed at the meeting of the council's executive on Friday.

The IMF unions have also sought further talks but are not likely to be present at Friday's meeting.

Sam van Coller, executive director of Seifsa, said yesterday he remained optimistic that agreement could be struck in the industry, but declined to comment further.

It is understood that Seifsa will be meeting on Monday to deal with the crisis and further negotiations could proceed at the next meeting of the full industrial council on Tuesday.

Nicholson said there was a delicate balance at the moment and that the question of the protection afforded by an agreement in the industry could not be overemphasised.

He stressed that if agreement were not reached by the end of the month, there would be no protection and no statutory increases for the 370 000 workers covered by the industrial council.

In addition, the deadlock in the talks meant that all 370 000 workers could be entitled to take legal strike action at the end of the month.

Cape Times 6/8/87

(151)

Law blamed for strike 'defeat'

By MARTINE BARKER
ONE OF the country's biggest independent trade unions, the General Workers' Union, is unlikely to advise workers to make use of South Africa's legal dispute machinery again.

Two recent tries at making the machinery work ended in legal strikes which failed to achieve their objectives. One ended in the sacking of the workers, the other in a situation of stalemate when the company concerned refused to negotiate further.

Mr David Lewis, general secretary of the General Workers' Union (GWU), said this week "Unless the Industrial

Conciliation Act is revised to give management and workers equal bargaining power, there seems to be absolutely no incentive for workers to go through the long and arduous procedures laid down in the law."

He was speaking in the wake of the legal strike at five Corobrik factories—the biggest legal strike in the history of the Western Cape—which ended last Wednesday.

Mr Lewis said the fact that workers were not able to obtain bigger increases as a result of tak-

ing strike action could be seen in one sense as a "defeat".

"But rightly or wrongly, the workers don't believe they were defeated. They believe they showed tremendous strength. Their decision to return to work was a very mature decision to conserve strength," he said.

Insofar as the strike did fail to achieve its objectives, the GWU feels blame lies with current legislation which grants workers the right to strike but leaves room for managements to wield power that will always outweigh that of the workers.

A key issue is that striking workers can be dismissed at any time, even when strike action is undertaken in terms of legally-determined procedures. This was the fate of workers from the African Spun Concrete factory who embarked on a legal strike last month.

In the recent Corobrik dispute, management refused to negotiate an improved package with the strikers, on the grounds

that the act of striking was an act of bad faith, even though it was legal.

The Western Cape managing director, Mr Graham Bounds, told the Cape Times the company had negotiated in good faith on the conciliation board.

"But once the strike began, which we considered in itself an act of bad faith, it was very difficult to continue negotiating," he said.

According to Mr Lewis this position, which the company is entitled to take in terms of the law, reinforces the unwor-

kability of the Act. "It is legitimate for people to draw final lines but if final lines are drawn by management expressly because workers are on a legal strike there again seems no reason to use the machinery which allows legal strikes."

The question of intimidation, which both sides claimed, which other was guilty of during the Corobrik strike, is "in the eye of the beholder", said Mr Lewis.

"While the union does not condone the use of intimidation under any circumstances, is the threat

from workers that they will socially ostracize fellow workers who do not participate in the strike any more intimidation than the threat from management that people will be fired for striking?"

"The kind of power that the Act allows managements to exercise may be far more gentlemanly but it is far more devastating than anything the workers could do."

The Act, in Mr Lewis's view, was designed with the philosophy "not that agreement should be reached but that it should serve as mechanism for 'cooling off workers' demands."

Miners' union in unorthodox dispute action

Mercury Correspondent

Natal geared for fever outbreak

Mercury Reporter

IN THE wake of the latest Congo fever death in Pietermaritzburg comes the assurance that hospitals in Natal are fully geared, trained and equipped to deal with any further outbreaks of the disease

And for further backing there is a new 'flying squad' medical team ready to fly anywhere in the country and deal with the disease at short notice

Latest victim, Mr Zikode Zuma, 42, of Impendhle died in the intensive care unit at Edendale Hospital, Pietermaritzburg, on Sunday after being admitted with a severe nosebleed

Yesterday, Dr Johan Vorster, director of

JOHANNESBURG—In an unprecedented action, the National Union of Mineworkers has declared a dispute with the Chamber of Mines before the beginning of wage talks for the country's half-a-million black mineworkers.

The NUM declared the dispute yesterday in protest against a six-week delay by the chamber in responding to the union's wage demands which were put on the table on April 17

The delay has been caused by a struggle within the chamber to reach an offer acceptable to all six giant mining houses affiliated to it.

The amount Anglo American was prepared to offer was reportedly much higher than the increases which some of the other houses, including Gold Fields, Rand Mines and Gencor, were putting forward

The dispute was declared within hours of a warning to the chamber that if they had not responded to the union's demands and arranged a meeting by Tuesday, the NUM would declare a dispute

But Mr Johan Liebenberg, industrial relations adviser to the chamber, said a mandate had been reached and they would call for a meeting with the NUM next week.

'We are going to supply the NUM with a set of dates next week which they can choose from to hold a meeting'

Impede

The NUM said yesterday they were 'convinced that the chamber is stalling with a view to frustrating our members. The union has no choice but to declare a dispute'

Wage increases for black miners are traditionally implemented on July 1, and the delay has meant the parties now face a race against time if they hope to conclude an agreement before the end of the month

The NUM has demand-

ed a 40 percent increase, the scrapping of job reservation and the introduction of danger pay and is entering this year's talks in a tough mood

Since the beginning of the year more than 90 000 black miners have been on strike in a wave of militancy which has swept the industry and could seriously impede the possibility of a settlement.

Meanwhile, the NUM will be meeting De Beers management today in an attempt to resolve their dispute over wages for employees at the Namaqualand Diamond Mine in the Northern Cape

A spokesman for the chamber said last night the NUM had not advised them that they were in dispute 'We don't think a dispute is necessary. The NUM has asked for a meeting and we are arranging to meet them next week anyway'

6/6/85

151

Strikes loom at AECI plants

ARGUS 7/6/85 (151) ~~151~~
Labour Reporter

STRIKES at three Cape factories in the AECI group appear imminent as the South African Chemical Workers' Union holds crucial ballots for sympathy strikes in support of wage demands at a Natal factory

The ballots follow a Rand Supreme Court ruling yesterday in favour of the union and against AECI

The union went to court to oppose an urgent application by AECI to have a strike of 600 workers at their Ballengeich plant near Newcastle declared illegal. AECI also asked the court to issue an interdict on proposed

sympathy strikes at four other AECI plants

About 15 000 workers are expected to be involved nationally with about 1 000 at the three Cape plants — AECI Explosives and Chemicals, Kynoch and Vynide at Somerset West

The dispute between the union and AECI started in December last year during negotiations for 1985 wage increases, according to papers before the court

If the mass strike comes off it will cause extensive disruption at AECI's continuous plants. Supplies of AECI products, including dynamite, will be affected

Try to help - and not to rob!

VAAL residents recently won an important victory when an employer backed down on his controversial decision to deduct rent arrears from his employees' pay packets.

The employer decided at the last minute not to defend the case in the Supreme Court — and agreed to reimburse all the money he had deducted to date.

This case should never have been brought before the courts. That it was brought, indicates once more that officials and employers in the area still do not have the sensitivity to understand the real problems facing those communities.

To take money from a man without his consent — to pay for a cause he disagrees with — is robbery.

Press

COMMENT

JUNE 6, 1985

It is also an assault on his conscience

Employers are not there to be rent collectors. The least they could do to help solve the situation — in their own self-interest — is to use their resources and offices to bring about meaningful dialogue in an effort to break the year-long rent crisis.

After the turbulence of the past few months, the Vaal has been going through a comparatively calm period. But the atmosphere is still loaded with tension — and it would be in everybody's interest that people watch their tongues and actions.

June 1985

Mawu to hold strike ballot

MEMBERS of the Fosatu-affiliate Metal and Allied Workers Union (Mawu) at four Dorbyl plants on the East Rand are to hold ballots after declaring a dispute with the company over various issues, including wages and housing benefits.

Mawu's Transvaal secretary, Mr Moses Mayekise, said after Barlow Rand Limited had sold the company to Dorbyl, workers have made representations to the new company which had employed them as new workers.

The issues revolve around annual wage increases, severance pay, long service pay, housing schemes and other benefits which they enjoyed from their previous employers.

Demands

The four plants have been the scene of work stoppages and demonstrations conducted by workers in an attempt to pressurise management to meet their demands.

The workers have also stopped work and travelled to the head office of Barlow Rand in Sandton where they demonstrated against the company for not helping them.

However, a spokesman for the company has said that they were busy negotiating with the union on various aspects. Barlow said this matter was discussed by Dorbyl and the union.

At a meeting in Germiston last Tuesday workers resolved to:

- Take the dispute over long service and severance pay to the Industrial Court

- Take legal strikes on all Dorbyl plants and ballots be arranged following deadlock in the negotiations

- Hold an urgent meeting of all Dorbyl shop stewards to discuss solidarity and support of the strike

- Call on shop stewards to approach different managements, and call the union and Fosatu to support this struggle

Mr Mayekise said

The union is deeply concerned and committed to the fact that the influx control must be abolished. The only way towards that is that all employees must have proper homes and afford to pay rents.

The union is also committed to the fact that wages and any remuneration working conditions must be negotiated at all levels," he said.

Bid to break deadlock in wage dispute

Labour Reporter

NM 11/7/85

FURTHER talks between representatives of the management of AECI and the 600 striking workers at the Ballengeich factory at Newcastle are set for today in a new attempt to break the deadlock over a wage dispute

Workers at the AECI's Chlor-Alkali and Plastics Limited in Newcastle downed tools on Monday last week in support of their demand for higher wages after rejecting a company offer of a 9,5 percent wage increase

Mr Manene Samela, national organiser of the South African Chemical Workers' Union, speaking from Johannesburg last night, said 'A crucial meeting between shop

stewards and representatives of the company are to take place today'

He declined to say whether the strikers would compromise on their demands. He, however, hinted that there was great potential for sympathy strike action at other AECI plants following strike ballots at the factories last week.

Ballots were held after a Rand Supreme Court judge, in an historic ruling, declared the Ballengeich strike and other proposed sympathy strikes legal

Mr Murray Joubert, a spokesman for AECI in Johannesburg, said yesterday that workers at the Ballengeich factory were still out on strike

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Union, Foschini clash over part-time work

151
B. Day 12/6/85

THE giant Commercial Catering and Allied Workers Union (Ccaawusa) has declared a dispute with the Foschini group over its decision to place 230 workers at Pages Stores nationwide on part-time from July 1

The union said management had refused their alternative suggestion of short-time for all workers in the 133 Pages stores, and affected workers would lose one third of their wages. They charge the company with trying to break the union's strength by placing some workers on part-time

John Corlett, Foschini's representative on industrial matters, said the Foschini group had been negotiating with Ccaawusa and national shop stewards for four months on the matter

Instead of retrenching, the company would introduce part-time on

Business Day Reporter

a last-in-first-out (lifo) basis, a procedure which Ccaawusa had agreed to in its recognition agreement

The union was not being harmed because the lifo system was not a selective one and part-timers, who would be getting two-thirds of their pay for 55% of work time, would be treated as permanent employees

By contrast, he said, short-time was inflexible and difficult to administer and failed to provide a permanent solution.

Foschini had also been interviewing affected workers for positions in other group companies

The union said it intended applying for a conciliation board and a court interdict to prevent the company placing workers on part-time.

Unions and management share provident fund power

Business Day Reporter

C G SMITH Sugar has established a company provident fund with control shared jointly between the company and representatives from four unions

According to consultants Price Forbes this is the first fund to operate on such a power-sharing basis

Unions represented on the fund — an alternative to the existing company pension fund — are the National Sugar and Refining and Allied Industries Employees Union, the Sweet, Food and Allied Workers Union, the Chemical Workers Industrial Union and the Natal Sugar Industry Employees Union

The eight trustees of the fund will be advised by their representatives on the management committee. The chairmanship of the trustees will rotate annually between the company and the union representatives

Decisions by these trustees must be on a consensus basis. In the event of a dispute the appointed actuary will arbitrate

"We considered this shift of the balance of power from the company management alone to sharing with a third party, and we felt quite relaxed about the concept," said Smith's personnel di-

rector Barrie Horlock — also trustee's chairman for 1985

"The unions have felt in the past, although they have not said it, that they were in a weak position because the management had all the information on the fund. This gives them more access to that information

"The direction is that the employees have control of their own fund, with independent advice from the actuary. We foresee no problem"

The union motivation is also prompted by the dissatisfaction employees felt in 1981 when preservation of pensions was proposed. This led to mass resignations from pension funds, and cost industrialists time lost in strikes

"The advantage now is that the employees have control of a fund which can supply them with either a pension or cash for use as bridging finance in the event of their becoming redundant," said Horlock

Other industries are understood to be negotiating similar schemes on provident funds, but none have yet been formed

am

Ccawusa warns of action

THE COMMERCIAL, Catering and Allied Workers' Union of SA has threatened to take legal or industrial action after Foschini decided to put its members on part-time.

The union has declared a dispute with the company over its decision to place more than 230 workers at Pages Stores nationwide on part-time from July 1, the union's organiser, Mr Kaizer Thibedi, said this week.

The affected workers would lose a third of their wages.

"This is the issue we are fighting," he added.

Foschini's representative on industrial relations Mr John Corlett confirmed that the union declared a dispute in terms of their recognition agreement.

Mr Thibedi said the union would take various steps, including calling for a consumer boycott, if the matter was not resolved.

Mr Corlett said the boycott would be unfair on the company.

He said "We have a good relationship with the union. We would be surprised if they were to do that."

If workers resolved to take industrial action, then they should go through the necessary procedures prescribed in the recognition agreement. Otherwise, their actions would be illegal, Mr Corlett said.

Mr Thibedi said they intended applying for a conciliation board and a court interdict to prevent the company from placing their members on part-time.

Meanwhile, Ccawusa said another chain-store has indicated the possibility of putting workers on a part-time basis. "We are busy negotiating with them," a representative said. She declined to mention the group.

151
Scw... 13/6/55

ment away from the short end

AECI Sacwu talks result in deadlock

Business Day Reporter

INTENSIVE talks continued between AECI management at Ballengeich, Natal, and the SA Chemical Workers' Union (Sacwu) yesterday to try and resolve the strike by 600 workers and prevent sympathy strikes at other plants

The strike over wages, which was resumed by AECI's Ballengeich workers on June 3, has resulted in continuous talks between the two parties.

It has been speculated that if the sympathy strikes take place, management may consider firing workers in the same way it did last year when four AECI plants went on strike.

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Handwritten scribble, possibly initials "AF" inside an oval.

Dispute over mine pay

JOHANNESBURG — The National Union of Mineworkers (NUM) which claims to represent 110 000 mine-workers on 18 mines, yesterday informed the Chamber of Mines that an official dispute had been declared over discussions about pay and working conditions and it was applying for the appointment of a conciliation board.

The NUM's decision follows two days of informal negotiations with the NUM originally demanding a 40 percent across-the-board wage increase that was rejected by the chamber — Sapa

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No. 532

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SWA/Namibia and Botswana
Fine and warm but cool in
the south

YESTERDAY'S READINGS

	noon	8pm
Barometer	1021.8	1018.6
Humidity	65.0	92.0
Temperature	17.3	10.8

max 18.3 min 6.8
(At D F Malan 24 hours to 8pm)
Hours of sunshine 8.8
Wind (D F Malan) 8pm Southerly 5
knots

Tides (Table Bay) today
High 0112 1347
Low 0733 1944
Sun sets 1743 rises 0750
Moon rises 0454 sets 1534
Tides (Table Bay) Sunday
High 0149 1422
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Sun sets 1743 rises 0750
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POOL SEA TEMPERATURES

Muizenberg Pool 15 Sea 14
Sea Point Pool 14 Sea 12
Newlands 16
Long Street 24

AME
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1616-183

Workers are down — for now

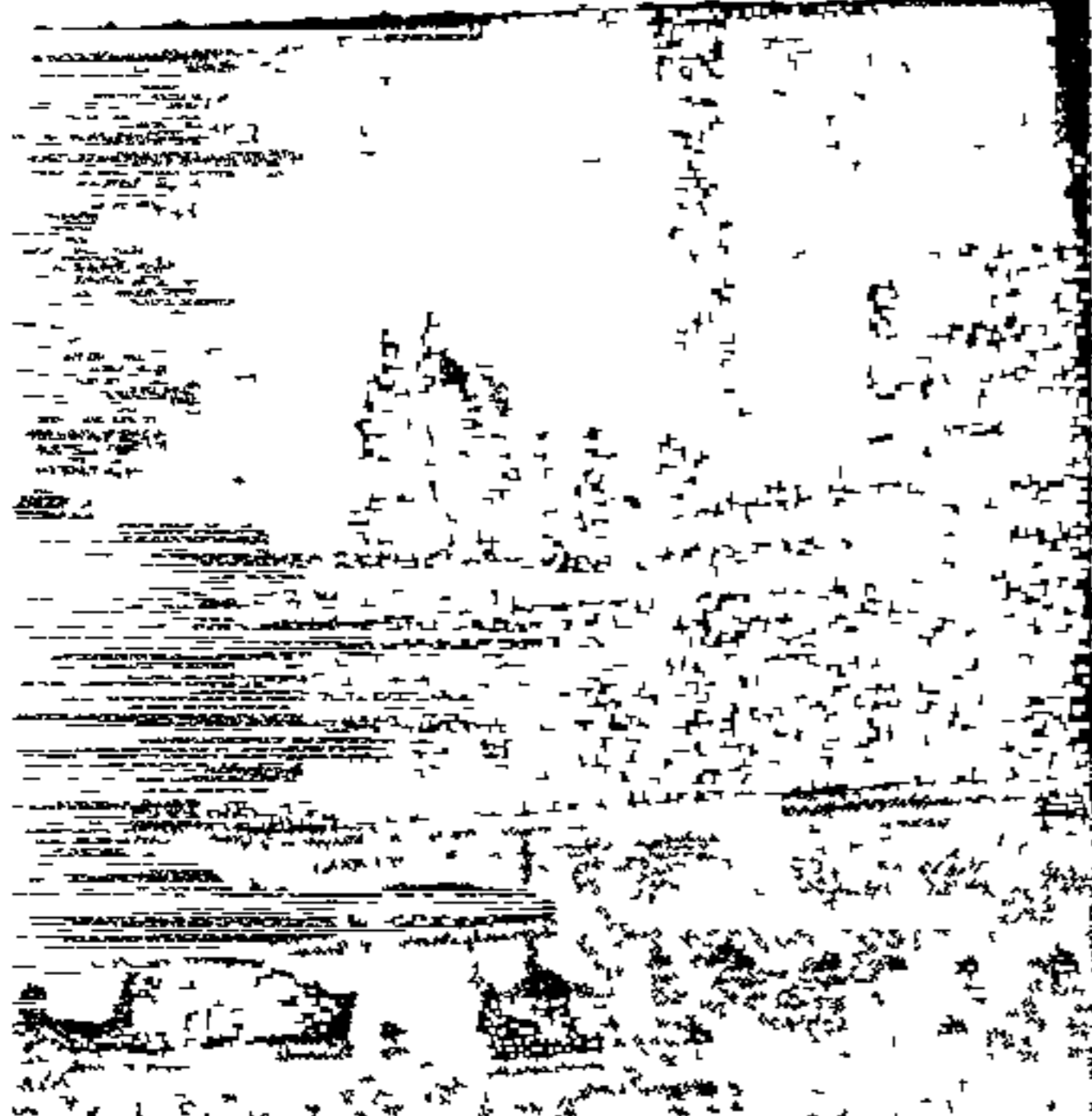
H. J. J. CP Correspondent

TOO LITTLE, too late, for too few

These words summed up the mood at a Cape Town Municipal Workers' Association mass meeting last week to protest the latest Industrial Court ruling on wages.

The court ruled that 4 000 of the lowest-paid CTMWA members would get a five per cent increase — roughly R4,50 a week.

"Thousands of our members do not gain anything from this award, but we will not allow ourselves to be divided — even though this ruling is divisive," said CTMWA's J. Ernzen after the meeting.



Exclusive
... what London has always been
of the aristocracy to the gentleman
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THE NEW S MAGAZIN THE TOPS II DON'T MISS DRUM

DRUM

Workers are down — for now

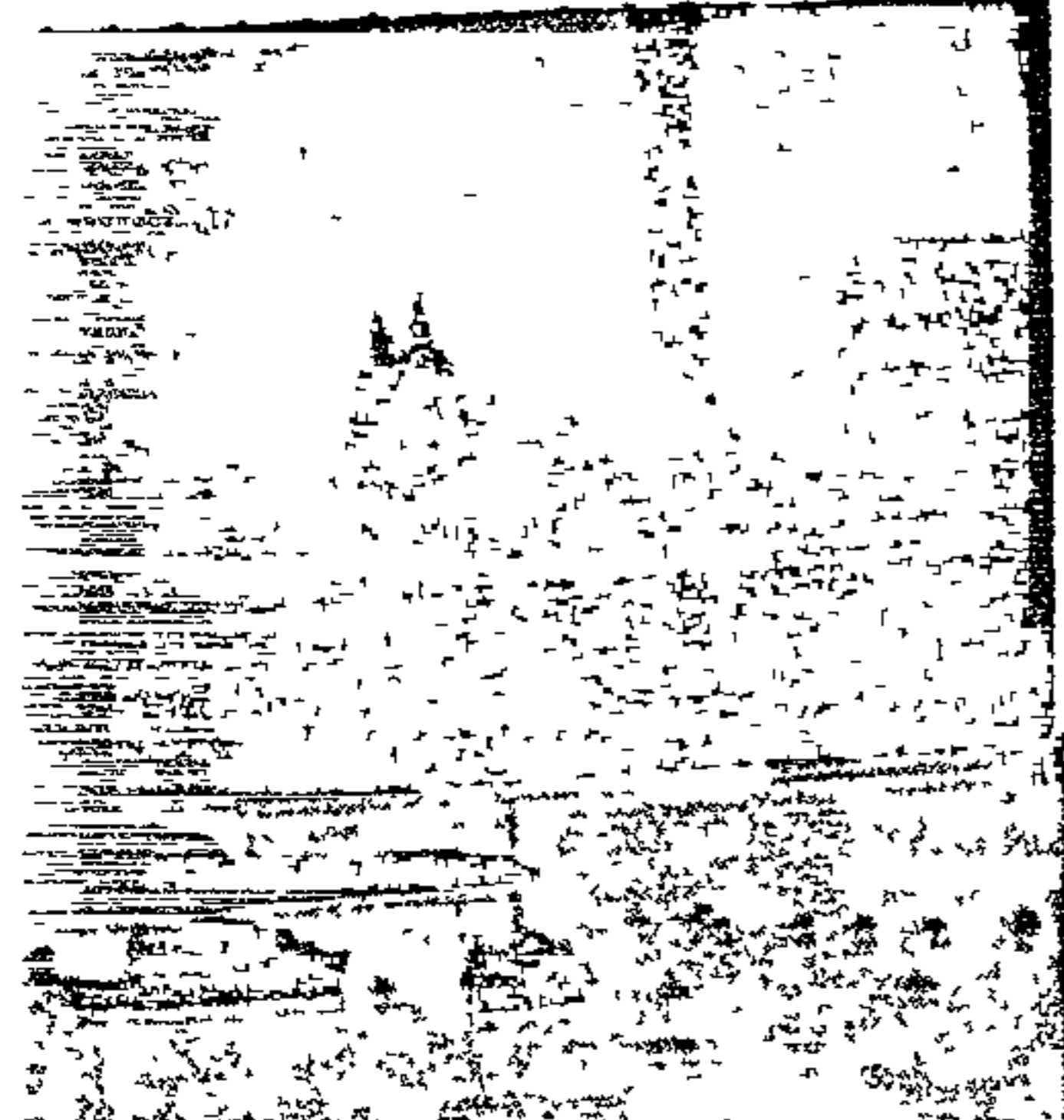
CP Correspondent

TOO LITTLE, too late, for too few.

These words summed up the mood at a Cape Town Municipal Workers' Association mass meeting last week to protest the latest Industrial Court ruling on wages.

The court ruled that 4 000 of the lowest-paid CTMWA members would get a five per cent increase — roughly R4,50 a week.

"Thousands of our members do not gain anything from this award, but we will not allow ourselves to be divided — even though this ruling is divisive," said CTMWA's J-Ernzen after the meeting



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By app



THE NEW S MAGAZIN THE TOPS II

DON'T MISS DRUM!

Drivers' strike leaves hundreds stranded

Sowetan 18/6/88

HUNDREDS of workers in Witbank and Middelburg in the eastern Transvaal were yesterday stranded without transport while about 800 Highveld United Bus Transport drivers went on strike demanding the recognition of their trade union.

Most of the workers used taxis and other vehicles for transport

The chairman of the

National General Workers Union, Mr Donsie Khumalo, said talks were held between management and the union yesterday in an attempt to resolve the matter. They "collapsed" when management made certain "impossible requests".

The bus company has demanded the union supply a constitution and other particulars to

the Department of Manpower. Mr Khumala claims these are not essential for recognition.

Law

The company's general manager, Mr Len Morton, said the requirements were essential as far as the law was concerned. The union has refused to meet them and thus are "making it impossible for a

solution to be reached". He said the work stoppage has affected most workers in the regions and "we tried to make workers return because we are running essential services," he declared.

The workers have promised that they will return to work today while the parties will go for mediation today.

Meanwhile an at-

tempt was made to petrol-bomb the home of Council of Union of SA's co-ordinator Mr Mahlomola Skosana's home in Daveyton on Sunday night.

In a statement Cusa condemned the action which they maintain was aimed at stifling the activities of the union. Cusa will continue to represent workers' interests and aspirations.

10 000
workers
laid off

From PHILLIP
VAN NIEKERK

JOHANNESBURG. —
About 10 000 workers
were laid off in the met-
al industry in the first
three months of this
year, according to the
quarterly survey of the
Steel and Engineering
Industries Federation of
South Africa (Seifsa)

The survey also shows
that employment in the
industry has dropped by
84 000 since the begin-
ning of the recession

At the end of 1981
there was a peak of
454 000 workers em-
ployed in the industry,
but this had dropped to
360 000 by the end of the
first quarter of this year

The report says the job
losses since the begin-
ning of the year high-
lighted the "strong re-
cessionary conditions"
which currently charac-
terized the Seifsa group
of industries

These conditions have
been forwarded as a rea-
son for the low increases
offered by Seifsa to the
metal unions, which in
turn has sparked a dis-
pute that threatens to
leave the industry with-
out an agreement at the
end of the month

(151) FM 21/6/85

In our leading article on US-SA relations last week, readers may have been left with the impression that the Bill before the US Senate provides for a blanket ban on sales of computer technology to the SA government and its agencies. This is not so.

Unlike the Bill before the House of Representatives, the Senate measure carefully isolates the agencies to be embargoed. They are the military, the police, prisons, national security agencies, the administering authority for black pass book and Book of Life systems, the administering authority for the production and procurement of military equipment and "any other entity of the government that administers programmes that directly discriminate against non-whites".

dorp, in the western Transvaal, was moved to Pachsdraai in nearby Bophuthatswana last year — in spite of a blaze of adverse international publicity.

Lawyers for the people contested the move, which was executed in terms of Section 5(1)(b) of the Black Administration Act — a law also used to banish groups and individuals.

Although an action on behalf of the people failed in the Supreme Court, their legal representative, Nicholas Haysom, is confident it has a "better than 50%" chance of succeeding on appeal. The case is due to be heard on August 29.

The basis of their claim is that the removal was invalid, because Parliament gave what was effectively blanket endorsement in 1973 to a number of removals that were to take place sometime in the future. By so doing, they did not follow the correct procedures and could not have given consideration to all aspects of removals as envisaged in the legislation.

There was some speculation in political circles that government allowed the withdrawal of the clause because it is confident of winning the Appeal Court case. However, opposition in the coloured and Indian Houses would have forced it to be withdrawn later or sent to the President's Council for a final decision.

Other improvements made to the Bill by the Joint Standing Committee include a further easing of requirements for Section 10(1)(b) qualifications.

The new requirements will be continuous employment in any "prescribed area" for 10 years (previously one employer for 10 years) or continuous lawful residence in such an area for 10 years (previously 15 years).

The sentence for precluding qualification has been increased from a fine of R500 or six months' imprisonment to a fine of R1 000 or six months.

However, the controversial "Moutse clause," which paves the way finally for government to include an excised section of

Lebowa in KwaNdebele, is still in the Bill and likely to continue causing government legal headaches.

KANNEMEYER COMMISSION

Debating the points

Parliament's consideration of the report of the Kannemeyer Commission into the Langa shootings was probably the best example this session of why there should be joint debates.

As expected, there was a heated row between government and the Progressive Federal Party in the House of Assembly. It did not achieve much, and the wider implications of Judge Kannemeyer's report were overshadowed by the bitter attacks across the floor.

In the House of Representatives, on the other hand, the Labour Party (LP) structured its debate round what it perceived to be the root cause of the Langa shootings and, by implication, the endemic unrest in the country.

Apartheid, said LP leader Allan Hendrickse, had to shoulder the blame — not the people who resisted it. Quoting French writer-philosopher Victor Hugo to illustrate his point, Hendrickse said "If a man sins because of darkness, the guilty one is not he who sins, but he who causes the darkness."

It was a point that was lost in the Assembly, where the debate that promised so much went downhill from the start.

But in the House of Representatives, the LP constructed its debate carefully round wider issues, stating repeatedly that the police and other security arms of government had to be included in an overall strategy if political reform was to succeed.

Convincing display

It was a convincing display that would probably have cooled tempers in the Assembly and allowed a more constructive discussion of what was arguably the most important report tabled in Parliament this year. Instead, the value of the LP's contribution was lost through under-exposure.

The Assembly grabbed the first day's attention and, after the disappointing display in the House, interest waned to such an extent that the debates the following day in the House of Representatives — a debate of better quality than in the Assembly — and in the House of Delegates were virtually ignored.

Apart from the general thrust of the LP's debate, other interesting points emerged from the three debates.

Law and Order Minister Louis le Grange rejected PFP calls for his head, and staunchly defended police action in the townships. But it was probably unfortunate that a constructive suggestion by the PFP's MP for Durban Central, Peter Gastrow, went undebated.

Gastrow proposed a permanent police commission responsible to Parliament com-

prising police and civilian experts to monitor police needs and actions. In other words, a tighter rein on what the PFP believes is a largely uncontrolled police force.

A further point of interest was Le Grange's implicit acknowledgement in the House of Delegates that social conditions in the townships were a cause of unrest. But he insisted on the need to keep the peace while the problems are attended to.

An overview of the three debates left the distinct impression that far more would have been achieved had all MPs been sitting together discussing what has become the most severe problem facing government and the greatest threat to its reform drive.

LOCAL GOVERNMENT

Low on efficiency

Some of the implications of the complex system of government evolving in SA have been sharply questioned by the outgoing president of the Institute of Town Clerks, Paul Botha.

"I am concerned about two things — the efficiency of the system as a whole, and that we should guard against creating governmental systems that are unintelligible to the voters and therefore have no right of existence as far as the voters are concerned."

"Efficiency is one of the most important criteria in government and I fear that in recent times we have not given sufficient consideration to it," he warned.

"I am also concerned that the ratepayers will become so confused by the number of institutions and processes that they will lose interest in local government. It will destroy the democratic principle of local government."

Botha, who is town clerk of Port Elizabeth and has been president of the institute for three years, is the epitome of the careful bureaucrat who avoids public confrontation with politicians, be they his local councillors or government ministers.

His presidential address at the conference of the institute last week was therefore unusually blunt in its questioning of the direction in which the system of government is developing, particularly as it affects local authorities.

"We are moving away from a simple, understandable, three-tier system to a complicated, awkward system of government," he cautioned.

"Voter participation in, and control over, government are the cornerstones of democratic government. However, a community can articulate its needs and demand accountability on the part of its representatives only if it understands the composition, function and functioning of its governmental institutions."

In an interview with the FM, Botha was emphatic that he was not critical of the reform process and his aim was to stimulate discussion about the proposed changes, the

GOLD MINE WAGES

Temperature rises

The National Union of Mineworkers (NUM) wasted no time last week in declaring an official dispute with the Chamber of Mines after only two days of wage talks. The union decided to take this step despite chamber assurances that it is prepared to make an improved wage offer. And government has responded with unusual haste by appointing a conciliation board within four days.

Other areas of disagreement include whether the NUM should be included in the chamber's talks with the mainly white Council of Mining Unions over job reservation, and various NUM proposals relating to other aspects of working conditions.

The chamber's industrial relations adviser, Johann Liebenberg, says the chamber has told the union that it is prepared to improve on its latest wage offer. The union has indicated that it, too, has not reached its bottom line. But, says an NUM spokesman, "We have drastically reduced our demand. We were prepared to continue talking in that forum only if the chamber was ready to drastically improve its offer. However, indications are that it is not."

The union kicked off the negotiations with a demand for 40% wage increases. During the course of the talks, it reduced its demand to 27%. This would represent increases of R37 on the minimum wage of lowest job category surface workers (at present R136/month), R45 for underground miners in that category (R166) and R142 for workers in the highest semi-skilled grade, where the minimum is now R526.

The chamber's latest offer ranges from

R24 and R25 increases on the minimum rates for lowest category surface and underground workers respectively, to R69 for workers in the highest job category.

The time factor is a major reason for the union's haste in getting official dispute pro-

guaranteed the same jobs back at a wage no lower than they earned previously. Liebenberg says this occurs normally if employees return to work on the date agreed with their mine management. The chamber has also rejected a demand for May 1, Labour Day,



The chamber's Liebenberg ... ready to offer more

cedures moving. Wage increases are due to be implemented on July 1. The chamber has rejected a union request for a postponement on the grounds that the NUM only represents workers in some job categories on 18 of the 44 chamber gold mines. It has not yet been decided what will happen if a settlement is reached only after that date, as seems likely.

"This timetable does not leave us sufficient opportunity for report-back meetings with members," says the NUM spokesman. She adds that if there is a strike it will begin in late July or early August. The early conciliation board application and hearings will cater for this.

The chamber has rejected the NUM's demand to participate in the talks over matters relating to the abolition of the "scheduled person" definition. Says Liebenberg, "While we acknowledge that the NUM has an interest in the outcome of the talks, we are negotiating only with those unions which represent scheduled persons and employees doing scheduled tasks. But we have no objections to discussing with the NUM the effects of the cancellation of the definition on its members."

The chamber has responded to NUM proposals regarding annual leave, a leave allowance, a shift allowance and stop order facilities, but no agreement has been reached. It has "not finalised anything" on hours of work. The union is demanding a 22-hour reduction in the 102-hour fortnight.

The union says the chamber has rejected a proposal that workers, returning from leave after the expiry of their contracts, should be

to be granted as a public holiday. The NUM says it is prepared to give up Republic Day to compensate for May 1.

21/6/85
Deadlock
drags on (151)
in metal
industry

By CLAIRE PICKARD-CAMBRIDGE

THE deadlock on the giant Metal Industrial Council is still unbroken and threatens to leave 370 000 workers without an agreement on wages and working conditions if it is not resolved by the end of the month.

The 1984 agreement expires at the end of this month and Brian Fredericks, secretary of the local council of the International Metalworkers' Federation (IMF), said the Engineering Industries' Federation (Seifsa) — which represents 44 employer associations — had not altered its offer.

The local IMF body and the Confederation of Metal and Building Unions (CMBU) are the main union blocs who meet with Seifsa for industrial council negotiations.

Sam van Coller, executive director of Seifsa, said earlier that the dispute over wages and conditions had provided the council with the biggest crisis in its 40-year history.

Asked whether any meetings were scheduled between Seifsa and the unions, Van Coller said. "The dispute procedure is still running its course and it would be inappropriate for me to comment now."

Seifsa has offered a minimum increase of 8.3% for artisans and 9.8% for labourers on the grades and both union blocs are rejecting this as insufficient.

Ben Nicholson of the CMBU said there was an unconfirmed possibility that their union representatives would meet with Seifsa next week to try and find a solution to the impasse.

Brian Fredericks of the IMF said some of their unions would be meeting with members this week to decide on their course of action. Strike action was one of the alternatives if agreement could not be reached.

Fredericks said employers had known in the past that there was pressure on unions to sign the annual agreement to prevent disarray in the industry. Unions were unhappy with the situation because employers could determine wages as they pleased if agreement was not reached.

Dispute over wages

By THE 22/6/62 Own Correspondent

JOHANNESBURG — The National Union of Mineworkers (NUM) yesterday declared a dispute with the Chamber of Mines over wage increases and conditions of employment for black mineworkers.

The NUM's move came after it had failed to reach agreement with the chamber during eight hours of negotiations on Thursday and yesterday.

In a statement last night, the chamber said negotiations might continue in a conciliation board soon.

"The union initially demanded a 40 percent across-the-board wage increase and improvements in 14 conditions of employment," the chamber said.

During negotiations the union reduced its demands for wage increases and modified some of its proposals on other conditions of employment, it said.

ANOTHER NUM DISPUTE

~~(1)~~ (15)
The National Union of Mineworkers (NUM) has declared a dispute with the Chamber of Mines after two days of talks on wages and working conditions for its members on chamber collieries

The NUM started off with a demand for a 40% across-the-board increase and improvements in 14 conditions of employment. It also called for the immediate removal of all job reservation practices on the mines.

According to a chamber statement, the NUM reduced its demands to wage increases ranging from R35/month in the lowest job categories to R114/month in the highest categories. It also modified some of its proposals on the other conditions of employment and its position on the question of job reservation, demanding participation in the negotiations the chamber is conducting on the issue with the established mining unions.

The chamber offered to increase its minimum rates by amounts ranging from R24/month in the lowest job categories to R65/month in the highest categories. Improvements in various fringe benefits were also offered.

The chamber also told the NUM it is "fully prepared" to discuss how an end to job reservation would affect its members, but could not agree to its direct participation in the talks.

Financial Mail June 28 1985

Now coalminers to hold strike ballot after dispute deadlock

NUM 29/6/85

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Mercury Correspondent
JOHANNESBURG—The National Union of Mineworkers announced yesterday that they are to hold a strike ballot for black coalminers next week after deadlock was reached at conciliation board talks with the Chamber of Mines yesterday.

The announcement came within 24 hours of an NUM decision to hold a strike ballot among

black workers on the gold mines, and opens the way for a massive legal strike on both gold and coal mines.

While exact support for the NUM is not known, a spokesman for the NUM said their latest figures showed they had a signed-up membership of 160 000 black miners.

Indication

And the first stirrings of dissatisfaction with

this year's increases, due to come into effect from Monday, were felt yesterday when more than 3 000 workers at the Bracken gold mine, near Evander, failed to go underground.

Mr Ramaphosa said he had had no indication of whether the chamber was to offer more than its 'final' offer presented at a conciliation board meeting on Monday.

There are only four percentage points separating the two as the chamber is offering increases of around 19 percent while the NUM is demanding about 23 percent.

Invited

Meanwhile, a statement from Gencor, owners of the Bracken mine, said night shift workers had refused to go down on Wednesday and that all but a few day-shift workers also failed to go underground yesterday.

The strike started soon after the annual increases, which amount to about 19 percent, were announced.

The Gencor statement said insignificant damage was reported to mine pro-

perty, and the situation at the mine was calm.

It said mineworkers had been instructed to return to work and had been invited to appoint representatives to discuss possible grievances.

A statement released by the chamber last night said 'The Chamber of Mines and the National Union of Mineworkers today reached deadlock in conciliation board negotiations on the wages and other conditions of employment for about 5 000 of the union's members employed on 11 out of 55 coal mines.'

The Chamber of Mines regrets the fact that the union was unable to accept the employer's final offer which was a very good one.

In addition to wage increases the offer included a reduction of two hours a fortnight in working hours, an improved leave bonus, and the introduction of an industry leave scheme.

'Taking all the components into account the offer amounts to an increase higher than the current rate of inflation.'

Diakonia NM offers help in dispute

Labour Reporter

THE Diakonia Council yesterday sent a telex to the management of Howick rubber company BTR Sarmcol urging the company to reopen talks with the Metal and Allied Workers' Union to resolve the eight-week-long dispute in which about 1,000 workers lost their jobs.

The council, which represented eight member churches in the greater Durban area, had offered its services in a bid to bring workers and management together for negotiations, Mr Paddy Kearney, a Diakonia spokesman, said yesterday.

'Our telex notes that lives have already been lost and houses burned down as a result of the dispute.'

'It describes a recent ban on all meetings in the Howick township of Mpopomeni as a grave new dimension of the strike. The organisation has also called on the police to stop preventing workers from holding meetings elsewhere, warning that this policy could have tragic consequences as worker frustration will be driven underground and it will be very difficult to keep discipline and order among workers,' he said.

The member churches are African Methodist Episcopal, African Presbyterian, Anglican, Evangelical Lutheran, Methodist, Prebyterian, Roman Catholic and United Congregational Church.

Metal, mines row boiling

THE two-month wage deadlock in the metal industry could be broken in the next days, but it will allow the industry only a short respite.

But the scene is set for a confrontation between the National Union of Mineworkers (NUM) and the Chamber of Mines.

All metal unions except the black Metal and Allied

By Amrit Manga and Brendan Ryan

Workers Union have agreed to recommend to their members that the employers' final offer be accepted.

Factory level

But the recommendation is only meant as a short-term solution, allowing the wage battle to move from industrial council to factory level.

The final offer is an 8,3% increase for artisans and 9,8% for labourers.

A trade unionist says: "We have accepted the offer as a short-term settlement and will press for plant-level bargaining to improve it."

The Federation of South African Trade Unions affiliate, Metal and Allied Workers' Union, has not accepted the offer and has called for far-reaching changes to the industrial council as a negotiating forum.

The NUM's central committee has rejected the Chamber of Mines' final offer of a R26 increase for group 1 surface workers and R74 for underground workers.

The union says it has invited the chamber back to the negotiating table in an attempt to avoid a showdown.

Marginal

However, on Friday strikes broke out at Gencor's Bracken mine in the Eastern Transvaal after the mining house announced the previous night the pay increases it intended implementing.

The chamber was poised on Friday to implement its final pay offer which NUM had rejected for both union and non-union workers. The reason given for the move is that the black work force expects its pay increases from July 1.

Gencor, however, beat the chamber to the gun. Gencor had, apparently indicated throughout the negotiations that workers at NUM-recog-

nised Marievale on the East Rand would receive less than the final offer because the mine, a marginal operation, could not afford to pay that much.

Gencor's increases for its mines where the NUM is not recognised were also lower than the chamber's final offer.

It is believed that Rand Mines marginal gold producers ERPM and Durban Deep also intend paying less than the chamber's offer because of their tight financial situations.

AECI row

Another 160 AECI strikers could lose their jobs if they fail to return to work tomorrow. About 110 lost their jobs when they failed to meet an AECI ultimatum to return to work.

AECI spokesman Murray Joubert says the company will have to consider taking on other workers if the strikers stay out.

The union's 11 000 members have not dropped the threat of a strike at all AECI plants.

They are supporting wage demands at the Ballengeich factory, near Newcastle. The strike by 600 workers there enters its fifth week after almost eight months of negotiations have failed to break the deadlock. There are no signs of concessions on both sides.

AECI has, however, again offered to re-employ workers who lost their jobs after closure of the chemical plant at the Newcastle factory.

D. Disputes

3/7/85

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74 stevedores retrenched

Dispatch Reporter "Another alternative
EAST LONDON which could be consi-
Seventy-four South African dered would be to go on
can Stevedores workers "short time shifts"
have been retrenched
here

This was confirmed by the SAS's manager, Mr Tony Aylott and the branch secretary of the General Workers' Union here, Mr David Thandani, yesterday

Mr Aylott said work operations had to be cut down to the present volumes of cargo that were being handled through the port

According to an agreement reached with the worker committee, employees were laid off on a last in, first out basis

Mr Aylott said the workers retrenched had all been given gratuities in accordance with their years of service

He said if there was a further decrease in activity at the harbour, it could become necessary to reintroduce a system of unpaid leave, which had been in operation for the last 18 months

Mr Thandani said while the union was not happy about the retrenchments, especially when jobs were hard to come by they realised they were unavoidable

He said the majority of the workers retrenched had been members of the GWU

Mawu now only industrial council member not party to agreement

Deadlock broken over new metalworkers' deal

B. Day 3/7/85

FROM yesterday 360 000 metal workers were without an industrial council agreement — but deadlock has been broken, with all but one union now prepared to sign the 1985 agreement

Three of the four unions bargaining as the local committee of the International Metalworkers' Federation (IMF) informed the industrial council yesterday that they were prepared to sign the agreement.

STRIKE THREAT

Fosatu's Metal and Allied Workers' Union (Mawu), which has threatened a national strike over wages, is now the only industrial council member not party to the agreement

Yesterday's letter followed a decision last week by the artisan unions, including the SA Yster en Staal Unie and the affiliates of the Confederation of Metal and Building Unions, to endorse, reluctantly, the agreement

This means metal workers will now be receiving increases ranging from 8,3% to 9,8%, but technically the

By PHILLIP VAN NIEKERK

industry will remain without an agreement until it has been gazetted by the Minister of Manpower

A spokesman for the council said the employers' association, the Steel and Engineering Industries Federation (Seifsa), had indicated it would be implementing the new agreement from July 1

Brian Fredericks, chairman of the local committee of the IMF, said the three IMF unions which accepted the offer yesterday were still very unhappy with it

These unions are the SA Boilermakers' Society, the Engineering Industrial Workers' Union, and Cusa's Steel Engineering and Allied Workers' Union

Fredericks said that by signing the agreement these unions had at least ensured minimum conditions for the unorganised workers covered by the council

He said the unions would be approaching individual employers where the unions had substantial

membership to demand increases over and above the industrial council minimum rates, and any employer who resisted would face action

"In addition we have submitted proposals to amend the collective-bargaining structures," he said "Otherwise all four unions will reconsider their participation in the council

"There's no way we're going to go through this situation again next year"

NATIONAL TALKS

A spokesman for Mawu said the union would be holding a national executive committee meeting at the weekend to plot what action to take now that it had rejected the industrial council proposals

This is the third year that Mawu, which has been on the council for only three years, has refused to sign the agreement

The Mawu spokesman said the union was already involved in plant-level negotiations with 10 employers and would be approaching more in the weeks ahead

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Unions hail court rulings on fired worker

NATIONAL



Argus Correspondent
JOHANNESBURG.— In a judgment that unionists say will entrench workers' right to be given a fair hearing before being dismissed by employers, the Industrial Court has ruled that a worker who was fired without a hearing be reinstated.

The court found that the company, Pretoria Precision Castings (PPC), had justifiably fired Mr Thomas Mabena for carrying out a dangerous occupational practice.

But, it ruled, the company's failure to conduct a fair disciplinary hearing, in which Mr Mabena's side of the story could be heard, was in itself an unfair practice.

Mr Mabena had been found cooking water on a furnace at the factory, a practice the company considered dangerous and against which workers had been repeatedly warned.

The court ordered his reinstatement to be back-dated for six months.

It ruled that "fairness" was a vital element in labour relations and that "doing what is right may still result in unfairness if it is done in an inequitable manner."

After the hearing, the National Automobile and Allied Workers' Union (Naawu) said it was the first time an Industrial Court had held that any dismissal required a fair hearing before it could be effected.

"The judgment provides an important protection for workers."

AK605 21/7/85

~~(3)~~ ~~(18)~~ (151) ~~(1988)~~
METAL SECTOR WAGES

Accord bar one

New wage levels were due to be introduced in the metal industry from July 1. This follows a decision by all but one of the unions on the National Industrial Council for the Iron, Steel and Metallurgical Industry to accept an offer from the Steel and Engineering Industries Federation of SA (Seifsa).

But perhaps the most important aspect of the settlement is that the parties on the council have agreed to start talks on the security of employment clause in the main agreement, and the future collective bargaining structure for the industry. This is likely to lead to a restructuring of metal industry collective bargaining.

In terms of the new agreement, skilled workers in the industry will now receive an increase of 8,3%, while unskilled workers will receive a 9,8% increase. Thus, the minimum wage for a Rate A journeyman will increase by 40c to R5,21/hour. At the bottom of the job scale, the minimum rate has increased by 17c to R1,90/hour. The guaranteed minimum increase for workers earning more than the minima is 24c/hour at the top and 14c/hour at the bottom.

Other provisions in the agreement, which will cover some 350 000 workers and 10 000 employers, include increased afternoon and night shift allowances, leave bonuses and subsistence allowances.

The agreement was struck with the Yster en Staal Unie, the Confederation of Metal and Building Unions (CMBU), which represents mainly skilled workers, and the SA Coordinating Council of the International Metalworkers' Federation (SAIMF), representing mainly unskilled ones.

The Metal and Allied Workers' Union (Mawu), an affiliate of the Federation of SA Trade Unions (Fosatu), is the odd-man-out which has broken ranks with the other unions. Mawu has now refused to sign the agreement every year since it joined the council. But even so, its members will be affected by the agreement.

The SAIMF's Brian Fredericks tells the *FM* that although three of the unions in that camp have signed, they are "certainly unhappy" with the offer. He says that irrespec-

tive of the signing, the SAIMF unions will approach individual employers where they have substantial membership in an effort to secure improved conditions over and above what was agreed. Any employers who resist these efforts "will face whatever action our membership deems is expedient under the circumstances," he says. He also says the unions will be submitting proposals to amend the present collective bargaining processes within the industrial council and warns that unless a structure acceptable to them is attained in the next year, the SAIMF unions will have to seriously consider their continued participation in the council.

"The council minimum rates are there to keep the small Seifsa guys in business. But some Seifsa employers are doing very well, despite the recession, and they are hiding behind the small guys," says Fredericks.

How is Mawu likely to react? Mawu's Moses Mayekiso says the union will be meeting this weekend to decide on strategies. Even though Mawu will be going it alone if it takes action, Mayekiso says "I would not be surprised if the workers decide to go on a national strike."

Remote possibility

But at least one leading metal employer thinks this is a remote possibility. He predicts instead that in the next few months Mawu will place pressure on individual employers for plant-level bargaining. "There may be go-slows, work-to-rules, overtime bans, and maybe even some strikes. International labour organisations may also be used to put pressure on multinationals for plant-level negotiations," he forecasts.

Ironically, the first strike over the new wages was staged at Silvertown Engineering in Pretoria on Monday by members of the National Automobile and Allied Workers' Union (Naawu), which is not a member of the council. Naawu says the workers, who have been dismissed, struck after management unilaterally announced that it would implement the Seifsa increases on July 1, cutting across negotiations which had been in progress at plant level. The union has demanded their reinstatement.

Demands for plant-level negotiations — which Seifsa is implacably opposed to — are sure to be on the agenda when the future collective bargaining structure of the industry is discussed. And the outcome of an Industrial Court case involving Mawu and the Hart company in Natal, which centres on plant bargaining, may well influence the talks.

But even though plant-level bargaining may be desirable to the SAIMF unions, centralised bargaining does provide some advantages to them as they face a logistical problem in getting round to individual companies. One employer told the *FM* he anticipates that the metal industrial council will probably be changed and restructured along sectoral lines and perhaps even regional lines, although he does not think this would all be done at once. ■

Dias chief to be charged

151
D. Rasfath

11/7/85

By SHIRLEY PRESSLY

THE Secretary of the Dias Divisional Council, Mr N W Anderson, is to be charged with an offence stemming from his conduct during the hearings of the Kannemeyer Commission.

The charge in the Regional Court relates to an allegation that he anticipated the findings of the Commission of Inquiry into the Langa shootings

The Deputy Attorney-General of the Eastern Cape, Mr P J Strauss, said today that the police investigation had been completed and the docket handed to the Attorney-General, Mr E C Heller, who had decided to prosecute Mr Anderson

Mr Anderson gave evidence before the Kannemeyer Commission earlier this year

Three ambulancemen employed by the council were suspended from the council's service immediately after giving evidence before Mr Justice Kannemeyer

Mr Joseph Berry and Mr Michael Goqo were later dismissed. The third ambulanceman, Mr Dennis Barlow, was eventually reinstated.

Mr Strauss said it had been decided to prosecute Mr Anderson for alleged contravention of Section 14, read with Section 15, of the "regulations with regard to the commission"

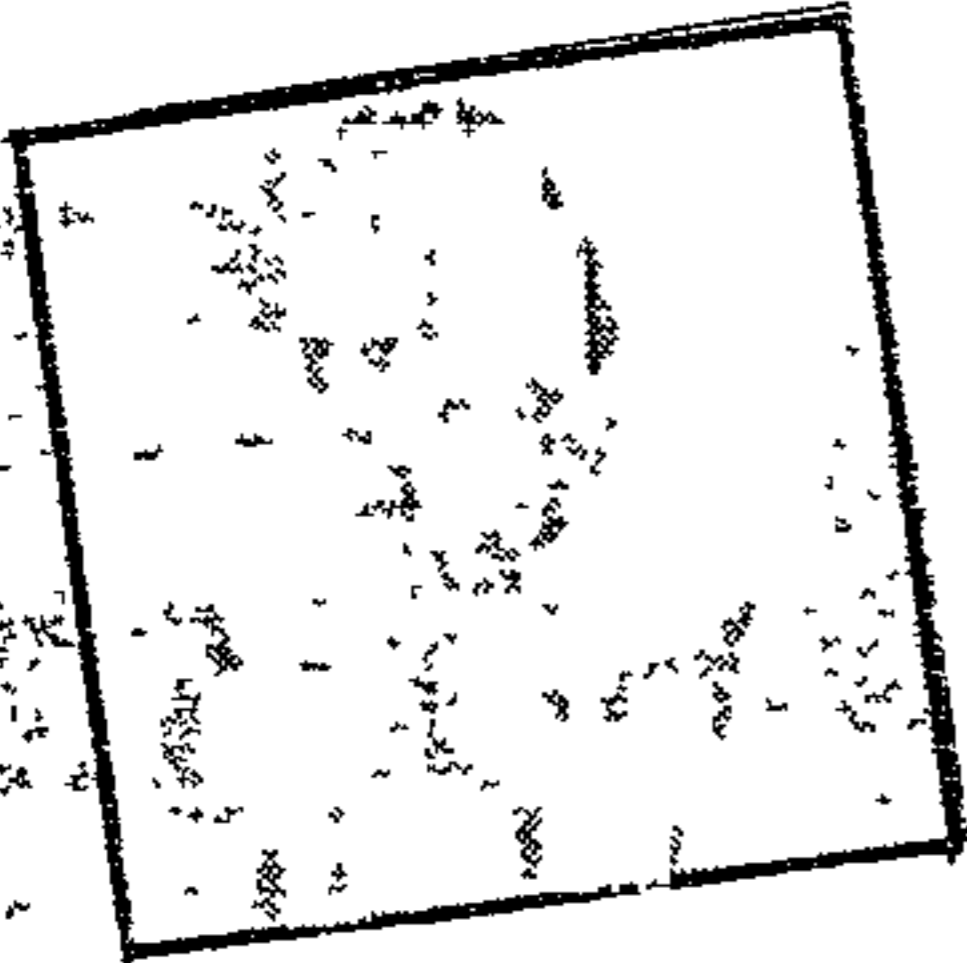
He said the alleged offence related to anticipation of the findings

Mr Strauss said legal counsel for Mr Anderson had been notified, but that the senior prosecutor of the Regional Court in the Eastern Cape still had to be notified

The trial date still had to be set, but it would probably be in the first week in October

Mr Strauss said he could not say where the court would sit, but that it was usual for a case to be heard in the area where the alleged offence had been committed. The Kannemeyer Commission sat in Uitenhage

He said the police investigation took longer than expected because the Attorney-General's office requested further statements after the docket had been handed in about a month ago.



IZIKELEMU

Kungabe kukhona emndenini wakho ohlushwa izikelelu?

Ukucwaninga kwazempilo okusandakwenziwa kukhombisa ukuthi abantu abangu — 8 kwabangu — 10 abanezikelelu basuke bephelelwe izikelelu ezaziwa ngokuthi wezikelelu ezibomvu (Roundworm) Umuthi noma impushane (Rid) ingumuthi owongayo nophophile wokukhipha



Talks go on

THE do-or-die negotiations aimed at resolving the dispute between the Commercial Catering and Allied Workers' Union of SA and the Foschini group over the company's decision to place 230 workers on part-time are continuing.

The union declared a dispute after management rejected their alternative suggestion of short-time for all workers in the 133 Pages Stores nationwide from July 1

Cawusa's organiser M. Kaiser Thipe said no formal agreement has been reached and we are still seriously negotiating the issue

A company spokesman has confirmed that they were still discussing the issue

Meanwhile seven trade unions have demanded the release of a union official detained by security police in Port Elizabeth

Miss Nomonde Mgumane, branch secretary of the General Workers' Union (GWU), is being held with two other people in terms of the Section 29 of the Internal Security Act

151
Sowetan 11/7/85

Strike vote threatens

bread deliveries

Labour Reporter

BREAD deliveries to Durban and its surrounding areas, including Pinetown and parts of the North Coast, are in danger of being disrupted next week after more than 1 200 workers from all the major bakeries yesterday voted to strike in support of their wage demands.

Votes cast by them earlier in the week were counted yesterday morning by Industrial Council officials in the presence of scrutineers from both the employer and trade union parties.

About 68,5 percent of the work force of 1 782 voted in favour of strike action after wage negotiations in the Durban Industrial Council for the Baking and Confectionery Industry ended in deadlock.

The workers have rejected the employers' final offer of R11,40 a week and are demanding a R23-a-week increase with minimum wages set at R105,50 a week.

Statement

The parties involved in the negotiations included the Master Bakers' Association, representing the major bakeries and representatives of the Natal Baking Industry Employees' Union, the Sweet, Food and Allied Workers' Union; the Food and Beverages Workers' Union and the Black Allied Workers' Union.

A joint statement yesterday by the four unions

involved said a request had been made to bakeries outside the sphere of the dispute not to deliver bread to Durban, Mobeni, Pinetown, Tongaat and Stanger.

Mr Maurice Grant, chairman of the Durban Master Bakers' Association, told the Mercury the employers' final offer of R11,40 a week across the board would have had the effect of bringing the lowest paid worker up to R93,90 a week — representing an increase of 13,8 percent.

Unrealistic

'Further, two existing non-delivery days were to be converted into paid holidays and the hours of work for security guards reduced to 48 hours a week.'

He said employers found other demands unrealistic and unreasonable.

The Industrial Council controls bakeries in the greater Durban area.

Bakeries included are all the big ones in Durban, namely BB Bakers, Blue Ribbon and Albany, and Wareings in Pinetown.

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Dispute move

Pietermaritzburg
151 Bureau

THE Pietermaritzburg Chamber of Industries met BTR Sarmcol management in Howick yesterday following a request by the Metal and Allied Workers' Union (Mawu) to intervene in the dispute between the company and the union.

The chamber's president, Mr Louis Sennett, declined however to comment on the outcome of the talks.

'In view of the complexities and sensitivities of

the issues between the company and the union, it is not possible for the PCI to comment on the deliberations of that meeting,' Mr Sennett said.

'The Pietermaritzburg Chamber of Industries has always supported the view that the interests of sound industrial relations are best served through the process of negotiation and conciliation rather than through coercive action and believes that continued efforts in this direction would be appropriate in regard to this dispute,' he added.

N.M 13/7/85

Talks on
GM strike
continue
today

Post Reporter

THE strike at the General Motors loco plant at Aloes entered its second day today following an alleged altercation between a foreman and a worker at the weekend

Today the workers stood on the lawn outside the plant refusing to work until the matter was resolved

The employees downed tools at 12 30pm yesterday. Consequently the plant was closed and production halted for the day

Workers have said they want the supervisor involved in the dispute with the worker to be suspended. They claimed they were discriminated against by white colleagues who were also rude to them at work

The acting managing director of GM, Mr Dave Sneesby, said meetings between the shop stewards and management were in progress today

Mr Sneesby said he hoped the dispute would be solved as soon as possible so that production could start later today

151
Dispatch 16:07 85

Furniture removal men back at work

EAST LONDON — The longer any disagreement among the workers
250-strong workforce of a
Wilsonia-based furniture removal company. This followed a pay
Steer Afrovan returned dispute between the
to work yesterday a workers and manage-
director Mr Dudley ment after which the
Schoof said workers stopped operat-
He said there was no ing for one week — DDR

Results of ballot rejected

CAPE TIMES
16/7/85
151

JOHANNESBURG — The Anglo American Corporation last night rejected results of the strike ballot conducted by the National Union of Mineworkers (NUM), stating that they were misleading.

Commenting on ballot figures released by the union yesterday, a spokesman for the corporation said "On the strength of figures made available by NUM only 22 000, or about 14 per cent, of the total labour force of 157 000 on AAC gold mines actually cast a yes ballot

'Selective'

"The statistics provided by NUM are highly selective and must be rejected as a fair reflection of employee wishes and as a mandate for strike action"

The figures released by the NUM refer to 12 of the 29 mines where the union planned to conduct strike ballots. The figures do not show clearly how much backing the union has for its bid to force the Chamber of Mines by means of a legal strike to revise its pay terms for black mineworkers.

At the 12 mines and collieries for which the union released results, 32 483 voted yes and 339 no. The union has, however, not supplied information as to what proportion of the total labour force on each mine

the positive votes represent

It has provided percentages in each case to indicate the proportion of paid-up members the "yes" votes represent but as non-members were also invited to participate in the ballot, these percentages are inconclusive, and in many instances the percentage claimed is in excess of 100 per cent.

For example, at Vaal Reefs East the union claims nil negative votes and 4 819 positive votes, representing 157 per cent of paid-up union membership.

A further complication is that the mining groups where the ballot has been conducted claim widespread irregularities.

On Sunday the NUM announced that it was likely to proceed with an industry-wide strike, which could involve 200 000 black miners. However, a final decision would be made in two weeks, following a special "mini-conference" of the union.

The union is holding out for a 22 per cent across-the-board pay increase effective from July 1, having rejected the Chamber of Mines final offer, which ranges from increases on minimum rates of from 14,1 to 19,6 per cent.

A spokesman for the NUM, Ms Manoko Nchawe, said on Sunday night that the results showed a clear majority of NUM members had supported the strike.

Results

At Vaal Reefs West 5 157 workers voted yes, at Vaal Reefs East 4 819 voted yes, while there were no opposing votes at these mines, she said.

Other results on gold mines were Elandsrand 3 830 yes, 43 no, Saaiplaas 2 947 yes, 63 no, Western Deep Levels 5 428 yes, 141 no, and Hartebeesfontein 4 691 yes, 0 no.

Results on the coal mines included Arnot 902 yes, 0 no, SA Coal Estates 1 340 yes, 7 no, Kriel 1 063 yes, 2 no, Matla 855 yes, 50 no, Transvaal Navigation Collieries 559 yes, 33 no, Marievale 892 yes, 0 no — Sapa and Own Correspondent

1-million await govt word on wages

Public servants await pay details

B Day 18/7/85

By GERALD REILLY

GOVERNMENT can brace itself for an angry blast from 1-million public-sector workers unless an early announcement is made on the restoration of the full service bonus and normal pay rises in the new financial year.

Annual increases were suspended this year because of an acute shortage of government funds. The postponement of the increases saved the Post Office, Railways and government about R1bn

The public servants complaint, supported by the Public Servants' Association, that while earnings have been frozen increases have been granted to workers in the private sector

This would distort and nullify PSA efforts to ensure that earnings in the service kept pace with those in the private sector

At the annual meeting of the PSA, to be held in Pretoria in September, the executive will report on the pay and bonus issues. Demands are certain to be made that normal increases and the full bonus be restored in the 1986-87 financial year

Senior public servants warned yesterday that, unless earnings in central government services were kept abreast of those in the private sector, the public service staff shortage would again become acute once the economic upturn started

It is said that since increases were last granted in April 1984 until now, the consumer price index has risen by more than 20% and this is the extent to which living standards of public sector workers have declined

Next month the executive of the federal council of South African Transport Services trade unions, headed by its president Jimmy Zurich, will have wage increase discussions with Minister of Transport Affairs Hendrik Schoeman

The meeting was postponed by Schoeman in February. Zurich said yesterday that a demand for a 15% across-the-board increase was rejected by the minister in November at a time when the council could have justified an increase of 26%.

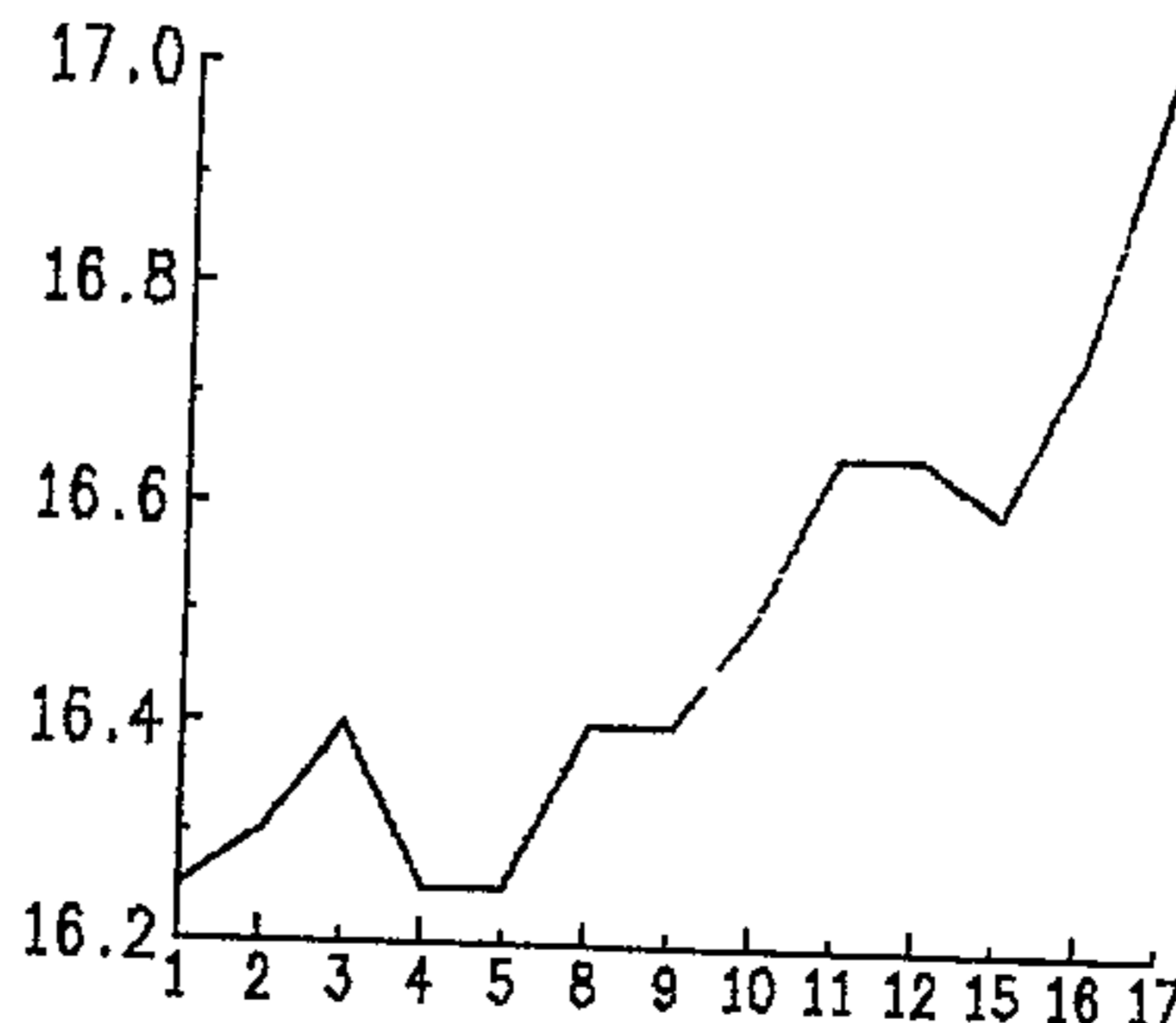
Zurich said another postponement of wage increases, and failure to restore the full service bonus next year, would see a repetition of the angry reaction of railway workers earlier this year after announcement of the bonus cut.

The fear of another public service staff crisis is also reflected in the latest issue of *The Public Servant*, the official PSA journal. It contains a warning that the service could have insufficient manpower in the next economic upswing

Money market rates harden

SHORT-TERM money market rates have been hardening, particularly in the past two weeks, as this graph of the 90-day bankers' acceptances rate clearly shows. Dealers do not believe this is a start of a new bear trend. They believe it signals a period of consolidation in which market rates will move more closely into line with the prime rates which had grossly discounted a prime rate of 20%, let alone the current 21%.

BA RATES FROM JULY 1



Board to help resolve dispute over mill pay

Labour Reporter

WM 19/7/85

THE Minister of Manpower, Mr PTC du Plessis, has appointed a conciliation board to help resolve a pay dispute between the Sweet Food and Allied Workers' Union and Bakers Flour Mills in Durban.

The 11th-hour development came hours before a strike ballot was to commence, Mr R L Sullivan, the company's managing director, told the Mercury last night

'In the light of this development the union agreed to delay the strike ballot. The conciliation board hearing is scheduled to take place on Monday

'The union has demanded a minimum wage of R108,40, which amounts to a 23 percent increase

on current wage rates. Management has responded with a final offer totalling R99,50, which is a 13 percent increase,' he said

Union spokesmen could not be reached for comment last night, but workers at the flour mills disclosed at a meeting at the weekend that they had planned to join the 1200 bakery workers in Durban who have threatened to go on strike in support of their pay demands shortly.

No date has yet been set for the bakery workers' strike which is likely to affect the greater Durban area, Pinetown, Tongaat and Stanger. The workers are due to meet at the YMCA in Beatrice Street tomorrow afternoon to finalise a date for the strike

deed the keystones of the Reagan presidency — jammed up in the Congress for him to be even partly incapacitated

The time pressure is especially acute. Congress goes on holiday on August 1. When it returns in mid-September the lawmakers will be looking ahead to the mid-term 1986 elections for the full House and 33 of the 100 senators — 22 of them incumbent Republicans.

So the Congress will be in even less a mood than to compromise over tax reform, the budget deficit and important foreign policy questions such as the sanctions against Nicaragua and SA and the president's October summit meeting with Soviet leader Mikhail Gorbachev.

The question thus is how quickly can Ronald Reagan snap back?

The president has experienced only mild discomfort from the operation. He is resting well and relaxing between briefing documents with a series of bedside novels and visits from his wife.

And as for the American presidency, except for a seven-hour period when George Bush was in charge, it remains clearly in the hands of Reagan. Chief of Staff Donald Regan has taken over much of the detail work which the president had passed on before he entered the hospital.

But soon that backlog of executive decisions will be exhausted. New decisions will have to be taken, initiatives planned and — insofar as the recalcitrant Congress is concerned — bargains will have to be struck. ■

F M 19/7/85 (151)

LABOUR RELATIONS

Novel strike clause

Durban motor components manufacturers Rowen, and Fosatu's National Union of Automobile and Allied Workers (Naawu), have signed a recognition agreement containing a unique clause whereby the company undertakes not to dismiss strikers for four weeks — provided they have adhered to the agreed dispute procedures.

Unions have long argued that striking workers should be entitled to some form of protection from dismissal if they have followed dispute-resolving procedures. This agreement goes further than any other in providing this protection, and is set to be a major talking point in industrial relations circles.

The agreed dispute procedure comes into effect once a deadlock has been reached in negotiations over conditions of employment, or when the disciplinary or grievance procedures have been exhausted. It includes

- A five-day cooling-off period,
- Thereafter management and the union are obliged to meet twice within 14 days to attempt to resolve the dispute,
- If that fails, a mediator may be appointed by mutual consent, and he has seven days to bring the two sides to agreement, and
- Unless mutually agreed otherwise, the

dispute-resolving mechanisms contained in the Labour Relations Act must be invoked.

Once these steps have been followed, workers are entitled to embark on an "authorised" strike (which may also be legal) with the guarantee that they will not be dismissed for at least 20 working days.

The philosophy behind the agreement, says a Rowen spokesman, is to create an onus on both sides to prevent strikes and to build a relationship based on trust. "We do not want wildcat strikes. This clause is an incentive for the union to follow the lengthy procedures. Hopefully, once they have been followed, any dispute will be resolved. But if not, and there is a strike, we believe that to dismiss our employees immediately would destroy any trust that has been built," he adds.

Rowen employs 800 people. It is part of the Met Air group and supplies a major portion of its products to Toyota. Toyota is, in fact, a shareholder in Met-Air and a Naawu spokesman believes the agreement has implications for the whole Toyota group. □ The first strike following the wage settlement at the National Industrial Council for the Iron, Steel and Metallurgical Industry has been resolved. According to a Naawu spokesman, 500 members at Silverton Engineering have returned to work having won improved wage increases. They are to receive hourly increases of 15c as from July 1, with two further 5c increases in October and December. The new minimum rate at the company is R2,15/hour. The new Industrial Council minimum is R1,90/hour with guaranteed increases of 14c/hour in the lowest job category.

Still at issue, however, is whether the workers should be fully reinstated or treated as new employees. They went on strike on July 1 over a management decision to implement the council increases while plant-level negotiations were in progress, and were dismissed (*Current Affairs* July 5).

Naawu is not a party to the Industrial Council. However, another Fosatu affiliate which is, the Metal and Allied Workers' Union, refused to sign the agreement and has said it plans to campaign for extensive plant-level wage settlements. ■

THE PFP AND REFORM

Brokering peace

The leader of the Progressive Federal Party (PFP), Frederik van Zyl Slabbert, pulled the self-fashioned mantle of national peace broker more firmly around his shoulders this week with a well-reasoned and apparently effective lecture to influential young Afrikaners in Stellenbosch.

Speaking at the annual congress of the Afrikaanse Studentebond (ASB), Slabbert laid the country's choices before delegates: continue on the road towards siege, or negotiate away from it.

Judging by questions afterwards, his concept of dialogue certainly captured some

Agreement in sight on car workers' pay

PORT ELIZABETH — An Industrial Council agreement on wage increases between three Eastern Cape vehicle manufacturers and two trade unions is days away according to Mr Henry Ferreira, chairman of the council

Ford, General Motors and Volkswagen met the National Automobile and Allied Workers' Union (Naawu) and the South African Iron, Steel and Allied Industries' Union yesterday in a bid to break an eight-month deadlock.

Since the last council agreement expired last November, the companies and the trade unions have failed to reach an agreement

Mr Ferreira said after the meeting "All parties moved closer to each other and I think an agreement is a matter of days away There is still one small item to be sorted out and possibly

one more meeting will be held this week. He would not say what the unsolved problem was

Earlier this year after strikes at GM, VW and Ford, interim wage adjustments were agreed on after factory-level negotiations

After strikes at Volkswagen and General Motors' Alocs plant last week, both companies reported normal production yesterday

GM's Kempston Road plant also re-opened yesterday after a week's closure to allow inventory re-alignment.

Workers who went on strike at Ford's Neave plant last week are expected to return to work today

No flour

produced

E Post 23.07.88

strike

DURBAN The Durban bread strike took a new turn today as 160 workers at Bakers Flour Mill on the same premises as B B Bread bakery joined the strike — stopping production of flour as well.

They joined 700 bakers who lingered on the premises last night ostensibly to prevent the 400 000 loaves baked over the weekend from being distributed.

The managing director of Bakers Flour Mill, Mr R L Sullivan said the workers went on an illegal strike two hours before a conciliation board meeting was scheduled to settle a separate wage dispute.

Workers at the Stanger bakery did not turn up for work today bringing the eighth major bakery to a standstill. — Sapa

Aug 23/7/85

~~151~~ ~~151~~

Dismissal dispute resolved

Labour Reporter

A DISPUTE referred to the Industrial Court involving the dismissal of seven workers from the Cape Times has been resolved.

In an agreement reached out of court yesterday it was agreed that the dismissal of three of the workers — D Bestman, W P Barnes and W H Blommetje — would be confirmed and that they would receive three months' wages.

The other four — G A Swartz, A Jacobs, M A Gamef and R M Fredericks — were reinstated with effect from August 1, although they were regarded as having been suspended with pay between February 7 and April 23 and as having been suspended without pay between April 23 and July 31.

The dispute arose when the workers were dismissed by the newspaper for failing to comply with an instruction and to attend a later disciplinary hearing.

Mawu, Siemens still in deadlock over dismissals

Yet another meeting between the Metal and Allied Workers' Union (Mawu) and Siemens has failed to break the deadlock over the dismissal of workers from five company plants last week.

The workers had gone on strike to back demands for plant-level wage negotiations to supplement the Industrial Council rates.

A Siemens spokesman

said the company had told union representatives yesterday that it was not prepared to move on the two key issues raised by the union — the R1 an hour increase and the reinstatement of all the dismissed workers.

The company has offered a smaller increase, while refusing to re-employ those guilty of violence or intimidation.

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Chamber urges Sarmcol, workers to start talking

151 NM 25/7/85

Pietermaritzburg Bureau

THE Pietermaritzburg Chamber of Commerce has urged BTR Sarmcol at Howick and its dismissed 950 workers to 'start talking again' and resolve their dispute without having to resort to 'unproductive' measures such as stayaways

Dr Keith Wimble, president of the chamber, said last week's stayaway, when thousands of workers did not go to work, had affected people who had nothing to do with the months old dispute and it had also disrupted productivity in general

BTR Sarmcol, a rubber manufacturing factory

and the single biggest employer in Howick, dismissed its entire workforce at the end of April this year

The dismissal followed a strike by disgruntled workers when a deadlock was reached after two years of negotiation had failed to gain the firm's official recognition of the Metal and Allied Workers' Union (Mawu)

Last Thursday workers from Pietermaritzburg and Howick areas stayed at home after Mawu had called for a one-day stayaway in a show of support for the dismissed workers

Dr Wimble said 'If Mawu believes Sarmcol wrongly dismissed the

workers then it can go to court or use what ever machinery that exists

'I do not see why this dispute should involve other people as, according to normal business practice, the matter is not our affair'

Mr S Blackstock, acting manager of Sarmcol, said yesterday neither he nor Mawu had approached the other since the stayaway and the situation had remained unchanged

'I have had many and varied feedbacks from local businessmen about the issue, before and after the stayaway, but I cannot say what these comments were,' he said

WHITE FRENCH 750 ml

ONE-STOP SHOPPING - NON-STOP SAVINGS

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METAL INDUSTRY

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Wage talks roundup

Industry-wide strike action, threatened by the Metal and Allied Workers' Union (Mawu) after its refusal to sign the metal industry's wage agreement, has not materialised. But Mawu and other metal-sector unions, including the SA Boilermakers' Society and those affiliated to the Confederation of Metal and Building Unions, are proceeding with — or have completed — plant-level wage negotiations with a number of major metal industry employers

A new agreement for the National Industrial Council for the Iron, Steel and Metallurgical Industry came into effect on July 1, providing for minimum increases ranging from 14c/hour for unskilled workers to 24c/hour for those in the highest job categories. Most members of the Steel and Engineering Industries Federation of SA (Seifsa) are implacably opposed to plant-level wage bargaining, and, says Seifsa director Sam van Coller, "Seifsa seeks to guide members accordingly" But Seifsa is a voluntary organisation, and members who disagree with this policy are entitled to do so, he adds

At Siemens, wage talks precipitated a strike by 1 250 Mawu members at five plants They were dismissed by the company and at the time of going to press the union was considering whether to accept a management offer of selective re-employment

The strike began on Wednesday last week when deadlock was reached over a Mawu demand for R1/hour wage increases. The *FM* understands that Siemens has offered to take back most of the strikers, but some would be placed on suspension pending disciplinary hearings over their conduct during the strike.

Meanwhile, other wage talks have gone ahead. According to a Mawu spokesman, agreement has been reached whereby some 1 400 employees at Alusaf in Richards Bay will receive increases ranging from 20c/hour-41c/hour, plus improved shift and tool allowances and sick leave

Negotiations with other companies are not yet completed, but indications are that most settlements will be above the industrial council minimums The Mawu spokesman says the Highveld Steel and Vanadium Corporation is offering 17c/hour-27c/hour increases for its 5 000 employees. All unions involved in the talks, except Mawu and the SA Boilermakers' Society, have already accepted the offer

Samancor, which employs about 1 500 people, has offered 19c/hour-38c/hour increases. According to Mawu, Ferralloys has made a "final offer" of 25c/hour-40c/hour increases The company will not confirm the figures, saying only the parties' respective proposals are not far apart But it is unclear whether 370 of the workers — almost the entire black workforce — will benefit from any wage agreement

They staged a work stoppage on Thursday

in sympathy with the striking BTR Sarmcol workers (see page 73), and, on their return the following day, were told they had been dismissed Most of the 370 are Mawu members, although a small number belong to the Boilermakers' Society Talks with the two unions over their re-engagement are in progress

In another set of negotiations, Mawu has declared a dispute with Iscor Iscor has offered workers in the lower job categories increases only marginally higher than those agreed at the industrial council, but the offer to the skilled workers is in the 38c/hour-42c/hour range ■



OVERMINING EXTENT

A report entitled *Factorised production ore reserves*, sent to the GM of CDM in February 1979, compares the average total remaining reserves of the Oranjemund mine in carats per cubic metre with the actual mined grade be-

tween 1971 and 1982. In 1971 diamonds were mined at a rate consistent with the economic exploitation of the calculated remaining reserves. The document estimated the degree of overmining that took place in subsequent years.

Year	Average total mine reserve in carats per cubic metre	Actual mined grade	Overmining %
1971	0,260	0,260	
1972	0,240	0,270	12
1973	0,217	0,286	32
1974	0,193	0,287	49
1975	0,174	0,269	55
1976	0,159	0,300	89
1977	0,138	0,295	114
1978	0,123	0,239	94

volume from 19m cubic metres per year in 1968 to 47m cubic metres in 1978. Current levels of stripping will at least remain right until the end of operations and planning indicates that it could peak at a high level toward the end of operations.

"This revenue curve (given in the document) reflects no change in our present

strategy, that is maximum contribution right to the end.

"To me this is best described as a power dive and unless we have a conscious change in strategy effective some time in the future, we will power the mine into the ground and we will be unable to conduct the reclamation and cleaning operation

DE BEERS REPLIES

This accusation is as old as it is unfounded. CDM has consistently followed a sound long-run mining policy in accordance with the Halbscheid agreement. At no stage has CDM's mining policy ever resulted in payable ground being rendered unpayable.

The allegations are apparently based on documents which were prepared for internal mine planning purposes only and are highly misleading when quoted out of context, as indeed they have been. It is important to understand the technical sense in which the term "overmining" is used in those documents. The term "overmining" describes the grade actually mined in relation to the average grade of the whole area containing diamonds, whether all of such areas are payable or not. Clearly no mine mines blocks of unpayable ground. Equally, subject to not making any payable area unpayable, mines do mine their better grades first, which is in the interest of both the State and the shareholders.

Further, diamond mines do adapt their mining policy to the needs of the market from time to time with a view to maintaining stability in the diamond business as a whole. Indeed, from the late Sixties when eventually the free terrace that could be treated in the field screening plants was largely worked out, in order to maintain production it was necessary to embark on major capital expenditure to erect, ultimately, four large conglomerate treatment plants to be able to treat the higher pro-

portion of harder conglomerate ore in the remaining reserves. In addition, CDM officials developed a method to mine below the mean sea level along the foreshore, resulting in substantial volumes of ore previously considered unpayable being brought into reserves.

The policy of CDM has to cater for the costs flowing from high inflation and inexorably rising costs as the mine gets older, overburden deeper and distances from plants greater.

It will be recalled that since 1982 as a result of reduced diamond sales CDM with the full agreement of government, has closed one of its four main operating plants and ceased production from its screening plants. The purpose was to reduce operating costs and so increase taxable profits and the effect is, of course, to stockpile diamonds in the ground. This hardly suggests a policy of "ending the life of the mine before Namibian independence."

CDM's mining policy has nothing to do with CDM's attitude towards independence for Namibia. The company's policy towards the political evolution of the country has been frequently stated in speeches by its chairman and directors, and the company's actions speak for themselves. It would hardly have opened a new building in Windhoek in 1982 at a cost of R13m and moved its Head Office there or be continuing with major prospecting activity of the order of R10m/year if its intention was to end the life of the mine before the political dispensation changed.

which could extend the life of the mine by three or four years. What is required is a sturdy production platform from which costs both direct and indirect and infrastructure can be critically managed."

In the report of the GMs of all De Beers' diamond mines in January 1978, CDM GM John Richards reported an "overmining recovery" of 92% and an "overmining depletion" of 150%.

What happens to the diamonds CDM has taken out of Oranjemund? The answer seems to be that those which are not sold are stockpiled. On March 18, 1983, CDM Director Hoffe, then president of the Chamber of Mines of Namibia, said in his president's report: "The Central Selling Organisation (CSO) which markets CDM's and indeed approximately 80% of the world production, therefore continued its policy of withholding from sale those qualities that are not in immediate demand."

JOB RESERVATION

Mine talks resume

Negotiations between the Chamber of Mines and mining unions aimed at scrapping job reservation on the mines resumed this week after a four-month break. The talks, which will have a crucial effect on the mining industry, revolve around three main issues:

□ Deracialising the definition of the "scheduled person" in the Mines and Works Act which prevents blacks from obtaining certificates of competence to certain types of skilled work.

□ Creating a security of employment agreement. In essence, this would ensure the job security of white miners after the job reservation provision is scrapped and

□ The future industrial relations structure of the mining industry. This is expected to result in the creation of a mining industry industrial council.

The talks result from the Wiehahn Commission's recommendation that the "scheduled person" definition should be replaced with a non-racial "competent person" provision. Government accepted the recommendation and instructed the industry to negotiate its implementation.

Chamber industrial relations advisor Johann Liebenberg says the reason the talks have been delayed since April 12 is because the participants have been involved in wage negotiations. Now that the wage talks are over, despite disputes arising from them, Liebenberg says the scheduled person talks should take place on a more regular basis.

He says the subject of this week's meeting was the future industrial relations structure of the mining industry. Arrie Paulus, general secretary of the whites-only Mineworkers Union, is taking part. Paulus, whose members would be most affected by an alteration of the "scheduled



~~170~~ ~~150~~ **MWU's Paulus** protecting the 'white' miner

person" definition, is vehemently opposed to the proposed change

At a previous meeting he declared he would not participate but would observe. As this week's talks are not specifically about the scheduled person clause his participation is not indicative of a change of heart.

The National Union of Mineworkers (NUM) — the only chamber-recognised union representing black miners — has not been invited to the discussions. The chamber has indicated that negotiations will be held with the NUM after resolution has been reached with the other unions.

□ Meanwhile, the NUM has declared a dispute with the chamber in negotiations for wages and working conditions at the Rand Mutual Hospital and the Johannesburg depot of The Employment Bureau of Africa (Teba). Teba is the chamber's black recruiting arm. Applications have been made to the Minister of Manpower to appoint conciliation boards to settle the disputes.

The NUM has also declared disputes with Rand Mines after deadlocking in negotiations for the Duva and Rietspruit collieries near Witbank — both are non-chamber mines. Conciliation boards have been appointed. The NUM is also in deadlock with the Anglo American Corporation in negotiations for the East Rand Gold and Uranium Company (Ergo). No dispute has yet been declared.

These developments come in the wake of disputes declared by the NUM over negotiations with the chamber over wages and conditions on gold and coal mines. In all its talks with the chamber the NUM has demanded a 25% minimum wage increase. The chamber is offering an average of 14%.

On July 19 the Minister of Manpower appointed conciliation boards which will attempt to settle the coal and gold disputes. If they fail within 30 days, the NUM will be entitled to embark on a legal strike.

REGIONAL AFFAIRS

SADCC's troubles

EM 27/7/84

Leaders of the Southern African Development Co-ordination Conference (SADCC), the nine-member grouping of black African states, had a firm answer last week to those who wondered whether recent events in southern Africa might have blown it off course.

Speaking at the end of a three-day conference in London, Botswana's Lebang Mpotokwane, the SADCC technocrat who chairs its standing committee, said the Nkomati and Lusaka accords between SA, Mozambique and Angola "do not and cannot alter the basic nature of the priorities of SADCC."

Expressions of determination however, did little to hide the disastrous nature of the grouping's economic performance since its foundation in 1980.

Mpotokwane emphasised that the SADCC was following a long-term, systematic strategy towards its goals of regional integration and the reduction of economic dependence on SA. Reduction of dependence was vital to the development of the SADCC economies. "This was true in 1980 before the rise of SA economic destabilisation and armed aggression," he said. "It will remain true even if the destabilisation and aggression are wound down, as we hope they will be. Indeed, the costs of that aggression and destabilisation underline how urgent it is for us to get on with reducing dependence."

In that perspective, he added, Nkomati and Lusaka could help speed up progress on certain key SADCC projects — if SA lived up to its promises.

Earlier, the question was asked whether the SADCC would still want to reduce its links with a SA ruled by Nelson Mandela. The answer was that, in that case, SA would be a welcome member of the organisation, and the role of the organisation would then be to promote balanced development in the region.

Opening the conference, Zimbabwe PM Robert Mugabe said he hoped Western governments would not be misled by P W Botha's recent European trip into thinking that SA was now ready to work for genuine peace and meaningful change in SA. He observed that the visit was seen as "a diplomatic triumph" for Botha's supporters. But tension in the region would only end with the dismantling of apartheid — an immoral system which "cannot be transformed into morality by virtue of a mere visit to European capitals by its arch apostles."



Mugabe ... against apartheid's 'apostles'

(151) (210) (188) (128) B. Day 30/7/85

Railmen send up pay signal

REPRESENTATIVES of 240 000 railway workers are expected to demand a wage increase more than 15% from January

The decision is likely to come on Friday at a meeting of the Federal Council of Sats trade unions in Johannesburg.

Council chairman Jimmy Zurich said yesterday that Transport Minister Hendrik Schoeman had rejected a council demand last year to increase earnings by 15% from January this year

"Since January we have had an average inflation rate of between 14% and 15%. We could therefore easily justify a demand of at least 25% from January."

The council is almost sure to submit the demand to Schoeman at a meeting

GERALD REILLY

in Pretoria next month

Another issue to be discussed by the council is the huge surplus of beef cramming the Meat Board's cold stores.

"We believe the time has come to market this meat at considerably reduced prices instead of searching the world for export markets where the surplus can only be sold at big losses"

Meanwhile senior public servants warned that the pay demands expected from railway workers should be taken as an early warning that similar demands would come from postal workers, State department and provincial authority workers

THE demand for shop-floor bargaining by striking members of the Metal and Allied Workers Union at Siemens highlighted the controversy over the level at which negotiation should take place.

At one extreme are those advocating collective bargaining at the centralised or industrial council level, with no union facilities for those outside the council. At the other are those claiming the industrial council system is so inadequate it is in danger of collapsing and that bargaining should take place only at plant or company level.

However, many unions and managements believe it profitable to "dance at both weddings" arguing that a dual system provides the flexibility needed to maintain industrial peace.

Industrial councils were established by the Industrial Conciliation Act of 1924, passed in the stormy aftermath of 1922 labour unrest.

The councils are a negotiating forum created by registered unions and employer organisations in a specific industry, occupation or trade.

It was only after the Act's amendment in 1979 — allowing blacks to form or join registered trade unions — that their unions could apply for industrial council membership. Prior to that official negotiations took place through management-initiated liaison and works committees.

However, the decision by a party to participate in centralised or local bargaining depends on where their power is most effective and the specific circumstances of their industry.

Thus distinctions need to be drawn about industrial councils. For instance, the prime motive of the General Workers Union in applying for registration is to consider an industrial council for the stevedoring industry.

The stevedoring industry is a small one and most of the stevedores are members of the union. In the case of the stevedoring industry, the union feels they would be meeting employers with strength and not be bargaining alongside a great number of other unions as occurs in the metal industry.

The situation on the metal and engineering industry's industrial council is particularly tense at present. This is because there is a united employer body, the Steel and Engineering Industries Federation of South Africa (Seifsa), facing unions who battle to reach agreement among themselves owing to widely differing memberships and needs.

Last year both the SA Boilermakers Society and Mawu rejected the agreement signed by the other unions on the council, and a long impasse existed this year with Mawu finally remaining outside the agreement.

The unions — particularly the four International Metalworkers Federation (IMF) unions, which include Mawu — are fighting for additional

Unions seek solution to striking a balance

There is controversy over whether unions should press for shop-floor bargaining or adhere to the collective principle. A dual system may have merits

CLAIRE PICKARD-CAMBRIDGE

plant-level facilities with some employers where they are well represented. They have warned that union members will consider strike action at companies which are approached about plant-level bargaining and reject this.

However, Seifsa has advised employer members to avoid plant-level bargaining. Seifsa argues that similar issues cannot be bargained effectively on two levels and that shop floor bargaining will lead to a highly disorderly situation in their industry.

Many managements believe centralised bargaining protects a company from "leapfrogging," when unions use one company's settlement as a base at the next.

However, the IMF unions and Mawu are so dissatisfied with bargaining arrangements on their industrial council that they are threatening to abandon the council if their proposals for restructuring it are rejected. They believe the balance of power in the industrial council protects larger employers who can hide behind minimum rates suiting smaller companies.

Seifsa, in turn, is prepared to discuss collective bargaining arrangements with members, but is waiting for the IMF proposals.

Today most black unions — who initially rejected industrial councils as a symbol of apartheid and a body always favouring employers — are rethinking their stand.

The Federation of South African Trade Unions (Fosatu) reversed its initial rejection of industrial councils and most affiliates are party to one, although they still prefer plant-level bargaining.

Their change of stance has largely been attributed to their establishment of a sound shop floor presence and the difficulty in administering a growing multitude of different plant-level agreements.

Some general advantages of industrial councils include their provision for industry wide pension funds, medical aid schemes and minimum wage safeguards for the industry

which are legally enforceable.

Disadvantages are that they do not cater for specific local problems and can lead to wildcat strikes at plant level. Problems flare up at factories and cannot be speedily resolved through the council.

It is also argued that the industrial councils are losing control of wage levels and of the whole remuneration structure in the industry because the gap between published minima and actual wages can be so great.

Plant-level bargaining in turn can cater for diverse and unique interests, diminishes tension at the workplace and provides for control of incentive schemes, job evaluation, productivity and bargaining. Conversely, many plant-level agreements become difficult for unions to administer and unions cannot negotiate with the hundreds of smaller employers in an industry.

Most black unions see plant-level bargaining as more democratic because shop stewards can remain an advising power behind union negotiators. But another Fosatu affiliate, the National Automobile and Allied Workers Union (Naawu), was one of the first emerging unions to utilise both plant and centralised bargaining in the early Eighties.

The fear that council bargaining removed talks from worker control was overcome by arranging continual report backs to members and receiving fresh mandates during all stages of negotiation.

The multiracial Trade Union Council of South Africa (Tucsa) stresses that supplementary agreements can exist side by side with centralised agreements. Most members of the Council of Unions of South Africa (Cusa) now utilise centralised bargaining as well, but also see plant-level bargaining for companies who can and do pay above minimum rates as an essential complement.

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Unions seek solutions to striking a bargain

31/7/87
Daily

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CLAIRE PICKARD-CAMBRIDGE

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to become party to an industrial council because it believed it would be employer dominated.

Another burning issue is the charge that some industrial councils are bureaucratic and undemocratic, giving inadequate representation to black unions. Although representing the majority of workers, black unions can be outvoted by smaller, less representative unions and be bound by agreements they rejected.

Therefore most black unions see the industrial council system as inadequate on its own and would at least like more involvement in drawing up council rules.

One problem for employers is the right of existing parties to veto applications of other unions to join councils. An example is the collision between Fosatu's National Union of Textile Workers (NUTW) and two established Tucsa unions which have since merged — the Garment Workers Union and the National Union of Clothing Workers (NUCW) — over access to the Transvaal knitting industry's council. However, the industrial court eventually overruled the objections.

It's been contended that the Industrial Council system and its tough rules on strike action promotes labour peace. However, the more recent involvement of black unions in industrial councils has not necessarily minimised strike action among these workers who have a different set of pressures and grievances.

There is now increasing opinion that a dual system of bargaining be extended with sufficient flexibility to enable collective bargaining to develop at its own pace.

This system would be similar to the British one where unions have increasingly sought and obtained recognition at plant level over the past few decades.

Germany, Greece and Japan in turn have fairly centralised bargaining systems although Japan allows for decentralised talks after unions have made a united opening bid for minimum wages throughout the country.

Judgement is presently awaited on a key industrial court case, Mawu vs Hart Ltd, in which the union is requesting plant-level bargaining facilities to negotiate wages over and above industrial council minima.

The outcome could have a significant effect on employers in the metal and engineering industry and the next few years should prove decisive in the sphere of collective bargaining arrangements.

Transport unions consider strike

11/8/85
R. Day
151

CLARE PICKARD-CAMBRIDGE

THREE transport unions, affiliated to the Trade Union Council of SA, are considering a strike over wages and hours in a move that could affect 18 000 drivers and general workers in the Transvaal.

This follows their rejection of a new offer from employers and marks the first time strike action is being considered after an industrial council deadlock in the transport industry.

The offer by the Motor Transport Owners' Association (MTOA) last week included reducing the 48-hour working week to 46 hours, a union demand to align hours with the Basic Conditions of Employment Act, but employers simultaneously lowered their offered minimum increase from 9% and 11% to 6% and 8% for drivers and general workers respectively.

Emily Fourie, organiser of the mainly-black Transport Workers' Union of SA, said the SA Transport Workers' Union, with its coloured and Indian members, and the white Motor Transport Workers' Union of SA believed the offer was "hopelessly below the rate of inflation".

Workers had mandated the unions to return to their original demand of a 30% minimum increase coupled with a 46-hour week. Members would meet on September 1 to make a final decision on strike action, she said.

"The agreement covering the industry expires at the end of August and the ironic thing is that the Basic Conditions of Employment Act, which lay down a 46-hour week, would then apply."

She said the unions had decided against strike balloting because it was "time-consuming" and consequences were the same whether the strike was legal or illegal.

An MTOA spokesman stressed that employers' policy was that of negotiation and "mediation if necessary". He said they wished to abide by industrial council procedure and believed a strike would be detrimental in the long run.

He warned that some lay offs had already taken place and said there had not been increased productivity among workers demanding reduced working hours.

Fourie said present wages represented a minimum of R101 a week for drivers and R54 a week for general workers.

er, and acknowledge there will be difficulties in turning to overseas creditors in the present political climate

There is no consensus at present over the potential, or actual disinvestment taking place. One source in the banking community estimates that the impact on the balance of payments will be an outflow of R300m a month in short-term capital. A rand above US\$0,50 would exacerbate this trend, and thus the Bank will be at pains to keep it below this level.

Conversely, the moment the rand drops, the capital outflows would probably diminish, and there could even be a movement back into shares. Says Standard Bank GM Manfred Schutte: "Actual disinvestment is not frighteningly high. Last week's figures are on a par with those for April and May."

These developments in the financial markets could have a markedly negative effect on the fundamentals necessary for a recovery, however. Says Standard Bank's Andre Hamersma: "The three things that will be affected are inflation, interest rates and the rand. For a recovery, it is essential to get our financial house in order. Now this is going to be that much more difficult to achieve."

Any substantial increase in capital outflows would offset the current account surplus, and result in interest rates sticking at levels too high for a recovery to take place.

The economic uncertainties and a seasonal market shortage have already forced rates to harden. As one economist says: "As soon as the seasonal tight period is out of the way, the interest rate decline should continue, but not at the rate we had expected."

"If there are large capital outflows, however, we will have to rely on a further lack of credit to bring rates down. Furthermore, rates will have to be kept higher to protect the rand exchange rate. Clearly, we would have seen prime going down lower if there was no State of Emergency."

The impact on the real economy could also be immediate. Events over the last week have hammered, rather than revived, confidence in the economy. Says Hamersma: "Current conditions are not conducive to expansionary plans, and people will hold back on any fixed investment. The mood is affecting expectations negatively at present."

This does not mean there will be no upswing. The movement of funds out of SA has not, as yet, been in fixed investments, but only in negotiable securities. And the fundamentals are still in place for a recovery.

Says Volkskas economist, Adam Jacobs: "Exports are doing well, imports are down, stocks are at a low level — there must be an upswing in 1986. These developments will postpone the upswing and the tempo at which it takes place. This is, of course, assuming the situation returns to 'normal'."

"To look on the positive side, it is fortunate we are in fact in a recession with a surplus on the current account. If we were in a boom, with the balance of payments negative, and desperately needing capital, we would be in a disastrous situation." ■

PENSION REFORM

Union unease

The view from the bottom is not always visible to those at the top. It was this failure in perspective that brought to an end the attempt made in 1981/82 to introduce portability of pensions.

Now that a parliamentary select committee is about to resurrect a concept which previously triggered at least 30 strikes, involving about 27 000 workers, it is essential that everyone who will be affected by any changes to existing arrangements has their say.

Unless the committee involves a broad spectrum of opinion in the planning phases, the later stages will be no more successful than they were four years ago. The problem is that pension portability has different meanings for different people.

The situation has been neatly summed up by Gerhard van Niekerk, Old Mutual's general manager pensions: "When it comes to pensions, you can divide South Africa's pop-



Tucsa's Imrie ...
review portability later

ulation into three groups." For those at the lower end of the economic scale, for instance, the question of preserving benefits is entirely academic — employment is occasional and pensions non-existent.

For those who work but are vulnerable to cyclical unemployment, portability is a luxury. Life is a series of crises, and financial reserves are the only means to survive. From this viewpoint, pension funds are a form of compulsory saving. And, given the low interest rate received at resignation, not a particularly profitable form either.

"So those who need preservation most are the people who can least afford it," says Van Niekerk.

It is only those in the third group, the comparatively small number of South Africans who have a reasonable expectation of long-term benefit from their pension funds who see portability as desirable. It means the freedom to change employment without sac-

rificing years of employer contributions.

The "major challenge" to our private sector, according to Van Niekerk, lies with the group in the middle, those who are usually employed but rely heavily on pension money as deferred payment during spells of cyclical unemployment.

"We must find ways to accommodate them within the system," says Van Niekerk. "Before we can really make portability workable we must look at things like unemployment insurance, at old age pensions and the way they are being paid out at the moment. Remedying these shortcomings will improve the image of the whole industry."

The next step would be to get "reasonable consensus between employers, employees and government. Then we must consider how to set aside money for a target minimum pensions system."

A suggestion comes from Sanlam's assistant general manager Tommie Malan: "You could have two funds: one for employer contributions which must be preserved, and another for employee's contributions which can be withdrawn — with interest credited at a rate equivalent to a rate earned at a building society."

The latter could be a provident fund, a form of saving favoured by the unions. This is because benefits are paid out in a lump sum.

Pensions are paid monthly and, according to Phiroshaw Camay of the Council of Unions of South Africa, "our experience is that, quite often, people are swindled because they are not able to read. They receive only part of the payment and some official pockets the rest."

Another criticism he has of pension schemes is that, unless unions have a say in investment policies, funds may be "invested in government stock or anti-union companies."

As for preservation, he believes "the whole idea should be put on ice. They used to call it preservation of pensions. Now they're calling it portability. But it's exactly the same thing; nothing's changed. It is premature and undesirable at this stage."

Ruth Imrie, acting general secretary of the Trade Union Council of South Africa (Tucsa), agrees that portability may be premature — though Tucsa has endorsed the principle of preservation. "The first thing that should be looked at is how to provide people with pensions and then look at portability."

If the success of the scheme depends on a broad consensus in the community, is a select committee the right body to examine the issues?

Imrie has reservations about this. "The body should have been of a broader nature. Employers and employees should have been included," she says.

Van Niekerk and Malan agree but both believe the committee may succeed if everyone concerned is consulted. "If a significant number of interest groups can progressively agree, we should be able to hammer out a

system we can all identify with"

Kobus Meiring, NP MP for Paarl and chairman of the select committee which meets this week, is reluctant to comment on the issue at this stage.

FOREIGN EXCHANGE

The R2 billion loss

The extent of the Reserve Bank's foreign exchange losses — R2 billion in the year to March 1985 — is unlikely to recur.

The Bank is phasing out forward cover contracts it provides for forex dealings over three years, with the deadline in the latter part of 1987. In terms of these contracts, the RB guarantees a rate on a certain date to those exposed to a forex position. If rates move against the contracting party, the Bank picks up the tab.

In terms of the phase-out, commercial and merchant banks must reduce the amount of their forex "books" written via the Bank by a *pro rata* one-third each year.

With the phase-out for the first year almost completed, Reserve Bank forex losses will be reduced at the margin for this fiscal year. And, despite the current pressure on the rand, a haemorrhage similar to that which started in August last year is unlikely.

The rand's crash — accompanied by stubborn increases in the value of the dollar and a weak gold price — was unexpected in almost all quarters. The Bank's losses were far exceeded by an estimated R5 billion in the private sector where many positions were taken on an uncovered basis.

Fund its losses

When the Bank has withdrawn from forward cover contracts, it will have succeeded in depoliticising its forex losses. Those exposed to fluctuations in foreign exchange rates will then have to provide their own cover by hedging in the options and futures markets.

The move will relieve the Bank of the awkward responsibility explaining the use of taxpayers' money to fund its losses on forex deals. The R2 billion loss in the 1984-85 fiscal year was equal to 50% of the Treasury's budget.

The Bank purchases a pool of foreign exchange, but because it does not hedge its position by "buying on both sides," its present forex policy will, by definition, always incur losses. And because the rand is thinly traded, it is an "exotic" currency and extremely sensitive to market vagaries.

The thin trading, combined with the unwanted reality that most dollars are earned by a handful of SA gold and mineral producers, has two undesirable consequences. First, when importers perceive that the rand is on a downward trend, they rush to cover forward, selling rands to buy dollars.

This pushes the rand down and dollar earners have a vested interest in waiting for further declines before converting dollars to

rands. This means a scarcity of dollars and further downward pressure on the rand. And because SA is a net importer, there will always be a shortage of dollars.

Perhaps by the time the Bank no longer offers forward cover contracts, the forex market would have been transformed to a money market-type operation. This would be better for a small market. It would also be in line with the wishes of the De Kock Commission on monetary policy, which is yet to be approved by government. ■

LIFE ASSURANCE

Quicker cash

The return of the so-called "incontestability clause" to life assurance in SA will certainly do much to soothe the anxious claimant, although the cost could increase premium ratings slightly in the long run.

Introduced by AA Mutual Life recently, the clause is to appear in all basic assurance plans. Effectively it means AA Mutual will not contest any details that appeared on the original application form for life cover, provided death occurs more than five years after the issue of the policy.

Normally, it is standard practice for insurers, when faced with a claim, to go back to the original policy application to ensure all relevant information has been divulged. For example, whether the applicant has been refused cover before, and on what grounds, or whether the insured had recently visited a doctor, suffered from nervous illness, and so on.

Instead the company will not refer to the application form for purposes of assessing the claim — "even if such declarations and information would have materially affected the assessment of the risk."

Explains AA Mutual MD Brian Benfield: "This shifts the emphasis from the claims stage to the applications stage. Policyholders can now be confident that the beneficiary will be paid out quickly without delays or queries. Application details will not be contested and all that will be required in most instances is a death certificate. This facilitates quicker and more efficient payouts."

Traditionally AA Mutual is heavily involved in mass marketing through direct mail and advertising.

The snag with the 60-month clause is that most problems of non-disclosure, or fraudulent disclosure, occur in the first couple of years.

Mark Winterton, GM (administration) at Liberty Life, points out that it is no secret that most insurance companies look at the first couple of years very carefully. "After this period the claim payment goes through fairly quickly."

Quinton Pretorius, deputy GM (broking division) at Southern Life, sees the major advantage of incontestability as being in the protection it offers clients. However, he explains that most companies do not bother to

WHY

VIN DE NUIT™ 83



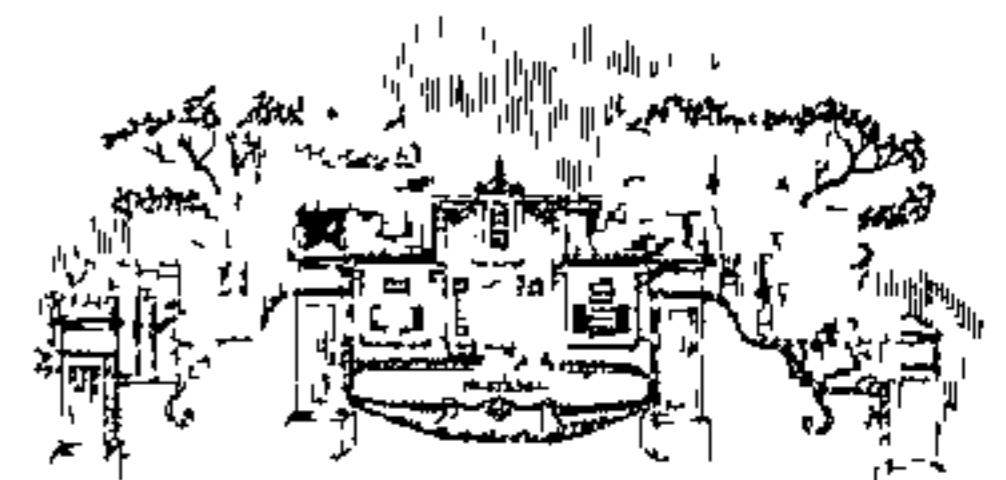
Hand-picking grapes at night at L'Ormarins — another first since 1981/82

Wine news for the connoisseur

- As from the 1983 vintage, L'Ormarins Estate Wines carry a special "VIN DE NUIT" (Wine of the Night) neck label

- This label is your guarantee that these select L'Ormarins wines have been made from noble varieties hand-picked in the cool of the night to preserve taste, flavour and aroma

- But the proof of the making is in the tasting. L'Ormarins produced the champion South African white table wine in the 1982/83 season



L'Ormarins*

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BLANC FUME
(OAK AGED SAUVIGNON BLANC)

* 19 Gold Medals 1984
Paarl & Cape Wine Shows

LOR 103 E

White miners allege snub

WHITE miners will strike if the Minister of Manpower, Pietie du Plessis, discriminates against their union during the appointment of conciliation boards

The threat follows an alleged delay by Mr du Plessis in appointing a board to consider the white miners' wage dispute earlier this year

Council of Mining Unions president Arrie Paulus says "The board was set up only after we threatened to strike

By Amrit Manga

"In the case of the black miners, Mr du Plessis acted almost immediately, appointing a conciliation board three days after deadlock was declared"

Reluctant

The Mineworkers Union says it will not tolerate unnecessary delays in future disputes

The threat comes two months after the white union signed a wage agreement with the Chamber of Mines and as tens of thousands of black miners draw up strike plans

Although the white miners reluctantly accepted the wage offer, this is the first time they have voiced their discontent about conduct of negotiations

Mr Paulus accused Mr du Plessis of practising double standards and discriminating against his union.

"We have a sneaking suspicion that the Minister's haste in appointing a board was prompted by fears that black miners would not hesitate to repeat the 1984 work stoppage which cost millions

"We must accept that he was prepared to take short cuts to resolve the black dispute"

A spokesman for the white union says "This can be interpreted only as an underestimation of our union's potential to take stronger industrial action

"We will demonstrate our strength by taking stronger action next time"

East Drie row

Another mining dispute is brewing. It is between the white union and the management of East Driefontein mine and concerns longer working hours

Mr Paulus has rejected a scheme which proposes to extend working hours to include

days off granted once every two weeks

The scheme, according to the union, offers prizes to teams that achieve the lowest accident rate

But the prizes can be won only if miners work every Saturday. They would thus have to forego free Saturdays

Longer working hours would be a breach of the 11-shift fortnight agreement, says the union

A miner may, however, volunteer to work but will not be entitled to union protection in the event of injury or infringement of regulations

Damage

Negotiations with black miners are in deadlock. Sources say that talks at Teba, the Chamber's recruiting agent, will end in deadlock as well and a dispute could be declared this week

Neither the Chamber nor its affiliates will speculate on the consequences of a strike

But Mr Paulus says damage could run into millions. "Major damage has already been caused at Gencor's Evander and Beatrix mines and at Western Platinum near Rustenburg"

The need for NUM members to plan tactics is given as the main reason for the two-week delay in action after the strike ballot

A NUM spokesman says a decision to strike if wage talks failed was taken in January. The strike ballot simply reaffirmed the January resolution

Mine dispute 'not linked to emergency'

STAR 6/8/85

The pay dispute between the Chamber of Mines and the National Union of Mineworkers had no connection with the state of emergency, nor the State President's recent statement concerning foreign labourers in South Africa, although those trying to create this impression", the Minister of Manpower, Mr Piet du Plessis, said last night

He said in a statement in Pretoria that the emergency applied to only 36 of South Africa's 265 magisterial districts, and that none of the mines involved in the pay dispute was situated in the 36 affected districts.

SABC-TV news quoted him as saying the Government had taken note of the wage dispute, but would not "get involved"

The Government's standpoint was to encour-

age the parties to make full use of existing machinery to settle disputes

"Experience has shown that when both sides negotiate in a spirit of reconciliation and reasonableness, and communications channels are kept open, differences are always settled"

Mr du Plessis said he regretted the "misuse" made of the President's warning to the UN Security Council that sanctions would not only affect South Africa's economic stability and development, but that of Southern Africa as well

Sanctions would reduce job opportunities for both local and foreign labour, so Mr P W Botha's warning that 1,5 million foreign workers' jobs would be in jeopardy in the event of sanctions was "well timed" — Sapa

HICKS

AGU
7/15
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Court bid to jail unionists postponed

Labour Reporter

AN application by the Garment Workers Union to have officials of the rival Clothing Workers' Union (Clowu) jailed for contempt of court was today postponed in the Supreme Court

In terms of the postponement Clowu agreed it would not publish any defamatory statements or comment on actions before the court

Mr Petersen and his union last month each began a R50 000 suit against Clowu for defamation over statements made in Unity, a newspaper published by Clowu

Today's application refers to the publication by Clowu of further statements about the GWU and Mr Petersen

Public sector must find R1bn for new pay hikes

THE public sector will have to find R1bn in the new financial year if, as is expected, government submits pressure from staff associations to restore annual routine salary increases and full service bonuses in 1986/87

The public sector salary bill is now about R10bn for the 400 000 State workers, 240 000 in Sats, 270 000 in the provincial administrations and 90 000 in the post office

Demands are expected before the end of the year from the three post office staff associations and the Public Service Association. The PSA has its general meeting in Pretoria next month and demands from branch representatives are certain to be made for a reinstatement of the full bonus and annual pay increases

The big increases granted to State workers over the past two years brought the service about into line with the private sector. The PSA is committed to ensuring the gap remains closed

An angry reaction will come from State and post office workers if any effort is made to prolong the freeze or give only token rises next year

GERALD REILLY

First shots in the public sector pay battle will be fired on August 19 when the Federal Council of Sats Trade Unions demands a 25% increase at a meeting with Transport Minister Hendrik Schoeman. The demand was agreed unanimously at a meeting of the council at the weekend

Schoeman's response should give some indication of the Cabinet's attitude

Council chairman Jimmy Zurich said yesterday the minister had rejected a demand for a 15% increase in October "when we could easily have justified a claim for 26%"

"We have come under extreme pressure from our members to make the strongest possible demand for substantial pay adjustments. We have clear instructions from the council to demand a response from Schoeman on the 25% call

"If he says he cannot agree to the increase for January then he must tell us when he can grant one and how much"

August 1985

Firm may talk ~~to~~ ¹⁵¹ union ~~over~~ ¹⁵¹ sacked workers ~~to~~ ¹⁵¹

Hopes rose today that a month-long deadlock between BTR Sarmcol in Howick, Natal, and the Metal and Allied Workers' Union (MAWU) could soon be broken, with a public declaration by the company that it is not opposed to negotiations with the union

The dispute centres on the dismissal in April of about 1 000 workers who went on strike to back demands for recognition of the union

The company, which is a British multinational, dismissed the workers and started replacing them with new labour, an action which led to the dispute spilling into the surrounding black townships of Maritzburg and Howick

With the support of local community organisations, the union has been campaigning against the company to force it to reopen negotiations on the reinstatement of the dismissed workers

PREVIOUS STAND

Last month, the groups launched a stayaway in Howick and Maritzburg which received considerable support, prompting business leaders in the area to openly suggest a meeting between the parties

In an apparent departure from its previous stand, Sarmcol today said it would be willing to discuss to any propositions the union would make

BTR chairman in South Africa, Mr Peter Fatherly, said the company had received the union's proposals and it was possible that a meeting with the union would take place "in the future"

He said the matter would still be discussed internally before a response to the union's propositions was made and a date set for the meeting

The union could not be reached for comment at the time of going to press



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with Dr Stuart Butler of The
The Federated Chamber of

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MOTOR INDUSTRY

1511

An interim accord

Parties to the Industrial Council for the Automobile Manufacturing Industry (Eastern Province) are close to agreement on interim wage increases. But a full agreement continues to evade them. This is the second interim wage hike in negotiations that have dragged on since the end of 1984.

According to council chairman Henry Ferreira, the trade union parties have largely accepted the latest employer offer of increases ranging from 14c/hour to 24c/hour and new minimum wage levels from R2,70/hour in the lowest job category to R5,70/hour in the highest.

Fosatu's National Automobile and Allied Workers' Union (Naawu) has accepted this deal at General Motors, Mercedes and Volkswagen where it was implemented from August 1. Samcor plans to implement it on November 1, but Naawu has not yet indicated acceptance of this. Ferreira's own union, the whites-only SA Iron, Steel and Allied Industries Union, has accepted the offer at all four companies.

The last interim agreement, which came into effect six months previously — in May at Samcor and in February at the other companies — provided for similar wage increases. The negotiations have been punctuated by strikes at all four companies, with the industry attempting to delay wage increases for as long as possible.

Ferreira says negotiations for a full agreement are due to recommence by the end of the year.

FM 9/8/85

THE METAL and Allied Workers Union has declared a dispute with a multi-national, Siemens of South Africa, over the company's refusal to reinstate workers sacked following a strike. 151

Mawu's Transvaal secretary, Mr Moses Mayekiso, said the company claimed it believed that the 14 workers were violent during the strike over plant-level bargaining last month. 14/8/85

About 1 000 workers at four Siemens plants on the Reef and Pretoria downed tools two weeks ago over the company's refusal to negotiate wages at plant level. The strikers were all dismissed. SWEETAN

The company agreed to reinstate all but 40 of them. However, the union took the issue up for mediation when the company agreed to take the others, less the 14 workers. 14/8/85

The company has confirmed that it will not re-employ the workers.

• CCAWUSA has committed itself to support the trade union talks currently taking place among emerging unions. It has condemned the state of emergency, detention without trial and called on the Government to dismantle apartheid.

• IN A move likely to be accepted by emerging trade unions, the Kwa-Zulu government has accepted South Africa's labour statutes and is also drawing up a code of conduct to govern employment practices in the homeland.

The move has been designed to bring the territory's labour legislation into line with SA's and end allegations of exploitation and abuses under the previous legislation.

Defusing the mine labour crisis?

The SA mining industry has been moving slowly towards a potential crisis. Negotiations for wages and working conditions on gold mines between the National Union of Mineworkers (NUM) and the Chamber of Mines deadlocked on June 18. Subsequently, similar negotiations for chamber collieries, two collieries owned by Rand Mines and a number of chamber-affiliated companies, including the Rand Refinery, also deadlocked.

In most cases the chamber has offered around 14% wage increases in response to the NUM's demand for 25%. In each case application has been made for conciliation boards to hear the disputes. If the boards fail to settle them, NUM members will be legally entitled to strike.

This week the NUM began a series of conciliation board hearings with the chamber and Rand Mines. The key personalities in the disputes are NUM general secretary Cyril Ramaphosa and the industrial relations adviser to the chamber, Johann Liebenberg. The *FM* spoke to both

JOHANN LIEBENBERG Progress made

FM: On Tuesday morning the chamber and the NUM had their first round of conciliation board meetings to attempt to resolve the deadlock in negotiations for wages and working conditions on chamber gold mines. Was any progress made?

Liebenberg: Yes. We discussed the position of the two parties fully and agreed to meet again on August 13. This is definitely progress compared to the situation we were in on June 18 when no further discussion was possible and the union declared a dispute. Neither party has slammed the door. In that sense the signs are encouraging.

Was there movement by either side?

I don't think we can regard what hap-

pened in the negotiations on Tuesday as movement on both sides. What we did observe was a conciliatory mood on both sides of the table.

If the conciliation board talks do deadlock and a legal strike ensues, the chamber will have a common law right to dismiss legal strikers. Will it use that option?

It is very difficult to predict what will happen. Naturally, it also all depends on the length of a possible legal strike. Employers certainly do have the common law right to terminate services of employees who do not fulfil their contractual obligations. Whether this will be done — and at what stage it will be done — is something which will have to be decided by the employer if and when the occasion arises.

Since negotiations between the NUM and chamber broke off there has been an improvement in the gold price and the gold mines themselves have received an injection of money because of the low rand/dollar exchange rate. Have these factors had any effect on the chamber's attitude?

The SABC gave quite a lot of prominence to the improved financial position of the gold mining industry as a result of the deteriorating rand/dollar exchange rate. But I think one has to look at the operating results of gold mines for the period January to June 1983 compared in the same period this year. Costs per ton milled are up by 11,7%, working revenue is down by 2%, total profits are down by 13%, estimated taxation and State share of profits are down by 24%, and dividends are down by 13,1%.

To see all of that in true perspective one has to take into account the statements which emanated one week later from the Governor of the Reserve Bank and the Minister of Finance when they

put SA's financial position into its true perspective and introduced some very harsh steps to correct SA's economy which includes the gold and coal mining industries.

Even then we don't negotiate on the ability of the industry to pay. The gold mining industry's ability to pay depends very much on the price of gold. It is a very volatile price. So we don't take the price of gold into account when we negotiate wages.

There are encouraging signs for the gold negotiations. But there are still disputes for coal, Rand Mutual Hospital, Teba's Johannesburg depot and Rand Refinery. What are the prospects for these?

I think that it is very difficult to link the disputes. In each case we are sitting with a completely unique set of circumstances. We are certain that the NUM also has its unique pressures as a union which would differ from one organisation to the other.

Has the Minister of Manpower appointed conciliation boards for the Rand Mutual, Teba and Rand Refinery disputes?

They have been applied for and we are certain they will be appointed in the very near future.

The chamber recognised the NUM only last year. This year it is having difficulties with the union. What does the chamber feel about that?

The NUM's access to chamber mines and eventual recognition was based on a set of criteria evolved by the chamber for what we perceived would be the trend in the future — the unionisation of our total labour force. We are having some problems with that union right now. But we didn't think when access was granted or when recognition was accorded that we would always have a relationship without any conflict. That is the very nature of relationships. Certainly it is no surprise to us and we don't regret that the NUM has come into being and that we have recognised it.

The chamber and some mining houses have intimated on a number of occasions that the NUM's membership claim of 90 000 is exaggerated.

The NUM has certainly signed on very many employees. It could have obtained 90 000 membership application forms. One doesn't know. The only proof that there is of a union's size — not only in SA but internationally — is the number of paid-up members. The only way we determine this is by the number of employees that have check-offs to the union.

There certainly are not 90 000 or even 10% of employees paying subs to the



~~211 (15) 143~~

NUM in the gold mining industry The NUM has increased the number of employees on check-off in the last two months — from 3 000 or 4 000 to something like 9 000 But paid-up membership is not the only factor taken into account when one assesses the power or the importance of a union A following is also of importance in our context

CYRIL RAMAPHOSA Going the legal way

FM: What is the NUM's attitude to the first round of conciliation board talks?

Ramaphosa: We were a bit surprised that the chamber did not display a haughty attitude to the negotiations as they have often done We were prepared for a very rough time with them but they seemed to be in a conciliatory mood Quite a bit of progress was made For the first time in our gold negotiations this year the two parties really made attempts to try to negotiate in good faith

Both parties now have to go back and think We have made a revised proposal to the chamber which they have to present to their principals We will hear their response on Monday.

It seems there are at least some encouraging signs in the gold dispute. What about the others?

We are holding out hope that we will settle in all the disputes

In all the disputes the NUM has chosen to adopt all the procedures towards a legal strike laid down in the Labour Relations Act. Why has it chosen this route?

We are trying by all means to comply with the terms of the agreements we have with the employers. We also want to show the bosses that when we do eventually strike we will have gone through all the legal processes If we are dismissed, having waited to go on strike, it will show that the dispute settling procedures do not work If that happens, there will be nothing to compel us to follow the legal process in future

Is the militancy of mineworkers affecting the NUM's negotiating committee?

I certainly think it is

The chamber and some people in mining houses seem to have doubts about the NUM's 90 000 membership claim.

We have never denied that our paid-up membership is much lower than our signed-up membership We are suffering the pains that an unregistered union has to go through in order to get stop-order

facilities Every unionist will tell you it is the most impossible task to collect subscriptions by hand — and more particularly when you are dealing with thousands and thousands of workers on mines The only way to keep up paid-up membership is to have stop-order facilities

Unregistered unions have to get permission from the Minister of Manpower to get check-off facilities When we started recruiting we did not get members to sign stop-order forms Once we got recognition on some chamber gold mines we applied to the Minister of Manpower for stop-order facilities That was in June last year Seven months later the Minister agreed We then had to agree with the chamber on the type of form to be used Stop-orders only came into effect in March this year

The chamber now expects us to get every member we recruited in 10 months on stop-orders in three months It is impossible from a logistical point of view Evidence shows clearly that stop-orders have risen tremendously in the past three months or so Our paid-up membership on stop-order at present is 13 300 There is no reluctance on the members' part to pay subscriptions It is just a logistical problem

How many recognition agreements has the NUM signed?

With the chamber we have recognition on nine gold mines, Rand Mutual Hospital, Teba, Rand Refinery, Western Deep Levels Hospital, and the chamber sports club in Johannesburg We have recognition with Rand Mines for Duvha and Rietspruit collieries and three sections of Douglas colliery — Wolvekrans, Van Dyk's Drift and Douglas We also have recognition with Anglo American at Ergo and the Arnot and Kriel collieries and with Gencor at Coalbrook Seven other recognition agreements are in the pipeline

To what do you attribute the work stoppages at a number of collieries after the chamber decided to implement its wage increases on July 1?

The workers were very angry with the wages the chamber increased unilaterally They struck out of frustration There were three collieries where the workers decided to go on strike on which our union did not even have a presence This shows there is general worker dissatisfaction

The fact that nothing happened on the gold mines does not mean that gold workers were not dissatisfied They are waiting for the union to call them out on strike and they are still waiting

If there is a settlement with the NUM will it necessarily mean peace in the whole of the mining industry?

Whatever settlement we reach with the chamber will have to be accepted by our members through report-back meetings before we sign on the dotted line. If there is a settlement, will the NUM have enough power to prevent non-unionised workers reacting?

If non-unionised workers were going to react against the wages they would have done so already All we know is that they sympathise with the union's cause and if the union called a strike they would support it.

What would happen if, in the event of a legal strike, the employers decided to dismiss striking workers?

All hell would break loose I don't think our members would tolerate that if we had gone the whole process to a legal strike If the chamber decided to do that it would have to fire workers in the whole mining industry because miners have a unique way of expressing solidarity with each other They have a strong sense of brotherhood Do you think the employers can afford to pay more?

Yes Not a single gold mine made a loss in the last financial year They all made quite a healthy after-tax profit and paid out dividends That was when the price of gold was not as low as it is now However, a stockbrokers' analysis shows that even if the gold price fell to \$300 an ounce the gold mines would still make a profit and be able to pay dividends All we are asking for is a share in the returns of the companies



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16/8/91

AGREEMENT has been reached between the Commercial Catering and Allied Workers Union (Ccawusa) and The Foschini Group following a long standing dispute over the company's plan to place 230 workers at Pages Stores on part-time.

This was confirmed by both the union and management yesterday. The company has agreed to submit its proposals to the union within eight weeks, but has not been able to promise whether or to what extent it will phase out part-time for short-time.

Ccawusa's talks with the company over the death of a worker Sam Mashaba in the cold rooms at the City Deep depot last week are continuing.

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Recession hurts transport

Sats heads for unprecedented loss of R400m

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B-Day
16/8/85

A MASSIVE collapse of rail, air and sea traffic was going to produce an estimated R400m loss for the Department of Transport Affairs, Hendrik Schoeman said yesterday.

The Minister of Transport was addressing the Natal National Party congress in Durban.

He said the recession had affected all his departments. Railway staff had been cut to the bone — by nearly 40 000 to about 230 000 — in the past two years and could not be reduced any further without disrupting services and contributing to unemployment.

Since the July holiday, travel had fallen off so badly that flights had had to be withdrawn.

He said SAA losses for the first quarter ran to R17m.

"For the first quarter this year Sats showed a loss of R40m.

"If the present trends continue, then we expect a loss of between R300m and R400m for the book-year.

"We are going to introduce further savings to try and bring that figure down," he said.

Economists warn that the threatened huge R400m Sats losses will have seri-

Business Day Reporters and Saps

ous consequences for the economy.

They include higher rail and air fares and freight tariffs from the start of the new financial year in April, inflated costs throughout commerce and industry, and a boost to SA's high inflation rate.

Sats union leaders say the threatened big losses will not modify their salary demands.

The Federal Council of Sats Trade Unions, headed by Jimmy Zurich, will meet Schoeman next Monday to press a demand for 25% increases from January 1.

The PFP finance spokesman Alf Widman feels the huge deficit is a spin-off from the recession.

However, the implications of so big a deficit are alarming.

If the loss is indeed going to be so great, higher rail and air fares and freight tariffs are certain.

This will add greatly to SA's inflation problem.

The minister's announcement, too, could be an early warning to Sats trade unions that their hopes of substantial increases next year were slim, if not non-existent, he says.

SACWU
stands firm
on pay rise
demands

By CLAIRE PICKARD-CAMBRIDGE

THE S A Chemical Workers' Union (Sacwu) has rejected an offer from AECI's chlor-alkali and plastics factory in Ballengeich, Natal, where a strike has been in progress for over a month.

The company has offered lay-off benefits to 110 strikers dismissed after an ultimatum to return to work three weeks ago.

Although it has not increased its 1985 offer of a 9,5% increase — which would bring the minimum monthly wage to R373 — it has offered to increase this to R430 from January and to R445 from next July.

Sacwu national organiser Manene Samela said yesterday that the 600 original strikers still rejected the original offer made on March 18.

They retained their demand for a R100 across-the-board increase, retrospective from March.

He said the company and many affected workers would be meeting today after their joint application for magisterial permission in the wake of a ban — imposed early last week — on workers assembling on company property.

Murray Joubert, AECI public relations manager, said the company could not improve its 1985 offer because the factory had had losses over the past three years, culminating in a R12m loss last year.

He said their offer of a R430 minimum rate from January represented a 27% increase on current rates, while the Union's R100 across-the-board demand represented a 20% increase.

Rates for other job categories in 1986 would be negotiated at the end of the year with the two unions at the Ballengeich factory — Sacwu and the white Mine Workers' Union, he said.

Workers declare dispute with Dorbyl group

3/17/82 Business Day Reporter

THE Metal and Allied Workers' Union (Mawu) has declared a dispute with the Dorbyl group over wages and other issues, and plans to take strike ballots among members on August 12

The dispute affects Dorbyl Railway Products, Dorbyl Structural Products, Dorbyl Structural Engineering and Dorbyl Forging and Machining Division

Mawu said yesterday that deadlock had been reached with the group on several issues, including the company's refusal to meet Mawu's request of negotiating wage benefits at plant level

The company could not be reached for comment last night

The union's demands include a 40-hour working week without loss of pay, an increase in the long-service bonus and improvements in severance pay. It is also demanding that the Dorbyl group provides family accommodation at a reasonable rent for all its workers, regardless of Section 10 qualifications

A union statement said Dorbyl had refused all its proposals except family housing, on which it said the union should come up with the concrete proposals

The matter was referred to the industrial council to arrange conciliation and deadlock was also reached there, the statement said

The statement added that Metkor controls Dorbyl and that Metkor workers would also consider solidarity action with those at Dorbyl

Sats storm on the horizon

Unions facing a blunt refusal on pay increases

19/8/85 R. Day

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MINISTER of Transport Affairs Hendrik Schoeman is expected bluntly to tell the Federal Council of Sats Trade Unions at a meeting in Pretoria today there are to be no increases in January and that April increases are still in the balance.

The council, which represents 11 Sats unions, decided on a demand of 25% at its half-yearly meeting in Johannesburg two weeks ago. Watching anxiously the outcome of today's talks will be the three post office staff associations and the Public Servants' Association.

For the past decade annual routine increases have been uniform throughout the public sector. So whatever Schoeman tells the railway workers today will apply to state and provincial department workers, and to post office staff.

However, senior public sector workers warn that if any effort is made to extend the current salary freeze — the last routine increase was in April 1984

GERALD REILLY
Pretoria Bureau

— it will be met with an angry outcry. Senior railway trade unionists believe Schoeman's announcement at the National Party's Natal Congress this week that a R400m loss on Sats services for the current financial year is likely was made to form a background to today's talks.

It is understood, too, that at a recent meeting with railways GM Bart Grove unionists were given a bleak picture of Sats' financial plight. To give railway workers even a 10% salary hike would cost more than R250m.

This, added to the expected big deficit, could only be recovered by increased Sats charges and this would have grave consequences for the entire economy. So, according to Pretoria sources, the chances are government will decide to ride out the storm and grant only token increases from April to public sector workers.

Transvaal shop hours to be extended

DRASTIC amendments to Transvaal shop hours are provided for in a draft ordinance published in a provincial Gazette in Pretoria yesterday.

In terms of the draft, shops can remain open from 5 am to 11 30 pm from Monday to Saturday

Sunday hours remain unchanged in the draft

The extended hours would apply to all public holidays except Good Friday, Ascension Day, the Day of the Vow and Christmas Day.

Early reaction from prominent spokesmen for commerce indicates concern

with the time the draft legislation would take before finalisation

Hillbrow Traders Association spokesman Peter Rose says an immediate 90 day trial period would be the best solution.

Others, however, unconditionally welcomed the proposed hours, but there was strong opposition from affected trade unions

The draft, according to the Progressive Federal Party (PFP) provincial councillor, Alan Gadd, ended a PFP campaign

22/8/85
GERALD REILLY

which went back nearly 15 years for flexible shopping hours

The MPC in charge of shop hours Skipie Botha said that, if the draft was accepted by the provincial council at what would be its last session in February next year, local authorities would be responsible for regulating and limiting the extended hours

He was anxious to get reaction to the draft from interested parties

Johannesburg Chamber of Commerce GM Marius de Jager welcomed the ap-

© Turn to Page 4

ARCUS 22/8/85

Underpants sacking 'unfair', claims union

Labour Reporter

THE Clothing Workers' Union (Clowu) claims the dismissal of its leader, Mrs Carevia Davis, is a deliberate attempt to break the union and is considering legal action

Mrs Davis, who had had 21 years' service with Cape Underwear, was dismissed this week after an error ruined a R21 000 order of underpants

The union claims the error was due to work-pressure and an inadequate checking system

A company spokesman said yesterday Mrs Davis was given a previous written warning for a similar, but less costly mis-

take The company gave her a hearing and considered her dismissal to have been fair and according to accepted procedures

He said the checking system had been unchanged for five years and at no stage had she or her works committee representative raised problems of work-pressure

Ms Zubeida Jaffer, general secretary of Clowu, said the union thought management made a decision to dismiss Mrs Davis before the hearing

She said further steps would be taken to reverse the dismissal

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Cape workers in
25% pay demand

DEMANDS for a 25% across the board wage increase have been made by Western Cape Development Board workers.

The demands were among grievances raised at a meeting of the workers' union in Guguletu, near Cape Town, on Wednesday night.

The union has about 2 000 members in all categories of employment.

● REPORTS Sapa

The Prince's mother, Queen Ntombi (37) was thought to be close to Mfanasibili (a nephew of Sobhuza) But she has apparently begun to play a more active role than was at first expected She wants to see the monarchy's authority restored, say Swazi sources Signs are that she has fallen out with Mfanasibili as popular discontent with the *Liqoqo* leaders' arrogance and reports of their alleged involvement in various financial scandals reach her

Further, according to Swazi sources, erstwhile friends in power, Mfanasibili and Msibi, seem to have fallen out and, it is said in this country of seething rumour, independent lines are being drawn between them They have in recent months been noticeably out of the limelight

FM 23/8/85

FRAME GROUP

Twelve years later

A notable industrial relations milestone was reached last week with the announcement that the Frame Group has signed a recognition agreement with Fosatu's National Union of Textile Workers (NUTW) The NUTW has been recognised as the majority union at Frametex, the largest of five Frame group factories in the New Germany complex near Durban

The NUTW began organising Frame Group employees soon after the union was established in 1973 The union's often bitter campaign for recognition has included industrial action and Industrial Court and Supreme Court litigation

In terms of the same agreement, the Textile Workers' Industrial Union (TWIU), an affiliate of the Trade Union Council of SA (Tucsa), is recognised by the company at three smaller factories — Seltex, Nortex and Natal Knitting Mills At Pinetex, the fifth New Germany factory, neither union was able to establish a majority

The majority union at each factory was decided by an audit of stop-order forms several weeks ago Frametex employs about half of the 6 000 people employed at the complex, Pinetex a quarter and the remainder work at the three TWIU factories

The two unions — which have often been at loggerheads over NUTW allegations that the Tucsa union was receiving preferential treatment from the company — will now jointly negotiate with the three Frame Group companies involved over wages and those conditions of employment which apply throughout the complex

The two unions are entitled to access facilities and shop steward recognition and training at the factories where they are recognised Grievance, disciplinary and retrenchment procedures have also been agreed

So ends SA's most drawn-out recognition dispute, one which will always have an important place in any account of SA labour history

ZIMBABWE

Zapu ban looms

Zimbabwe PM Robert Mugabe's "final warning" to Zapu, allied with the sustained harassment of Joshua Nkomo and his close colleagues, suggest that the Zimbabwe government is moving close to banning the sole remaining effective opposition party

Mugabe chose the Heroes Day commemoration service as his platform for delivering his ultimatum He said the time had come to make the Zapu leadership fully answerable for its "overt and covert actions" Unless they "mend their ways," he said, the government would have no alternative but to take "very stern measures" against them

There have, of course, been final warnings before, but nothing much has happened However, since the July elections in which the ruling Zanu (PF) failed to make headway in Matabeleland, not only has the tone of the anti-Zapu rhetoric hardened, but prominent Zapu officials have been arrested and Nkomo himself has been deprived of aides and bodyguards, as well as his passport and travel documents

The replacement of Willie Musarurwa, a long-time Nkomo confidant, as editor of the *Sunday Mail*, also signalled growing impatience in the government ranks with Zapu

It may well be that recent events represent a stepping up in the war of nerves, rather than any definite plan to deal with Zapu — and Joshua Nkomo — once and for all But the stridency of the anti-Zapu and anti-Nkomo rhetoric suggests that the government is serious this time

Whether the policy will succeed in inducing Zapu members to cross the floor and join the government remains to be seen, but clearly this is one of the objectives of the

campaign If enough of the 15 Zapu MPs (two of whom have already been arrested) opt for a quiet life as a government backbencher rather than the less comfortable status in opposition, then the government might feel justified in speeding progress towards the implementation of the one-party state

Alternatively, it might be that the erosion of Zapu's political structure will leave Zimbabwe with an effective *de facto* one-party state, the only other political organisations being Ian Smith's Conservative Alliance and the group of so-called independent MPs who do not consider themselves a political party anyway

This second interpretation makes greater sense, since there are major constitutional obstacles to be overcome in the legal establishment of a one-party regime The offensive against Zapu could achieve a *de facto* one-party system within the next year With the subsequent abolition in 1987 of the 20 white parliamentary seats, this would leave Zanu (PF) as the sole operational political party

There is one serious drawback to this scenario — the reluctance of the Ndebele people, reflected in their bloc support at the polls last month for Nkomo, to be absorbed into Zanu (PF) The danger is that this opposition will be driven further underground and, given the widespread bitterness already caused by military operations in Matabeleland in 1982-1984, the problem could rumble on in parts of the rural west for a long time

There are, however, those who argue that there has never been a better time to crush the dissidents in Matabeleland since, with SA pre-occupied with its own internal difficulties, Pretoria's "destabilisation" efforts are unlikely to be strenuous



Zimbabwe PM Mugabe . . . stepping up the war of nerves

Pressure builds to pay public servants more

GOVERNMENT workers should get good pay increases by April next year to prevent their drift to the private sector when the economy improves, senior officials in Pretoria said yesterday

They said they would stress the point at the annual general meeting of the Public Servants' Association (PSA) in Pretoria next month.

Pressure on the government to clarify increase prospects and restore the full service bonus is expected to mount in the next few months.

PSA president Colin Cameron said parity between public and private sector earnings was needed or many services would

Pretoria Bureau

suffer the same staff crisis they had two years ago.

Earlier this week, Minister of Transport Affairs Hendrik Schoeman rejected the Sats union demands for a 25% increase.

He refused to commit himself on the prospects for reasonable increases at the start of the new financial year next April

Post office workers are also demanding increases.

General secretary of the Postal and Telegraphs Association Frank Gerber said representations were made two weeks ago to the Postmaster General

23/8/85 (151) (104) - b. Day
Union fights sacking

THE Clothing Workers' Union claims the dismissal of its chairwoman, Carevia Davis, is a deliberate attempt to break the union and says it is considering legal action

Davis, who had 21 years' service with Cape Underwear, was dismissed this week after an error cost the firm a R21 000 order

The union claims the error was due to work pressure and an inadequate checking system.

However, a company spokesman said yesterday Davis had previously received a written warning for a similar but less costly mistake

The company had given her a hear-

ing, attended by union representatives, and considered her dismissal fair and in accordance with accepted procedures

The checking system had been unchanged for five years and at no stage had Davis or her works committee representative raised the question of work pressure, he said

Zubeida Jaffer, general secretary of Clowu, said the union believed management had taken the decision to dismiss Davis before the hearing

Further steps would be taken to reverse the dismissal and a number of ministers planned to write to management and point out the negative effects the dismissal would have on community relations, she said. — Sapa

Union pulls out of Industrial Council

~~ANC~~ Labour Reporter ~~151~~

A DISPUTE over a minimum hourly wage in the pulp and paper industry has led to the withdrawal of the largest union from the Industrial Council

The Paper, Wood and Allied Workers' Union, which claims to have membership of more than half the 10 000 workers in the industry, has been a council member for over a year

In a statement the PWAU, which represents workers at three Bellville plants, said it had resigned because it had not found the council to be a successful bargaining forum

Its proposal that the council set a R2-an-hour minimum wage was opposed by several other unions and all the employers, although only six of the 18 mills in South Africa — all Sappi mills — pay less than that

CASE 'n CARRY * GS1 / STANDARD/B

2 500 call for Sarmcol lawyers and union to meet

Mercury 26/8/85

Pietermaritzburg Bureau

ABOUT 2500 people called for an 'urgent meeting' between the lawyers of BTR Sarmcol, Howick, and the Metal and Allied Workers' Union to resolve a four-month-old dispute which started when 950 workers were dismissed this year

The call came after Mr Chris Dlamini, president of the Federation of South African Trade Unions, submitted a 'bottom line position as a solution to the dispute' to members of the local community at a meeting in Pietermaritzburg on Saturday

Before the start of the meeting police used tear-gas to disperse a group of youths who marched with a banner from the hall at the Edendale Lay Centre into nearby streets

Important

Tear-gas was also used at the end of the meeting when some people walked up the road with a banner. Tear-gas canisters landed in buses and the properties of nearby residents and shops

Mr Dlamini said it was important for Sarmcol and the union to negotiate as the dispute had led to general unrest in the Howick-Pietermaritzburg area

'We call on the legal advisers of both parties to meet as a matter of urgency to discuss their differences in the recognition agreement,' he said

Nearly two years of negotiations collapsed in April when BTR Sarmcol refused to recognise Mawu, which is affiliated to Fosatu. This led to a strike by the entire workforce and their subsequent dismissal from the company

The six-point proposal from Fosatu asked the company to re-engage the dismissed workers over a period of a month according to an 'agreed programme'

'Where the company has serious allegations against any employee, his case must be heard before an agreed arbitrator and where the State has charged an employee with a serious offence, the person must be suspended pending the outcome of the case,' the proposal read

It also said workers should be placed back in their previous positions and at their former salaries and conditions of employment

The proposal also called on the 'assistance of the Pietermaritzburg Chamber of Commerce and other appropriate bodies to make representations to the authorities to help Sarmcol expand its production to allow those presently employed to keep their jobs'

ANGLING

THE weekend's fresh to strong south-westerly winds along the Natal Coast marred competition angling in the seventh heavy tackle round

des Benz 240D (aircon/auto),
ater Microbus, Alfa 2000 Exec,
1.8 Sprinter, Toyota Hi-Hi-Ace
Nissel, Ford Escort XR3, Alfa
Natsun Pulsar 1.4
Chev Commo-
VW Golf

board and trailer, Alfa Veloce
5 SL, Motorcraft boat with Volvo
trailer Mazda B1600 LDV, Mazda
raft ski boat with 2 x 55hp motors
983 Mazda 323 Hatchback, Alfa 33,
Sierra 1.6 GL SW, Peugeot 504 GR
issan 1800 LDV's, Ford Cortina 3.0L,
LE 4x4, Nissan Langley 1.3 AT

At instructions from the Reposes-
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Late Model Motor Cars and Light
s in the Repossession Warehouse.

P.M.
26TH AUGUST AT 7.00

AY'S REMINDER
TION TONIGHT
SSESSED MOTOR
VEHICLES

Coastal Auctioneers

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FURTHER PARTICULARS
ARTIN AUCTIONEERS

ESDAY 28TH AUGUST. ALL
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S NOTE: All goods must be
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ounters, bar counter & 3

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s suites, h/boards, dining
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30 a.m.
985 at 31 Kitchener Street,

8 204
28/8/85

May-Day holiday won by Mawu

CLAIRE PICKARD
CAMBRIDGE

THE Metal and Allied Workers' Union (Mawu) has become one of two Fosatu unions to win a long battle to be given May Day as a paid holiday

Both Mawu, at the Van Leer factory in Durban, and the National Automobile and Allied Workers' Union (Naawu), at Wayne Rubber, also in Durban, recently won these concessions during annual wage negotiations. Both managements have confirmed that full wages will be paid except when May Day falls on weekends.

Plate Glass and Pilkington Glass in Port Elizabeth are understood to have been the first SA companies to grant May Day as a paid holiday in agreements last year. Fosatu's Chemical Workers' Industrial Union (CWIU) organises at both factories.

Industrial relations consultant Gavin Brown says workers have been demanding May Day as a paid holiday in SA since the 1920s. He believes the granting of Labour Day as a holiday will become an increasingly common trend in keeping with international practice.

"I don't believe many managements still see this as a non-negotiable issue, especially as unions have indicated they are prepared to make fairly major concessions to win May Day as a paid holiday."

Brown added there were now about a dozen companies — especially those whose workforce were on short time — who made ad-hoc arrangements to allow workers off on May Day, but usually without paying them.

Union declares dispute

The Black Allied Mining and Construction Workers Union has declared a dispute with Cromore, of the Samancor group of companies, over wage increases at the Montrose coal mine in the north-eastern Transvaal.

A spokesman for Cromore confirmed the union had applied for a conciliation board to settle the dispute which concerned about 400 workers.

Originally, the union asked for a 40 percent across-the-board increase but reduced its demand to 30 percent. The company says it is offering increases ranging from one to 25 percent.

151 130

STAR 4/9/85

Mawu disputes go to European Parliament

The disputes between the Metal and Allied Workers' Union (Mawu) and two European multinationals will be on the European Parliament's agenda when it meets this week.

The disputes between Mawu and the British subsidiary, BTR Sarmcol, in Howick, and the German-owned Transvaal-Alloys, in the Eastern Transvaal, will be raised by the Social Democratic group of Euro MPs.

DISMISSAL

Mawu said in a statement yesterday it had also prepared papers with a view to taking the Sarmcol dispute to the Industrial Court.

The dispute with Sarmcol centres on the dismissal of about 1 000 workers in April for striking over the issue of the recognition of Mawu.

They went on strike after nearly three years of negotiations broke down.

In an effort to force the company to open talks on the reinstatement of workers, the union and

community groups have launched a boycott of white businesses in Howick and Maritzburg.

They also called for one-day work stayaways which received considerable support from township residents near both towns.

A union spokesman said the dispute with Transvaal-Alloys was sparked by the dismissal in 1983 of about 240 workers over wages.

But the company's general manager, Mr G R Hovener, said as far as the company was concerned the dispute had been resolved by the Industrial Court last year.

Both Sarmcol and Transvaal-Alloys have demed charges by Mawu that their employment practices in South Africa contravene the European Economic Community's code of conduct for European companies in South Africa.

Mawu said the EEC had been requested to convene hearings in Brussels to look into the companies' contraventions of the EEC code.

151

STAR

10/9/85

Union slams company for hypocrisy

Pietermaritzburg
Bureau

THE Metal and Allied Workers' Union has accused BTR Sarmcol of hypocrisy after the company allegedly refused to refer the four-month dispute between it and the union to the Industrial Court.

The manager of Sarmcol, Mr S Blackstock, said yesterday he could not comment until he had had time to consider Mawu's statement to the Press.

In a strongly worded statement, Mawu said lawyers acting for BTR Sarmcol had informed the union's attorneys this week that the company was not prepared to refer the dispute to the Industrial Court.

This makes a complete mockery of the company's ongoing insistence over the past months that the dispute should be resolved by way of referral to the Industrial Court.

This position was backed by the Pietermaritzburg Chamber of Industries and the Pietermaritzburg Sakekamer

This is a small taste for the Pietermaritzburg and Howick communities of the kind of hypocrisy and double-dealing that Mawu has been subjected to in its dealings with this company.

Mawu trusts the Chamber of Industries, to which BTR Sarmcol is affiliated, will now take appropriate steps against the company, whose position is now hopelessly indefensible.

Take a stand

The chamber must now take a stand on this issue in line with its earlier public statements that the dispute be referred to the Industrial Court, as a matter of urgency.

The union says it is clear that BTR Sarmcol does not wish the dispute to be resolved through negotiation or legal process.

The company is clearly not concerned about the turmoil they have caused in the townships and the further actions that will follow.

Mawu is still to decide what steps to take, says the statement.

BUSINESS DAY, Thursday, September 12, 1985

Plant-level demands legitimate

Expert slams Seifsa's stance on bargaining

OPPOSITION by the Steel Engineering Industries Federation (Seifsa) to plant-level bargaining was an example of the inflexibility that had caused SA's current crisis, a labour expert said yesterday.

Industrial relations consultant Andrew Levy said at a Johannesburg conference Seifsa's opposition to plant-level bargaining was a refusal to recognise legitimate aspirations and legitimate power.

He said debate about the level of collective bargaining was ultimately political and would have a major influence on the outcome of SA's political balance of power.

"In seeking to negotiate wages with their employers though their trade unions at plant level, blacks are exercising the very participation in the sort of dialogue that all reasonable people in SA must support.

"By denying them this opportunity, employers are demonstrating just the

CLAIRE PICKARD-CAMBRIDGE

sort of thinking that has led to the current crisis," he said.

Seifsa argues that similar issues cannot be bargained effectively at two levels (when there is already an Industrial Council) and that shop-floor bargaining will lead to disorder.

But Levy said a failure to realise that a judicious blend of plant bargaining and national regulation was appropriate and to set an industry on a path likely to result in greater conflict did not seem worth the price it might exact.

About 1 000 companies, including some of the most influential employers, already bargained at plant level and Levy believed the dispute about the level of collective bargaining would also pass.

Industrial conflict in the metal industry, which employed over 400 000 workers, would have an economic and political impact, he said.

Labour lawyer Cheadle predicts major test cases on vital issues

CLAIRE PICKARD-CAMBRIDGE

OUTSTANDING issues which needed testing in South African labour relations included the dismissal of legal strikers, negotiation practices and levels of bargaining, according to labour lawyer Halton Cheadle.

Speaking at a labour conference yesterday, Cheadle said major test cases would be witnessed on whether or not employers could continue dismissing workers on a legal strike. The outcome of some of these cases would be known shortly, while the question of sympathy strikes would also be put to the legal test.

He said the development of a more unitary legal system of labour law was also required because the SA Labour Relations Act did not apply in the homelands.

The Industrial Court would also have to deal with executive dismissal where different rules were necessary to set standards for the re-instate-

ment of directors and middle management.

Another disputed question was whether the Industrial Court should compel managements to recognise representative unions. Though most employers had finally agreed to recognising unions and having plant-level negotiations, some still refused and this was one of the issues in the key Industrial Court case between the Metal and Allied Workers' Union (Mawu) and Hart Ltd.

The next major issue which had to be tested was on levels of bargaining, also being examined in the Mawu vs Hart case. Cheadle said he believed bargaining both at plant level, to establish actual wage levels, and at industrial council level, to set minimum standards, could be compatible.

Greater legal clarity also had to be

set on practices of negotiation because there had been an increasing use by employers of the introduction of unilateral increases, despite the fact they had a recognised union.

He believed this was an unfair labour practice.

Other speakers included Prof Lawrence Schlemmer, director of the Centre for Applied Social Sciences at the University of Natal, who called for employers to become more sensitive to the extreme stresses faced by workers in the townships.

Employers should start making specific representations to government about improving conditions for employees outside the workplace. A vital issue to be lobbied for was to persuade government to buy more land for black housing; the shortage was a critically depressing factor on an employee's circumstances.

Deadlocked dispute at EL car plant (5)

Dispatch Reporter

EAST LONDON — The deadlock to solve the dispute after 250 workers were dismissed at the Mercedes Benz South Africa plant on the West Bank here remained unresolved yesterday

futile. The worker action at the plant follows the dismissal of 250 workers at the plant after a strike. Workers went on strike to demand the reinstatement of the dismissed workers.

DISPATCH

Prince visits LAKENHEATH

The secretary for the National Automobile and Allied Workers Union involved in the negotiations, Mr Les Kettle-das, said last night negotiations would continue today

Prince Charles, heir to the British throne, sat in the cockpit of an F-111 fighter bomber yesterday during a visit to Britain's largest US Air Force base here

13/09/85

All attempts yesterday to reach the public relations company for Mercedes Benz South Africa, as well as the managing director in East London, Mr G. Kamuf, were

The prince said he wanted to take a close look at the 48th Tactical Fighter Wing, Nato's largest unit for the F-111.

— Sapa-AP

Employers win case on plant bargaining

By Amrit Manga

THE Industrial Court has ruled in one of its most important judgments that a refusal to negotiate at plant level does not necessarily constitute an unfair labour practice.

Although the ruling does not necessarily set a precedent, it will have far-reaching implications for wage negotiations involving hundreds of thousands of workers.

The implication for the metal industry, which employs more than 400 000 black workers, is particularly important.

Justified

Plant-level bargaining to secure higher wages than industrial council rates is at the centre of a major dispute involving 40 000 metal workers and nearly 100 factories.

The Industrial Court heard an action in which the Metal and Allied Workers Union claimed that Hart's refusal to negotiate wages above the industrial council rate was an unfair labour practice.

Hart is a Metkor subsidiary and is involved in metal-goods manufacture and plastics. The dispute concerned its Durban plant.

The court said "the employers' failure or refusal to negotiate with the union at plant level appears reason-

ably justified, and under the circumstances, does not constitute an unfair labour practice".

Several industrial councils have experienced major setbacks recently as trade unions have withdrawn to continue negotiations at factory level.

The Steel and Engineering Industries Federation of SA argues that shop-floor bargaining will lead to disorder if the same issues are negotiated at two levels.

Seifsa director Sam Van Coller says. "It appears that our argument against one party simply having to go to court to compel another to negotiate on any matter has been upheld"

Labour consultant Andrew Levy says the ruling is not necessarily a total denial of plant-bargaining rights

The court said in its judgment that although plant bargaining ought to be encouraged, negotiations should also assume a voluntary character to be effective.

"If the court had to proffer an opinion as to which of the two systems, plant-or industry-level bargaining, was a better one it would find itself hard put to make up its mind."

Mr Levy said Seifsa's argument against compulsive bargaining ignored the public interest.

"It has been viewed in a narrow private law context which ignores the implications of a refusal to negotiate with majority membership unions

"Industrial conflict in the metal industry, which employs more than 400 000 workers, could have both an economic and political impact

"Employers should be compelled to negotiate at plant level if the majority of workers wish to

Resistance

"It is clear that the union will eventually win the fight over plant-level bargaining. But it will be at the cost of thousands in lost manhours and a bitter struggle resulting in widespread labour unrest."

Employers who interpret the ruling as not compelling them to negotiate at plant level could meet strong resistance from Mawu. The union plans strikes at nearly 100 factories that have been challenged on the issue.

In another important labour test case, the National Union of Mineworkers' application to declare evictions from hostels illegal has been postponed indefinitely.

A resumption of strike action on the mines therefore seems unlikely, at least until the Rand Supreme Court hands down a judgment.

Sept 1985

MANPOWER MIRROR

Pie in the sky 20% pay rise demands

PUBLIC servants have as much chance of winning 20% salary increases in January as the State President has of making it two in a row for South African winners of the Nobel Peace Prize

Some trade unions — one being the Federal Council of Sats Trade Unions — want a 25% pay increase

They must be using the age-old union ploy of asking for much more than you know management will offer

Rumours

Johan de Beer, chairman of the Commission for Administration, has squashed talk that State workers could be in line for hefty increases

Dr de Beer told me that reports about union demands were merely rumours. He had not received any official increase demands three weeks ago and the reports were circulating at least six weeks ago

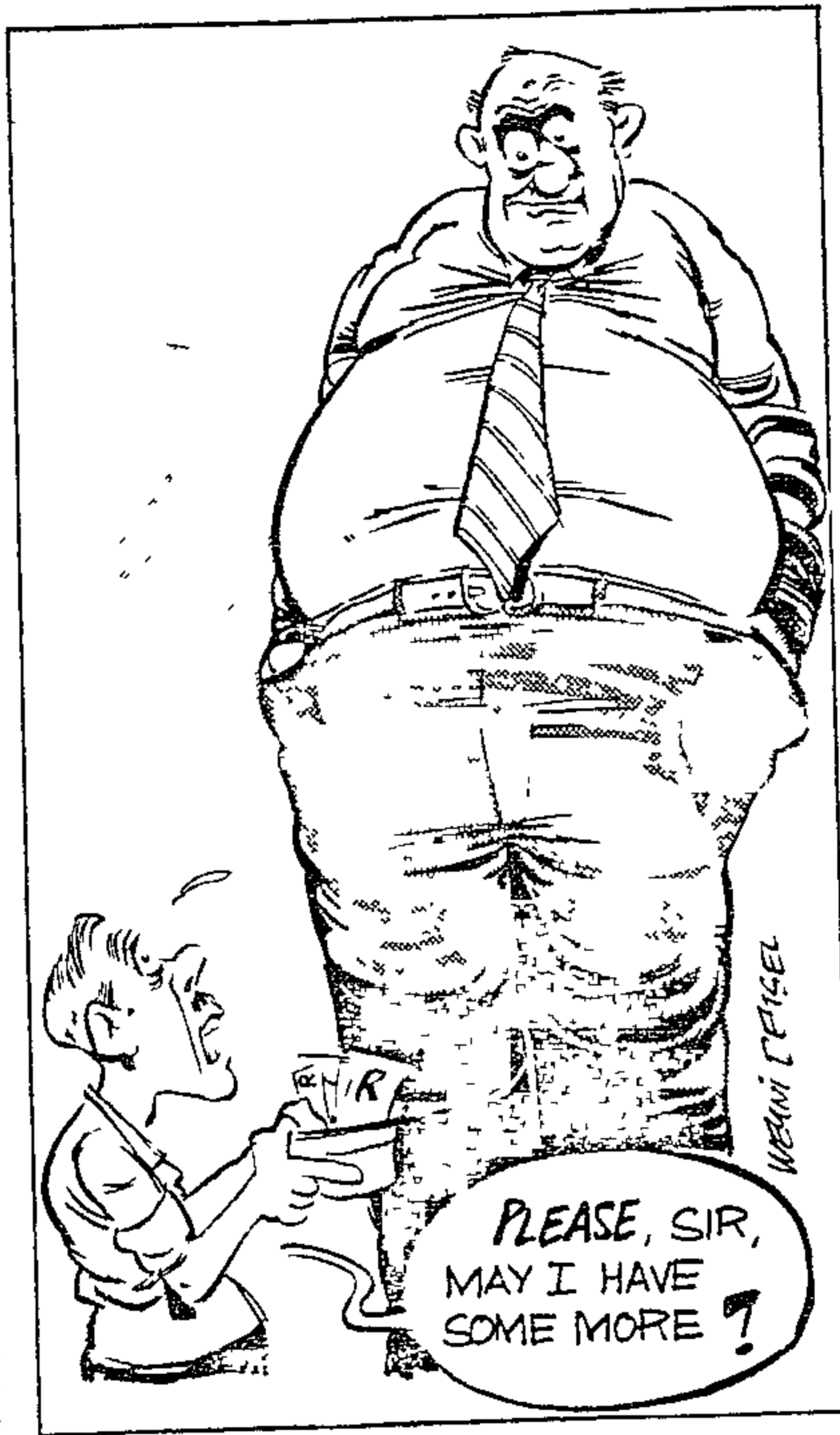
Although the main concern of the Commission for Administration is the personnel affairs of the 250 000-strong public service, it acts as an adviser and co-ordinator on salaries for other Government employers

If there are increases for State employees in January or April next year, they are likely to be similar to those in the private sector — well below inflation and under 10%

Profits

Some cynical private-sector pay boffins were saying last month that strike-threatening black miners were far more entitled to pay increases than State workers, profits being the main difference between the two sectors

With the rand price of gold touching new highs, the mines are doing exceptionally well — much to the chagrin of black miners



Public servants do not work for profit-making bosses and a value cannot be placed on much of their work

On August 16 the rand price of gold jumped from R735 an ounce to R807 indicative of the profits mining companies are making this year

But the Government has a framework in which to work the Budget. It cannot easily add to its salary bill, which already accounts for about 25% of its income

According to figures from

Central Statistical Services, the total paid out in salaries and wages to people employed by central Government the four provinces and municipalities — almost 920 000 workers — topped R8.5-billion last year

Responsible

It is no rumour that about 40% of white employees work directly or indirectly for the State. Percentages for other race groups are also pretty high

In April last year, they all received an across the board

12% increase. Workers in specific job categories received more as part of an occupational differentiation programme

The programme was designed to put certain public-sector officials on a par with similarly qualified and responsible people in the private sector

The Civil Servants Association insists that the programme constantly review the pay packages of its members in comparison with the private sector

Although April 1984 was the last general pay rise for public servants, they have not missed much

Most employees in commerce and industry received between 5% and 8% in January, only a lucky few got 10% and some had to mark time on their 1984 salaries

Christmas

The much-publicised cutting of public service Christmas bonuses meets with little sympathy in private enterprise where 13th cheques are often related to performance and profits

This year, thousands of employees of small and large firms will receive smaller bonuses than last year — and some will get nothing

So many people are employed by the Government that even a token increase would cost an enormous amount at a time when it can least be afforded

If Bart Grove general manager of South African Transport Services granted Sats workers a 10% increase — less than half of what their unions are asking — the cost would be about R250-million

If all those working directly or indirectly for the Government were granted a 10% increase in January, the annualised cost would be about R800-million

In these times, no matter for whom one works, it is perhaps wise to be thankful for a job

VWV extends

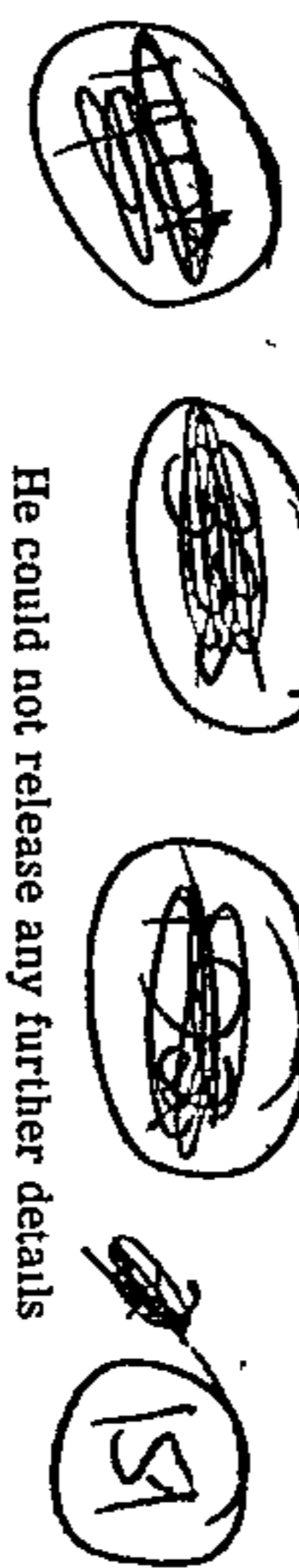
its shutdown

By CATHY SCHNELL

THERE will be no production at the Volkswagen plant in Uitenhage until Wednesday, a spokesman for the company said today.

The spokesman said production on the Golf line would not resume until Wednesday at the earliest, which would mean a production loss of three days (The Golf line is on a five-day working week) Production on the Golf stopped on Friday when the company closed the line after firing about 130

16/08/85 E-POST



workers
The spokesman said non-production areas were working as scheduled
Other production lines closed down on September 9 when management decided "to minimise the high cost of build-up stock"
These lines, which were working three or four days a week, would re-open on Tuesday, September 24, when assembly operations would restart, with body shop operations starting the next day, the spokesman said
This meant there would be no production at VW until Wednesday
Meanwhile, a spokesman for management confirmed that discussions were taking place with the trade union representatives regarding the dismissal of about 130 hourly-paid workers last week.

He could not release any further details
The workers were dismissed on Friday after breaches of discipline.
The company said all the men had been given final warnings last Monday after walking off their jobs the previous Friday. The workers dismissed were employed in the paint shop and on the Golf assembly line. They were dismissed for refusing to work in spite of the final warnings relating to previous refusals to keep to schedules
The dispute was sparked off when some of the men refused to return to an eight-hour shift instead of the previous curtailed five-hour shift
● At the time of going to press, no comment could be obtained from the National Automobile and Allied Workers Union

Industrial Court rules ...

Refusal to bargain at plant level 'not unfair'

THE Industrial Court has made one of its most significant judgments by ruling that a refusal to bargain at plant level is not necessarily an unfair labour practice.

The outcome is expected to have an important influence on the response of employers to rising union demands for plant-level bargaining.

The ruling is of vital importance in the metal industry where the Metal and Allied Workers' Union (Mawu) is threatening strikes at more than 100 companies in a demand for plant-level bargaining.

The court had to decide in the case of Mawu vs Hart Ltd whether it should compel the employer to bargain with the union at plant level on effective wages and the introduction of a funeral benefit allowance.

Hart in Durban is a member of an employer association which is party to the Industrial Council where mini-

CLAIRE PICKARD-CAMBRIDGE

imum wages and conditions of employment are negotiated. It is also affiliated to the Steel and Engineering Industries Federation of South Africa (Selfsa) which advises members not to negotiate fundamental issues at plant level.

In its judgment, the court said it did not find the two systems of collective bargaining to be incompatible. It said that with regard to current trends, bargaining at plant level ought to be encouraged as much as possible.

But the court said it had to be borne in mind that negotiations should always be voluntary to be effective.

The union argued that Hart's refusal to negotiate on wages and the funeral benefit allowance was an unfair labour practice because it unfairly affected employees and prejudiced their economic welfare. The union said plant-level bargain-

ing was supplementary to industrial-level bargaining because minimum wage rates fixed by the Industrial Council protected employees. But the Industrial Council could not fix a reasonable wage and there was a wide disparity in the profits earned by different companies.

Hart's reasons for refusing to negotiate at plant level included the claim that bargaining on the two issues had taken place at the Industrial Council. Additional bargaining on these matters should be voluntary without legal compulsion.

Selfsa intervened as an interested party and said Mawu was one of 15 trade unions party to the Industrial Council. Inter-union rivalry would be worsened if employers had to deal with competitive bargaining units in separate forums.

The dispute was initially referred to the Industrial Council and when it was not resolved Mawu initiated actions at the Industrial Court.

CLAIRE PICKARD-CAMBRIDGE

AN Industrial Court key ruling that Hart Ltd's refusal to bargain at plant level was not an unfair labour practice has drawn angry response from the Metal and Allied Workers' Union (Mawu).

The applicant Mawu said the judgment was "pointing unions in the direction of more industrial action."

All unions in the Metal Industry Council had called for the right of plant-level bargaining and this would now be refused, it said.

Sam van Colter, executive director of the Steel and Engineering Industries Federation of South Africa (Selfsa) — which represents employers — said Selfsa was pleased with the judgment, particularly as it appeared to support the notion of voluntary collective bargaining rather than legal compulsion.

"We are studying the judgment and it will influence what we do. We are also committed to restructuring the collective bargaining process and are still awaiting suggestions from unions affiliated to the local co-ordinating council of the International Metalworkers' Federation," he said.

Mawu is urging workers in the metal industry to join unions and unite to match Selfsa's power. "Only in this way will the employers' power to dictate the conditions of employment be

Mawu says Hart ruling will lead to strikes

smashed once and for all," it said. It said the court's ruling had destroyed reforms proposed by the Wehahn Commission, and re-introduced the discredited Halsco committee system in which worker representatives could only consult and not negotiate on plant-level issues.

The court had also chosen to ignore overseas precedent on labour law and unfair labour practices. This confirmed the trend by the court to take a very parochial and narrow view of its jurisdiction, Mawu said.

"It is now clear the court is only prepared to establish rights for individuals and that it is not prepared at all to establish collective rights," Mawu said. It still believed collective bargaining at industry level should be supplemented by bargaining based on ability to pay.

Uitenhage strikers are back



Post Reporter

WORKERS at Uitenhage's Bosal Africa plant, who staged a sit-in to demand that they be paid their pension fund contributions, returned to work yesterday.

Last Friday 120 workers started sitting on the grass outside the plant. They demanded withdrawal forms which would entitle them to draw their pension money on October 4.

According to the organiser of the National Allied Automobile Workers Union (NAAWU) in Uitenhage, Mr Wilson Monqo, their return to work was subject to continuing negotiations with management.

Workers, many of whom had been with firm for 15 and 20 years, indicated yesterday that they needed the money because many were finding it difficult to make ends meet because of unemployment, short-time and layoffs in Uitenhage.

Many also indicated that they wanted to buy their own homes but had been unable to do so because there were no loans forthcoming from the company.

Although management at an earlier meeting had agreed to pay employees their full contributions this decision had later been rejected by the chairman of Bosal Afrika, Mr Karel Boss, who felt it was not in line with the company's worldwide pension policy.

In a notice to employees management had, however, indicated that they were prepared to give employees who had been with the company for two years or more loans equal to their pension contributions.

E-VOST 18/09/85

Handwritten notes and stamps at the bottom left of the page, including the words "LORD" and "M D".

Handwritten notes and stamps at the bottom right of the page, including the number "423".

~~2079/185~~ (157)
SABC weighs

2079/185 - B Day
Tuck ruling

PETER WALLINGTON

THE SABC might appeal against the Industrial Court decision allowing TV producer Moira Tuck to apply for a conciliation board hearing of her dismissal case

Ex-*Prime Time* producer Tuck, seeking reinstatement at the SABC after being dismissed earlier this year, was yesterday granted the right to apply to the Minister of Manpower for a conciliation board hearing

Her contract was withdrawn in March as she was to begin a year's contract as producer of *Prime Time*

An SABC spokesman told *Business Day* the court's judgment was being studied

"But, at this stage, the SABC would like to point out that its involvement in the case is not against Moira Tuck as a person

"It is important for the SABC to obtain clarity about certain legal principles affecting the position of its 50 000 freelance contractors"

Therefore, the SABC was considering whether to appeal or approach the Supreme Court for a review

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such negotiations Some employers see this as part of growing union militancy in response to the political situation

In the eagerly-awaited judgment, the court has rejected Mawu's contention that Hart committed an unfair labour practice by refusing to negotiate on effective wages above the rates negotiated in the main agreement of the metal industry industrial council and the introduction of a funeral benefit scheme

From the start, the dispute had implications which extended beyond the differences between the two parties The underlying issue is one of the major unresolved debates in SA industrial relations the thorny question of the relationship between industry-level bargaining at industrial councils and bargaining at plant level

Differences on the issue have been a major point of friction between Mawu and the metal industry's employer federation, the Steel and Engineering Industries Federation of SA (Seifsa) Seifsa is opposed to plant-level bargaining on any matters covered by the main industrial council agreement Despite this, many metal companies have chosen to defy Seifsa's guidelines

Against this background, the Hart matter was seen as the test case to determine whether the union could win concessions in the court that it has not been able to wring out of Seifsa The fact that the court granted a Seifsa application for leave to intervene in the case as an interested party and that the sole witness for Hart was Seifsa director Sam van Coller, points to the nature of the stakes in the case

One of Van Coller's principal arguments was that if the court upheld the notion of compelling parties to bargain, it would undermine the voluntarism which characterises industrial relations in the industry and bargaining in good faith at industrial council level

The court found that "under the circumstances" Hart had not committed an unfair labour practice It said "Although it would seem that some of the results of the refusal to negotiate at plant level could be comparable with those in the definition of 'unfair labour practice' one should not overlook the justification which might exist for such refusal"

Despite this finding, the court has failed to make a coherent statement on the issue of what constitutes an appropriate bargaining level plant- or industry-wide Indeed, the judgement reads "If this court had to proffer opinion as to which of the two systems was the better one, it would find itself hard put to make up its mind"

Comments Van Coller on the outcome "We are pleased that the judgment appears to support the need for voluntarism in collective bargaining" But other labour observers have criticised the court for failing to address the fundamentals of the debate

Says one labour lawyer "The court had the opportunity to create a procedure for plant-level bargaining other than industrial

20/9/85
strife The judgment will undermine the court's image and means that unions will be forced to rely on industrial action rather than the courts"

Mawu has slated the judgment, but it also says it is not surprised by it as the court called the parties together before the case was heard and stated that the time "was not right" to grant an order requiring an employer to bargain at plant level

While the core issue of voluntarism versus compulsion raised in the Hart case has



Van Coller ... supporting voluntarism

been resolved, the practical question of what constitutes an appropriate bargaining level has not The latest metal industry agreement, which Mawu has not signed, contains a commitment by the metal employers and unions to examine the industry's collective bargaining structure

Seifsa states, however, that the unions falling under the SA Co-ordinating Council of the International Metalworkers Federation (which includes Mawu) have not yet put forward any proposals The coming weeks and months will determine whether industrial action or debate will clarify the controversy over plant- and industry-level bargaining

(151) (151) METAL INDUSTRY

Recipe for conflict

The attempt by the Metal and Allied Workers Union (Mawu) to use the Industrial Court to compel Hart Ltd to negotiate with it at plant level has failed But the full ramifications of this landmark judgment have yet to be felt

Mawu says the Hart judgment will "encourage chaos" in the metal industry The union has canvassed some 100 companies about their attitude to plant-level bargaining and is threatening to declare disputes with any that refuse to accede to its demand for

FM 20/9/85

Auto workers demand cash

By Amrit Manga

AUTOMOBILE workers whose earnings have been reduced by at least a third in the past year are demanding their pension contributions.

Short time and lay-offs are responsible for their reduced income.

After the second strike in the industry relating to pension funds, 3 500 Mercedes-Benz workers in East London will return to work tomorrow after securing payment of their contributions

The strike was called less than two weeks after the company announced a four-day week as an alternative to retrenchments

The National Automobile

and Allied Workers Union (NAAWU) says "Workers can no longer pay their debts. Their savings have disappeared"

The Mercedes-Benz strike was similar to one by Volkswagen workers who forced the company to agree to their withdrawing from the pension fund.

Wild cat

A Naawu spokesman says "Workers were forced to withdraw pensions because of the companies unwillingness to meet demands for severance pay, improved lay-off benefits and a living wage."

The union has called for more discussions with Volkswagen to improve the pension fund.

Volkswagen workers will

also return to work tomorrow Workers on the company's Golf and Jetta assembly lines walked out for the second time in a month after VW dismissed 130 employees

The union secured their reinstatement on condition that they did not repeat the wild-cat strike.

About 600 workers at Alfa Romeo plants at Brits and Midrand ended their strike after securing severance benefits

Charles Nthite, Naawu branch secretary, said "Workers will be paid their total pension contributions together with the company's"

Alfa Romeo, which closes in two weeks' time, also agreed to severance and notice, leave and bonus payments and relief on housing loans

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22/9/85 C. P. M. 151

BY MONO BADELA

THOUSANDS of engineering construction workers in Wadeville, near Germiston, are paying at least R2 a month from their scant earnings to help maintain the "boys on the borders," City Press learnt this week.

Angry Katilehong father of four Alpheus Se-

lala told City Press this week that an engineering company, General Erection Co. (Pty) Ltd, has been "ripping off" its workers

He has worked for the firm since September 1979, and during this time has had R2 deducted monthly

"The deductions were never explained to us," said Mr Selala, who has sought legal advice to reclaim his money

Genrec director C M Visagie told City Press the company had a workforce of well over 4 000

But she refused to discuss the complaint raised by Mr Selala and demanded that City Press put all its queries in the form of a letter

A Black Sash worker who Mr Selala contacted to lodge the complaint, said she had spoken to the management of Genrec and was told by a wage clerk that the deduction was for a military fund

The clerk said the money was for the "boys on the border" because "everybody wants to give something to the boys"

Mr Selala approached the Black Sash for assistance with his application for Section 10 (1B) rights after he was retrenched by Genrec.



Germiston Council to be taken to court

25/9/85 B Day

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THE SA Black Municipal and Allied Workers Union (Sabmawu) is taking the Germiston City Council to the Industrial Court for unfair labour practice following the dismissal of a top nursing sister

SIPHO NGCOBO

The dispute between Sabmawu and the council followed the suspension and subsequent sacking of Petronella Poho, a senior Sabmawu member, early this month

employment were based on unfounded and unjustified allegations

She also submitted that allegations of misconduct were untrue

Poho, a nursing sister in charge of Katilehong Clinic, was allegedly dismissed for her involvement in politics — because she was a member of the union

According to papers filed with the Industrial Court by the union's legal representatives, Sabmawu wants the council to

Reinstate Poho on terms not less favourable than those governing her employment before she was fired

She was also accused by the senior medical officer of health of calling nurses to meetings and forcing them to sign resolutions against the council

Make the order of reinstatement — to be fixed by the court — retrospective to the date Poho was suspended

In her affidavit, Poho said the suspension and termination of her

Pay Poho's legal costs

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THE NATIONAL NEWSPAPER FOR DECISION MAKERS

1% Rise would push State pay bill past R10bn Louw



LOUW

A SALARY increase of 1% for government workers would push up the salary bill by R100m to more than R10bn, Eli Louw, the Minister for Administration and Economic Advisory Services, said in Pretoria yesterday. He was addressing the annual meeting of the Public Servants' Association after its president, Colin Cameron, had called for a double-digit increase in April.

Louw said about 800 000 officials were paid fully or partly by the State. If the service bonus, employers' contribution to pension funds and the allowance for annual notch increases were taken into account, the State's salary bill was more than R10bn. Personnel expenditure must simply be contained within affordable limits, he said. Louw said the Commission for Administration

had launched a programme that would lead to privatisation of certain functions. Privatisation, he said, should bring us closer to a public service of optimal size and efficiency. It would also lead to a more rational division of work between the private and public sectors. Cameron said private-sector salaries had increased by 12% in the past year and it was forecast a further 12% would be granted in the next 12 months. Further disparity or backlog in government

workers' pay could not be tolerated, he said. The buying power of State employees had dropped by between 20% and 25% since the last increase in January, 1984. The PSA had no objection to the principle of privatisation provided it were carried out in orderly and responsible manner, Cameron said. The greatest care would have to be taken to ensure monopolies did not arise or that contracting out did not become a ready means to channel funds into private pockets

Pretoria Bureau

LOUW

Major ruling on labour practice ^{26/9/85} *weekly Mail*

THE Industrial Court has made a far-reaching ruling that a refusal to bargain at plant level is not necessarily an unfair labour practice

However, the outcome of the case between the Metal and Allied Workers Union (Mawu) and Hart Ltd in Durban has drawn the wrath of union leaders, who believe the judgment is going to "point unions in the direction" of more strike action

The judgment is likely to have an important influence on employers, particularly in the metal industry, where the employer body, the Steel and Engineering Industries Federation of SA (Seifsa), advises members not to grant increasing union demands for plant-level

By WEEKLY MAIL
REPORTER

(151)

bargaining

The hearing was regarded as an important test case because unions argue that plant level bargaining — based on an employer's ability to pay — is needed to supplement Industrial Council negotiations where only minimum wages and certain conditions of employment are set

Mawu said afterwards it was not surprised at the judgment "Before the case was heard, the court called the lawyers and the parties together and stated that the time was wrong for such a case to have been brought and

that the time was not right for such an order to be granted"

It said the outcome confirmed Mawu's view that the Industrial Court took a very parochial and narrow view of its jurisdiction

Seifsa, in turn, said it was pleased with the judgment because it supported the notion of voluntarism in collective bargaining, rather than legal compulsion

In its judgment, the court said it did not find the two systems of collective bargaining to be incompatible. It said bargaining at plant level ought to be encouraged as much as possible, but the court had taken into account that negotiations should always be voluntary in order to be effective

Pressure for public service increases now 'intense'

Sats and PO workers want 20%-plus rises

PRESSURE on the Cabinet to make a positive announcement about pay increases for public-sector workers next year has become intense, according to Pretoria sources

This week, after a meeting of its executive in Johannesburg the 24 000-strong Artisans' Staff Association sent a telegram to Minister of Transport Affairs, Hendrik Schoeman, demanding an urgent interim pay rise

Post Office staff associations have also lodged a claim with the Postmaster-General for a pay rise, which would amount to an increase in excess of 20%

Pretoria Bureau

Last month ASA president Jimmy Zurich — also chairman of the Federal Council of Sats Staff Associations — headed a council delegation to Schoeman and submitted a claim for a 25% rise next year on behalf of all 11 railway unions

This was rejected by Schoeman. Zurich said unions appreciated the desperate financial situation of the Railways, but said that the situations of its workers was as desperate. Revenue from both exports and imports was down, and it looked as if Schoeman's forecast of a Sats loss of R400m for the 1985/86 financial year would be

proved correct. Schoeman's 235 000 workers were costing more than R2bn a year

This week Public Servants' Association president Colin Cameron demanded a double-digit pay rise for government workers

The sources pointed out the public sector — Sats, Post Office, government and provincial departments — including teachers and nurses — would be lumped together, and given the same "moderate" pay adjustments

Sats and the Post Office would recover the amount spent on increases by raising tariffs and fuelling inflation, it was stated

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people — exceedingly difficult under the circumstances

So if the political dynamics don't once and for all confirm the irrelevancy of consolidation, the process is likely to be frustrated indefinitely by the resistance of the communities faced with removal themselves

Whether government has any hope of seeing the boundaries of the national states firmly in place by its set date of March 1987 is a moot point. Tempel won't be drawn. He merely says "We've got a job to do. What the future will bring is open to speculation. I don't want to commit myself to that."

METAL INDUSTRY

Mawu showdown

The Metal and Allied Workers' Union (Mawu) is heading for a major confrontation with metal industry employers over the issue of plant-level bargaining. The move comes after the vast majority of the 100 metal companies who had been sent letters asking them to spell out their attitude towards plant-level bargaining rejected Mawu's demand for such negotiations.

For years now the merits of bargaining at plant level as against industry-wide bargaining at industrial councils has been a hotly debated industrial relations issue. In the metal industry in particular it has been a prime source of conflict between Mawu and the industry's employer federation, the Steel and Engineering Industries Federation (Seifsa), which is opposed to plant-level bargaining on any issues covered in the main agreement of the metal industry industrial council.

In its attempts to gain this concession, Mawu has even gone to the Industrial Court. Its recent case against Hart Ltd was an attempt to get the court to declare that an employer's refusal to bargain at plant level constitutes an unfair labour practice. But its hopes were dashed when the court rejected its claims against the company.

Notwithstanding the court's finding in the Hart case, Mawu, which is affiliated to the Federation of SA Trade Unions, has now decided to use the threat of industrial action to force metal employers' hand over the issue. This week the union announced that 70 out of the 100 companies it had challenged with demands for plant level talks have refused to accede to its demands.

According to the union, the replies from the companies fall into three broad categories:

- Companies that have refused to recognise the union at all,
- Companies that have refused to engage in plant-level bargaining, insisting instead that the metal industrial council should be the only forum for negotiating wages and working conditions. These include Siemens, Doryl, Scaw Metals and Haggie Rand, and
- Companies that have insisted on pre-conditions for plant-level bargaining. Some, like

GEC, are only prepared to negotiate at plant level if Mawu agrees to joint negotiations with other unions which have members in their plants. Others, like Barlow Rand subsidiaries, want Mawu to sign a procedural agreement before they will agree to negotiating at plant level.

Mawu's Transvaal branch secretary, Moses Mayekiso, says the union has declared disputes with companies that fall into the first two categories. He also says the union has informed the industrial council about the disputes. If the council does not manage to resolve the disputes within 30 days, workers at those plants will be entitled to strike legally. Says Mayekiso "We want unconditional plant-level bargaining, accompanied by preparedness to negotiate fairly."

The declaration of the disputes is a sign of increased union militancy and raises the possibility of widespread disruption in the metal industry. How are metal employers reacting to the threat?

Seifsa director Sam van Coller says the federation is aware that the disputes have been declared but refuses to make any further comment. A leading Seifsa member, however, was prepared to offer an opinion. "It doesn't seem to me that Mawu members are geared for national strike action. But the union may zero in on individual companies. Multinationals and some large SA-owned companies may be targeted," he says.

One way or the other it seems that the metal industry is in for a torrid time in the coming weeks.

CONVENTION ALLIANCE

A cautious start

There were no great expectations from the fledgling Convention Alliance's tentative first meeting, held in the Sandton Sun hotel last Saturday. It was, as the PFP organisers explained from the outset, exploratory, to see if there is a need for such an alliance of the political middle ground and to work out an agenda for it. (*Current affairs* September

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A formal decision to launch the alliance was duly taken and a provisional steering committee chosen by the 150 or more delegates. The committee, which is to meet early next week, sees as its first priority the need to broaden its base of representation. It will then start formulating a plan of action which is expected to be unveiled shortly.

The 10-member steering committee is made up of its convener Jules Browde, a distinguished lawyer who is also chairman of the Lawyers for Human Rights, the PFP's Colin Eghin and Alex Boraine, Inkatha's Oscar Dhlomo, businessman Raymond Ackerman, the Black Sash's Joyce Harris, the NGK's Professor David Bosch, the Rev Stanley Magoba, Natal University's Professor Denys Schreiner, who was chief author of the Buthelezi Commission report, and Tony Ardington.

The major drawback of the alliance at this stage is obviously the (expected) stayaway of the most important parties to the conflict — government representatives as well as, for example, the UDF from the opposite end of the spectrum. The incarceration of the UDF leadership of course hampers any chances of the organisation participating.

And if the presence of Chief Mangosuthu Buthelezi's Inkatha might make the UDF hold back, the alliance organisers point out that a start nevertheless has to be made somewhere if the eventual goal, a national convention, is to be realised. There was no significant Afrikaner business presence at the alliance meeting, but enough Afrikaner academics. Bishop Desmond Tutu, who did not attend, at least sent a message of goodwill. Other important clerics, like UDF patrons the Rev Beyers Naude and Allan Boesak, did not attend.

Certainly Browde is aware that it is "very important to try to persuade government and the UDF to take part." He is also aware of the difficulties which lie ahead due to deep suspicions that prevail. But Browde is bullish about the need to develop a "third force" to negotiate fundamental change in SA and says there has been an "extraordinary re-

Alliance sponsors Buthelezi and Slabbert ... taking a low profile



Mawu threatens to strike

B-Day 3/10/85

CLAIRE PICKARD-CAMBRIDGE

URGENT steps are being taken by the Transvaal metal and engineering industrial council to deal with 70 disputes in the industry

A council spokesman said this was the largest number of disputes submitted in one letter against companies party to the council

The council has withdrawn inspectors from the field to help attend to the disputes, which were declared by the Metal and Allied Workers' Union in demand for plant-level bargaining

Mawu is threatening to strike at the end of the month at companies with which it cannot reach agreement. It said talks had not yet begun but it believed strikes would be legal because 30 days

would have lapsed after declaring the disputes

The council is also having to cope with additional disputes which do not involve Mawu's demand for plant-level bargaining. There are 15 unions and 45 employer associations which are party to the industrial council.

Parties to the dispute will have to decide which companies can deal with the situation jointly

The council spokesman said he could not yet give details about dispute-resolving arrangements, but he expected that as much time as parties required would be allocated

Talks on firing of 200 EL (151) textile workers

DISPATCH

04/10/65

Dispatch Reporter
EAST LONDON — A meeting between the management of the East London plant of Da Gama Textiles and employee representatives will be held this afternoon to discuss the dismissal of 200 employees.

A statement released yesterday by Da Gama's management said that approximately 200 employees were dismissed on Tuesday under "company disciplinary procedure."

"Since Tuesday evening the East London plant of Da Gama has not operated," the statement said.

"A meeting has been arranged between management and employee representatives for Fri-

day afternoon to discuss the situation," the statement said.

No details were given concerning the events prior to the dismissals.

A spokesman for the employees' union, the South African Allied Workers Union (SAAWU) yesterday confirmed that a meeting was to be held this afternoon between Da Gama management and employee representatives.

The spokesman said he could not give any further details as members of SAAWU still had to meet with the workers committee at Da Gama to establish the full details and circumstances surrounding management's actions.

Plant-level deal despite opposition by Seifsa

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B-Day
2/10/85

CLAIRE PICKARD-CAMBRIDGE

FRY'S METALS in Germiston has gone against the advice of its giant employer organisation in agreeing to plant-level negotiations on wages and conditions of employment.

The Metal and Allied Workers' Union (Mawu) said it had negotiated a wage agreement with the British company despite advice by the Steel and Engineering Industries Federation of SA (Seifsa) that companies should refuse to negotiate at plant level.

The company could not be contacted yesterday.

Seifsa advises members not to negotiate fundamental issues at plant level because minimum wages and other conditions are set at industrial-council level. But a few companies in the industry have begun concluding plant-level agreements with unions to negotiate further increases after the minimum has been set at industrial-council level.

Mawu said all multinationals should learn that plant-level bargaining did not kill a company, but rather improved relations with employees. Mawu also claimed that progressive companies and multinationals were going to be forced to heed the call for plant-level bargaining.

It said that according to the new agreement, Fry's Metals had agreed to raise the minimum wage from R1,90 an hour to R2,10. But further bonuses raised the actual increase to a possible R2,47 on basic rates, the union said.

It said these increases were in addition to the 1985 industrial-council hikes and would be backdated to July 15.

Big transport hikes loom as railmen seek 15% rise

THE ECONOMY will be hit by more big increases in SA Transport Services (Sats) tariffs from the start of the new financial year, authorities in Pretoria said yesterday.

At the same time Federal Council of Sats Trade Unions chairman Jimmy Zurich warned that railways workers will demand a pay increase of 15% when they meet Transport Minister Hendrik Schoeman in January.

GERALD REILLY

Assocom yesterday criticised the timing of the latest passenger fare increases.

Schoeman announced on Monday that rail tariffs would rise by 10% from November 17 and bus fares by between 10% and 15%.

Assocom president Michael Weir said passenger services had pre-

sented an increasing problem for Sats. However, this could have been alleviated by regular, small fare adjustments.

Weir said Assocom hoped Wim de Villiers, in his investigation, would address Sats' role in passenger transport and its future direction.

Sats could not continue indefinitely to recoup its huge passenger losses from other services at the expense of other Sats users.

Zurich said the country would have to brace itself for across-the-board tariff increases from the start of the new financial year.

He said the interim tariff rises were a drop in the ocean and would not relieve the financial plight of the railways.

"Our problem is the lack of high-rated goods traffic. This is a major reason why Schoeman has forecast a loss of about R400m for the current financial year."

Zurich cited the dramatic drop in air traffic as another problem facing Sats and said tariffs would have to be raised because Schoeman could not escape granting increases to railways workers.

"Even a 10% increase will cost him between R250m and R300m," he said.

Zurich said the federal council would meet Schoeman in January and "we hope to get an assurance of an increase of around 15%. If we don't, there are going to be an awful lot of angry and dissatisfied Sats workers."

Economists agreed that comprehensive Sats tariff increases seemed inevitable from the start of the 1986-87 financial year.

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Boilermakers do site pay deal

THE SA Boilermakers' Society (SABS) has signed its first site level bargaining agreement with a company which is also governed by the main agreement of the metal and engineering industry.

SABS's procedural agreement with the Kew Site of Barlows Manufacturing Company covers all conditions of employment and comes at a time when the

CLAIRE PICKARD-CAMBRIDGE

merits of plant or site level bargaining are being hotly debated.

The union has accepted an across-the-board increase of 6c per hour and the company has agreed to extend the hike to 200 non-union members, effective from November.

unaltered

Extended shopping hours draft ordinance goes



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B. Day

15/10/85

THE draft amendment ordinance to allow shops to open between 5am and 11 30pm is to be submitted to the February sitting of the Transvaal Provincial Council unaltered, MEC in charge of shop hours Skippie Botha said in Pretoria yesterday.

He hoped it would be promulgated by mid-May. Botha said the reaction to the draft had been overwhelmingly positive — except from OK Bazaars, which registered a strong objection.

Even the National Distributive Workers Union, although opposed to the ordinance, had compromised provided the hours were restricted to between 6am and 9pm.

“And I don't believe any responsible local authority would permit shops to stay open after 9pm,” he said. Welcoming the decision not to alter the draft, PFP's provincial councillor Alan Gadd said the need for extended hours was unarguable and virtually all concerned — municipalities, commerce and traders' associations — fully supported the move.

Ok Bazaars director A A Fabig said shifts would have to be rescheduled and some staff would have to work less pleasant hours. More serious, he said, some stores would elect to stay open on Saturday afternoons.

GERALD REILLY

Another issue was the safety of staff who would have to go home at night. “We feel, too, the flexible hours will be inflationary. There are only a finite number of retail rands to be spent, and we don't believe there will be significant turnover increases.”

Saturday would then become a full working day, and staff would be deprived of their one-and-a-half-day weekend. A half day on Monday would hardly compensate.

Fabig added that it was vital, if the ordinance did become law, that the list of restricted items should be abolished.

“It would be a disaster unless all items across the board can be sold.”

Checkers executive director Lionel Blakeman said Checkers supported the move in principle.

“If a store wants to remain open and it considers it worthwhile, then it should be allowed to do so.”

Consumers will pay, warn unions

Extra shopping hours opposed

TRADE unions yesterday restated their opposition to extended shopping hours after the announcement by MEC Skippie Botha that a draft ordinance permitting shops to remain open between 5am and 11.30pm would come before the Provincial Council in February unaltered.

National Union of Distributive and Allied Workers Union general secretary Dulcie Hartwell said longer hours would be inflationary.

Her view was backed by the SA Society of Bank Officials, the Commercial, Catering and Allied Workers Union and the National Council of Transport Workers.

Hartwell said she agreed fully with the OK Bazaars, which has argued that extended shopping hours would lead to price rises.

"Shoppers must watch closely the pattern of prices in Hillbrow (Johannesburg) when late shopping starts there. Employers' costs must rise and will be recovered from consumers," she said.

Pretoria Bureau

If the ordinance had to go through, it should restrict shopping from 6am to 9pm, Hartwell said.

Pick 'n Pay chief Raymond Ackerman said that although extended hours placed an extra burden on management and staff, they would be in the interests of consumers.

Experience in Cape Town, where shops could open from 6am to 9pm, had shown clearly the strong demand for flexible hours. The effects of extended hours on turnover had been favourable.

Meanwhile, PETER WALLINGTON reports that while the Hillbrow Traders Association has welcomed the move, it would have liked extended hours to be implemented immediately.

Spokesman Peter Rose said shopkeepers had waited a long time for flexible shopping hours and saw no reason why they should wait any longer.

'Resolve disputes or face national strikes'

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TWO trade unions participating in the current unity talks have threatened to call for supportive action from other unions in a bid to pressurise some companies to resolve strikes at their plants.

The Paper, Wood and Allied Workers' Union (PWAU) and the Sweet, Food and Allied Workers' Union (SFAU), both affiliates of Fosatu, want strikes at Printpak, Paxellent, Concor and Farmfare companies to be resolved soon.

Workers at these companies, Printpak (100); Paxellent (140), both subsidiaries of Metal Box, and Concor Company (500), went

on strike over the dismissal of colleagues and at Farmfare (500), a subsidiary of Premier Group, were locked out after making wage and other demands.

Both unions have reached deadlock with managements. They claim managements have refused to negotiate in "good faith" in the interests of the workers. *Sowetan*

In a statement SFAU condemned the unilateral imposition of change in working conditions of workers without consulting the union. The union is considering further action

to fight "this evil practice by Farmfare".

PWAU said the actions of managements at Printpak and Paxellent may affect all companies where the union is organising. The union will also appeal to Fosatu and other unions in whatever action they may take. *18/10/85*

A spokesman for Farmfare said workers have returned after a legal lock-out following action at the company. The company also felt that workers' problems could be dealt with in terms of the agreement signed with the union.

Both managements at Printpak and Paxellent have said that they were negotiating with the PWAU and were hoping to resolve the dispute soon.

Management was not available for comment.

Fears of exodus to private sector

Public servants seek pay review

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B. Day 22.10.37

Pretoria Bureau

THE Public Servants Association (PSA) will reinforce demands for pay adjustments at a meeting with the Commission for Administration this week.

Submissions were made earlier this year, but members insisted at last month's PSA annual general meeting that further representations be made.

The latest move is an indication of growing concern in the service that the pay freeze imposed earlier this year throughout the public sector may be extended into the new financial year.

This week's discussions are seen as crucial for all public-sector workers, including Sats Post Office, SADF, Police and Prisons personnel.

Any concession made to the PSA will apply to all other segments of the public sector, which employ more than 1-million workers.

A 10% pay hike across the board would mean an additional R1bn on government's total salary bill, which would then rise above R11bn.

PSA president Colin Cameron claimed

yesterday that the gap between the private and public sectors had opened up again.

He estimated that rises in the private sector this year ranged between 12% and 13%.

"If this is not closed, and the economy starts pulling out of recession, personnel will be lured away to the private sector thus stripping the public sector of key personnel."

Reacting to criticism by RAU economist Professor Geert de Wet that public-service pay hikes are the biggest single factor in inflation and in strangling the country's economy, Cameron said "The fact that inflation has continued unabated during the past two years when public servants got no pay adjustments, indicates that this is a totally wrong perception."

"There were other more important causes of inflation than public-service pay," he added.

IN BRIEF

THE Public Servants' Association put its case for increased pay from April 1, and a restoration of the full service bonus, to the Commission for Administration in Pretoria yesterday.

No statement was issued after the meeting but sources said the submissions included a request for increases of between 12% and 15%.

□ □ □

THE NGK minister who plans talks in Lusaka with the African National Congress has no intention of seeking an interview with President P W Botha but would meet him "should the need arise"

Reports that Dr Nico Smith wished to see Botha yesterday drew a sharp response from the State President's office which said appointments were "not arranged through the media".

□ □ □

A DETAINEE who was allegedly seen in prison "in pain, full of blood and with lacerations on his legs" was yesterday freed on the eve of a court hearing of an application for an interdict restraining Ciskei police from assaulting him

The Ciskei Supreme Court ordered the State to pay the costs of both counsels

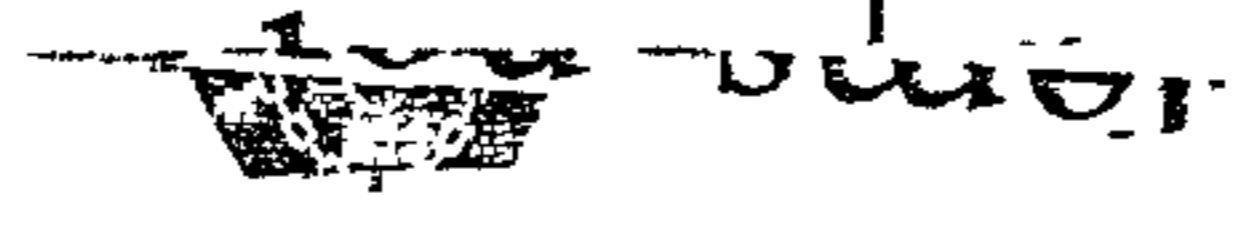
□ □ □

SELF-confessed ANC member Matthews Dime Kekane who admitted having blown up a railway power line in Soweto in 1982, was convicted of high treason in the Rand Supreme Court yesterday. Two co-accused were acquitted

□ □ □

NINE Section 50 detainees were released yesterday but three of them, including Atlantis Residents' Association chairman, Noel Williams, were re-arrested immediately and are to appear in court on Monday

conomic



Conciliation board row brewing

THE SA Chemical Workers Union (Sacwu) has accused the Department of Manpower of non-compliance with the Labour Relations Act in not responding to four applications for the establishment of conciliation boards.

Manpower Department Director-General P J van der Merwe could not give any explanation to *Business Day*, saying he was going to consult with officials of his department.

Sacwu spokesman Manene Samela said the first application for the establishment of a conciliation board, over dismissals at chemical company Pharmatura, was made on May 18.

"We expected the Department of Manpower to reply within 30 days, as laid down in the Labour Relations Act. When we made inquiries by phone, one official said the department was too short-staffed to attend to our demands. This is a clear indication the department does not want to comply with the law." Samela said the other three applications for conciliation boards were made on August 28, September 13 and September 18 and involved disputes at Karbochem, Fedmus Phalaborwa and Air-Products. The department had not responded to any of these applications.

STAR 4/2/78
**Attempts to resolve
wage dispute continue**

Efforts to resolve a wage dispute between CNA (Gallo) and the Commercial Catering and Allied Workers' Union resume today

A conciliation board established by the Minister of Manpower to settle the dispute sat for the first time on Monday and talks were adjourned until today.

A strike scheduled for last Saturday by 700 CNA shop assistants and helpers was suspended pending the outcome of the conciliation board hearing

INDUSTRIAL RELATIONS - DISPUTES

~~SEPT - NOV 1986~~

1985 ~~1985~~ — 1986

The bottom half of the page is a large grid of graph paper. The grid consists of approximately 20 columns and 15 rows. There are some faint, illegible markings and scribbles scattered across the grid, particularly in the lower right quadrant. The grid lines are thin and light gray.

5/10/85

Public servants lobby for pay hike

Pretoria Bureau

The Public Servants' Association this week took its pay demands to the Minister of Administration and Economic Advisory Services in the office of the State President, Mr Eli Louw. The delegation is known to have asked for an increase of around 12 per cent.

PSA President Dr Colin Cameron said recently that a double figure increase was vital if public servants were to keep their heads above water.

At its annual meeting in September, the association decided to begin lobbying for a general increase differentiated according to profession as well as for the reinstatement of full public service bonuses, which were cut by a third this year.

The State's total wage bill — already about R10 000 million annually — will soar even further if the Government accedes to all the demands coming from public servants in different sectors.

Railway workers have said they want 26 per cent.

44B -

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Judge (151) interdicts SAAWU *Star*

F
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o

A Rand Supreme Court judge yesterday interdicted the South African Allied Workers' Union (SAAWU) and a printing company from distributing certain pamphlets

An urgent application was brought by Allan Maskew (Pty) Limited against the SAAWU and Minit Printers to halt the distributing or disseminating of pamphlets entitled "Attention work seekers Message from 75 Allan Maskew (Isando) dismissed workers".

An interim order was granted by Mr Justice DJ Curlewis, who also ordered the sheriff to seize and hold all the pamphlets

Unless opposed, the order will be finalised on November 22

SA can't afford pay rises ~~Croeser~~ Croeser

(151) B-Daily
7/11/85

GERALD REILLY

NEITHER government nor the economy could afford wage increases next year because of their potential to spur inflation, Deputy Director of Finance Gerard Croeser said in Johannesburg.

Cutting back on the State wage bill, in the effort to reduce short-term spending, was a possibility in the new financial year, but such a cutback would be difficult, he told the Association of Business Leadership

Croeser said the issue of public-sector wage rises was political.

At the close of the financial year civil servants would have gone 27 months without pay rises.

Though personnel reductions brought no short-term benefits, because of pension and gratuity payments, serious efforts would have to be made to rationalise staff, he said

Sources pointed out that the Public Servants' Association had not yet received assurances from government on pay rises nor the restoration of full service bonuses.

Croeser said stimulation of the economy was being carefully monitored and speculation that the inflation rate could rise to 25% or 30% was laughable

He said current circumstances were very different to those that existed when the Budget was introduced, but monthly departmental expenditure showed only small deviations from projections at the beginning of the year.

However, additional expenditure would be required because of measures to stimulate the economy, such as the R500m State-aid programme and the servicing of the public debt

Expenditure would be greater than budgeted but tax collections were favourable and borrowing for 1985/86 should not exceed 3% of the GDP.

Detecting lies

The Industrial Court has decided to order the temporary reinstatement of two workers allegedly dismissed solely on the evidence of the results of lie detector tests. While court member Ameen Bulbulia has not yet handed down reasons for his judgment, his finding has been widely interpreted as a warning to employers not to rely too heavily on the device for disciplinary purposes.

The case arose out of a dispute between Aaron Mahlangu and Ashley Gallant and their employer, CIM-Deltak.

The applicants argued that they had been dismissed on suspicion of theft after undergoing lie detector tests which supposedly measure deception by analysing emotional stress in a subject's voice. The court was presented with a vast amount of expert opinion on the reliability of the test.

The company told the court that there had been several instances in which cheque books and credit cards belonging to its employees had been stolen and used fraudulently. It appeared that the thefts had been carried out by other employees. While admitting that its evidence was not conclusive, CIM-Deltak denied that the results of the lie detector tests were the only basis for the dismissals. It said it had also taken into account the access Mahlangu and Gallant had to the stolen items.

It said it was obliged to take action over the thefts.

The use of lie detectors has been a source of friction between employers and unions for many years. This case is likely to set down at least some of the ground rules for determining the acceptability of lie detector tests. ■

Conciliation boards can't cope with applications

By Mike Siluma

Staff shortages in the Department of Manpower are leading to delays in the processing of applications for conciliation boards to resolve a number of labour disputes.

Now about 500 members of the South African Chemical Workers' Union (Sacwu) at Fedmis in Phalaborwa are poised to go on a legal strike after applying for a board on September 23.

In terms of the Labour Relations Act workers can go on a legal strike if the Minister fails to appoint a board within 30 days of applying for one.

Sacwu's general secretary, Mr Mike Tsotetsi, said 423 out of 531 members had recently voted in favour of industrial action to resolve their nine-month long dispute with the company.

He said the union would set a strike date shortly.

PROCESSING SLOW

The Department's chief director of labour relations, Mr JD Fourie, said applications could not be processed quickly enough because of a shortage of staff. Another reason was the increase in applications — from 23 for the whole of 1980 to 279 from January to September this year.

The dispute at Fedmis, a division of Centrachem, centred on the company's failure to reinstate some workers dismissed after a strike in February.

Mr Tsotetsi said when the union approached the Department of Manpower, more than three weeks ago, officials promised that a board would be appointed within "a couple of days".

He blamed the Minister for the delay in resolving the dispute because, he said, even Fedmis had agreed to the appointment of a board.

The decision to hold a ballot followed Sacwu's criticism last week of the Minister's delay in appointing conciliation boards to resolve the Fedmis dispute and two others at Karbochem and Air Products.

Dr Piet
12/11/87
puts labour
lawyers
in the dock

Using lawyers in labour disputes incurred high costs, going against the original intention of keeping down legal expenses in union-employer disagreements according to Dr Piet van der Merwe, Director-General of Manpower

He was addressing a Johannesburg Chamber of Commerce weekend business forum on "The Industrial Court — Quo Vadis?" and said the Wiehahn Commission had proposed that access to the Industrial Court should follow a less formal procedure and be open to interested parties at as low a cost as possible

"Although the Act provides for parties to put and argue their own cases before the court, the legal fraternity has entered the field in force and litigation has become as expensive as in other courts," Dr van der Merwe said

"All sorts of gimmicks are invented to circumvent the Act such as the appointment of a lawyer as a temporary member of a trade union. Employers have also employed lawyers full-time"

He said he was looking into the matter and the necessary steps would be taken by the Government

Dr van der Merwe said using lawyers had led to delays in hearing cases as the court often had difficulty finding a suitable date for each party's legal representatives

On suggestions that the court should form part of the Supreme Court or be placed under the auspices of the Department of Justice, Dr van der Merwe said this was not feasible as the court was "a court of equity, not a court of law"

He warned that because equity was decided on the merits of each case, it was dangerous to compare decisions

Even the various divisions of the Supreme Court often differed in their decisions, he pointed out

The trust that the court enjoyed, Dr van der Merwe said, was illustrated by the increase in cases — from 15 in 1980 to 555 as at October this year

All the court's decisions could be reviewed by the Supreme Court and local divisions of the court were being considered

LABOUR BRIEFS

151

INDUSTRIAL unrest continued to flare on the Reef yesterday as about 400 workers at two companies downed tools demanding the reinstatement of their colleagues.

This brings to about 1 500 the total number of black workers on strike on the Reef and Pretoria since the beginning of November

More than 300 workers at E L Bateman Engineering Company in Boksburg yesterday downed tools after demanding the reinstatement of nine colleagues allegedly retrenched last

week comment

• And about 90 workers at M W Murdoch are on strike demanding wage increases

• More than 600 workers at Edenvale, Electro Plating on the Reef, have been retrenched after the company had been liquidated, a company spokesman confirmed yesterday

• Meanwhile more than 650 workers at T W Beckett in Isando and at Metal Box in Pretoria have been dismissed for failing to heed calls to return to work

SOWETAN

12/11/85

Order forbids assault of NUM members

CARL TINKER'S
13/11/85
(151)

JOHANNESBURG.—A Rand Supreme Court judge yesterday granted an interim interdict restraining an assistant hostel manager and an induna at Marrevale mine in Nigel from killing or assaulting members of the National Union of Mineworkers at the mine.

The order, which is returnable by February 11, follows an urgent application in the Rand Supreme Court yesterday by the NUM and two individuals, Mr Solomon Mungisi Neleni and Mr Ferguson Nofotiyela.

The respondents are Mr Frans Johannes Spanner, an assistant hostel manager at the mine, and a Mr Mpinga, a mine induna.

Mr Mosime alleged in his affidavit that Mr Spanner was determined to prevent Mr Neleni, a mine clerk, from returning to the mine.

“He has conspired to kill or seriously injure and cripple Mr Neleni,” Mr Mosime alleges that Mr Mpinga was party to the conspiracy and had plotted to assault Mr Nofotiyela.

Mr Kenneth Mosime, acting general secretary of the NUM, said in papers before the court that the respondents were engaged “in a deliberate plot” to assault NUM leaders at Marrevale mine.

“This conspiracy involves putting together a ‘team’ to carry out assaults by attacking union leaders with knives

or burning them in the hope that other union members will leave the mine,” said the affidavit.

He said wage negotiations between the NUM and Marrevale management broke down on September 1 when the miners went on strike.

Management at the mine dismissed almost the entire black work force and the NUM launched several urgent applications in the Rand Supreme Court to have the workers reinstated. All the applications were dismissed on October 31 but the Industrial Court ordered that workers be reinstated.

— Sapa

WAS DANGEROUSLY NEAR SUICIDE... PHONE: 2187 26

Bara staff go on strike

HUNDREDS of auxiliary staff at Baragwanath Hospital yesterday downed tools to demand a salary increase and a change in conditions of service.

The salary dispute started last Friday when the workers — believed to be more than 1 000 — had a several hours' work stoppage demanding that the authorities attend to their grievances.

The workers — who include cleaners, nursing aides and kitchen staff — returned to work after they were told they would be given a reply yesterday. At yesterday's meeting tempers ran high after workers were told that salary increases would only be made next year, March.

A brief statement issued by Dr C van den Heever, the hospital's chief superintendent, yesterday con-

tinued that workers paid on daily rates had a case for an increase in salary and discussion of conditions of service.

He said the Transvaal Provincial Administration has informed the workers that their financial and other problems would receive attention.

A worker at the hospital said the workers were dissatisfied that since 1983 their salaries had not been adjusted. She said this was unfair because they were also feeling the brunt of inflation.

She said she knew of people who had been employed at the hospital for seven years but were still earning about R170 a month.

Dr Abu-Baker Asvat, the Azanian Peoples Organisation head of the health secretariat, said the workers were justified to demand a living wage.



(51)

SOWETAN 14/11/85

NO ONE FEELS SAFE

BARAGWANATH

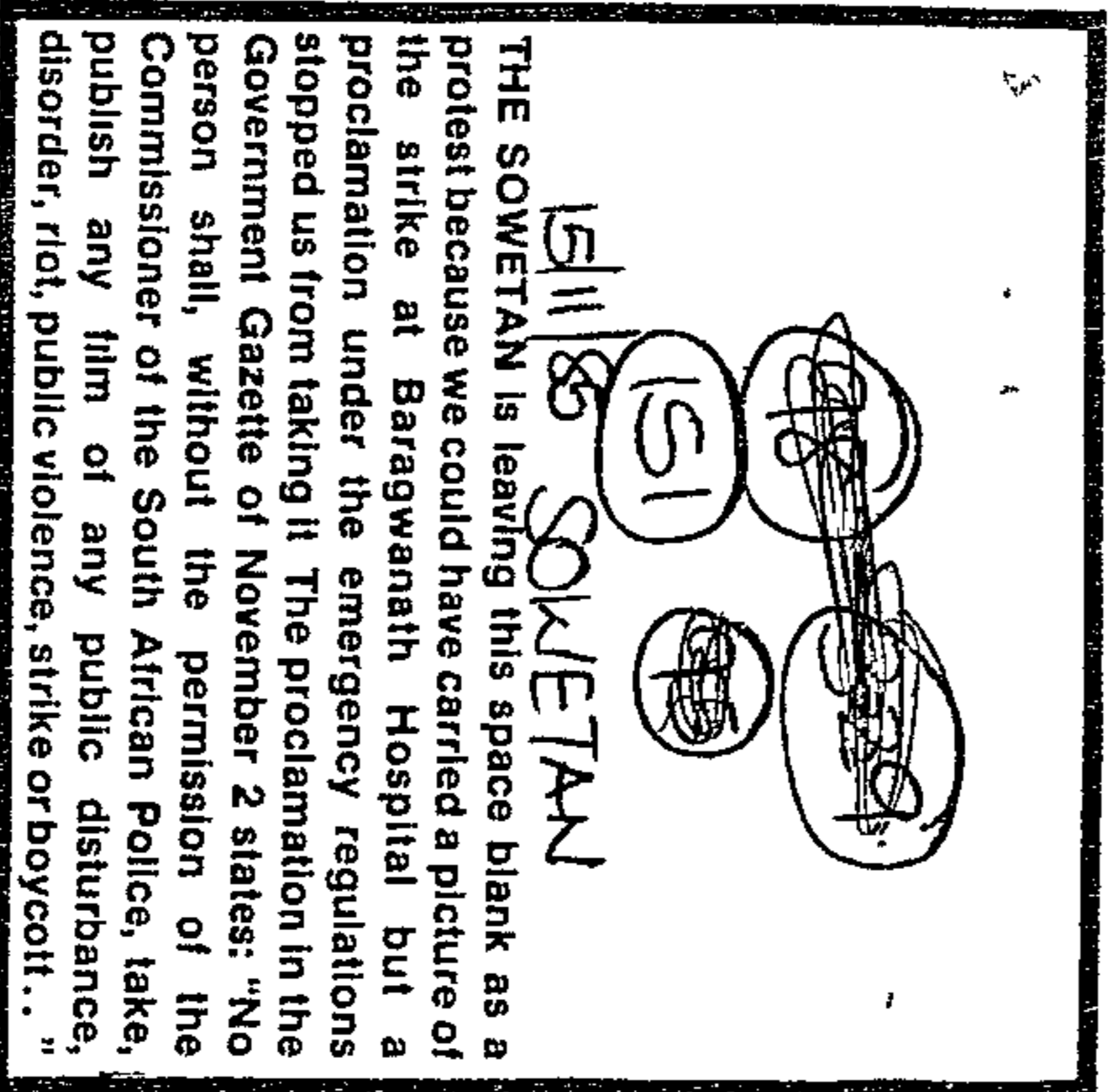
SEVEN hundred workers were arrested yesterday at Baragwanath Hospital as the strike there entered its second day. Medical services were on the verge of collapsing as all the student nurses joined the strike.

The 718 workers, 574 women and 144 men, were arrested for staging a strike demanding a wage increase and improved working conditions.

Sapa reports that they have been charged with holding an illegal gathering, alternatively staging an illegal strike. They will probably appear in court on Monday pending the decision of the senior State prosecutor, according to Brig Jan Coetzee, police divisional commissioner for Soweto.

Police

When the workers arrived at the hospital yesterday morning they grouped at the Harriet Sherz Hall where they started singing and ululating. Police arrested a group of about 30 but others then offered themselves for arrest. They waited for the police vehicles outside the hall and more than three loads were taken before midday.



Among them were several elderly women. Police wearing khaki overalls and helmets patrolled the hospital for most of the day. Hippos and truckloads of police

BY MOJALEFA MOSEKI

nurses struggled to offer a smooth service. They were seen pushing trolleys and performing other jobs normally done by the striking workers. While staff at the hospital helped with cooking.

The striking student nurses met at the nurses' home where they resolved to continue with boycott of lectures until their demands were met. A statement by the Health Workers' Association pledged its support for the workers' demands and slammed the "high-handedness and intransigence of the authorities to the workers' demands".

A spokesman declined to comment late yesterday saying that a workers' and nurses' delegation were meeting hospital authorities.

A statement would be released at the end of the meeting, she said.

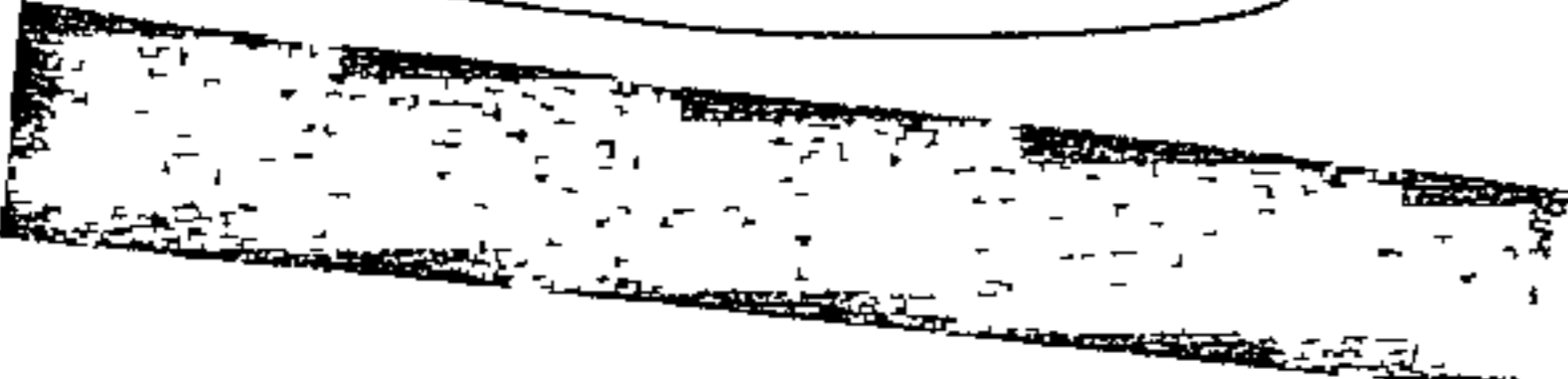
INDUSTRIAL COLLECTIVE AGREEMENT

Polygraph slammed

Reasons handed down by the Industrial Court in the widely publicised case of Mani Singh and Galian v CIM Dettak Current Affairs November 1985 confirmed that the court will rely on the results of the detector or polygraph tests as evidence which gains on the part of workers' union's expert protection from it.

The court has ordered that the two applicants who had been dismissed or suspended

Financial Mail November 15 1985



of the temporary reinstated. Their counsel had argued that the company had relied solely or substantially on the evidence of the detector tests in dismissing them.

In making his decision court member Ameer Bulbulia considered reams of expert opinion on the validity of the detector tests. He found that from the point of view of the law of evidence the court cannot ignore expert opinion which holds that the use of a lie detector machine for the purpose of establishing a person's guilt or innocence is reprehensible on scientific psychological and ethical grounds.

Bulbulia also took note of a great deal of Canadian US and British case law and statute which has explicitly or implicitly questioned the validity of the device. In his judgment he says that in the absence of any relevant SA case law the decisions of foreign jurisdictions ought to have a strong persuasive influence on the Industrial Court's decision and serve as guidelines.

Bulbulia thus discarded the company's lie detector evidence and found that other factors the company had taken into account were insufficiently strong to infer that the two men had been implicated in the thefts.

A gem of a dispute

Since industrial courts were established they have heard countless matters in which workers have asked to be reinstated, alleging they were dismissed without a fair hearing

Where it has been able to establish that this was indeed the case, a court has not hesitated to order reinstatements — even if the reasons for such dismissals have been perfectly justifiable. This has underscored the fundamental difference between industrial courts and other SA courts: the fairness of an action is its major concern and this

(151) FM 15/11/85
outweighs any other considerations.

With few exceptions, most reinstatement cases — which are heard in terms of Section 43 of the Labour Relations Act — have involved unionised black workers. Over the years, though, it has become clear that individual white workers have become increasingly aware that they too can make use of the court for this purpose. The recent dispute between Moira Tuck and the SABC is an example. Now it seems even senior management men are latching on to the idea.

In January next year the court will be hearing an application for reinstatement brought by Barry Stevenson, a former MD of leading jewellers, Sterns. Stevenson was dismissed by Sterns chairman Syd Barnett three weeks after he was appointed to the post.

Stevenson alleges that Barnett told him it would be best for him to resign because he had upset certain people in Sterns, and that Barnett had not given him an opportunity to defend himself. Stevenson is alleging his dismissal was unfair on both procedural and substantive grounds.

Barnett has refused to comment, saying the matter is *sub judice*.

The case will have more than mere curiosity value. Whichever way the court decides, the very fact that high ranking employees are now turning to it for protection holds far-reaching implications for labour practices in all South African companies. ■

~~155~~
INDUSTRIAL COURT 151

Polygraph slammed

Reasons handed down by the Industrial Court in the widely-publicised case of Mahlangu and Gallant vs CIM Deltak (*Current Affairs* November 8) confirm that employers who rely on the results of lie detector or polygraph tests as evidence of wrongdoing on the part of workers cannot expect protection from it

The court has ordered that the two applicants, who had been dismissed on suspicion

Financial Mail November 15 1985

151
of theft, be temporarily reinstated. Their counsel had argued that the company had relied solely or substantially on the evidence of lie detector tests in dismissing them.

In making his decision, court member Ameen Bulbulia considered reams of expert opinion on the validity of lie detector tests. He found that "from the point of view of the law of evidence, the court cannot ignore . . . expert opinion which holds . . . that the use of a lie detector machine, for the purpose of establishing a person's guilt or innocence, is reprehensible on scientific, psychological and ethical grounds."

Bulbulia also took note of a great deal of Canadian, US and British case law and statute which has explicitly or implicitly questioned the validity of the device. In his judgment, he says that in the absence of any relevant SA case law, "the decisions of foreign jurisdictions ought to have a strong persuasive influence on the Industrial Court's decision and serve as guidelines."

Bulbulia thus discarded the company's lie detector evidence, and found that other factors the company had taken into account were insufficiently strong to infer that the two men had been implicated in the thefts. ■

~~(146)~~ ~~(129)~~ (151)
METAL INDUSTRY ~~(140A)~~

Confrontation looms

The strike ballots conducted by the Metal and Allied Workers' Union (Mawu) last week at three Asea group-factories are the first manifestations of its campaign to force metal industry companies to bargain wages and working conditions at plant level. They follow the failure of the metal industry industrial council to settle the disputes Mawu has declared with Asea and a large number of companies whom it issued with demands for plant level bargaining in September.

According to Mawu, workers at all three Asea plants voted in favour of striking by a

Financial Mail November 15 1985

~~(146)~~ ~~(129)~~ (151) ~~(140A)~~
big majority. They have appealed to workers in related Altech and Powertech companies to support them.

Mawu has long been at odds with the metal industry employer federation, the Steel and Engineering Industries Federation of SA (Seifsa), over plant level bargaining. Although it joined the metal council three years ago, Mawu has always insisted that it should have the right to supplement industry-wide bargaining there with plant level bargaining as well. Seifsa, for its part, has

consistently opposed plant level talks on any items covered in the council's main agreement. Mawu's campaign follows its defeat in a test case over an issue in the Industrial Court with Natal company Hart Ltd.

In late September Mawu announced that it had declared disputes with many of the metal companies which rejected its demands for plant level bargaining. Mawu national organiser Bernie Fanaroff says that disputes against some of them have been withdrawn, but that the rest have been taken up. He says

a number of dispute meetings besides those involving Asea have taken place at the industrial council and that more are scheduled. "We don't expect these disputes to be settled as the companies are sticking to Seifsa's line. We believe there will be deadlock and when that happens we will move to strike ballots," says Fanaroff.

Fanaroff also says Mawu expects to reach deadlock with some US companies, one of which is a subsidiary of American Brands. Fanaroff says Mawu is taking steps to con-

Vague responses from ministers

Discontent grows in public sector

B Day
15/11/85

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DISCONTENT among public sector workers is intensifying as Cabinet ministers fob off staff associations with vague responses to their appeals for salary increases

Ministers of Transport Affairs Hendrik Schoeman, Posts and Telecommunications Lapa Munnick, and Administration and Economic Advisory Services Eli Louw, have all refused to commit themselves at recent meetings with association leaders on the issue of increases in the new financial year

The Postal and Telegraphs Association told Munnick at a meeting two weeks ago that since the last increases in January last year, the Consumer Price Index had risen by more than 25%

By the start of the new financial year the backlog would be more than 30%, he was told

And last month, the Public Servants Association submitted a case for "double digit" rises to Louw

Yesterday Federal Council of SATS trade unions president Jimmy Zurich said distress and anger among railway workers had reached a peak

GERALD REILLY

Zurich has just returned from speaking to branches of the Artisan Staff Association in all four provinces

The railways tough economy campaign, he told *Business Day* yesterday, had meant smaller incentive bonuses — in many instances none at all were being paid because of the lack of work — and drastic overtime cuts

At one time incentive bonuses and overtime made up between 20% and 25% of earnings

"In August the Minister of Transport Affairs, Hendrik Schoeman, rejected an urgent appeal for interim salary increases

"We hope to see him early in the new year to make a fresh appeal for 25% rises from April

We don't know where the money will come from — he is heading for a R450m deficit — but discontent among the staff is intense and finding the funds is his problem," Zurich said

SOWETAN

MONDAY, NOVEMBER 18, 1985

27c + 3c GST (PWV) Elsewhere 35c

17 000 threaten to join strike

CRISIS

18/11/85 SOWETAN

AT BARARA

MORE than 300 nursing assistants who have been holding the medical service together at Baragwanath Hospital are set to join the workers and student nurses on strike this week.

By **MOJALEFA MOSEKI**

A spokesman for the South African Black Municipal and Allied Workers' Union yesterday said the union resolved in Johannesburg to join the strike in solidarity if a solution had not been found by the end of this week.

He said the 17 000

members of his union would walk out in solidarity with Baragwanath workers.

The union has informed its mother bodies the Post Telecommunications and Telegraph International and the Public Service International to take up the matter with Governments at the respective head offices.

It is understood that senior medical officers were to formally object

to the presence of the army personnel in the wards because their presence psychologically affected the recovery of patients.

This comes after the nursing assistants decided to join the strikers on Friday.

"A group of nurses, who said they had no leadership but delegates yesterday said they were not on strike but were awaiting the results of talks between their delegates and the authorities at Baragwanath Hospital.

Scores of people visiting patients admitted to the Baragwanath Hospital during the week were told they had been transferred to Hillbrow Hospital yesterday.

Uniformed soldiers were present and not police guarded the entrance.

Some soldiers pushed trolleys and others attended to patients in the surgical wards.

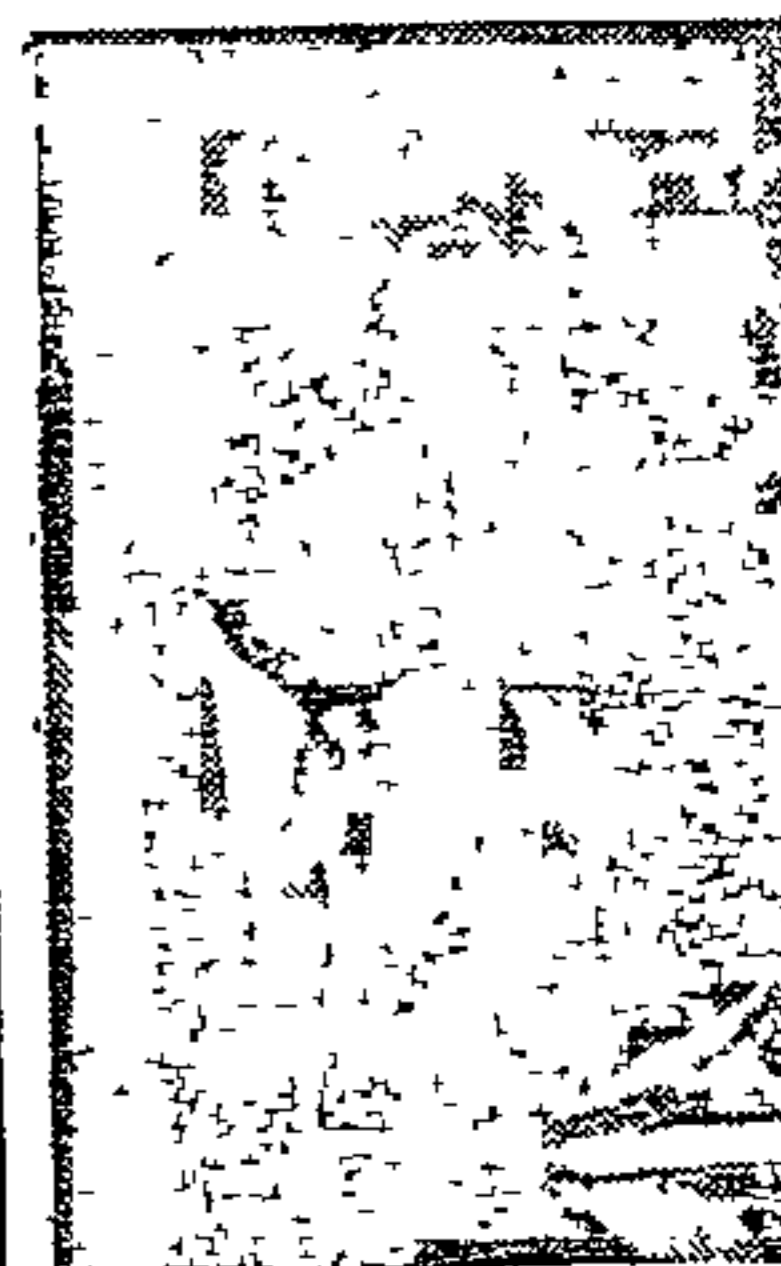
Patients clothing and sheets had not been changed since Thursday and a team of outsiders cooked in the maternity kitchen only.

The head of the health secretariat of the Azanian People's Organisation Dr Abu-Baker Asvat yesterday slammed the authorities for "failing to act in a crisis situation".

He said the blame for the deterioration in medical services at the hospital would be laid on 'officials'.

See page 3.

"Dameli"
Mr J P Brummi



The Damelin Study Directorate sees to it that every student receive other members of the Director, Advisers and Mr M.C. Andrew "To get a good job and earn more the past 30 years prove that the My many years in the education the very best in you. You see D regulations to stand in the way

BARAGWANATH

GOURT

WONWAVE

AN URGENT application for a court interdict for the reinstatement of the dismissed Baragwanath Hospital student nurses and auxiliary workers will be submitted to the Rand Supreme Court today.

Instead of negotiating with the dismissed workers and nurses' delegates, the hospital authorities yesterday fired the 1 000 student nurses and instructed them to collect their cheques at 2pm today.

They have been given until 11am today to leave the Nurses Home. The nurses rejected the instruction to collect their cheques and resolved to defy the quit order during a meeting yesterday morning.

A spokesman of the Health Workers Association (HWA), which is handling the dismissed workers' demands, said "We call upon the authorities to withdraw the army from the hospital because its presence prolongs the recovery of patients psychologically and physically as blacks respond negatively to soldiers. The services of the dismissed workers and the nurses can never be replaced."

Meanwhile, a meeting called by non-classified workers who are members of the General and Allied Workers Union (GAWU), was yesterday banned by the Divisional Commissioner of Soweto, Brigadier Jan Coetzee.

The meeting, which was scheduled for the Glynn Thomas Hall, was banned in terms of the Public Safety Act of 1953. The ban was announced 50 minutes before the meeting was to start. Another meeting will be held at Khotso House in Johannesburg at 12 noon.

At another meeting held at Khotso House

SOWETAN BOULDER

yesterday afternoon, about 100 workers at the Hillbrow and General hospitals pledged solidarity with the Baragwanath workers.

Speakers at the meeting included Mr Phillip Dhlamini, general secretary of the South African Black Municipal and Allied Workers Union (Sabmawu), and Mr Y Varava of the Health Workers Association.

(HWA)

Messages of solidarity from various unions were also read. The meeting also called on the Public Service International to put pressure on the South African Government to resolve the situation.

The dismissed workers and nurses received support from unions and medical associations and professional groups yesterday.

terday

A group of nursing sisters and doctors reportedly sent a letter to the health officials in Pretoria expressing "great concern over the handling of the matter and pledging their support for the workers and student nurses' valid demands".

They have been rendering services to patients since the workers and nurses stayed away on Thursday.

A spokesman for the South African Black Municipal and Allied Workers Union (Sabmawu), said he was disappointed with the "arrogant manner of the Baragwanath officials who refused to talk to the union's delegation".

"We will do all in our power, with other concerned unions, to bring the health officials to the negotiating table and will not rest before everyone of the dismissed workers is reinstated," said the spokesman.

Vaal Unrest - 6 pages

WONWAVE
SOWETAN BOULDER
VERBODEN TOEGANG
SOWETAN BOULDER

As Baragwanath crisis deepens



Dr MATESEKE . . . officials slammed.

MASS WALK

151

~~SOWETAN~~

~~SOWETAN~~

SOWETAN

OUT

20/11/85

This means that the grant hospital will be brought to a virtual standstill with its patients left stranded. There are around 12 000 patients at the hospital.

This ultimatum was given to the hospital superintendent, Dr Chris van der Heever, yesterday by a delegation representing doctors, nursing sisters, radiographers, technical and clerical staff.

Strike

According to our information all staff at Baragwanath not affected by the strike last week have now thrown in their lot with the dismissed workers.

THE crisis at Baragwanath Hospital deepened yesterday when doctors and nursing sisters announced they would down tools this morning if dismissed workers were not reinstated.

THREAT

BY MOJALEFA MOSEKI

He did, however, concede that the army could give such service if asked to do so.

A spokesman for the Health Workers' Association (HWA) said when the doctors and nursing sisters were told that Dr Chris van der Heever was "unable to respond to their petition submitted after the 10am meeting they resolved to down tools today at 10am if he has not responded".

Late yesterday it was reported that Dr van der Heever had agreed to meet a delegation of the medical personnel comprising of nursing sisters

and doctors.

And yesterday morning all student nurses were evicted from the hospital by 11am. Nurses were ordered to collect their belongings from their rooms and leave.

The army and police were present. There were no incidents.

Meanwhile the court action to be brought against the hospital by dismissed workers will be heard today. Lawyers acting for the dismissed workers were yesterday busy with preparation of the papers and said they would only bring the matter before the court today.

As reported in The SOWETAN yesterday an urgent application is to be brought in the Supreme Court for the reinstatement of all dismissed workers.

The Institute of Public Servants yesterday condemned the action of the Baragwanath Hospital authorities in dismissing striking staff and the eviction of student nurses from their hostel.

Its chairman, Dr S K Matseke, said yesterday that his organisation condemned the action of the authorities at Baragwanath "in the strongest terms".

"The authorities have responded to the situation in a most high-handed way. They did not even bother to consult with community or national leaders to help solve the crisis," Dr Matseke said.

← From Page 1

board to discuss the issue he told me to hold my horses" **SOWETAN**
Meanwhile about 150 student nurses who were dismissed at the Baragwanath Hospital last week yesterday signed forms of reinstatement agreeing that they were "guilty" of going on strike

The forms state that they have no claim to any leave privileges pertaining to their previous appointment and that from the date of re-appointment their admission to the pension fund will be regarded as "a new appointment subject to normal admission requirements"

A meeting held late yesterday resolved that all those who had signed the forms and had recognised that they were at fault by so doing, should submit their names and a lawyer will see to it that their signatures be declared null and void

Banned

Yesterday's meeting was also told that the hospital banned matrons from staff meetings as they had voiced desperation and deep concern on the plight the hospital was now in, because of the actions taken by the hospital

The **SOWETAN** has established that.

- Patients were being prematurely discharged;
- Patients were rejecting the soldiers now providing some service at the hospital,
- Flies were plentiful in wards,
- There was no proper medication given as there were no junior nurses to change bandages and give medicines.
- Some doctors were barring SADF personnel from wards in solidarity with fired staff and
- Only urgent operations were being done while others are suspended

A spokesman for the hospital services department in the Transvaal, Dr J A Fourie, has denied the allegations. But medical staff at the hospital confirmed them.

BARA

STAFF

HOLDS

FIRE

THE proposed strike by Baragwanath Hospital's remaining staff was yesterday suspended pending the outcome of an urgent application for the reinstatement of dismissed workers. The case continues today.

Pending outcome of court case

Meanwhile it is reported that the hospital services are deteriorating

The remaining staff cannot cope. Patients are being prematurely discharged while flies abound in wards

The decision to suspend the strike was

taken by more than 1 000 staff members, including doctors, nursing sisters, medical technologists, radiographers and clerks. They met at the hospital

The planned meeting between Dr Chris van der Heever, chief superintendent of the hospi-

tal, and a delegation representing the staff, yesterday did not take place

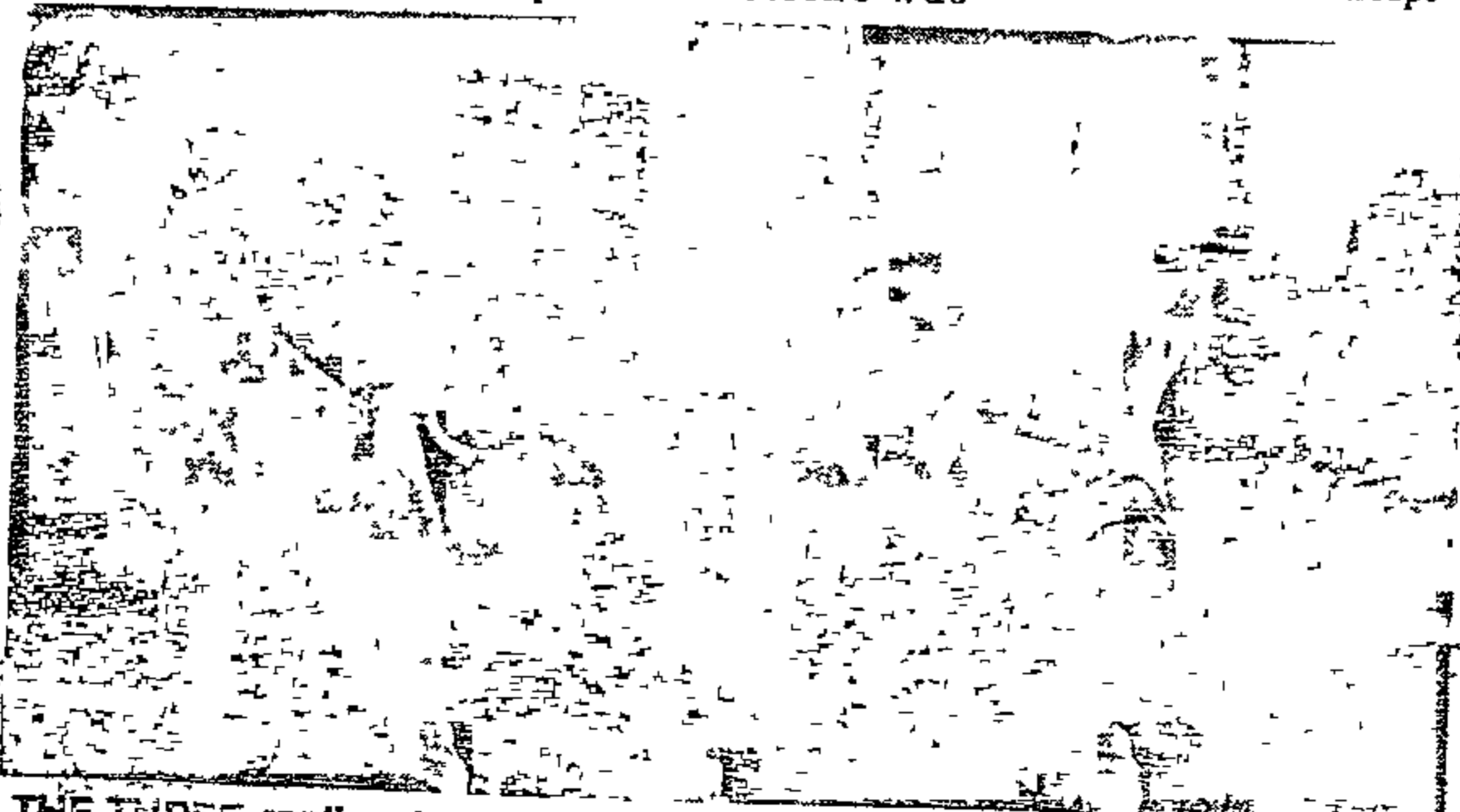
The meeting was told that Dr Van der Heever had asked to be excused as he was defending the action against the hospital

However, it is alleged that he has in the past refused to meet staff representatives on this issue, except when he announced the dismissals. Calls to his office to confirm this have been referred to Pretoria.

Bombshell

And yesterday the chairman of the Baragwanath Hospital Board Dr W M Matsie, dropped a bombshell when he disclosed that Dr van der Heever had previously stalled a meeting of the board to discuss the issue

Said Dr Matsie yesterday "When I as chairman told him I had called a meeting of the



THE THREE applicants who brought the action against the hospital with their legal representative, Mr A Soman (in glasses). They are (from left), Themba Mboho, Machebe Nxumalo and Mardulate Tshabalala. They are being interviewed by a TV crew.

*SOWETAN 151
2/11/85*

Bid to end strike reaches deadlock

NEGOTIATIONS between officials of the Chemical Workers' Industrial Union and management at Triple P Chemicals in Edenvale will resume on Friday after an attempt to resolve a strike at the plant reached deadlock.

About 30 workers downed tools on Monday in protest against the dismissal of a shop steward, Mr Packson Thobejane.

The union and management met on Tuesday, but discussions collapsed.

It was then decided that they meet again on Friday.

The company gave workers an ultimatum to return to work. When they refused management dismissed them. Mr V Mavuso, the union's organiser, told **The SOWETAN** this week.

Mr Thobejane was dismissed after he attended a court hearing last Friday, although management refused him time off.

Four workers from

the company were due to appear in the Germiston Magistrate's Court on charges under the Intimidation Act.

As senior shop steward, Mr Thobejane was chosen by workers to attend the court hearing with a union organiser. Management dismissed Mr Thobejane on Monday.

"The union condemns the management's action in dismissing Mr Thobejane and the workers. It expects com-

pames to handle such situations sympathetically in times when workers are facing attacks by the State," Mr Mavuso said.

A company spokesman confirmed that negotiations were still taking place between management and union officials.

However, when workers returned to work yesterday they were locked out, a union official said. Police were also on standby.

Saawu, bosses claim harassment after dismissals

THE South African Amalgamated Workers' Union and management of Metal Box have made claims and counter-claims of harassment and intimidation of workers dismissed after a strike at the Rosslyn plant.

A police spokesman in Pretoria said workers who had complaints should tell police who would investigate.

They had not received any report on intimidation.

Saawu's branch secretary, Mr Jackie Masemola, claimed two union members had been arrested, several visited and harassed by police who questioned them about the strike. Police would not confirm this.

However, Metal Box's manager, Mr A J McLeish, said striking workers wanted to return to work, but had been prevented from doing so by intimidators.

He claimed several workers returned to

work but some found that their homes had been visited by students and strike supporters during the day. One employee's furniture was damaged, he added.

The strike at the plant started after management had employed three whites. The whites, the workers said, were employed after 22 members of the union were retrenched.

After their dismissal the workers launched a boycott of the company's products, but the Pretoria Supreme Court judge, Mr Justice F Myburgh, restrained the union from continuing the boycott after the company had applied for an urgent application last week.

Mr Masemola said they were intending to contest the ruling in the Supreme Court next Tuesday because "we feel the workers have a just and democratic right to put pressure on the company".

151

SOWETAN 05/11/85

Bara strike - judge gives ruling today

Sc

THE much-awaited judgment in the urgent court application brought by three student nurses at Baragwanath Hospital is to be delivered this morning in the Rand Supreme Court.

Mr Justice R Goldstone on Friday, before a packed courtroom, reserved judgment after hearing argument from counsel for the hospital authorities and the three applicants

The three applicants, Miss Mardulate Tshabalala, Mr Themba Mbobo and Mr Macbeth Nxumalo, are seeking an order to declare their dismissal unlawful

They have also asked for a temporary order halting their eviction from the nurses' home or, alternatively, allowing them to return

Mr J Coetzee, SC, acting for the hospital authorities, argued that the position of student nurses was different from other occupations because work stoppage could endanger life

The students, he said, had been prepared to hold the hospital over a barrel by striking in their own interests. Striking was an offence for nurses and the summary dismissals of Mr Mbobo and Mr Nxumalo was therefore justified

As for Miss Tshaba-

lala, she was not dismissed as she had been on leave at the time of the strike. He said she should have ascertained her status and her coming to court was not justified

Mr Jules Browde, SC, counsel for the applicants, said although the application had been brought by the three, it was nevertheless a test case affecting the fates of more than 900 others, also dismissed

He submitted the students were wrongfully sacked for "strike action" as the dismissal, on November 18 was given retrospectively from November 13 when there was no threat of a strike

He said the students would suffer irreparable harm if they were not granted interim relief

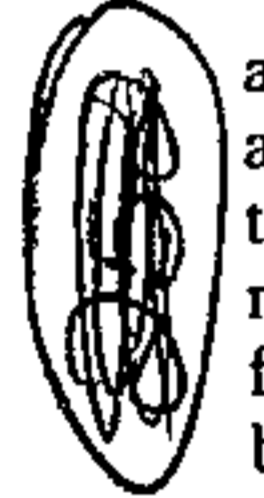
Student nurses challenge hospital over dismissals

SOWETAN Reporter

GLADMAN WA
captain of Mon
Football and N
lo.



ISI



Hammond

Workers get
wage boost

The Chemical Workers Industrial Union finalised wage agreements last week at Palkington Fiat Glass in Springs and SA Cyanamid in Witbank.

A spokesman for Palkington said the minimum wage had been increased to R3,09 an hour. An extra week's leave bonus improved long-service allowance and two additional public holidays had also been negotiated.

At SA Cyanamid the minimum wage increased to R2,70 an hour, an increase of 72c an hour. The workers' shift allowance, public holidays and service leave have also substantially improved.

Railway workers want 25%

B. Day
26/11/85

Wave of wage demands loom

157

A WAVE of demands for wage and salary increases to match the country's spiralling inflation rate is expected next year, according to economists

Those granted this year have been well within the current 16,8% rate, and trade union leaders, including Federal Council of Sats trade unions chairman Jimmy Zurich, stress living standards have been drastically reduced

Stellenbosch Economic Bureau economist O D J Stuart expects pressure from the private and public sectors for adequate rises next year

It should be remembered, he says, that increases in 1984 were generally below the inflation rate

This year they were also substantially less than the inflation rate. A big backlog has, therefore, developed

"We don't believe workers will be prepared to put up with an erosion of 17% in their earnings without strong demands for compensation, in spite of the current serious unemployment," Stuart adds

The railway unions have told Minister of Transport Affairs Hendrik Schoeman they want 25% increases from April

The private sector employee organisations, it is pointed out, are likely to take their lead from the extent of the increases granted by government

GERALD REILLY

Although there is a fear among public sector workers that the freeze on increases imposed in April might be extended into the new financial year, government sources say some adjustment will be made — but not enough to compensate for the widening gap between earnings and the Consumer Price Index.

Informed sources say increases in the public sector are likely to be in the region of 8% to 10% — and if they are, the combined salary bill of the central government, railways and the post office will stretch the total by R1bn to more than R11bn

This would represent just less than 33% of the 1986/87 budget, economists point out

However administration sources say the decision on the extent of increases will be a last minute one taken against a background of economic prospects at the time

They point out, too, that there is a growing awareness among government workers of the value of their job security at a time when unemployment, including white unemployment, is growing

This would make a government decision on modest increases, substantially below the inflation rate, easier to take

Mr. Malan believed it was necessary

Maternity-pay plan slammed

151 27/11/85
Municipal Reporter *Stan*

A move by the Johannesburg City Council to withhold maternity leave on full pay from employees whose husbands have not done military training has been slated by councillor Mrs Molly Kopel

The item on the minutes of yesterday's council meeting was not debated as an adjournment was called at 11 pm, leaving several matters in abeyance for the next council meeting

However, Mrs Kopel issued a statement because she felt it was vital that the matter should be aired

According to the recommendation by the management committee, wives of religious objectors should also be excluded and women taking advantage of the 96-working-day leave on full pay for the first two pregnancies, would have to agree to work for the council for a full year

An incensed Mrs Kopel branded the resolution "totally sexist, racist and denigrating to all women", adding that every woman aware of the council move was outraged

"This recommendation excludes not only white women, but black women (who are good enough to sweep the streets, but cannot qualify as their husbands are excluded from military duty), Indians and coloureds, and women married to students who have not yet gone to army," Mrs Kopel said

Houghton d

24/1/85 (151) Mercury
90 Pinetown workers on strike

Labour Reporter

ABOUT 90 weekly-paid employees of Nicholas Kiv., a chemical factory in Pinetown downed tools yesterday in a dispute over wages and working conditions.

Miss Pat Horn, the Pinetown organiser of the Chemical Workers' Indus-

trial Union, said the workers voted for strike action in a ballot at the factory on Friday after all attempts by the union to negotiate wages and conditions of service with the management had failed.

Mr Charles Toms, the company secretary confirmed the work stoppage

and said the dispute had arisen after the union had refused to sign a recognition agreement.

'Their refusal to sign is because of one clause which states that they wish to represent all employees at certain grades rather than only their members

'Former employees harassed'

Court puts brakes on union's move

METAL Box of South Africa, a subsidiary of Barlow Rand, has been granted a court order restraining the South African Allied Workers' Union from launching a boycott of its products and from interfering with its former employees.

SOWETAN
Reporter

The ruling, by Mr Justice Kirk-Cohen in the Pretoria Supreme Court this week, also prevents the union from making any attempt to stop 490 former Metal Box employees from re-applying for their jobs after their dismissal this month following a strike at the company's plant in Rosslyn.

Saawu did not defend the action, following an interim interdict granted by Mr Justice Myburgh on November 15.

The order also restrains the union from interfering in any way with the former employees.

Rosslyn plant manager Mr Sandy McLeish, said after the hearing

that the company hoped the ruling would put an end to rumours and misleading reports.

"There have been incidents of former employees being harassed by students and strike supporters, and of petrol bomb attacks on their homes. The order will put a stop to this and open the way for former employees to talk to us about re-employment," he said.

A union spokesman said their members have been harassed both at work by being dismissed or at home where they were visited by police and questioned about their union activities.

(5)
Chemical plant
Mercury
strike called off
28/11/85

Labour Reporter

EMPLOYEES of Nicholas Kiwi, a chemical factory in Pinetown, ended their one-day strike and returned to work yesterday

Miss Pat Horn, Pinetown organiser of the Chemical Workers' Industrial Union, said the workers had decided to end their strike pending the outcome of a Conciliation Board meeting on December 10

About 90 weekly-paid employees downed tools on Tuesday following a dispute over wages and

working conditions.

Mr Charles Toms, the company secretary, yesterday confirmed that the plant was back in full production. 'All the workers have returned on their own accord and unconditionally,' he added

151

Pay rises too low — union

LAWRENCE BEDFORD

MINIMUM pay rates for beginners in the clothing industry in the Transvaal were still "too low", said the National Union of Clothing Workers.

The weekly minimum pay for beginners in the clothing industry has risen by 21% under the new Industrial Council agreement on pay and conditions ratified yesterday.

This would give a person starting in the clothing industry in the Transvaal in January R43,50 a week, said the president of the province's manufacturer's association, Terence Kinnear.

However, a spokesman for the National Union of Clothing Workers said despite progress made in the latest agreement, the union intended doing everything it could to increase pay for entrants to the industry.

Workers declare dispute with board

Cape Times 2/12/85
Staff Reporters

151

THE Western Cape Administration Board Workers' Union, which represents 2 236 workers, has declared a wage dispute with the board

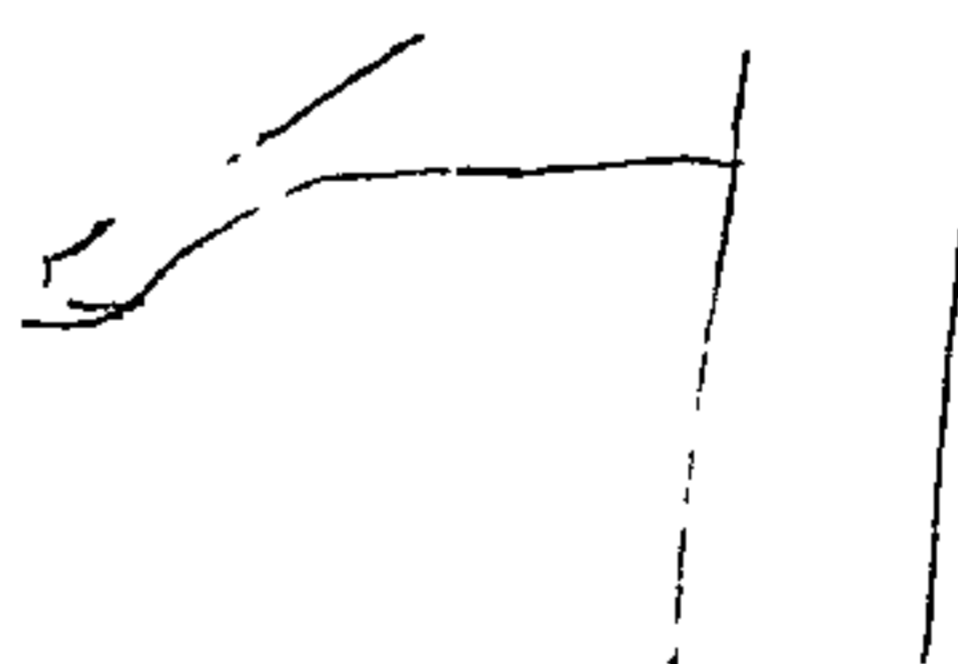
Mr G Ntuli, president of the union said last week that at a special general meeting workers had been told that their demand for a 25 percent increase was rejected by the board, which had made a 5,5 percent offer instead

"The workers feel this should be taken to the Conciliation Board and have declared a dispute with the board. The so-called increase offered is disgusting and is unacceptable to our union workers

"We ask our bosses — how must we live? How can we feed our children, buy them clothes and educate them? The prices of food and other household necessities have gone up but the value of our wages has come down." He said the lowest-paid board workers earned R196 a month

Mr Sampie Steenkamp, a Western Cape Development Board liaison officer confirmed that a dispute had been declared and that the matter had been referred to the Industrial Council

KRIDGE ST 197101



AREA B: Durban and Port Elizabeth.

AREA A: Lower Tugela.

Superseding w.d. no: 292

425 - CORDAGE AND MATTING INDUSTRY, CERTAIN AREAS.

Six-month food boycott leads to court action

AR 6/13 4/12/88
Labour Reporter

A SIX-month food boycott by 1 600 residents at the South African Transport Services Ik-wezi hostel in Langa could be resolved by a Supreme Court hearing which starts this week

The men have been boycotting hostel food since June after protests to the management about quality and quantity failed to produce improvements

The food protest by the contract workers is linked to dissatisfaction over deductions made from wages for food and accommodation. The workers claim their contracts provided for deductions of R17 a month but say Sats has been deducting up to three times that amount from several hundred residents

Contract terms

Hostel residents also claim the food does not meet the standard laid down by law for black workers

Now the residents are asking the Supreme Court to order Sats to abide by contract terms

Discontent has been serious for more than a year when a hostel committee was formed to meet the management in attempts to resolve some of the points at issue

Workers claim their complaints were largely ignored and conditions did not improve

"Staff drank on duty"

Food at the hostel often ran out, they say, before all residents had eaten, which sometimes led to anger and fights. They also claim the kitchen staff were aggressive, untidy and drank on duty

Requests for information about hostel finances were refused by the management. The workers say that R35 a month from each of 1 600 residents for food and accommodation should provide R672 000 a year for running the hostel which they allege should be enough to provide decent meals

Another complaint is that outsiders, including watchmen and railway policemen, often help themselves to food from the kitchen

The boycott started after residents felt their requests for improvements had been ignored

(15) **'Fighting worse
than wearing badge'**

AKG 4/12/85

Staff Reporter

FIGHTING on the shop floor was a far more serious offence than wearing a badge, a worker, fired from Atlantis Diesel Engines factory for refusing to remove a United Democratic Front badge, told an Industrial Court

Mr Isaac Phooko, 23, was fired on May 3 after two years' service with the company. He had been unemployed since then, the court heard yesterday.

The dismissal followed his refusal to heed company warnings on "abuse and misuse" of company property, refusing to obey a legitimate instruction and refusing to accept a disciplinary procedure "prohibiting employees to advance and/or promote political organisations within the confines of ADE".

Mr Phooko said he was "disturbed" about a rule introduced "overnight" prohibiting the "promotion of any political cause on the premises" after he was warned by a foreman, Mr P P Wollner, to remove the badge and his refusal to comply.

"USING THE LAW"

He refused, he said, because he felt the foreman had "used the company law to satisfy himself — he seemed opposed to organisations like the UDF".

Mr Phooko said the rule was "fair to a certain extent"

"If it had been a case of someone wearing a T-shirt with slogans or carrying a banner, I might have accepted the law, but the badge was probably no bigger than my thumb and a person walking past might not even have seen it."

He had seen men fighting on the shop floor and getting away unpunished — yet this was "a far more serious offence than wearing a badge".

The hearing continues today.

Mr P E Roux, SC, is presiding Mr L J Bozalek, of the Legal Resources Centre, appears for Mr Phooko and Mr F Erasmus, ADE general manager, human resources, appears for the company

CNA and union settle wage dispute

By Sheryl Raine

A wage dispute between CNA (Gallo) and the Commercial Catering and Allied Workers' Union was settled this morning when the parties agreed to an increase of R580 a year for shop assistants and other helpers.

Strike action by 700 CNA workers, which was temporarily suspended at the weekend pending the outcome of talks this week, has been cancelled.

In a brief statement CNA said an amicable settlement had been reached. Workers would receive the following increases: R20 a month effective from August 1, a further R20 a month from October 1 and an additional R35 a month from April 1 1986.

Before the conciliation board began its hearings on the dispute the union was demanding an increase of R600 a year and CNA was offering R537 a year.

Mr. Michael Wright, the personnel resources manager of CNA, said the settlement also included an undertaking of full productivity from the union over the Christmas period.

8/12/85

191

By Amrit Manga
TWO banks will increase salaries by up to 12% — substantially higher than the pay rise coming the way of most white-collar workers and the projected national average of between 8% and 10%.

The increase will add about R46-million to Standard Bank's wage bill and cost Barclays more than R52-million

Reasonable

The two banks employ more than 50% of the white-collar work force in the banking sector

The SA Society of Banking Officials (Sasbo) says the banks were persuaded to add millions more to their initial

Bank staff get 12% pay rises

offer It describes the negotiations as most difficult

The merit increments range between 3% and 6% Some staff will receive another 2% to 3% in promotion increases, bringing their average close to 15%

Though falling short of what Sasbo considered fair, the increases are seen as reasonable

Marginally higher in-

creases were granted to staff in higher managerial categories to compensate for erosion of income through taxation of perks

Highest

Junior staff increases are almost 2% below those of managerial staff as a result The decision to widen the salary gap between junior and

senior rates was taken after it was argued that smaller differences tended to lower the incentive to gain promotion

This year's adjustments mean banking officials will receive higher increments than most other white-collar workers The average basic salary in the banking, building society and insurance sectors is the highest among eight listed by Central Statistical Services

Its figures show average monthly salaries for the elite sector in June this year were R1 226 The next highest was R932 paid in the transport, post and telecommunications sector

Sasbo says more adjustments will have to be made to compensate for the erosion of its members' standard of living if the banks are to avoid losing large numbers of trained officials to other sectors.

By Kerry Clarke

Soviet and Zimbabwean delegations on possible military assistance to Zimbabwe

To cap it all, the Zimbabwe *Herald*, the country's main newspaper, carried banner headlines on Mugabe's return from Moscow and Vienna, proclaiming "South Africa set to invade" Mugabe claims Pretoria has embarked on a major military build-up along its border with Zimbabwe, and even normally cautious western diplomats were reported saying they would not be surprised if SA did carry out its threat to launch a "hot pursuit" raid into Zimbabwe

The general raising of the political temperature over the past fortnight suggests that the church leaders have already been overtaken and are unlikely to have a major impact on the course of events within southern Africa This gloomy, if realistic, conclusion needs to be viewed alongside the possibility that the stance taken by the South African church leaders in Harare last week will generate more heat than light within the Republic itself as conservative churchmen and their supporters enter the fray

~~151~~ ~~151~~ ~~151~~ ~~151~~
METAL INDUSTRY FM 13/12/85

Forging structures

The annual wage negotiations at the metal industry industrial council are probably the most important ones in the industrial relations calendar They not only establish working conditions for some 352 000 metal workers, but also influence wage levels throughout the manufacturing sector And because they are literally such big events, venues as large as the Johannesburg City Hall or the Wanderers' Club have to be hired

Ranged on the one side is the Steel and Engineering Industries Federation of SA (Seifsa), representing 45 employer associations On the other, are 16 trade unions The unions fall into two main camps those under the SA Co-ordinating Council of the International Metalworkers' Federation (SAIMF), and a group affiliated to the Confederation of Metal and Building Unions (CMBU). The all-white Yster-en Staal-unie negotiates independently

The aim is to negotiate the terms of the industrial council's main agreement It is the key agreement of 32 administered by the council Collective bargaining in a forum comprising so many employer and union delegates, with different interest groups on both sides, is a difficult task

Seifsa members range from gigantic iron foundries to small plastics manufacturers The SAIMF represents mainly unskilled and semi-skilled workers, and the CMBU is primarily an artisan and semi-skilled workers' body Because of the complexities involved, Seifsa and the unions agreed earlier this year to discuss new collective bargaining structures

The SAIMF is looking to maintain industry-wide bargaining at the council, but also

wants sectoral bargaining where its unions are strong Secondly, it wants house agreements for major concerns like Iscor and Highveld Steel to be maintained SAIMF's third demand is for the entrenchment of unions' rights to bargain at company level, it believes that a company's ability to pay should be a major factor in collective bargaining Lastly, it wants bargaining at the council to be "more democratic" by instituting proportional union voting rights

SAIMF's Brian Fredericks says the demands are deliberately broad in order to test employer reaction "Then we can develop strategies to negotiate them," he says

Seifsa has yet to formulate its proposals for the new bargaining structure But the Metal and Allied Workers' Union (Mawu), an SAIMF affiliate which has refused to sign the main agreement in the three years it has been a member of the council, says it has a pretty good idea of employer thinking

Mawu's Bernie Fanaroff believes that Seifsa will propose separate bargaining for some sectors Although details are not clear, indications are that they will include the cable manufacturing and electrical engineering sectors, says Fanaroff. He reckons that Seifsa will also propose geographical differentiation for rural, coastal and urban areas Fanaroff expects Seifsa to propose that negotiations on issues like notice periods can take place at company level but will not budge on its long-standing opposition to bargaining on other matters covered by the main agreement at this level

Fanaroff says Mawu will oppose all these "proposals" Mawu would be sceptical of employer *bona fides* regarding sectoral bargaining because, it says, cable sector employers reneged on separate bargaining in the past

Further, he says, Mawu will not accept lower wage offers for the rural and coastal than for urban areas should this be proposed Nor will limited concessions on company level bargaining be sufficient Mawu wants to negotiate substantive issues like wages, hours of work, and bonuses with individual companies Indeed, this is what its present dispute with about 50 metal companies is all about Says Fanaroff "Seifsa wants us to put a hold on these disputes until the negotiations on the future collective bargaining system are completed We say they are separate issues"

In addition to the SAIMF demands, Mawu wants Seifsa employers to disclose information about their wage bills in future negotiations And it wants an undertaking that legal strikers will not be dismissed

Seifsa director Sam van Coller refutes Fanaroff's claims "Metal employers have not yet completed their deliberations Therefore, no particular viewpoint has crystallised In any event, Seifsa would not wish to discuss its views in public given its commitment to discuss the issue with all the unions early in the new year," said Van Coller He also takes issue with Mawu's claims about the cable sector, saying the union had once declared a

dispute on this issue but did not follow it through

Face-to-face talks on the future collective bargaining system for the metal industry will probably begin in February The unknown factor is what government will do about its proposals for industrial councils It seems likely the Manpower Department will insist on new criteria for determining the representivity of unions and employer associations when deciding whether to extend council agreements In that case, Seifsa and the unions will have to rethink their strategies

MIXED MARRIAGES

A rocky road

Five months after the legalisation of mixed marriages, couples who have taken the leap (or the plunge) are still having to battle against the myriad laws that prevent them living a normal married life

Section 12 of the Group Areas Act effectively ostracises whites marrying across the colour line by forcing them into domicile in the "non-white" partner's area

Yet, 192 couples took the step in the period between the scrapping of the laws (the Mixed Marriages Act and Section 16 of the Immorality Act) on June 19, and October 31

One of government's solutions to deal with the problem of related apartheid legislation was to issue a circular shortly after the legislation was repealed It requested marriage officers to advise couples going into such a marriage of the legal implications for them and any children born of the union

These relate to where the married couple can live, the exercise of their parliamentary franchise — especially if one partner chooses to be reclassified, the population groups into which their children may be classified and the schools they will be able to attend The guideline seems to be that the mixed couple takes on the legal status of the darker partner

The euphoria that followed the repeal of the laws meant many mixed couples married without fully considering the legal implications

In July, the month after mixed marriages became legal, 64 mixed couples were married out of an estimated total of 6 000 marriages countrywide The number dropped to 51 in August, 40 in September and 32 in October

Rightwing resistance to mixed marriages has been a problem Mixed couples have had to face daily harassment and even death threats, in addition to problems of legal residence A Sasolburg family, the Van den Bergs, became the target of election propaganda against "integrationist policies" Herstigte Nasionale Party (HNP) candidate and winner of the Sasolburg seat, Louis Stofberg, said the campaign was not a personal attack against the Van den Berg family, "but people see this as symbolic of the immense

Soviet and Zimbabwean delegations on possible military assistance to Zimbabwe

To cap it all, the Zimbabwe *Herald*, the country's main newspaper, carried banner headlines on Mugabe's return from Moscow and Vienna proclaiming "South Africa set to invade" Mugabe claims Pretoria has embarked on a major military build-up along its border with Zimbabwe, and even normally cautious western diplomats were reported saying they would not be surprised if SA did carry out its threat to launch a "hot pursuit" raid into Zimbabwe

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~~SEIFA~~ (151) ~~SEIFA~~

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Mawu's Bernie Fanaroff believes that Seifsa will propose separate bargaining for some sectors Although details are not clear, indications are that they will include the cable manufacturing and electrical engineering sectors, says Fanaroff He reckons that Seifsa will also propose geographical differentiation for rural, coastal and urban areas Fanaroff expects Seifsa to propose that negotiations on issues like notice periods can take place at company level but will not budge on its long-standing opposition to bargaining on other matters covered by the main agreement at this level

Fanaroff says Mawu will oppose all these "proposals" Mawu would be sceptical of employer *bona fides* regarding sectoral bargaining because, it says, cable sector employers reneged on separate bargaining in the past

Further, he says, Mawu will not accept lower wage offers for the rural and coastal than for urban areas should this be proposed Nor will limited concessions on company level bargaining be sufficient Mawu wants to negotiate substantive issues like wages, hours of work, and bonuses with individual companies Indeed this is what its present dispute with about 50 metal companies is all about Says Fanaroff "Seifsa wants us to put a hold on these disputes until the negotiations on the future collective bargaining system are completed We say they are separate issues"

In addition to the SAIMF demands Mawu wants Seifsa employers to disclose information about their wage bills in future negotiations And it wants an undertaking that legal strikers will not be dismissed

Seifsa director Sam van Coller rebutes Fanaroff's claims "Metal employers have not yet completed their deliberations Therefore, no particular viewpoint has crystallised In any event, Seifsa would not wish to discuss its views in public given its commitment to discuss the issue with all the unions early in the new year," said Van Coller He also takes issue with Mawu's claims about the cable sector, saying the union had once declared a

dispute on this issue but did not follow it through

Face-to-face talks on the future collective bargaining system for the metal industry will probably begin in February The unknown factor is what government will do about its proposals for industrial councils It seems likely the Manpower Department will insist on new criteria for determining the representivity of unions and employer associations when deciding whether to extend council agreements In that case, Seifsa and the unions will have to rethink their strategies

MIXED MARRIAGES

A rocky road

Five months after the legalisation of mixed marriages, couples who have taken the leap (or the plunge) are still having to battle against the myriad laws that prevent them living a normal married life

Section 12 of the Group Areas Act effectively ostracises whites marrying across the colour line by forcing them into domicile in the "non-white" partner's area

Yet, 192 couples took the step in the period between the scrapping of the laws (the Mixed Marriages Act and Section 16 of the Immorality Act) on June 19, and October 31

One of government's solutions to deal with the problem of related apartheid legislation was to issue a circular shortly after the legislation was repealed It requested marriage officers to advise couples going into such a marriage of the legal implications for them and any children born of the union

These relate to where the married couple can live, the exercise of their parliamentary franchise — especially if one partner chooses to be reclassified the population groups into which their children may be classified and the schools they will be able to attend The guideline seems to be that the mixed couple take on the legal status of the darker partner

The euphoria that followed the repeal of the laws meant many mixed couples married without fully considering the legal implications

In July the month after mixed marriages became legal 64 mixed couples were married out of an estimated total of 6 000 marriages countrywide The number dropped to 51 in August, 40 in September and 32 in October

Rightwing resistance to mixed marriages has been a problem Mixed couples have had to face daily harassment and even death threats in addition to problems of legal residence A Sasolburg family, the Van den Bergs, became the target of election propaganda against "integrationist policies" Herstigte Nasionale Party (HNP) candidate and winner of the Sasolburg seat Louis Stofberg, said the campaign was not a personal attack against the Van den Berg family, "but people see this as symbolic of the immense

Putco sacks 128 drivers after dispute

Labour Reporter

PUTCO sacked 128 drivers at its Kwa Makuta depot near Durban yesterday causing a disruption in most bus services in areas to the south of Durban, affecting thousands of commuters

A spokesman for Putco said the drivers were dismissed following a labour dispute and added that it was not certain when normal services would be

resumed

Services from Umlazi and areas north of Durban are not affected

Drivers are dissatisfied with new timetables introduced at the depot on November 18. Previously they twice ignored the new schedules and operated on the old timetables, he said.

They repeated the action yesterday and management decided to dis-

miss 128 of the depot's 166 drivers

The spokesman said every effort had been made to accommodate objections from the drivers and warnings about disciplinary action had been given before the dismissals

Late yesterday the sacked drivers were still holding a meeting on the premises while the S A P were on standby

(151)

Mercury

18/12/85

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CAPE TOWN 19/12/85

Putco withdraw buses, fire drivers

DURBAN — Thousands of commuters from four black townships south of Durban were stranded yesterday as Putco withdrew its 65 buses from KwaMakhutha depot following the dismissal of 128 drivers yesterday.

A Putco spokesman said it was not certain when it would be possible for normal services to be resumed.

The spokesman said the dismissal of 128 of the depot's 166 drivers was due to a labour dispute over the introduction of a new timetable. Areas that would be affected included Isipingo, Amanzimtoti, Folweni and Umbumbulu.

Precaution

The spokesman said drivers had twice previously ignored instructions and gone back to the old schedule.

Asked why the company had removed their buses from the KwaMakhutha depot, the spokesman said it was purely a precautionary measure.

— Sapa

19/12/85 BUS DAY (151)

Putco leaves thousands stranded

THOUSANDS of commuters from four townships south of Durban were stranded yesterday as Putco withdrew its 65 buses from KwaMakhutha depot, following Tuesday's dismissal of 128 drivers. A Putco spokesman said yesterday it was not certain when normal services

would be resumed. The spokesman said the dismissal of 128 of the depot's 166 drivers resulted from a labour dispute over the introduction of a new time table. Affected areas included Isipingo, Amanzimtoti, Folweni and Umbumbulu — Sapa

Still no buses as talks continue

Labour Reporter

BUS services to Kwa-Makhutha, Umbumbulu, Folweni, Isipingo and Amanzimtoti were still disrupted yesterday

About 128 drivers employed by Putco at the KwaMakhutha depot, near Durban, were dismissed on Tuesday after a dispute over the introduction of new timetables for drivers.

Mr Robert Fraser,

Putco's human resources manager, said yesterday that negotiations were continuing with the sacked drivers and further talks would be held today.

'We put forward certain proposals to them and expect a response today,' he said

Thousands of commuters were left stranded by the disruption and many are using taxis

(15/)
20/1/83
Mercury

Bus drivers' dispute still unresolved

Labour Reporter

i.s.p. 2/1/28
 THE Putco bus drivers' dispute which led to the disruption of services to several areas to the South of Durban since Tuesday remained unresolved yesterday

Commuters in KwaMakhutha, Umbumbulu, Folweni, Isipingo and Amanzimtoti will have to make do with taxis and other modes of transport again this weekend

About 128 of the 166 drivers at the KwaMakhutha depot, near Durban, were sacked on Tuesday after a dispute over the introduction of new time schedules for drivers. The services were disrupted, affecting thousands of commuters

Mr Robert Fraser, Putco's human resources manager, said yesterday that the problem was still

unresolved and services would remain suspended this weekend

Mercury
 'We are very sympathetic to our commuters. Negotiations with the sacked drivers will resume on Monday'

Asked whether coupon tickets were still valid in view of the suspension of the bus service, he said he wished to assure commuters and coupon ticket holders that they could redeem their coupons for cash at any of Putco's mobile ticket sales offices

Mr Mike Gwañanda, spokesman for the Transport and General Workers' Union — an affiliate of the newly-formed Congress of South African Trade Unions (Cosatu) — which represents the drivers, could not be reached for comment yesterday

Handwritten notes and numbers in the right margin, including a vertical list of numbers from 1 to 20 and various scribbles.

Escom official alleges unfair dismissal

BUS DAY 27/12/85

ESCOM, whose financial affairs have been under scrutiny since "Dr" Gert Rademeyer stole R8m from the organisation, is faced with another controversy.

This time it involves the dismissal of former chief financial planner Dr Jacob de Bruyn.

He has lodged papers in the Jo-

hannesburg industrial court claiming unfair labour practices and unfair dismissal.

The papers say that he was not given a fair warning nor was he given reasons for the termination of his employment.

Escom has seven days in which to reply to the allegations.

151 An application has also been lodged with the Minister of Manpower requesting a conciliation board to settle the dispute.

De Bruyn was appointed chief financial planner in November 1984.

He was dismissed on December

17/11/86

The council's staff board chairman, Jacobus Kitshoff, tells the *FM* that the board recommended the change in policy in order to "compensate the wives and families of those called upon to do military service" He says the new deal applies to wives of volunteers, regardless of race, as well as to conscripts, and to those with husbands doing service in the SA Police and the Railways Police He denies the policy is racially discriminatory "That was the last thing to enter the minds of board members," says Kitshoff.

The Johannesburg Municipal Combined Employees' Union (JMCEU), whose membership consists largely of coloured and Indian employees, "reluctantly" supported the new policy, according to its general secretary Vernon Stanley. He declined to comment further, saying any elaboration must be endorsed by the union's executive committee

The multiracial Johannesburg Municipal Transport Workers' Union also supported the move Says general secretary Harold Wallis: "We support any improvement in working conditions If, however, the union's executive wants the maternity policy to be improved further we will make appropriate representations"

Wallis contends that the policy is not racially discriminatory because it also applies to the wives of, for example, coloured men who volunteer for military service He concedes, though, that in reality only whites will benefit in the vast majority of cases

A council source estimates that two-thirds of the approximately 5 000 female employees of the council are white. Management committee chairman Francois Oberholzer was not available for comment ■

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JOHANNESBURG CITY COUNCIL

A labour pain *FM*

A major row, centred on allegations of racial discrimination, is brewing over the maternity leave provisions of the Johannesburg City Council's personnel policy

Until September last year, all women who had worked for the council for at least one year were entitled to four months' unpaid maternity leave.

The council's management committee then amended this provision to allow women whose husbands have "commenced or completed their military service" in the SA Defence Force (SADF) four months of paid maternity leave

Progressive Federal Party (PFP) city councillor Molly Kopel has slammed the new scheme. She says it is sexist, because female employees are judged in terms of the standing of their husbands, instead of the quality of their work She also says it is racist because it will clearly apply to white women only — only white males are liable for conscription to the SADF. Kopel says a petition protesting against the decision has received support from a wide range of trade unions, church and women's organisations.

Kopel says that since she learnt about the "insensitive" decision she has unsuccessfully attempted to raise the matter at council meetings She has now requested an interview with the management committee, and has also submitted a list of questions to be answered by the management committee at its council meeting later this month She has attacked trade unions which supported the move in talks with the council

stolen"

AK661 17/1/86
**2 workers
get R1 080**

Labour Reporter

TWO contract workers have accepted out-of-court settlements after bringing Industrial Court actions against a construction company for unfair dismissal.

Mr Leonard Mbolambi and Mr Morero Kose, both from Transkei and formerly employed by Asla Construction of the Strand, each accepted a R1 080 cash settlement.

The presiding officer, Mr P Roux, said the parties were wise to settle and he congratulated them on a settlement which appeared equitable and just.

151

Mawu welcomes ruling on firings

5/2/88. STAR 151

By Sheryl Raine

The Metal and Allied Workers' Union (Mawu) has welcomed an important Industrial Court ruling which has ordered the reinstatement of about 120 union members who were fired by Natal Die Castings (NDC) in Pinetown for striking.

The union and labour lawyers believe the ruling could have significant implications for the metal industry and plant-level bargaining.

In particular, Mawu believes the ruling has strongly challenged the validity of a recommendation by the Steel, Engineering Industries Federation of SA (Seifsa) to refuse to bargain outside the central bargaining forum of the industrial council.

Mawu has been fighting to establish the right to bargain at plant level on substantive matters.

NDC has indicated that it is considering taking the ruling on review to the Supreme Court and a final decision will be taken next week.

The 120 NDC workers were dismissed last May by the company after two days of lawful striking over production, long-service bonuses and travel allowances.

Their reinstatement was made retrospective by six months from February 21 1986 and commits the company to paying 26 weeks in back pay to each worker.

The presiding officer of the court, Mr H J Fabricius, found that the dismissal of the strikers and the refusal and/or failure of the company to negotiate in good faith both before and during the strike, constituted unfair labour practices in terms of the Labour Relations Act. He will sup-

ply detailed reasons for this decision later.

"This finding that the company's refusal to bargain at plant level on substantive matters constitutes an unfair labour practice appears to overturn the Hart judgment given last year," said Mawu.

The Hart judgment stated that Hart Limited's refusal to negotiate with Mawu at plant level on the introduction of a funeral benefit allowance and effective wages, was justified under the circumstances and did not constitute an unfair labour practice.

Questioned judgment

Labour lawyers would not go as far as the union in saying that the ruling had overturned the Hart decision, but most lawyers approached by *The Star* said the ruling certainly questioned the Hart judgment and indicated that Industrial Court thinking on the issue of workers' rights to plant-level bargaining and a company's obligation to negotiate, had undergone some change.

Mawu believes the order has major implications for disputes which it has declared with more than 80 factories in the Transvaal. These factories have allegedly been refusing to negotiate with Mawu on substantive matters at plant level.

Mawu said that what was particularly significant about the NDC order and where it differed from the recent Marievale ruling, was that the case was fought under Section 46 (9) of the Labour Relations Act and the order made was therefore final and the reinstatement of the lawful strikers was accordingly, unequivocal.



Striking SA Chemical Workers Union members at the Plascon-Evans plant in Epping yesterday afternoon. The workers have downed tools following a wage dispute

Wages: Paint workers down tools

Staff Reporter

SOUTH AFRICAN Chemical Worker Union members at the Plascon-Evans Paints (Pty) Ltd plant in Epping 2 downed tools yesterday following a wage dispute at the plant.

While a spokesperson for the union said that about 200 workers were involved in the action, a Plascon spokesman has

put the figure at 128. According to both Sacwu and management, a dispute had arisen following the rejection of an offer of an increase of R50 a month in favour of an "across the board" increment of R150 a month.

After a dispute was declared, the Department of Manpower had failed to convene a conciliation board within 30

days and a strike ballot was held on Thursday.

Since the strike, an offer of an increase of R52 a month was made by management, but this was rejected by the union.

In a telex to the Cape Times, a spokesman for the company, Mr R P Johannsen, said "Negotiations ceased with the company offering a mini-

imum increase of R50 per month per employee and the union demanding an 'across-the-board' increment of R150 per month.

"Currently the Plascon minimum wage is the highest in the paint manufacturing industry in South Africa — even before the R50 offered."

Mr Johannsen said the appointment of a conciliation board had been

requested and the outcome of this application was awaited.

"To date the negotiations have been conducted in a cordial and businesslike manner and the behaviour of the strikers has been reasonable."

He said 141 employees out of 300 participated in the strike ballot. Of these, 128 were striking, with the remainder having returned to work.

Cape Times 8/2/86 151

CAPL Times 13/2/86

Dispute over Koeberg permit

Staff Reporter

THE case of a worker claiming he was prevented from working at the Koeberg nuclear power station on the advice of security police, and that his employer did little to protect his interests, is to come before the Industrial Court.

The dispute is between the French company C Gee Alstom, which employs electrician Mr Cecil Theys, and is a sub-contractor at Koeberg, and Mr Theys's legal representatives, the Legal Resources Centre

Mr Theys contends that the withdrawal of his security clearance effectively cost him his job and constituted an unfair labour practice. The hearing, scheduled for next month, is believed to be the first of its kind involving a French company operating in South Africa

A spokesman for Mr Theys's trade union, the Electrical and Allied Trades Union, said the case had been brought to the attention of the European Parliament, the European Economic Community and French labour unions

An Escom legal adviser confirmed that Mr Theys had first been told by Escom that the permit withdrawal had been on the advice of the police, but said "it was later found that the police were not involved".

The police have also rejected Mr Theys's allegation, and have said: "It is the right of any employer to decide on termination of any employee's employment."

Mr Theys said that in December last year his Koeberg work permit had been withdrawn. He believed this was related to his detention last November after allegedly taking part in a candlelight procession

The assistant legal manager of Escom, Mr B F Rheeder, said he had told Mr Theys that the security police had recommended the withdrawal of his permit.

"But I found that I had been mistaken," he said "After further investigation, I found that Koeberg security had actually wanted the withdrawal of the permit. For reasons of security I cannot disclose the reason for this"

142/86

Order against 'sleep in'

MORE than 800 striking Asea Electric workers who staged a "sleep-in" on the factory floor during a dispute have been ordered to vacate the premises following alleged incidents of intimidation and chanting of songs.

This follows a Supreme Court order restraining the Metal and Allied Workers' Union's (Mawu) members from preventing others leaving the premises after working hours and from interfering with production.

The workers have refused to leave the company and slept on the factory floor since their strike started on Monday. They feared being locked out if they left the company.

The court order does not prohibit the workers from striking at plant-level.

Asea's managing director Mr Clive Jandrell said they applied for the order because it was against the company's policy to have workers sleeping on the factory floor after hours.

Workers at E J Adcock Pharmaceutical company in Krugersdorp were still on strike yesterday demanding the reinstatement of a colleague who was dis-

missed. **SOVIETIAN**
The dispute between the Commercial Catering and Allied Workers' Union (Ccawusa) and OK Bazaars has been settled.

Nampak workers in wage-rise demand

Staff Reporter

WHILE about 300 guests, management and senior staff of Nampak Paper in Bellville yesterday toasted the purchase of a R33-million PM4 tissue paper milling machine, angry workers gathered outside the gates and demanded that their wages be increased by 50c an hour.

The Paper, Wood and Allied Workers' Union has declared a dispute with the company which will be heard on Tuesday by the conciliation board for the paper industry.

Management has offered workers an ef-

fective 84c an hour increase. But workers have demanded 50c, saying the increase will not boost salaries to a living wage.

A union representative outside the gates asked: "How much money are they spending on this party but they can't give us 50 cents an hour? They can afford to buy a lot of cars for management, but they say they can't afford to increase our wages."

Nampak officials could not be reached for comment yesterday.

● Nampak installs R33m tissue-wadding machine, page 22

Seifsa in dispute with 4 unions

THE Steel Engineering Industries Federation of South Africa is in a dispute with four trade unions affiliated to the South African Council of the International Metalworkers' Federation. 17/2/86

Seifsa, acting on behalf of its members, said the grounds for the dispute were that the IMF unions had obtained a commitment from the employer organisations in the metal industry to negotiate, at industry level, on the future collective bargaining arrangements in the industry, including the question of negotiations at company level

The four unions which are affiliated to the IMF are: the Metal and Allied Workers Union (Mawu), the Steel Engineering and Allied Workers Union (Seawu), the South African Boilermakers Society (Sabs) and the Engineers' Industrial Workers Union (Eiwu)

In a statement, Seifsa said one of the unions concerned was seeking, through dispute action, to per-

suaide individual employers who were members of the employer organisations to negotiate on the same issue at company level (SI) (SA) (SP)

The dispute by Seifsa marks the beginning of the battle in the metal industry over plant level bargaining between unions and the companies. The fight had already started when about 900 workers at Asea Electric in Pretoria went on strike. SOWETAN

The strike is a sequel to the demand by Mawu to negotiate wages and working conditions at the factory floor. The union has declared disputes with 80 companies in the Transvaal on the same issue.

Some metal industry firms are hoping a meeting on February 26 to discuss sectoral bargaining could help prevent confrontation with the Mawu

Asea's managing director Mr Clive Jandrell commenting on the coming meeting said "Reform is clearly in the air"

Cape Town 19/2/66

Industrial disputes in City

Staff Reporter

EMPLOYEES at two Cape Town factories were yesterday involved in industrial action, while action is being contemplated at a third following a threat to retrench 60 food processing workers.

● At Nampak Paper in Bellville South, 150 members of the Congress of South African Trade Unions-affiliated Paper, Wood and Allied Workers' Union downed tools yesterday morning in support of a demand for a 50c-an-hour wage increase. Management has offered an effective 34c an hour

Nampak's deputy general manager, Mr N Willis, described the downing of tools as an "illegal strike".

● At Plascon-Evans Paints in Epping 2, about 200 employees today enter the 12th day of their legal strike over across-the-board wage increases.

Negotiations between the union and management are continuing.

A management threat to fire all the strikers on Monday has now been withdrawn pending further negotiations, and the union has lifted solidarity strikes at four other Plascon factories in the Cape and Transvaal

● At Snoek Wholesalers in Lansdowne, the Cosatu-affiliated Retail and Allied Workers' Union is attempting to negotiate the threatened retrenchment of 60 workers next week, and an attempt to achieve management recognition of the union

Workers have been told, however, they were being retrenched because there is "no snoek to pack".

However, the factory manager of Snoek Wholesalers, Mr Manuel Sardo, yesterday said "I don't know what you are talking about. I know nothing about any union. There is always snoek throughout the year because we work with frozen fish, and we are not retrenching any workers"

War of words starts between Seifsa, unions

THE battle of words has already started between trade unions in the metal industries and employers before the parties meet to discuss vital issues affecting the 300 000 workers in the industry.

The Steel Engineering Industries Federation of South Africa (Seifsa), which represents employers, has declared a dispute with four trade unions affiliated to the International Metalworkers Federation (IMF).

Seifsa said one of the unions concerned was seeking, through dispute action, to persuade individual employers who were its members to negotiate issues at the shop floor level.

However, IMF's secretary Mr Brian Fredericks has accused employers of playing a game in trying to resist proposals their unions have made concerning collective bargaining in the industry.

The talks take place this week.

CUSA

• The Council of Unions of South Africa's (Cusa) joint executive committee met at the weekend and made important decisions on the future of the federation. Cusa's president Mr James Mndaweni said they did not like to release details of the meeting at this stage.

• Cusa and the Azanian Confederation of Trade Unions (Azactu) meet again on Sunday to discuss various issues, including examining common ground for future co-operation.

• The Black Domestic Workers' Association is to hold an important

WORKERS' DIARY — By JOSHUA RABOROKO

meeting in Soweto on Sunday. BDWA's general secretary Mr Terrence Phiri says this meeting will cover matters such as exploitation of members by employers, possible legal action against some employers and further relationships with other organisations.

Members are urged to attend.

NUM

• A seminar on effective negotiation is to be held in Johannesburg starting on February 25. Speakers include National Union of Mineworkers (NUM)'s general secretary Mr Cyril Ramaphosa, University of South Africa's Professor Nic Wiehahn, City Press editor, Mr Percy Qoboza, African Bank's Mr Moses Maubane and experts on labour.

• The Minister of Manpower, Mr P T C du Plessis, is to talk at a ceremony where awards will be made to top 15 qualifying artisans of 1985. The occasion will be held at the Wanderers Club next Wednesday.

• About 90 employees who downed tools after the alleged assault on a worker by a supervisor at a factory in Jacobs have resumed work. The president of South African Allied Workers' Union, Mr Ashley

Shezi, said the workers went back after management had met the workers' committee and promised a subsequent meeting with the workers soon.

• The Industrial Court judgment finding Natal Die Casting Company guilty of an unfair labour practice has been sent for review to the Supreme Court. A company spokesman said an application has been made and the company will not reinstate the sacked 112 workers pending the Supreme Court's decision.

Inquest

• The inquest into the death of leading trade unionist, Mr Andries Raditsela resumes in the Johannesburg Magistrate's Court next Monday

• The strained relationship between retailers OK Bazaar and the Commercial Catering and Allied Workers' Union will be normalised soon.

The company applied for an urgent Supreme Court order restraining the union from organising a nationwide strike. In reply to the court action the union denied that it intended to call a national strike.

• Members of the Black Health and Allied Workers' Union who went on strike at E J Atcock Pharmaceutical company in

Krugersdorp have returned to work after management agreed to reinstate their colleague.

• The African Miners and Allied Workers' Union is to join either the Cusa or Azactu, the union's general secretary, Mr Vuyani Madolo, announced this week.

Mr Madolo said this resolution was taken at a special meeting of the union. For a long time they felt they should affiliate to one of the two federations.



CUSA's president Mr James Mndaweni.



MANPOWER Minister, Mr P T C du Plessis ... to talk at ceremony.

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CUSA's president Mr James Mndaweni



MANPOWER Minister, Mr P T C du Plessis to talk at ceremony

SATS workers demand bigger wage increase

Mercury (151)
24/2/88

Mercury Correspondent

PRETORIA—The 24 000-strong Artisan Staff Association yesterday warned Transport Minister Hendrik Schoeman that he would have to act swiftly to defuse the explosive situation which had developed after the 'unacceptable' 10 percent pay increase offer

Mr Jimmy Zurich of the Federation of SATS Trade Unions, who is the ASA president, said there was wild talk of strike action among ASA members

'I know nothing of this I am still fully in control and we do not expect groups of ASA members to take what would amount to illegal action,' he said

SATS workers were forbidden to strike under the SATS Services Act.

But if there was no quick response from Mr Schoeman, the ASA would go to the State President, Mr Zurich said

He warned that the minister was on 'a collision course' with his workers

It was the high level of productivity over the past two years that had made it possible for Mr Schoeman to reduce his staff by 53 000

'The fact that there was talk of go-slows and strikes indicates the extent of frustration among railway workers at the raw deal they have been handed by the Cabinet

'Last week the federation sent an urgent letter to Mr Schoeman, asking for 25 percent, and we will maintain pressure until we get it.'

'To bones'

Adding to the frustration of railway workers was the severe reduction of incentive bonus work. As a result, many were taking home R300 less a week.

Overtime had also been cut drastically 'and we are down to the bones of our basic salaries'

More than 900 newly-qualified artisans had been drafted into lowly-paid operative work because there was no work for them in their trades in both the public and private sectors

Mr Schoeman said at the weekend that the 10 percent increases and the restoration of the full service bonus would cost SATS about R400m and it was impossible for SATS to pay more

day

2021/06 SOWETAN

Disputes will go on - expert

STRIKES and labour disputes will continue to rage in most South African industries as long as managements are not prepared to negotiate in good faith with black trade unions.

This was said by a spokesman for industrial relations consultants Andrew Levy and Associates. The spokesman said unions were prepared to flex their muscles and fight for workers' protection.

SOWETAN Reporter

- More than 900 workers at four plants of Asea Electric Cable company in Pretoria are expected to return to work this week after management had undertaken to negotiate wages and working conditions with the Metal and Allied Workers' Union (Mawu)

The following strikes and disputes had been reported yesterday

- More than 40 members of the Black Health and Allied Workers Union employed at E Merck, a German multinational, yesterday entered their third day of strike in protest against the retrenchment of their colleagues

A spokesman for Mawu said they were prepared to negotiate with management at all levels

Negotiations are continuing

- Workers at Plascon Parthenon in Cape Town were still on strike over wages, according to a spokesman of the South African Chemical Union

- More than 1 000 workers at Pick 'n Pay outlets yesterday returned to work after a strike. They returned following negotiations between the Retail and Allied Workers Union which ended with the signing of an agreement

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Labour unrest in the Tvl

A WAVE of strikes and labour disputes swept through several shop floors, including mine industries in the Transvaal this week.

The strikes, sparked off by workers' protest-

ing against management's dismissal of colleagues, wages and arrest of workers, involved more than 25 000 black employees

• Most of the over 12 000 black miners of Vaal Reefs goldmine near Klerksdorp, have returned to work after strike action over the arrest of nine miners

A spokesman for Anglo American, which administers the mine, said the strike action was called off after negotiations between the workers and their representatives Workers at two other mines, Goedehoop and Wolwekrans, have also re-

turned to work

• Nampak Tissue Transvaal is to hold discussions with the South African Allied Workers' Union concerning the dismissal of about 160 striking workers at the Pretoria West plant. The workers were demanding wage rises

• About 56 workers at Polycel company in Alrode were still on strike yesterday following the dismissal of their colleagues

The company was negotiating with the SA Chemical Workers' Union (SACWU)

• Workers' representatives at Plascon Paints factory near Krugersdorp were still on strike yesterday following the dismissal of their colleagues Management is negotiating with SACWU

• More than 350 members of the Commercial Catering and Allied Workers' Union at an American multinational 3M in Elandsfontein, are to hold a solidarity meeting between 1 and 2

pm today

SOWETAN 27/2/86

The workers will pledge solidarity with workers of New Jersey who may lose these jobs following the company's threat to shut its operations

• Management of a German multinational, E Merck at Wynberg, is still negotiating with the Black Health and Allied Workers' Union over the retrenchment of workers.

The industrial relations consultant said unless the disputes were not resolved quickly the workers will continue to fight for their rights

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SOWETAN

27/2/80

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East Cape railmen decide against strike move

DISPATCH

Dispatch Reporter

EAST LONDON — The Cape Eastern region of the Artisans' Staff Association (ASA) will not consider strike action in their dispute with the Minister of Transport, Mr Hendrik Schoeman, over their recently announced 10 per cent pay increase

The regional executive officer of the ASA, Mr Paul Koekemoer, said after a meeting here last night that there was "strong talk" of strike action but his committee was not in favour of it

He said that more than 100 members of the ASA had unanimously passed

a vote of no-confidence in the cabinet for deciding to grant public servants only a 10 per cent increase from April 1

"It is commonly felt that the plight of the workers has not been accorded the necessary attention," Mr Koekemoer said

"The Federation of South African Transport Services Unions, which consists of nine staff bodies including the ASA, asked for a 25 per cent pay increase and this was not even considered. The cabinet came out with the 10 per cent increase without any negotiations with the fed-

eration," Mr Koekemoer said.

He said the ASA members last night expressed disgust at the fact politicians' increases of up to 108 per cent had been proposed for politicians

"We reckon that if we received 10 per cent pay increases, then the politicians should have the decency to turn down their astronomical increases and receive the same as any other government worker," he said

Mr Koekemoer also pointed out that government workers' increases

compared with the inflation rate were lagging behind by at least 25 per cent

ASA also took exception to a statement in Parliament by the PFP's spokesman on transport, Mr John Malcomess, that railway workers were well paid, Mr Koekemoer said.

"We plan to write a letter to Mr Malcomess telling him exactly what we think of his statement"

Mr Malcomess advised Mr Schoeman in Parliament this week to "hold fast" against Sats workers' demand for a bigger increase

1/2/80 (151) (257)

CALIFORNIA TIMES
7/3/82
Koeberg
man re-hired

Staff Reporter

A LABOUR dispute has been settled between a French sub-contractor at Koeberg and a worker of the Electrical and Allied Trades Union

Mr Cecil Theys, an electrician and an employee of the French firm C Gee Alsthom, had his permit to work at Koeberg withdrawn by Escom on December 12

The union, claiming unfair labour practice, took the matter before the Industrial Council last month. The case was then referred to the Industrial Court.

A spokesman for the union, Mr Brian Williams, said yesterday that the dispute would not come before the court, as it had been settled "satisfactorily"

"He has received full physical reinstatement from C Gee Alsthom and has been paid for every day he did not work," said Mr Williams

Over 10 000 in industrial disputes

MORE than 10 000 militant black workers participating in strike actions — including a mass stayaway — protesting against wage increases, dismissal of colleagues and detention of trade union members in the Transvaal and Cape Province this week.

This trend of events is likely to continue in the following weeks — especially when unions demand a paid holiday on May Day (May 1) — and confrontation will follow, according to labour consultants and trade unionists

This week

- About 100 members of the Black Health and Allied Workers' Union employed at Garden City Clinic in Brixton were dismissed after they went on strike demanding the reinstatement of a colleague

The clinic's director, Mr Gram Anderson, said the workers were fired after they refused to heed a warning. They have re-employed some of the workers, but those who continued the strike can forget their

Labour briefs

jobs, he said.

- About 100 members of the African Miners and Allied Workers' Union employed at WesFab yesterday downed tools protesting against the use of vulgar language from their bosses and demanding a wage increase and transport allowances

- Workers at Asea Cables in Pretoria yesterday entered their fourth week of strike, demanding shop floor bargaining over several issues, including wage increase.

- About 120 members of the Sweet Food and Allied Workers' Union employed at Premier Bakery, a subsidiary of Premier Group in Cleveland, went on strike demanding pay rises

- More than 2 000

workers of the South African Chemical Workers' Union took part in strike actions at several plants of Plascon Evans Paints in the Transvaal and Cape Province. They went on strike over the dismissal of colleagues

- Thousands of metalworkers in the Transvaal and Natal this week stopped work in protest over the continued detention of trade unionist Mr Moses Mayekiso, who is the Transvaal secretary of Mawu

The workers, who were responding to a call by the union, clocked out of their workplace and either attended the funeral of 17 Alexandra unrest victims, held lunch-hour prayer meetings or held meetings at the union offices.

Mawu
1931-86
campaign
SOVIETAN

THE Metal and Allied Workers' Union (Mawu) is to campaign for an international boycott of Haggie Rand's products.

Mawu is involved in a dispute with Haggie Rand, which has fired 2 000 workers who staged a sit-in at the company's Jupiter and Germiston factories. Most of the workers at these factories are members of the union.

Mr Berne Fanaroff, national organising secretary of Mawu, said his union had contacted the International Metalworkers' Federation to inform them about the boycott

Workers at Haggie Rand have made several demands, including an across-the-board wage increase, leave pay, a 40-hour week, a paid holiday and compassionate leave.

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2 Cape Times, Wed

2/4/86

Wage dispute with WCDB

Political Staff

A DISPUTE over wages has been declared between the Western Cape Development Board and the registered trade union representing most of its black workers

A conciliation board into the dispute, which met for the first time on March 19 and is due to reconvene on April 9, has been appointed by the Minister of Manpower, Mr Pietie du Plessis

The WCDB Workers' Union, with 1350 paid-up members, has demanded a 25 percent wage increase, a union spokesman said

It made its demands on wages and other conditions of employment in August 1985 and declared a dispute in November, the spokesman said yesterday

Firms advised on how to deal with stayaway on Labour Day

Mercury Correspondent

JOHANNESBURG—The Johannesburg Chamber of Commerce has appealed to employers not to victimise workers forced to stay away from work on May 1 (Labour Day) or June 16 (Soweto day)

'Where all other avenues of negotiation have failed and the position looks bleak, we appeal to commerce not to be party to any form of victimisation of individuals,' a spokesman said

He said some companies had already had talks with union officials and managed to swap another holiday for May 1, thus obviating the necessity of applying the 'no work, no pay' rule.

'But employers must be careful about allowing employees to work time in. They could well set a precedent for some future date

'This chamber has every sympathy with the plight of most employees but by making concessions the employer is making it easier for intimidators.

'The company labour officials should sit down and explain to employees that if they don't come to work on these days, and no other arrangements have been made, the company cannot be expected to pay for the stay away'

A spokesman for Assocom said it had advised employers that if negotiation with the workforce had not been successful they should stick to the no work, no pay dictum

'Most employers appear to have already resigned themselves to the stay-away but are not prepared to condone it.

'Many even have sympathy with the workers and accept that the current schedule of public holidays is somewhat unbalanced and needs revision

'But they can't condone the workforce just taking its own public holidays.'

The Transvaal Chamber of Industries said the prospects for a stayaway seem very real

'The general attitude of organised industry is well known, namely "no work, no pay", but this is not binding and employers are free to negotiate'

By BARRY STREEK
Political Staff

HOUSE OF ASSEMBLY
— Two key affiliates of the Congress of South African Trade Unions (Cosatu) — the National Union of Mineworkers (NUM) and the General Workers Union (GWU) — have applied for registration with the government as unions.

This was revealed in the Department of Manpower's 1985 report, which was tabled in Parliament yesterday.

After the introduction of the Wiehahn labour reforms in 1979, many black-dominated trade unions refused to apply for registration because they feared being co-opted by government.

But the decision of the NUM and GWU to apply for registration indicates these unions believe there are advantages in being registered.

The department said, however, that to its knowledge there were still 68 unregistered unions at the end of 1985.

"There was an increase in the number of

NUM, GWU apply for registration

Coste Tants 25/4/86
151



trade unions which applied for registration in 1985 compared with the previous year's figure."

The report estimated 582 154 people belonged to unregistered unions at the end of 1985.

NUM's application for registration "has been opposed by a number of other registered trade unions who consider their interests are af-

ected by the application.

"Following negotiation between the respective parties, the stage has been reached where all the objections have been withdrawn."

The report did not say which unions had objected to the application but said NUM would "probably" be granted

registration.

It said GWU's application was being processed for publication in the Government Gazette for objections.

The report said that at the end of 1985 there were 196 registered trade unions with a total of 1 391 423 members.

With 1 973 577 workers as members of unions, 20,9 percent of the economically active population had now joined a trade union.

The report said the formation of Cosatu was "important even in the sphere of labour relations."

It said that trade union federations did not normally play an active role in the regulation of labour relations as their affiliated bodies but they did have an important influence in determining overall policy guidelines.

"The government subscribes to the principle of freedom of association also in respect of federations and therefore does not interfere with the establishment of federations," the report said.

SOWETAN, Friday, April 25, 1986

From page 1

Soweto teachers, meeting under the auspices of the National Education Union of last week, unanimously agreed to heed the call for a stayaway on May 1

Cosatu will hold five rallies in Natal, four in the Transvaal and three in the Western Cape

Unions to hold rallies

Cusa and Azactu meetings will be at Mamelodi Stadium and Medunsa Hall, Pretoria, AME Church and Roman Catholic Church, Potchefstroom, Sharpeville Hall, Vereeniging, Cusa Hall, Maritzburg, Himaya Hotel, Durban, Matola Cinema, Tembisa, Regina Mundi, Soweto, Anglican Church, Mohlakeng, Presbyter-

nan Church, Daveyton, Vosloorus Stadium, Boksburg, Namakgale, Phalaborwa, Roman Catholic Church, Klerksdorp, Kagiso Hall, Krugersdorp. All meetings start at 9 am

Venues for May Day meetings in Port Elizabeth and Cape Town are still to be arranged

About 1 000 workers at Unilever in Boksburg have been involved in a work stoppage over the past two days, protesting against management's refusal to recognise May Day as a paid

holiday.

The Food Beverage Workers' Union, which represents the workers, was due to meet management late yesterday.

The National Federation of South African Workers has called on the Government to de-

More than 750 members of the Building Construction and Allied Workers' Union employed at Concor Construction in Johannesburg have been sent back to their homelands following a strike over wages and demands for the reinstatement of

The Food Beverage Workers' Union has refused its case to the Department of Manpower following a labour dispute at Pretoria Milling Company. The union declared a dispute after the company retrenched 14 union members recently.

May Day rallies

THREE trade union federations have planned rallies throughout the country to commemorate the centenary of May Day.

The Congress of Unions of SA and the Azanian Confederation of Trade Unions will hold joint rallies, while the Congress of South African Trade Unions has May Day meetings in at least 12 centres

The Inkatha-backed United Workers' Union of SA has also planned a rally for Durban on the same day

Organised commerce and industry have expressed qualified sympa-

BY LEN MASEKO

they for worker plans to mark the day. They suggest that, unless there were prior negotiations, employer policy should be "no work, no pay".

Meanwhile Cosatu has charged that local authorities in certain townships are deliberately denying it venues for rallies and warned that celebrations would still go ahead

The Federated Chamber of Industries

To Page 2

Chamber to Court to halt May Day Strike

BY SEFAKO NYAKA

THE Chamber of Mines yesterday brought an urgent application in the Rand Supreme Court seeking an interdict restraining the National Union of Mineworkers (NUM) from staging or instigating a strike on May Day.

Several unions, community and political organisations have mooted the possibility of a general stayaway on May 1. The NUM sees the court application as an attempt by the Chamber to avoid "disruption" at its member mines.

The NUM will file replying

affidavits this morning. Judgement is expected on Monday, according to an NUM representative.

Meanwhile, reports PHILLIP VAN NIEKERK, more than a million workers throughout the country are expected to celebrate the 10th anniversary of May Day next week with the first national general stayaway since the early sixties.

Instead of staying at home, however, many of the workers are expected to attend rallies in hundreds of centres countrywide, most of them called by the Congress of South African Trade Unions (Cosatu).

The theme of this year's May Day is "One hundred years of exploitation"

in response to the Johannesburg centenary celebrations and the 100th anniversary of the opening up of the Witwatersrand gold fields.

Fears that the day held to celebrate international working class solidarity could be marred by division have been raised by the proposed launch of Inkatha's United Workers' Union of South Africa (Uwusa) on May Day.

Uwusa's Simon Conco says the avowedly anti-socialist Uwusa wants to take on the socialists "on their day."

The Uwusa launch will be held at Durban's King's Park Stadium, a few kilometres from one of Cosatu's Natal rallies which is to be held at Currie's Fountain.

Meanwhile, a third black union grouping — the Council of Unions of SA (Cusa) and the Azanian Confederation of Trade Unions (Azactu) — will hold more than 20 meetings throughout the country.

Cusa general secretary Piroshaw Camay says the group requested joint May Day meetings with Cosatu but by late this week had not yet received a

● To PAGE 3

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May Day build-up
W. Mau

From PAGE 1
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reply
Many employers — chiefly those associated with the Federated Chamber of Industries (FCI) and the Steel and Engineering Industries Federation (Seifsa) — will be adopting a "no work, no pay" policy

A few employers have negotiated agreements with unions in which they will be granting a paid holiday, while some employers — chiefly the Chamber of Mines — have been trying to prevent workers from taking the day off at all.

Widespread political support in the townships has been expressed for the unions and the recent National Education Crisis Committee (NECC) conference endorsed the call for a day off

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W/E ARGUS 26/4/86 151
**Dept of Manpower
puts the spotlight
on settling disputes**



THE Department of Manpower is investigating dispute-settling procedures with a view to improving the system

According to the annual report of the Department of Manpower the nature and extent of strikes last year revealed certain deficiencies in the system

Particular attention is being paid to

- The question of decriminalising strikes,
- The rights of workers and the consequences of sympathy strikes,
- The apparent anomaly that an employer is legally entitled to dismiss strikers while the Industrial Court is still empowered to order reinstatement,
- The fact that in theory a strike could continue indefinitely, that it is possible to call a strike without any obligation to notify the employer,
- That workers can go on strike,

return to work and then strike again, and

- The collection and recording of statistics and information about strikes and labour conflicts

The report also says that because the question of strikes is so important, the National Manpower Commission started a research project in 1981 to analyse the phenomenon

The various phases of this project include an analysis of the system of collecting, processing and publishing official strike statistics, an analysis of strike statistics for the past five years, and a study of the more deep-seated causes of strikes and the behaviour patterns of those involved to get a better understanding of the phenomenon and pinpoint possible policy implications

A memorandum with recommendations on the first phase was submitted to the director-general of the department during 1985. A report on the second part of the investigation is expected this year

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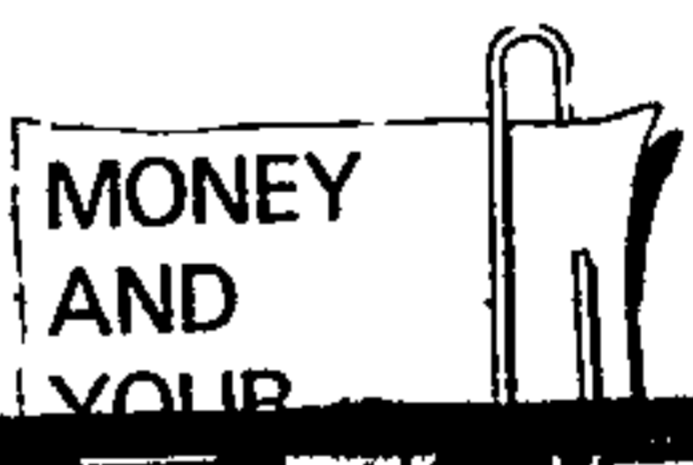


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Deadlock in negotiations sparks sit-in at Foschini

Dispatch Correspondent

JOHANNESBURG — A national sit-in strike of Foschini workers began yesterday after a deadlock in negotiations between management and the Commercial, Catering and Allied Workers' Union of SA (CCAWUSA) over the retrenchment of 235 employees

A spokesman for the 55 000-strong CCAWUSA, Mr Kaizer Thibedi, said the union's members in other stores have pledged to support the Foschini workers if the retrenched workers are not reinstated and managers do not return to the negotiating table

"If we are pushed further we will call for a full boycott against Foschini in line with COSATU's resolution which calls on all workers to fight for jobs threatened by retrenchment," said Mr Thibedi

Foschini's executive assistant to the managing director, Mr John Corlett, said his company is presently not taking any action

"They have been advised there will be no pay for no work. We are carrying on as best we can," he said

The strike, the first experienced by Foschini, follows negotiations

which began earlier this year after the group announced its decision to reduce its staff

CCAWUSA wanted work to be shared by all employees on shorter hours at reduced wages to prevent retrenchment of staff.

The Foschini group turned down the union's alternative to retrenchment and said they were "obliged" to take this action because annual profits for last year were reduced by 13,9 per cent

Mr Corlett said 235 workers from around the country were retrenched "on generous terms"

All alternatives were

investigated and have been discussed with CCAWUSA over the past two years, he said

According to Mr Thibedi the strikes took place in most centres around the Transvaal and included the group's warehouse staff at their Isando, Johannesburg, head office

Foschini staff picketed in Witbank and a demonstration involving more than 50 workers was held on the first floor of Khotso House in Johannesburg yesterday, he said

Strike ballots are being organised in the Cape and Natal, Mr Thibedi added

26/4/80

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DISPATCH

SA miners poised for legal May Day strike

29/4/86

(151)

DISPATCH

JOHANNESBURG
Thousands of mineworkers are poised to stage a legal strike on certain Chamber of Mines gold and coal mines on May 1 after a victory for the National Union of Mineworkers (NUM) in the Rand Supreme Court yesterday

Lost production from a one-day strike could cost the mines R68 million, according to chamber estimates

The chamber last week applied to the Supreme Court seeking an order declaring

- Any strike on May 1 1986 organised by the NUM illegal,

- A conciliation board established on April 1 by the Minister of Manpower to settle the May Day issue be declared invalid and set aside,

- That the NUM be prevented from calling for or organising a strike on May 1 1986 until it had acquired the legal right to do so, and

- That costs be awarded against the NUM

In a court packed with

NUM supporters Mr Justice A. J. Vermooten yesterday declared that the NUM was legally entitled to strike on May 1 because a dispute between the union and the chamber concerning May Day had been in existence since last year's wage negotiations. The NUM tabled its demand for May 1 as a paid holiday in its package of wage demands last year.

The judge said when a dispute arose between the parties last year the NUM had made use of all the conciliation machinery laid down in the Labour Relations Act. When this machinery failed to settle the dispute, the NUM won the right to strike lawfully.

Although a considerable time had elapsed since last year's wage negotiations, Mr Justice Vermooten said the right to stage a legal strike, once obtained, could not "go stale". There was no sense in the union having to go through the conciliation procedures again.

The judge rejected the chamber's argument that the May Day de-

mand had been a low priority item during last year's wage negotiations. The union had fulfilled the requirements of the Labour Relations Act and was entitled to strike for as long as the May Day issue remained in dispute, he said.

He ordered that a conciliation board established by the Minister of Manpower on April 1 be set aside because the Minister had exceeded his powers in defining the terms of reference of the board and ordered the chamber to pay the NUM's costs.

The NUM described the decision as a "major victory for the labour movement".

"It proves beyond any doubt that the persistent attempts by the Chamber of Mines to use the Supreme Court to remedy industrial problems are futile," the NUM said in a statement.

"The demand for May Day as a paid public holiday has been raised on many occasions before and the union will continue the battle to win this demand."

The union would be calling out its members on May 1, the statement said.

"The action is likely to affect 20 gold mines, 13 coal mines and 10 other establishments."

Claiming a membership of 200 000 "in the entire industry," the NUM statement went on to warn of "victimisation of workers who heed the call for May Day action by management."

Such action, said the statement, "will not be viewed lightly by the union."

- In another development, the Rustenburg Platinum Mine has decided to grant May 1, International Labour Day, as a paid holiday, a spokesman for the Johannesburg Consolidated Investment company said yesterday.

The spokesman could not say how many workers were involved.

- In Pretoria, the South African police said they would do everything possible to ensure the safety of people wishing to go to work on May 1 — Sapa

We'll strike, says Ccawusa

THE Commercial, Catering and Allied Workers' Union has threatened to call its 5 200 members at Pick 'n Pay out on strike this Friday unless the chain's management agreed to its wage demands.

Ccawusa is demanding a R90-a-month pay increase. Pick 'n Pay management is offering R50 a month backdated to March 1 and a further R40 a month from October 1.

The union has also threatened to call a boycott of Pick 'n Pay stores if the group failed to resolve the dispute.

Mr Rene de Wet, personnel director, said Ccawusa's boycott threat was unreasonable because management did not believe that the negotiating procedure had been exhausted.

"Ccawusa has 5 000 members from 38 Pick 'n Pay stores. This number could increase depending on how much sympathy action they will receive from other stores in the group," Mr de Wet said.

Mr de Wet said he has appealed to the union not to go on strike on Friday, but to resume negotiations. Any strike before Tuesday, when the 30 days conciliation period expires, would be illegal.

Ccawusa said mass meetings had been organised throughout the country. Union members had rejected the

By LEN MASEKO

management's offer

Meanwhile the strike by several hundred Foshchini workers at 55 stores throughout the country, is still on. These Ccawusa members are protesting against the retrenchment of 301 colleagues. Management says 235 workers were retrenched.

Talks between Foshchini management and the union have deadlocked.

Ccawusa has accused management of retrenching workers unilaterally, and of failing to use recognised dispute-resolving methods such as mediation and the Industrial Court

• The National Union of Mineworkers may meet on Friday to review the May Day issue following the Supreme Court ruling which entitled its 200 000 members to strike in support of the commemoration

This was disclosed

yesterday by a NUM spokesman who said the union would decide on the next step if the Chamber of Mines implemented its principle of "no work no pay"

NUM would call out its members tomorrow. This is likely to affect 20 gold mines

• The strike by 250 Soweto City Council workers was still unresolved yesterday. The striking workers are demanding wage increases

The workers' rep-

resentatives, the National Union of Public Service Workers, was due to meet council officials late yesterday

• One big domestic workers' union may soon be formed

At the weekend representatives of eight domestic workers' unions agreed on the formation of the South African Domestic Workers' Union

About 20 000 domestic workers were represented at the talks

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Soweto 30/1/86

SOWETAN

WEDNESDAY, APRIL 30, 1986

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MAY DAY

SOWETAN

HUNDREDS of thousands of workers throughout South Africa will observe the 100th anniversary of May Day tomorrow.

Massive rallies have been planned to take place at various centres throughout the country. They have been organised by the Congress of South African Trade Unions (Cosatu), Council of Unions of South Africa (Cusa), Azanian Confederation of Trade Unions (Azactu) and the United Workers' Union of South Africa (Uwusa).

Organised commerce and industry have appealed to employers not to victimise workers forced to stay away from work tomorrow.

A spokesman for Assocom, Mr Michael Brett, said his organisation has advised employers that if negotiations with the workforce for a May Day holiday had not been successful, employers should stick to the "no work no pay" dictum.

The National Federated African Chamber of Commerce (Nafcoc) said its stand is that black business people should allow their workers to honour May Day and not penalise them in any way.

The South African Police said they would do everything possible to ensure the safety of people wishing to go to work tomorrow. In a statement the SAP Directorate for Police Relations said security



UNIONIST Nefolohodwe will address May Day meetings

By **LANGA SKOSANA**

forces would take strong action against intimidators if it was found that they were preventing people from going to work.

The African Teachers Association of South Africa (Atasa) called on all black teachers to stay away from work tomorrow.

Police

But the public relations officer of the Department of Education and Training, Mr Peter Mundell, said schools will be open because many pupils were behind with their work. Teachers, he said, would make personal choices of either staying away or going to work.

Soweto businessmen will close their shops tomorrow to allow their workers to commemorate May Day, Mr Syd-

ney Mahlangu, secretary of the Soweto Chamber of Commerce and Industries, said last night.

The marketing director of Jazz Stores, Mr Mark Lambert, yesterday announced that the stores will close on May Day and on June 16 out of respect for what these days mean to many South Africans.

He said "We decided to close our 26 outlets and the 11 Checkers stores, which are now part of our group, on these days as a mark of respect towards our customers and in recognition of what these days mean to many South Africans."

Services

The Western Cape Traders Association and the Muslim Meat Traders have called on other traders to close their businesses between

1pm and 4pm in solidarity with the international workers day tomorrow.

May Day rallies will be held at the following places, starting at 9am (other times in brackets): Orlando Stadium Soweto, Mamelodi Stadium, Pretoria, Witbank Secunda Durban's Curnes Fountain, Ladysmith, Bloemfontein Port Elizabeth, East London Mitchell's Plain in Cape Town.

Barbacoek Stadium Port Elizabeth, Tihakalou Hall Danielskull (10am) Sharpeville Hall Vereeniging Catholic Church Ika gong Medunsa Hall, Pretoria Catholic Church, Jouberton, Cusa Hall Maritzburg Himalaya Hotel, Durban Matole Cinema Tembisa Catholic Church Lebowaqomo (May 3 10am) Regina Mundi Soweto Anglican Church.

Mohlakeng Presbyterian Church Daveyton Vosloo Stadium, Vosloorus Namakgale Stadium Phalaborwa, Kagiso Hall Kagiso Presbyterian Church Zamdela, Bopatong Hall, Bopatong and the Johannesburg offices of Cusa. There will also be rallies at Langa Hall, Cape Town, and Kings Park Stadium Durban.

May 1 is observed as a workers' holiday in many countries throughout the world. On that day in 1886 in Chicago, United States, 11 people were killed during a mass demonstration when workers took to the streets demanding an eight-hour day. From that day May 1 has been commemorated as Labour Day.

• See Page 17

NO SOWETAN TOMORROW

THERE will be no edition of the Sowetan tomorrow, May Day.

However, a special team of reporters will report on May Day rallies around the country, and the Sowetan will be on sale as usual on Friday.

Union threat to big chain

— Page 3

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SUNLORD

Boycott at Turf

UNIVERSITY of the North students yesterday started a week-long boycott of lectures to mourn the death in police custody of United Democratic Front leader Mr Peter Nchabeleng.

The boycott, which will also form part of the countrywide May Day activities, followed a mass meeting on campus on Monday night.

Mr Nchabeleng (68) was the president of the Northern Transvaal region of the UDF. He is to be buried at Ga-Nchabeleng on Saturday.

By **MATHATHA TSEDU**

campus (54) 304/86

Students are due to return to classes on Monday.

Meanwhile as Sekhukhuleni prepares for the Nchabeleng funeral, reports from the area said a heavy build-up of security forces was evident.

Mr Nchabeleng was detained by police on April 11 and died under mysterious circumstances less than 24 hours later. Police have said he died of "a suspected heart attack." But the family disputes this.

A university spokesman, Mr Frans Swart, told the Sowetan yesterday that he did not know the reason for the boycott nor its intended duration. He said a statement would be issued later.

The campus was quiet early yesterday and no students were seen going to lectures. Student sources said the mass meeting had resolved that all students attend the funeral of Mr Nchabeleng and that May Day should be honoured. They also discussed the expulsion of pregnant students from the university.

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May Day centenary "celebrations"

MASSIVE stayaway by black workers is expected tomorrow, as the country's workforce joins hands to commemorate the centenary of May Day.

Trade unions federations have warned employers of "the collective wrath of the workers" if disciplinary action is taken against those who do not report for work.

WORKERS' DIARY

At Boksburg's Unilever workers have resolved to take May Day as an unpaid day off following management's refusal to recognise the day as a paid holiday.

In addition these Food Beverage Workers' Union members have resolved to stay away from work on May 2 and 3, in protest against the management's stand on the May Day issue.

The Unilever workers have refused a suggestion from management that they work on a Sunday for a lesser pay rate.

Sympathy

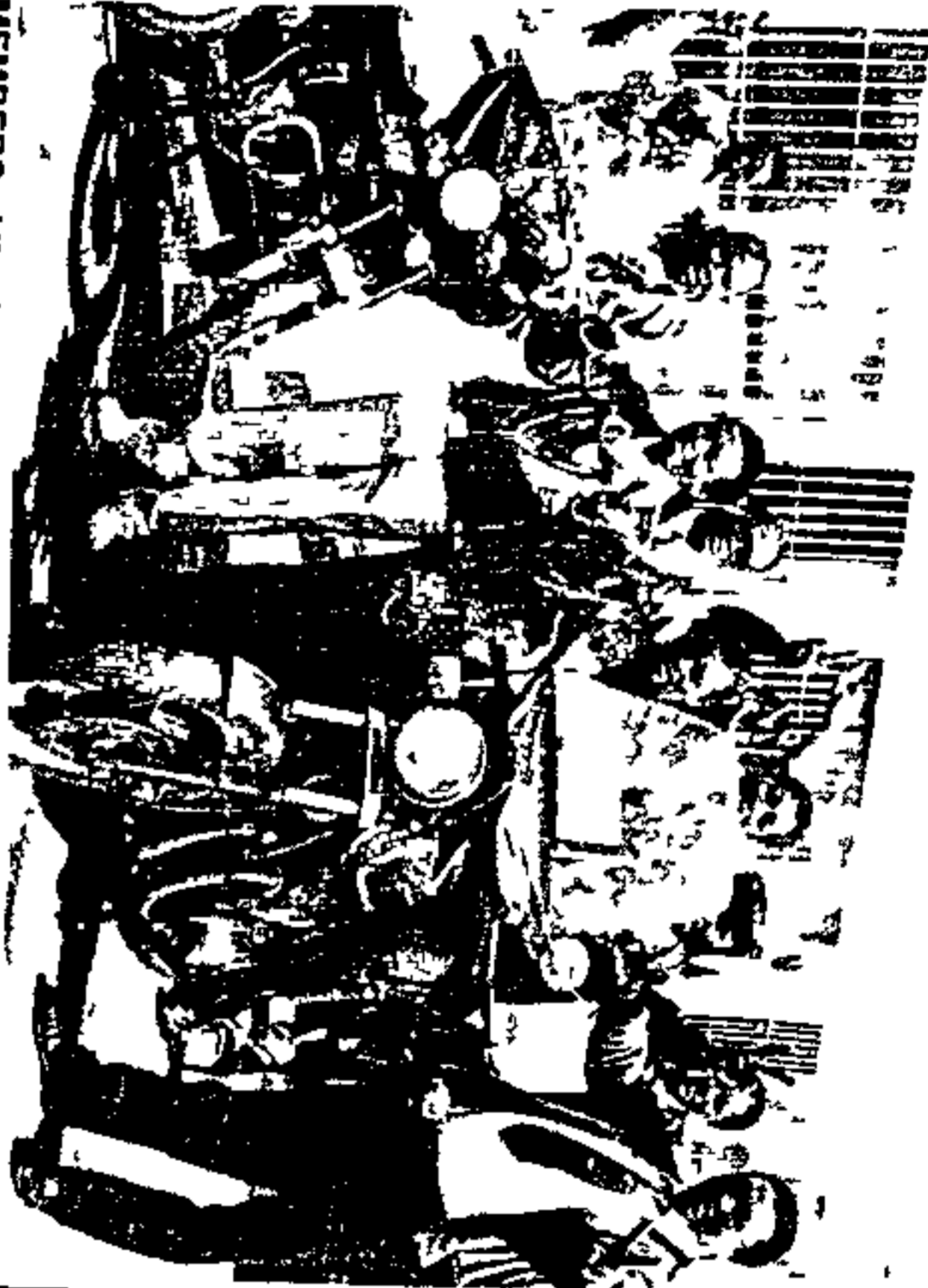
Organised commerce and industry have adopted an attitude of sympathy to worker plans to celebrate the day, suggesting that unless there was prior negotiations, employer policy should be "no work, no pay".

The congress of the SA Council of the International Metalworkers Federation (IMF) ends today in Johannesburg after three days of deliberations among 200 delegates representing metal unions.

Delegates at the congress, held at a Johannesburg hotel, discussed IMF's role as a force for change in South Africa.

The Black Allied Workers' Union (Bawu) elected a new national council at its two congress in Durban last weekend.

Some of the new executive members are Mr M J Khumalo (pres-



MEMBERS of the Johannesburg Scooter Drivers Association display victory signs after the organisation had launched a burial scheme.

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STONEMARE 1/79

More than 1.5-m workers observe May Day

STAYAWAY

2/5/86
SOWETAN
B51

The stayaway — to mark the 100th anniversary of May Day — was one of the biggest ever in South Africa.

Buses and taxis did not operate in most townships yesterday. Residents generally stayed in their own yards, while police and army vehicles patrolled the streets.

In Johannesburg several small businesses in the city centre were closed as almost all black workers stayed away.

Many chainstores employed housewives and pupils to carry out tasks left vacant by black workers. Businesses in the city relying on black trade were closed, and there were few commuters from the townships to the city.

The stayaway was marked by huge rallies — and in some cases unrest — throughout the country.

To Page 11



Mrs. WINNIE Mandela . . . May Day message.

SOWETAN REPORTERS and SAPA

AT LEAST one and a half million South Africans stayed away from work yesterday in a massive display of solidarity.

The figure is a preliminary "conservative" estimate by the Labour Monitoring Group

The independent group, made up of academics from the universities of the Witwatersrand, Cape Town and Natal, said the May Day stayaway was strongest in the Port Elizabeth/Juhenhage area and spread into most small towns in the Eastern Cape.

In the Transvaal, an estimated 80 percent of the workforce stayed away. In Durban and the rest of Natal, about 70 percent were absent.

The call to stay away was less successful in the Western Cape. Figures for the Free State were not available.

OVERVIEW OF CONTEMPORARY
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some of the most recent
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Cosatu's May Day success

THE Congress of South African Trade Unions (Cosatu) said at the weekend more than 150 000 workers took part in Cosatu May Day rallies across the country.

A statement from a Cosatu spokesman said this was twice the number of those who turned up for the Inkatha trade union launch in Durban

But the statement also said. "For Cosatu the question of who attracted most workers to May Day rallies is overshadowed by the achievement of the biggest ever general strike in South Africa's history"

According to Cosatu

1,5 million workers followed the call not to go to work on May Day

"In effect South African workers have taken May Day and turned it into a workers' holiday

"They have not waited for employers or Government agreement but seized the initiative themselves

"It is another sign of the growing confidence of workers and the increasing strength of trade union organisations"

The statement said 152 000 workers took part in Cosatu May Day events, including 30 000 at Soweto, 25 000 in Witbank, 15 000 in Durban and 19 000 at va-

rious locations in the Western Cape

Cosatu alleged police disrupted several meetings

Cosatu had planned to hold 24 rallies on May 1 and of these nine were totally disrupted through bannings and police action, the statement said

Attempts

"The police and army also prevented buses reaching some rallies

"Cosatu May Day rallies were banned in Port Elizabeth, Uitenhage, Pretoria and Brits

"If they had been allowed, the participation in Cosatu rallies would have been even bigger,"

the spokesman said

"This was achieved without the help of Johannesburg Press consultants and with a lack of public transport as bus drivers stopped work for the day

"Despite serious attempts by the authori-

ties to stop Cosatu from holding May Day rallies in several locations and teargas attacks by the police in some stadiums, the massive turnout by workers showed Cosatu's continuing strength and popularity". — Sapa

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SOWETAN 5/5/86

(151)

Business

7/8/86

BUN DAY

(1001) (30)

Pick 'n Pay staff rejects wage offer 151

CLAIRE PICKARD-CAMBRIDGE

THE Commercial, Catering and Allied Workers' Union (Ccaawusa) yesterday rejected Pick 'n Pay's revised wage offer and announced it would take industrial action at more than 60 stores.

The union is demanding a R90-across-the-board increase while the company's latest offer is R80

Ccaawusa organiser Jeremy Daphne said up to 8 000 workers could be affected by industrial action "which could take any number of forms"

The company said it would affect just over 5 000 employees

Daphne maintained the union's demand was reasonable. The increase to the company's present average monthly wage (R433) would not make it a living wage, he said

The Rand Supreme Court ruled yesterday that a proposed strike by Ccaawusa against Pick 'n Pay between May 2 and May 5 would be illegal

But the union is to go ahead. It believes the strike would be legal as, among other reasons, 30-days have expired since a conciliation board was appointed to resolve the dispute

□ A strike at Foschini stores in the Transvaal, Natal and Free State continued yesterday. Workers are demanding the reinstatement of more than 200 retrenched workers

01/08/86

Stayaway linked to May Day arrests

(S) DISPATCH
8/5/86

Dispatch Reporter

GRAHAMSTOWN — The stayaway in Port Alfred of black women workers since Monday has now been linked to the arrest last Thursday, May Day, of five girls during a rally in the township.

Colonel Gerrie van Rooyen, police liaison officer for the Eastern Cape confirmed yesterday that five girls were being held in terms of Section 50 of the Internal Security Act.

Mr Bill Hill, project manager of the Port Alfred municipal job creation scheme, said yesterday the stayaway was expected to go on for another week.

The municipality employs 220 women under the job creation scheme.

Mrs S Nkwinti, chairman of the Port Alfred Women's Organisation, said the women would go back to work once the girls were released. She said they could not accept that the girls were being held in custody while an alleged rapist had been released.

Colonel Van Rooyen said earlier this week that a woman had reported being raped after the May Day rally.

He said a man appeared in court and was released with a

warning to appear later, pending further investigation.

The man's home was burned down after he was released.

Mrs Nkwinti said the rape victim had been assaulted and treated in hospital in Grahamstown for two days.

Dr Graham White, medical superintendent of Settlers' Hospital, said the woman, who is 59, had been admitted last Friday with a stab wound in her abdomen. She was released on Sunday.

Until yesterday no charges had been laid against the girls.

w/k AA-43

24/5/86

No bar to joining a union

LABOUR
AFFAIRS
DICK
USHER



STRANGE though it may seem, there are still employers who think they can decide on their employees' right to associate in trade unions

In a recent case in Johannesburg, the Industrial Court ordered the reinstatement of four employees, members of the Electrical and Allied Workers' Trade Union of South Africa, unfairly dismissed from Sinesonics in Edenvale

Trouble started at Sinesonics when a director and main shareholder of the company, Mr A J Synesiou, discovered that 12 of his 16 black workers had joined the union

Workers claimed he told them that those who remained members of the union would have to leave the company

Mr Meshack Motloung, one of the applicants, said he was dismissed and while being escorted from the premises all other union members downed tools and walked out.

Mr Synesiou denied telling workers he would dismiss them if they belonged to a union. He said he had questioned the benefits of trade union membership and put it to the workers that as a matter of courtesy he should have been told of their intention to join a union

"It appears to the court, however, that there is no obligation on an employee to inform his employer that he has joined a union," said the presiding officer, Dr D G John

After discussions with the union, Mr Synesiou agreed to take back all employees who had walked out except four he claimed were "intimidators and agitators"

Although Mr Synesiou said the work of the four had deteriorated, the court found the only reasonable conclusion was that he had refused to take them back because they belonged to a union and had taken a leading role in union affairs

"The picture which the evidence presents is of an autocratic employer who nevertheless treated his employees generously and encouraged them to undergo training to improve their skills and prospects

"He was angered by their joining a trade union and by the ingratitude which this step seemed to him to indicate," said Dr John, finding that the four had been unfairly dismissed and failure to re-employ them was an unfair labour practice

8/5/86
CT.

Shop workers begin strike

Own Correspondent

JOHANNESBURG
Thousands of workers began a wage strike at Pick 'n Pay outlets across the country yesterday and a bomb blast rocked the shopping centre housing one of the chain's stores here

Pick 'n Pay property was not damaged and police said they did not believe the blast was related to the strike

The Commercial, Catering and Allied Workers' Union (CCAWUSA) said 8 000 workers were on strike at 55 outlets in the Transvaal, Free State, Natal and Eastern Cape

The company said 6 000 workers had stopped work at 45 outlets

The strike is believed to be the biggest to have hit the company

Pick 'n Pay personnel manager Mr Rene de Wet said four of the company's outlets in Natal and the Transvaal were closed yesterday due to "unruly behaviour" by strikers

Pick 'n Pay in the Western Cape is not affected as the union is not recognized in the region.

Pick 'n Pay's Benmore store in Johannesburg was closed briefly yesterday after a bomb exploded in the complex where the store is housed

The bomb had been placed in a fire escape. Several window panes in the complex were shattered in the blast. No one was injured

In Natal at least two supermarkets were closed yesterday

Most of the other stores, including the Durban North Hypermarket, stayed open manned mainly by white casual employees and members of the management staff

The union is demanding a R90 across-the-board increase and has described Pick 'n Pay's average monthly wage of R433 as a "starvation wage"

The company is offering an R80 increase backdated to March, alternatively R60 from March and a further R30 from July this year

Deadlock was reached more than a month ago and conciliation board meetings have failed to resolve the dispute

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PICK 'N PAY STRIKE

Worse off workers

16/5/86 FIN MAIL



It took an agonisingly drawn-out 10-hour meeting, which ended in the wee hours of Tuesday, for Pick 'n Pay (P'nP) and the Commercial, Catering and Allied Workers' Union of SA (Ccawusa) to reach settlement in the most costly dispute ever to hit the retailing industry in SA

It could be asked why it happened at all — particularly as it was already apparent last week that the only face-saving settlement would be the R85 a month across-the-board increase P'nP has now agreed to pay

Each of the 6 200 strikers will lose, on average, more than R100 for the time they were out. Over a year, this is more or less equivalent to the extra R10 a month they had been demanding from the company, and more than the R5 a month they eventually won

But the strike was not without heavy financial cost to P'nP itself. It had to close down several stores in the face of strikers' shopfloor demonstrations. And many of the stores kept open had less business than usual. The company also paid premium rates for less efficient casual labour

A P'nP source estimates R5,5m in turnover was lost during the strike. The company also had to consider the possible harm a strike could do to its high-profile corporate image. It has left bitterness between management and employees.

More than once during the two-week build-up to the strike, P'nP made improved offers. But Ccawusa rejected them, sticking to its R90 demand and refusing even to discuss the issue. As a P'nP spokesman says "In the light of the union's refusal to negotiate, and with a gun being held to our heads, it was a matter of principle that we should not give in"

Essentially, it was a wage strike. Had there been a strong element of political agitation it could have dragged destructively on for some time

It is, in fact, not clear that union officials actually whole-heartedly supported strike action, with the gap between the two sides so small. They acted according to the 80% "yes" vote in the pre-strike secret ballot

However, political factors were not altogether absent. Analysts lay much of the blame for this year's increased strike activity on the general political situation, and this strike could be yet another symptom of it

Other general frustrations also probably played a role. A Ccawusa spokesman tells the *FM* that during mass meetings before the strike, workers regularly raised niggling grievances against local managements

The strike was an impressive, although ultimately empty, show of union strength

and unity. It was the first widespread store strike in years and by far the largest ever in retailing, covering at least 45 stores in all areas except the western Cape

There is little doubt that if the strikers had been dismissed, the company would have been harder hit. A spokesman estimates that to employ and train replacements would have cost nearly R5m. And this does not take account of the ever-present threat of a consumer boycott

The strike, moreover, is a clear signal to other retailers that, despite internal disputes that have beset the union recently, Ccawusa had the ability to mobilise its members. Whether it still has that ability must now be open to question

For the inescapable fact is that the strike was a pyrrhic victory. The workers realised that in a prolonged dispute they might not recover in higher wages what they lost during the strike. Hence, eventually, they settled for a deal that left them worse off than before, despite the increase won

That is most certainly an indictment of union leadership. The strike turned out to be a posture. Not only were the workers left worse off, but the financial strength of the company — its ability to pay higher wages in the future — was undermined. If the union leadership had no stomach for the strike, it should not have gone along with it

As the strike began, chairman Raymond Ackerman — pointing to P'nP's employment record, its housing and education schemes and its relatively generous wage offer — bitterly asked why his company was being singled out. The simple answer ap-

pears to be that a socially responsible management is seen by the union to be vulnerable. What is at stake is power not equity

The strike raises questions about what constitutes acceptable strike activity. P'nP recognises the right of workers to strike, and the union claims it accepts that violence and intimidation are illegitimate. It has not condoned the violent confrontations that occurred in some stores, but it failed to keep order among its members which, some may say, implies tacit support for violence

There are other important differences. P'nP holds that it is entitled to keep operations running without interference from strikers. The union bluntly says it has the right to attempt to close down stores, using what it calls peaceful methods that nevertheless caused obstructions and which were seen by management in another light

24 000 white miners to decide on strike

The Argus Correspondent

11/15/86 (27) 151
JOHANNESBURG — About 24 000 white miners and other key mining personnel go to the polls this week to decide whether or not to go on a legal wage strike

The secretary of the Council of Mining Unions (CMU), Mr Tom Neethling, said the strike would create chaos in the country and could cripple the mining industry

He expected a "Yes" vote of between 80 and 90 percent from the CMU at gold and coal mines. Unions affiliated to the CMU include the Amalgamated Engineering Union, the Amalgamated Society of Woodworkers, the Mine Workers' Union, the Amalgamated Union of Building Trade Workers, the Iron Moulders' Society, the Boilermakers' Society, the Electrical Workers' Association and the Engine Drivers', Firemen's and Operators' Association

On March 27 the CMU declared a dispute with the Chamber of Mines. A conciliation board established by the Minister of Manpower failed to resolve the dispute and the CMU decided at the end of last week to hold a strike ballot.

CENTRE OF DISPUTE

At the centre of the dispute is the white union's demand for a 15,1 percent increase across the board

The CMU initially demanded 20 percent and wanted to negotiate better fringe benefits, including pensions, extra injury leave and bonuses.

The Chamber of Mines has offered the miners 14,6 percent and no fringe benefits

There has been a marked upswing in militancy among white mining unions in recent months, stemming partly from observing the gains made by radical and increasingly militant black mineworkers of the National Union of Mineworkers (NUM).

There is also the thorny issue of scrapping job reservation on the mines

What effect on the mines a strike by 24 000 whites would have remains to be seen.

The officials' associations are likely to go to the rescue of the mines

AR64) 29/5/86

NATIONAL/INTERNATIONAL

(127) (151) (197) (243)

Wage talks for 350 000 metal workers to resume

Labour Reporter

WAGE talks affecting 350 000 employees in the metal industry face rough waters when they resume next week

At issue are wage demands and a proposal that companies which want to pay more than minimum rates should negotiate these individually with unions

Four unions solidly reject proposals by the employer body, the Steel and Engineering Industries Federation of South Africa (Seifsa)

Unions in the Council of Mining and Building Unions (CMBU) are not satisfied with the proposals but would be prepared to accept them if other needs are met.

Three of the unions which reject the proposed wages — the Electrical and Allied Workers' Trade Union, Metal and Allied Workers' Union and Steel, Engineering and Allied Workers' Union — have imposed overtime bans and declared a dispute with Seifsa.

The fourth, the Engineering Industrial Workers Union, is waiting to see how the negotiations go.

Employer proposals would lift minimum wages at the top to R5,77 an hour, down to R2,18 for the lowest paid. Every worker, including those receiving more than the minimum, would get the grade increase. These range from 28c an hour at the bottom to 56c at the top.

Unions rejecting the offer demand a minimum of R3,50 a hour.

Spokesmen said that Seifsa's offer was below the inflation rate and did not offer a living wage to the lowest-paid workers

Mr Ben Nicholson, director of CMBU, said the proposal for individual negotiations could be the make-or-break issue

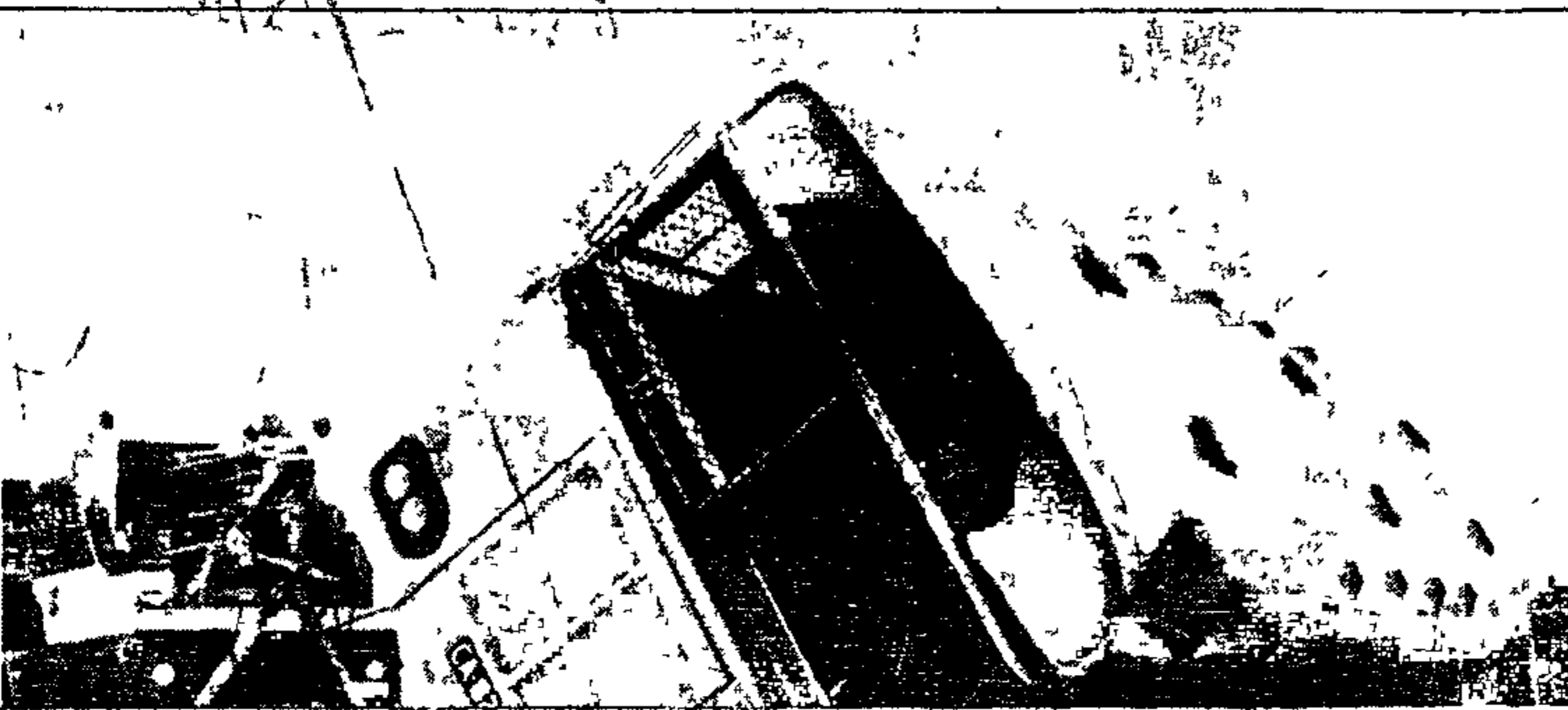
"We are not satisfied with the wage proposals. But we recognise the position of the industry and if the employers remove certain pinpricks we will accept them"

Unions are also asking for a 42-hour week, down from 45 hours. Mr Nicholson said this would help to create employment in an industry in which many plants are already working short-time

● Seifsa has proposed that the Government investigate making May Day a public holiday

The issue is one of the union demands in wage talks in the metal industry

Seifsa has asked the Government to appoint a commission to investigate public holidays by August and report in January



16645 6/6/84 151 127

Talks stalled after undies factory row

Labour Reporter

RECOGNITION discussions between the Clothing Workers' Union (Clowu) and Cape Underwear have stalled after a series of disputes.

Three workers have been suspended on full pay for addressing staff at tea in the canteen after they had been refused permission. Two of them also left their work stations

A disciplinary hearing scheduled for Wednesday was called off when the workers refused to attend

The management proposed the appointment of an outside mediator acceptable to both sides Clowu has accepted this

The three suspended workers, Mrs Gawa Hartley, Mrs Mariam Smith and Miss Desirée Balie, said they did not feel the management had the right to stop them talking to workers Miss Balie is on the union's executive committee and Mrs Hartley and Mrs Smith are former executive members

They had not attended the disciplinary hearing because the management was "sidetracking from the main issue of recognition".

They said the management thought it was a favour to have a disciplinary hearing about their jobs but the workers thought attending it would weaken them at the negotiations

The issue of the suspensions has been frozen pending the appointment of a mediator

ALBUS 9/6/86

~~129~~ ~~130~~ (151)

Friday ~~130~~ deadline for metal workers

By DICK USHER
Labour Reporter

FRIDAY is D-day for 350 000 workers in the metal industry when their response to employers' latest wage proposals will be made known.

Three unions in the negotiations have rejected the proposals completely, the others are dissatisfied with the offer but are canvassing members for their feelings

The latest proposals, made last week, are for a 60 c an hour increase at the top of the scale, raising the hourly wage to R5,81, down to a 30 c increase bringing the lowest paid workers to R2,20 an hour.

Union spokesmen said employers had said this was the final offer

They were disappointed at employers' refusal to address the living wage issue for lower paid workers

"Refusal to sign the agreement would present major problems," said one unionist.

"Built-in benefit structures depend on a worker being a member of a union party to the agreement. If we don't sign members could be without benefits and the unions could lose their stop order rights.

"That is why we are going back to our membership to explain all the implications and ask for a mandate on the proposals"

Employers have proposed an increased holiday bonus. Unions were seeking a 13th cheque but employers have produced a formula which will give this by 1990

Another problem within the negotiations — the dispute declared by three unions — will be discussed at a monthly meeting of the Industrial Council tomorrow

Management,
Clowu agreement

Labour Reporter

THE Clothing Workers' Union (Clowu) scored a significant breakthrough in its quest for recognition at Cape Underwear Manufacturers Ltd yesterday with the signing by management of an interim agreement giving the union "reasonable access" to workers and the right to collect subscriptions from members at the factory

The agreement effectively breaks the closed-shop arrangement which the rival Garment Workers' Union currently enjoys at the factory, according to Clowu's general secretary, Ms Elizabeth Erasmus

Clowu will conduct a ballot tomorrow to establish whether it enjoys majority support among Cape Underwear workers

If Clowu can prove its support, it will begin negotiating a final recognition agreement with management early next week.

Ms Erasmus yesterday congratulated management "for recognizing the rights of workers to freedom of association"

"Our union believes this can only be in the interests of sound labour relations," she said

The agreement was reached after three days of talks, during which Mr Helton Cheadle, of the Centre of Applied Legal Studies at the University of the Witwatersrand, was flown to Cape Town to act as mediator between the two parties

Mr Cheadle was appointed after discussions between management and the union broke down following the suspension last week of three union members who addressed workers without management permission

The three workers will remain suspended without pay for three months, but will lose none of their accumulated benefits, according to the agreement between management and Clowu

CAPE TIMES 20/6/86

(15) (10) (10)

Saan dispute settled

Own Correspondent
JOHANNESBURG — members of the union who were not offered employment at the Argus Company in Cape Town or Johannesburg would be paid retrenchment benefits in line with the policy of the company

The dispute between the SA Typographical Union (Satu) and South African Associated Newspapers Ltd has been settled

Satu said in a statement yesterday that

W/L ARK 2/16/86

Union gives way on registration

IN the labyrinth of mining politics a new development has emerged — the registration of the National Union of Mineworkers (NUM) was gazetted this week.

Many of the emergent unions argued long and hard against registration, and differences of opinion on the issue was one of the problems which had to be resolved by the unions which eventually formed the Congress of South African Trade Unions (Cosatu)

The arguments against registration were mostly on the level of resisting State control of voluntary associations of workers

Unregistered unions are not bodies corporate (they cannot sue or be sued), but amendments to the LRA have largely eliminated other differences between registered and unregistered unions so that they now have to comply, to a large extent, with the regulations that used to apply only to registered unions.

One major difference still exists.

An unregistered union cannot form part of an industrial council and is denied access to some other industrial relations machinery set up in terms of the Act

NUM spokesmen were not available this week to comment on the union's registration, but observers were wondering whether it was not a step on the road to the formation of an industrial council for the mining industry

Great changes are

ahead in the industry, mainly connected with the long-promised changes in definitions of scheduled persons, but there is no joint employer/employee body to monitor and enforce agreements

Without registration, the 125 000-member NUM would effectively

LABOUR
AFFAIRS
DICK
USHER



be barred from an industrial council — if such a long-discussed idea came to fruition

ONE 7th. 3/7/86

NUM in dispute with chamber

Own Correspondent

JOHANNESBURG. — The National Union of Mineworkers yesterday declared a dispute with the Chamber of Mines, opening the way for a legal strike later this year.

The NUM, which is demanding a 30 percent wage increase and improved conditions of employment, yesterday rejected the chamber's offer of increases ranging between 15 percent and 20 percent on minimum chamber rates, according to a statement from the Chamber of Mines.

The chamber said in a statement to Sapa that its offer of increases and improvements in conditions of employment on certain gold mines and collieries had finally been rejected, and the union had formally advised it was in dispute with the chamber.

The NUM would now follow the dispute resolution procedures prescribed by the Labour Relations Act, the statement added.

The comments by the NUM, a Cosatu affiliate, cannot be quoted in the Western Cape in terms of emergency regulations.

The statement said that at a meeting with the chamber, NUM representatives also discussed the state of emergency and the detention of NUM members, and said that chamber representatives undertook to convey the union's views on these issues to their principals.

● NUM men meet Kinnock, page 2

KBUS: 4/07/86 (15) (18)

Small business exempt from new wage-fixing

Labour Reporter

THE Government is pressing ahead with its relaxation of regulations for small businesses.

The latest wage determination for the security industry exempts small businesses from its provisions.

A small business is defined as one employing fewer than 15 people.

UNION ATTACK

The new determination, the first since 1984, is effective from July 14.

The agreement has been attacked by the Transport and General Workers' Union and the Transport Workers' Union of South Africa (Twusa).

In a statement Twusa said it

was appalled at the low actual and percentage increases granted.

"Even with the increase the minimum wages set are still below the subsistence level," the union said.

But it was gratified that some improvements had been made, the vindication of a long struggle for more human conditions in the industry.

The determination awarded 12 percent increases, some concessions on overtime pay and a reduction in working hours.

The new Industrial Council for the electrical contracting and servicing industry in the Western Cape has also been gazetted.

This is effective from July 1 to June 30 1987.

CITY

Dispute at EL motor plant

Post Correspondent

EAST LONDON — The National Automobile and Allied Workers Union has declared a dispute on behalf of the 3 000 striking workers at the Mercedes-Benz plant in East London

The union's declaration hinges on the definition of short-claims and will come before the Industrial Council

The dispute arose after Mercedes-Benz management closed the plant last Monday

The decision was taken because of bottlenecks in production when workers in the paintshop went on a go-slow strike

The plant was opened again the next day, but the workers failed to arrive

● It is reported from Durban that the 3 600 Toyota assembly plant workers who went on strike last week returned to work today after receiving an ultimatum to return or face dismissal

Toyota's group director of personnel and industrial relations, Mr Theo van den Bergh, said the workers, who downed tools on Thursday in support of their demand for higher wages and in protest against short time, were all back at work today

Union loses actio on emergency law

Mercury: 17/07/86

(151)

law

Mercury 17/07/86

Govt warns media after court verdict

ORMANDE POLLOK
Political Correspondent

CAPE TOWN—The Government is not expected to tighten up the definition of a subversive statement after yesterday's ruling in the Supreme Court, Durban, on the state of emergency regulations

Although the Court had left only one of six definitions of a subversive statement unchanged, the Bureau for Information warned the media yesterday to 'carefully' study the judgment before reporting

Mr Colin Eghin, Leader of the Opposition, said the ruling did not appear to change the substance of the emergency regulations for the man in the street, but he added that it pointed to 'administrative bungling' by a 'power hungry Government'

He welcomed the Court's opinion on the right of legal access to detainees

Commenting on the case, Mr Eghin said 'This draws attention to the awesome power the Government has and the limited jurisdiction of the courts over regulations framed in terms of security legislation'

'It does not appear to have changed the substance of the regulations much as far as they affect the ordinary South African. Nevertheless, the judgment in relation to legal access for detainees is an important relief to people who have lost their freedom'

A measure of the Government's relief after the judgment was reflected in a statement issued by the office of the Minister of Law and Order, Mr Louis le Grange

It said 'The minister is grateful the Court decided so overwhelmingly in favour of the State. That is all we have to say as we do not usually comment on court judgments'

Mr Geoff Schreiner, general secretary of Mawu, told the Mercury last night 'Our concern was for our people in detention'

'The judgment does not bring any relief in that regard but at least it opens up the possibilities that legal advisers may have more regular visits to detainees. This is encouraging'

Mr Simon Davey, the British Consul in Durban who was at the hearing, said 'It has certainly been an important experience in challenging the state of emergency'

The PFP's Natal leader, Mr Ray Swart, who was also there, said 'It is an interesting judgment which certainly gave a critical review of the regulations issued in terms of the state of emergency'

WHILE the Supreme Court, Durban, yesterday rejected an application by the Metal and Allied Workers' Union (Mawu) that the state of emergency be declared illegal, it declared void, on the grounds of vagueness, all, or sections of, five of the six definitions of 'subversive statements' banned under the state of emergency

In a two hour judgment, Mr Justice Didcott said only one of the six clauses defining a subversive statement was precise enough to be considered lawful

That clause forbids incitement of people to participate in unlawful strikes, boycotts processions civil disobedience or to oppose compulsory military service

He said two of the clauses were far too broad to be understandable

One clause bars any statement that advances the object of any unlawful organisation

'I consider that paragraph (a) is hopelessly uncertain and that no ascertainable meaning can be derived from it', Mr Justice Didcott said

The other provision considered too broad prohibited any statement that engendered hostility between one person or group and another

It is unintelligible, Mr Justice Didcott said

Emergency powers still in force are detention without charge curfews, sealing off areas and the power to shut down publications

On the three other clauses Mr Justice Didcott found fault with certain phrases

On the provision forbidding statements calling for disinvestment, sanctions or foreign action against South Africa, Mr Justice Didcott said disinvestment and sanctions were reasonably clear but 'I do not know what foreign action is'

Confidence
What is action, what is foreign? The words 'foreign action' must go

The union had also contended that the emergency was illegal because Parliament was not informed within 14 days of the June 12 proclamation

Mr Justice Didcott accepted the State's argument that Parliament had recessed before the 14 days were up and that the regulations could still be presented to it when the session resumes on August 18

He also ruled against a clause prohibiting statements that would tend to weaken public confidence in the Government's ability to maintain the public order or end the emergency

Mr Justice Didcott approved the clause against inciting people to resist or oppose the Government in connection with the emergency, but ordered a clause about incitement against the administration of justice to be removed

Mr Justice Didcott also said a ban on detainees access to lawyers was improper and that such access must be granted on a blanket basis

Mr Justice Didcott said that the right of an accused to have access to a legal adviser was a basic right. Refused by the Court was

a claim by the applicants that Proclamation R109 of 1986, which defined the terms of the regulations be set aside

It turned down an application directing that six of the union's members held under the emergency regulations should be released

It also declared invalid the last line of the clause 'Inciting the public or any section of the public or any person or category of persons to resist or oppose the Government or any minister or official of the Republic or any member of a force in connection with any measure adopted in terms of the regulations or in connection with any other measure relating to the safety of the public or the maintenance of public order or in connection with the administration of justice'

Strayed

Referring to the section dealing with the creation of hostility Mr Justice Didcott said this went way beyond the State President's authority because he had no power to punish people for creating ordinary feelings of hostility

Referring to the clause about the promotion of any object of any organisation which had been declared an unlawful organisation, he said if it was meant to have no limit then it had strayed beyond the President's power

The Full Bench consisted of Mr Justice Kumbleben Mr Justice Didcott and Mr Justice Thirion

Mr I Mohamed SC appeared for the applicants and Mr J Combrink SC for the State

The respondents were ordered to pay half of Mawu's costs

See Editorial Opinion

Army men at play



Eight military units turned out at Natal Command yesterday for winter sports day. A variety of sports, among them skiboat fishing, golf, soccer, pistol shooting and surfing, were on the agenda. Pictured here giving their all in the tug-of-war were members of 5 SAI in Ladysmith

Picture by ANTHONY McMILLAN

Rex Harrison collapses

LONDON—British actor Rex Harrison was taken to hospital yesterday after collapsing in a London hotel but was later discharged

Harrison 78, best known for his stage and screen role as Professor Higgins in *My Fair Lady*, was examined in the casualty department of Westminster Hospital central London

He was taken to the hospital by ambulance after collapsing in the fashionable Ritz Hotel — (Sapa Reuter)

Mercury 17/07/86

New threat to Zola's career

London Bureau
ZOLA Budd's career came under a serious new threat yesterday when Zimbabwean athletes were ordered to boycott any meeting where she participated

The order from Harare has immediate effect and four Zimbabwean runners have withdrawn from the Pearl Assurance Invitation meeting in Birmingham at the weekend

The new controversy has alarmed and angered Birmingham athletics and city officials who fear the anti-Budd boycott will snowball

The weekend meeting was being used to promote Birmingham's application to stage the 1992 Olympic Games

Birmingham has made a major effort to win African support for its Olympic bid and has even been housing and training the Zimbabwean team for the crisis-ridden Commonwealth Games

Now the order to the Zimbabwean athletes to boycott the city event is seen as a serious warning that Miss Budd's presence could cost Birmingham the African support it has so expensively nurtured

Birmingham City officials and the local MP former Labour government Sports Minister Dennis Howell are expected to urge Zola to withdraw

Zola who stands to receive at least R19 500 for

participating is highly likely to withdraw and be strongly supported the English Women's Amateur Athletic Association

A spokeswoman for WAAA said yesterday cannot understand Zimbabwean decision. It is disgraceful. They asked us if they could participate a few days ago they are now really in the situation

Zimbabwe competed the last Olympic when Zola was running. It seems ludicrous nothing at all to do sport that they should out of this meeting now

It is incredibly unfair. Zola and will add to stress on her, but she certainly be running Saturday afternoon. There is no question of us her out

Fears
The shock Zimbabwean action has also fears that Prime Mugabe will order national team to join boycott of the Commonwealth Games which due to open in Edinburgh on July 24

The Zimbabwean team will be invited after a meeting of state representatives in Harare tomorrow

In Edinburgh the Commonwealth Federation, the body, say they have warned that Zimbabwe being urged by A

Mercury 17/07/86

Triomf may run on skeleton staff

By Rodney Hayter
TRIOMF Richards Bay's phosphoric acid fertiliser plant, is expected to retrench its 850 shop floor workforce tomorrow and re-employ a skeleton staff informed sources said yesterday

The plant which was placed under provisional liquidation by a Johannesburg court last Friday is expected to continue production with a reduced staff until the end of September the sources said

Triomf (Richards Bay) originally part of the giant Louis Luyt empire refused to make any comment as did the local town clerk, Mr Theo Tolmay, and the newly appointed liquidators

A Triomf (Richards Bay) spokesman said questions submitted in writing would only be answered by telex in due course

ward yesterday that selected workers would be re-engaged on a monthly basis and a new contract effective from Saturday

He said they had been told all staff would receive their last salaries tomorrow but those earning in excess of R2 000 a month would have to submit claims to the liquidators for the excess and for overtime

A black Chemical Workers Union member said members had been told at a late afternoon meeting that the entire black workforce of 631 would be paid off tomorrow and 331 would be re-engaged under a new contract

Last night many of the workers and their wives were shattered and resentful

Most of the company workforce are housed in

The rand
The rand closed yesterday at 38,73/83 US cents. Previous 38,45/55

Gold
Gold was fixed at \$347,60 an ounce in London yesterday. Previous \$346

Live a little better. Save a little more.

Sacked workers: Sabmawu to appeal

Sowetan 18/07/86

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THE S A Black Municipal and Allied Workers' Union is to appeal against a Supreme Court judgment, which dismissed the union's application for the reinstatement of 1 000 sacked Tembisa Town Council employees.

Sabmawu secretary Mr Philip Dlamini said, however, the union viewed the outcome of this week's case "partly as a victory for workers in the public sector"

The judgment gave the union an opportunity to explore other ways in an attempt to solve the dispute, he said

The union would also consider referring the matter to the industrial court, Mr Dlamini said

"Because the workers' dismissal has been declared null and void by Mr Justice M J Strydom, workers are still entitled to their salaries — despite the fact that the judge has failed to reinstate them," the Sabmawu official said.

• Sabmawu president Mr Eric Modise has been released from detention under emergency regulations. He was detained on July 3. Among those released this week was Mrs Eleki Ndou, a widowed mother of six.

• The Brushes and Cleaners Workers' Union has been granted recognition at United South African Brush Manufacturing Company in Johannesburg.

22/7/86
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Sasol wage dispute continues

Labour Reporter

SASOL and the Chemical Workers' Industrial Union (CWIU) have failed to reach agreement on pay increases for workers at the two Sasol refineries at Secunda after almost a month of negotiations, according to a management spokesman

The two parties went into dispute earlier this month when they were unable to close the gap between the union's demand for a minimum wage of R615 a month and management's offer of R450 a month.

Although the union subsequently reduced its demand to R535 and Sasol raised its offer by R20 a month, a R65 difference still remains between the final figures

According to Sasol, the CWIU has referred the dispute to the conciliation board but will present Sasol's final wage offer to its members before the end of the month to obtain a mandate for further action

Pay rise for Mawu members

(15) Labour Reporter

THE Metal and Allied Workers' Union has achieved a breakthrough in plant-level bargaining with the announcement that its members at Siemens and Crown Cork will be granted a minimum rate of about R3 an hour.

In addition the 500 Mawu members at Crown Cork's two Witwatersrand plants will now have a reduced 42-hour week.

The minimum rate is R3,10 an hour in terms of the agreement between the two parties.

Negotiations between the union and Siemens Limited achieved a minimum rate of R3 an hour.

45/1746
Unfair
labour
practice
ruling

Supreme Court Reporter

AN application by a Steenberg knitwear firm for an order setting aside an Industrial Court ruling in a dispute with seven former employees has failed in the Supreme Court.

A temporary interdict granted to Towles Edgar Jacobs Ltd (TEJ) was discharged yesterday and they were ordered to pay the costs of the respondents — the president of the Industrial Court and the seven workers.

TEJ had applied for an order setting aside the ruling on November 15, 1985, that the dispute concerned an alleged unfair labour practice.

TEJ also sought an interdict restraining the Industrial Court president from hearing an application for reinstatement of the workers.

The seven were among 350 workers retrenched last year. They claim TEJ made no attempt to consider ways of avoiding retrenchment, failed to consult with employees, gave them insufficient warning and provided no retrenchment benefits or severance payments.

The Supreme Court found that the dispute was one involving an unfair labour practice and was properly referred to the Industrial Court.

An Industrial Court hearing will therefore proceed at a date to be arranged.

Mr Acting Justice Conradie and Mr Justice Nel presided. Mr A Oosthuizen, instructed by Sonnenberg Hoffmann and Galombik, appeared for TEJ. Mr P Hodes SC, with Mr F Brand and instructed by the State Attorney's Office, appeared for the Industrial Court president. Mr J Krige, instructed by E Moosa and Associates, appeared for the workers.

Cape Town 4/18/86
1986
151

Clowu to proceed with court bid

Staff Reporter
THE Clothing Workers' Union (Clowu) will proceed with its Supreme Court application for the release of some of its detained members in spite of the release last week of five of the six people named in the papers

A spokesman said yesterday that the urgent application had been lodged with the Cape Supreme Court on Friday morning and "by Friday night five of the six named in the application had been released" after 37 days in detention

The spokesman said Clowu would almost certainly "pursue the matter when it comes before the court on Tuesday, on behalf of the one remaining person in the group who is still in detention.

"But we strongly feel that he will be released before that happens"
Clowu is engaged in a recognition dispute at Cape Underwear Manufacturers Ltd of Epping
Three of the six who

were detained work there
The five who were released are Ms Aziza Charles, Clowu assistant secretary, Mrs Dawn Adams, a union organizer, Mrs Gawa Hartley, Mrs Miriam Smith and Ms Desiree Balie, all three workers at Cape Underwear who were suspended early in June after ignoring a management refusal to allow them to address other workers at the factory

Ballot

They were detained on June 25 in the Clowu offices in Woodstock, just two days before a secret ballot was to be held at Cape Underwear Manufacturers to establish whether Clowu had secured the support of a majority of workers

● Clowu failed to prove majority support in the secret ballot among Cape Underwear workers, leaving "the matter closed" as far as the company's management was concerned, a union spokesman said.

Sappi dispute over detainees

By PIRPA GREEN
in Cape Town

A Congress of SA Trade Unions (Cosatu) affiliate has declared two formal disputes with companies in a bid to safeguard the jobs of detained workers and the welfare of their families.

It is believed to be one of the first times the statutory industrial relations machinery has been used to fight for demands that employers not victimise detained workers, although unions around the country have echoed the demands at negotiating tables.

The Paper, Wood and Allied Workers Union (PWAU) has declared national disputes with Sappi Ltd over the payment and job security of two detained Port Elizabeth workers and with Bisonboard over the fate of two detained Piet Retief workers, according to PWAU general secretary Jeremy Baskin.

Baskin said Bisonboard had agreed to hold the workers' jobs and had offered to pay their wives an allowance. However, the families of the two detained Port Elizabeth workers — Richard Mpako and Zamuxolo Jebese — are not so fortunate.

Quinton Stubbings, Sappi's human resources manager, confirmed the dispute and said it centred around two union demands: that the company give an undertaking not to dismiss detained workers, and that it undertake to pay the full wages of detained workers.

"Sappi's response has been that we will not automatically dismiss an

employee who is detained, but that we refuse to give an undertaking that no employee will be dismissed," Stubbings said. He added that neither of the detained workers had been fired.

He declined to explain his company's attitude to the payment of detainees.

Unionists around the country are becoming increasingly anxious about the effects of the State of Emergency on their members' welfare. In the Western Cape, at least one worker at a Boland canning factory has been dismissed on his release from detention, while the families of eight others in Ashton have been without income for the seven weeks their breadwinners have been in custody.

In the Eastern Cape, workers have suffered other effects of the State of Emergency and political conflict in the region. Since June 16, three factories — two in East London and one in Port Elizabeth — have dismissed their workers *en masse*.

The Labour Monitoring Group reported last week that the major employers' federation had largely conceded Cosatu's shopfloor demands for guaranteed jobs and continued pay for detainees, time off for union business, meetings in the firms' time and an end to shift work because of curfew problems.

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By PIPPA GREEN
in Cape Town

7/8/80
SMB

Mine dispute deadline (151) for Minister (78)

By Mike Siluma

Today is the deadline for the appointment of a conciliation board to attempt to resolve the wage dispute between the National Union of Mineworkers and the Chamber of Mines

Failure by the Minister of Manpower to appoint a conciliation board will open the way for strike action by the country's largest black union

But the union, now registered, will first have to hold a strike ballot among its members before launching any industrial action

NUM declared a dispute with the chamber on July 7 after the breakdown of talks which began in June

Negotiations deadlocked after the union rejected the chamber's final offer of increases ranging between 15 and 20 per cent for black mineworkers.

18658/8/88 (187)

Major NUM action expected on pay

The Argus Correspondent

JOHANNESBURG — Large-scale confrontation between the National Union of Mineworkers (NUM) and the Chamber of Mines could result from the failure of the Minister of Manpower to appoint a conciliation board to resolve the wage dispute between them.

The union now has the option of continuing negotiations or calling a legal strike.

General secretary Mr Cyril Ramaphosa warned that the

failure to establish a conciliation board would raise tensions among members, who were looking forward to a resumption of talks to resolve the dispute

In terms of the Labour Relations Act, the Minister had until yesterday to set up a board, failing which the 150 000-strong NUM would be at liberty to call a strike to press home its final demand for an across-the-board 30 percent increase — down from an original 45 per-

cent.

However, there is still the option of the parties resuming talks to try to resolve the dispute. Should the union decide to take strike action, it would have to hold a strike ballot first.

Although the union has rejected the chamber's offer of increases of between 11 and 16 percent, the chamber implemented the increases on July 1, when mineworkers traditionally received pay increments

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PWAWU holds strike ballot

CT 2/8/86 Labour Reporter (151) (20) (177) (100)

THE Paper, Wood and Allied Workers' Union (PWAWU) will be holding a strike ballot at five Mondi Board Mill plants around the country from today, following a dispute over a mid-year wage adjustment, a union spokesman said yesterday.

The union went into dispute with management a month ago, but the conciliation board meeting called to settle the matter was unable to resolve the deadlock.

At the Mondi mill in Bellville South, 200 union members out of a workforce of 210 will be asked if they are prepared to strike.

A company spokesman was not available for comment yesterday.

Fin Mail 15/8/86 (151)

NUM WAGE DISPUTE

Amazing omission

The Minister of Manpower's unexpected failure to appoint a conciliation board in the wage dispute between the National Union of Mineworkers (NUM) and the Chamber of Mines means that the union is now entitled to call a legal strike. But the union is considering very carefully its next move.

NUM fulfilled its part of procedure by asking the minister to appoint a conciliation board. Expiry of the 30-day period provided for in the Labour Relations Act entitled the union to go on strike on August 7 — provided, of course, that NUM, which became a registered union earlier this year, first holds a strike ballot.

Approached for comment on the minister's omission, Manpower Director General Piet van der Merwe told the *FM* "There are certain legal requirements that must be fulfilled, and there must be a reasonable chance that appointing a conciliation board will contribute to the solution of a particular dispute. The minister has full discretion in the matter of conciliation boards and we never give reasons for his decisions."

But talk in mining circles this week was that the Manpower Department simply fluffed the issue, and failed to appreciate fully what the consequences of its inaction would be. Bitter allegations were also made that the department botched the application earlier by classifying it as an unfair labour practice instead of a wage dispute.



Minister Du Plessis ... failure to appoint conciliation board

Nevertheless, NUM does not at present appear to be intent on rushing into strike action. Says its press officer Marcel Golding "We obviously expected the board to be appointed. Now we will have to convene appropriate structures in the union to decide upon our course of action."

The dispute was declared at the stage when NUM had dropped the wage compo-

ment of its demand from 45% to 30%, and the chamber was offering to increase the minimum wage rates of workers in the lowest and highest job categories by 20% and by 15% respectively. The union may well feel that it can squeeze more out of the mining houses. If so, there would be little point in precipitating industrial action — especially as its right to strike means it would have a distinct advantage over employers if negotiations are re-opened. ■

Fin Mail 15/8/86

TOWNSHIP RENT BOYCOTTS

Councillors' arrears

In the wake of the official proposal to evict rent defaulters in black townships, it has come to light that all councillors in Soweto and the six townships in the Vaal Triangle have not paid rent either since the boycotts began.

Paradoxically, the evictions, intended to break the rent boycotts in 30 townships, are co-ordinated by the black councils themselves.

Sustained rent boycotts (see page 59), have cost the State at least R250m in lost rentals (*Current Affairs* August 8).

The Bureau for Information has warned "Services and infrastructure for the benefit of the consumer can only be maintained if rents and service charges are paid by householders." Plans for eviction of rent defaulters have been formulated in many affected townships.

Sebokeng's town clerk, Nicolaas Louw, tells the *FM* that of a total 1 800 eviction orders obtained, only 13 families — three at Zamdela, two at Sharpeville, and eight at Bophelong — were evicted on Monday.

Asked how many of those evicted were councillors, Louw said "Councillors are not being evicted. They're making arrangements to pay off their arrears. Arrangements by any other person to pay arrears are welcome. We are not saying residents should pay all they owe immediately. They can pay off their arrears in instalments."

Asked what it was doing about councillors' arrears, Soweto housing director Del Kevin said "I don't want to express an opinion on councillors. After all, they are the elected representatives."

Kevin also explained that her office has drawn up notices warning residents to pay or face prosecution.

Meanwhile, the Soweto Civic Association and other activist groups are jointly distributing a pamphlet, entitled *Asinamali* ("We have no money"). It urges residents to remain steadfast in refusing to pay. It states, among other things, that "an eviction of one is an eviction of all," and calls for boycott of businesses owned by councillors.

It says "The people of Soweto took a life-and-death decision that we are no longer prepared to finance our own oppression. We won't pay rent, we won't pay salaries of the puppet councils and their police." ■

Fin Mail 15/8/86

STATE OF EMERGENCY — 2

Legal breakthrough?

The emergency regulations took yet another legal knock this week with the judgment of the Natal bench of the Supreme Court ordering the release from detention of United Democratic Front (UDF) publicity secretary, Lechesa Tsenoli.

Legal representatives for Tsenoli successfully argued that his detention was unlawful as emergency regulations 3 (1) and 3 (3) conveyed too wide a power on the State President or his nominee and, as such, contradicted the Public Safety Act of 1953, under whose authority the regulations are drafted.

Although the judgment specifically affects Tsenoli and is binding only in Natal, legal representatives for detainees country-wide are planning to flood the courts with release applications on their clients' behalf.

The Congress of South African Trade Unions (Cosatu), for example, was due to bring an application in the Natal Supreme Court on Wednesday for the release of 30 detainees on the grounds of the invalidity of those regulations.

Meanwhile, the State has appealed against the Natal bench judgment, and is bunkering down to defend all similar applications. The appeal is only expected to be heard in about three months, during which time the detainees will remain incarcerated unless their legal representatives can successfully plead on their behalf.

Legal sources also speculated that the Natal judgment could have a bearing on an application by several newspaper publishing groups seeking to have an entire section of the emergency regulations declared *ultra vires*. The publishers are seeking to have regulations seven to 12 declared void and of no force in law.

Legal counsel for the applicants, Sydney Kentridge, SC, is similarly probing the wide nature of the State's powers under the regulations and the competency of the State President's nominees in interpreting and applying them correctly. Inherent contradictions between the regulations and the Public Safety Act also form part of his argument.

The applicants are SA Associated Newspapers (Saan — owners of the *FM*), the Argus Printing & Publishing, Natal Newspapers and the Natal Witness. Argument on their behalf started before the full bench of the Natal Supreme Court in Pietermaritzburg earlier this week.

After the Tsenoli judgment, counsel for the State asked that the hearing be postponed for them to assess the implications. The judges ruled, however, that the matter was so "pressing" for the newspapers that Kentridge should be allowed to proceed with his argument.

An adjournment would be granted at the conclusion of his delivery to enable the State to prepare its case. Judgment is expected in several weeks. ■

W/C-AR 16/4/86
Metal 151
industry
on the hop

LABOUR
AFFAIRS
DICK
USHER



SOME swift footwork by the Electrical and Allied Workers' Trade Union (EATWU) has produced interesting developments in the metal industry locally

The union was formed earlier this year, after lengthy negotiations between the two, from an amalgamation of the Electrical and Allied Workers' Union and the Electrical and Allied Trades Union with a national membership of about 25 000

EAWTU is one of three unions which declared dispute with the employer body, the Steel and Engineering Industry Federation of South Africa (Seifsa) early in negotiations for a new industrial council agreement for the metal industry

The agreement which was finally concluded, without being signed by the three unions in dispute, provided for a R2,22 minimum wage in the industry. The unions rejected this in line with their demands for a "living wage" in the industry

The dispute and the existence of an industrial council agreement does not preclude plant level negotiations for better conditions at individual factories and EAWTU had been organising at Renak, a Diep River circuit board factory and subsidiary of the British multinational Plessey, where it recently gained majority representation

The living wage question immediately emerged as an issue in negotiations between the union and management

Although workers are paid above the industry minimum due to experience and length of service they said they had to work overtime to earn a reasonable wage and maintain production schedules

Their basic demand is for wages which would maintain their standard of living without having to depend on overtime pay and that management should employ more workers rather than requiring the existing workforce of about 80 to work overtime

They demanded a R3,90 an hour minimum while the company offered R2,30 an hour, later increased to R2,60. The union also wanted pro rata increases for workers on scales above the minimum

Experts in the field have difficulty in defining a "living wage" but agree that existing standards of minimum living levels and supplemented levels are unsatisfactory

Not only are they standards drawn up without reference to what workers consider necessary to their lives, but they make little provision for emergencies and no allowance for the accumulation of surplus funds

Dissatisfaction with the negotiations led to workers declaring a ban on overtime and stopping production twice in the past two weeks. This week the union declared itself in dispute with management

A union spokesman said management had refused to provide factual information to back their claim that they could not afford the increases demanded and that increases above their offer would render their products non-competitive

He said the union regarded management's refusal to open their books as a lack of good faith and that it would enter an unfair labour practice action in the Industrial Court if management persisted

He said the union was prepared for the matter to go to conciliation. If that failed the way would be open for a possible legal strike

Municipal pay talks deadlocked

Dispatch Reporter
EAST LONDON — A deadlock in pay negotiations with the municipality is to be taken to the Conciliation Board.

This was confirmed yesterday by the secretary of the East London Municipal Workers' Union, Mr Gert van der Walt, who said a request had been submitted to the Minister of Manpower, Mr Pietie du Plessis

"We've asked the minister to freeze all increases until the matter can be sorted out," Mr Van der Walt said

The municipal director of personnel and management services, Mr Leon Deetlefs, said they had not heard about the move but confirmed that the city council's line adjustment offer to 1 600 unskilled workers had

been rejected by the union

The council had offered a phased-in 15 per cent increase. Ten per cent would come into effect from July and the other five per cent from January next year.

Mr Van der Walt said the union had rejected the offer and had asked for a 20 per cent increase from July and another 20 per cent from January

Mr Deetlefs said the council could not see its way clear to meeting the union's demand and offered an alternative

He said the union's demand would have pushed up the municipality's total wage bill by R1,836 million a year

The cost to the council a year with a 15 per cent phased-in hike will be R765 187

Mr Van der Walt said "We have been negotiating for a long time and our appeals seem to have fallen on deaf ears. We had no alternative but to seek action as the lower paid workers are suffering"

Colonel shot by ETA guerillas

VITORIA (Spain) —
Four gunmen shot dead
a Spanish army colonel

New move in Fawu dispute

2/10/74
By A. Siluma
The two-month battle by
the Food and Allied
Workers' Union (Fawu)
for the reinstatement of
166 members fired by
Clover Dairies in Maritz-
burg has taken a new
turn

Fawu has accused the
company of attempting
to prevent the union from
publicising the dispute
and says it will take legal
action "to protect our
right to publicise the
facts of the dispute"

The union has recently
been campaigning for the
reinstatement of fired
members

According to Fawu, the
workers were dismissed
in June for going on
strike in protest against
the sacking of a shop
steward.

Legality of strike ballot questioned

Arkus 21/1/86
Labour Reporter

THE Metal and Allied Workers Union (Mawu) is to go ahead with a strike ballot on the metal industry wage dispute although the legal position has become uncertain

Three unions declared a dispute with the Steel and Engineering Industries Federation (Seifsa) early in this year's wage negotiations over their demand for a "living wage" of R3,50 an hour minimum while Seifsa's final offer was R2,22.

A spokesman for the union said the Minister of Manpower would gazette the Industrial Council agreement on Friday, extending it to non-parties. The three unions have not signed the agreement.

AGREEMENTS

He said that under the Labour Relations Act a legal strike was not allowed during the term of an Industrial Council agreement. But industrial relations experts argue that legal strikes may be possible in factories that have individual plant-level agreements.

The Mawu spokesman said a large number of plant-level agreements had been negotiated recently where workers had gained more than the minimum set out in the Industrial Council agreement.

This could make it difficult for workers to go out on a national issue.

CALG Times 151

27/1/16 #3

Mediator for paint dispute

Labour Reporter

A MEDIATOR is to be appointed to try to resolve the dispute between the Chemical Workers' Union and Vadek paint manufacturers over the refusal of management to dismiss a supervisor who persuaded workers to leave the union.

The dispute was declared a month ago. The union is threatening to call a legal strike unless a mediator can resolve the issue.

Factory manager Mr Manfred Rusch said yesterday that the supervisor had been "counselled on his actions which are contrary to the policy of the company".

But a union spokesman, Mr Fizakele Mahlutshana, said workers felt "very strongly" the man should be dismissed.

The two parties have agreed to approach the Legal Resources Centre to try to break the deadlock.

CAC 11/15 5/9/86

Supervisor suspended

Labour Reporter

A SUPERVISOR at the Vadek paint factory in Epping, who allegedly persuaded employees to resign from the Chemical Workers' Union (CWU), has been suspended from taking disciplinary decisions for one year.

The suspension is part of the agreement reached this week between management and the union which ends a month-long dispute over the actions of the supervisor.

Employees at the factory had threatened to strike unless the supervisor was dismissed and the compromise was reached only after a mediator, Mr William Kerfoot of the Legal Resources Centre, was appointed to try and resolve the issue.

Vadek factory manager, Mr Manfred Rusch, said yesterday that the supervisor, whom he declined to name, had issued an apology "for any misunderstanding" caused by his actions which he believed "erroneously" to be in the interests of the company.

A union spokesman said yesterday that employees had accepted the conditions of the agreement.

CAPE TIMES 6/7/88

City firm accused of 'union bashing'

By HILARY VENABLES
Labour Reporter

ACCUSATIONS of "union bashing" and intimidation of trade union members have been levelled against a Cape Town subsidiary of the giant British multinational electronics group, Plessey

The Electrical and Allied Workers' Trades Union (EAWTU), which signed up the majority of workers at three Plessey plants in Cape Town in July, has asked Plessey workers in Britain to try and stop what it calls "the campaign of terror" being directed at its members by the management of the Laingsdale plant in Plumstead

The British Embassy in Pretoria has agreed to meet the EAWTU to discuss the allegations. Plessey management has declined to comment on the issue.

The union's case was broadcast on news bulletins throughout Europe this week after an international news team filmed an EAWTU meeting where workers said management had threatened union members with police harassment and detention

Sixty Laingsdale workers resigned from the union recently after management allegedly described the EAWTU as "part of the ANC" and said its members would be detained

The EAWTU regional secretary, Mr Brian Williams, accused Laingsdale management of trying to "smash the union" to avoid negotiating wage increases for its employees

Last month the union declared a dispute with management at Plessey's Renak plant in Diep River when wage negotiations broke down

Attempts to negotiate pay increases at Laingsdale and the third plant, Plessey SA Ltd, are being bedevilled because the union can no longer count on majority membership at these plants

Arkus 8/9/86 (circled) (13)

Workers walk out over employment of students

By DICK USHER, Labour Reporter

ABOUT 40 workers from Renak, a Diep River circuit board factory, today walked out over the employment of students during an over-time ban

The workers belong to the Electrical and Allied Workers Trades Union which has already declared a dispute over wages

Meeting at Firdale Hall, workers complained that University of Cape Town engineering students working night and weekend shifts were being paid R4 an hour, more than the R3,90 an hour minimum workers are demanding

"Scab" labour

They are also complaining about new security measures and about harassment of workers since the dispute was declared

Professor James Leatt, acting deputy vice-chancellor at UCT and chairman of the industrial relations management committee, said "The university has had no part in the recruitment of 'scab' labour for any company Nor will it do so

Subsidiary

"I wish to appeal to members of the university to be informed about industrial relations and to consider carefully the issues involved before accepting offers of employment on sites of industrial relations conflict"

Renak is a subsidiary of the British multinational, Plessey A spokesman for Plessey South Africa refused to comment

Talks on grievances of Renak workers

Labour Reporter

THE MANAGEMENT of the Plessey owned Renak electronics factory in Diep River has agreed to discuss worker grievances with members of the Electrical and Allied Workers' Trades Union today following a walk-out by 40 union members yesterday.

Workers said they downed tools because management was employing UCT students as "scab" labour during an overtime ban.

They arrived at work yesterday to find the company had introduced new security measures, including time sheets, passes and armed security personnel. Many workers said they felt they were being "watched" so they could not discuss union matters.

The union is in dispute with management over wage increases and the two parties will go to mediation today.

At a meeting of workers from three Plessey subsidiaries last night, Renak workers decided to return to work today, but to reconsider their position if management refused to end the employment of "scabs" and to withdraw the new security measures.

Renak's general manager, Mr Viv James, refused to comment on yesterday's walk out.

12/19/86
15
Meat workers vote for union

Labour Reporter ~~15~~ demands that management recognise the union

EMPLOYEES of Spekenam, a Stikland meat products factory, voted overwhelmingly in favour of recognition of the Food and Allied Workers' Union (Fawu) at the plant this week

They said management was delaying recognition negotiations unnecessarily and there had been intimidation and threats of dismissal for joining the union from lower level management

Workers said they held a three-day work stoppage at the factory last week in support of

Mr Frikkie de Klerk, managing director of Spekenam, was not available for comment

Times, Friday, September 12, 1988 7

'Union-bashing' at UK-owned firm alleged

By HILARY VENABLES
Labour Reporter

GIANT British multinational Plessey is facing an international row over allegations that one of its subsidiaries, Laingsdale Engineering in Plumstead, is engaged in a "union-bashing" campaign

Workers belonging to the Electrical and Allied Workers' Trades Union (EAWTU) say management has threatened them with dismissal and security force action if they remain in the union.

The general secretary of the EAWTU, Mr Brian Williams, has left Cape Town for London to appeal for help from the International Metal Federation

The union has also asked the British Embassy to intervene on its behalf.

Neither Laingsdale nor the Plessey head office in Cape Town would comment on any matter involving the union.

'Lost 70 members'

EAWTU, which signed up the majority of workers at the plant earlier this year, says it lost 70 members as a result of a "campaign of terror" being waged by management

EAWTU members at Laingsdale have formed an alliance with unionists at two other Plessey-owned plants in Cape Town, Renak and Plessey SA (Ltd) Workers at all three factories say they are prepared to "take positive steps" to support each other in cases of harassment or industrial disputes

Union members at Renak returned to the plant after a walkout this week.

Workers downed tools because they felt "intimidated" by increased security measures at the plant and because management was employing casual labour to pre-empt possible strike action over the current wage dispute

A union official said management had since agreed to address worker grievances and stop employing temporary staff until a wage settlement had been reached

Fired driver asks court for lawyer

Staff Reporter

Aficus 12/19/86
A FORMER truck driver has asked the Supreme Court, Cape Town, to review an Industrial Court decision refusing him permission to be represented by an attorney in a dispute.

An order was granted yesterday calling on the Industrial Court and Ellerme Holdings (Pty) Ltd to show before September 17 why the decision should not be overturned.

According to papers before the court, Mr Vincent Mrali applied to the Industrial Court for relief after being dismissed in March from his position as driver for

Town Talk Furnishers, owned by Ellerme Holdings

Management representatives alleged that on numerous occasions Mr Mrali reported late for duty and was absent without reasonable excuse

Mr Mrali claimed that the "abnormal and chaotic" situation caused by unrest in Guguletu made it necessary for him to take alternative routes to work and on other occasions public transport disruptions made him late

On March 3 he could not go to work because Guguletu was sealed off

According to the rules of the

Industrial Court, if one party in a dispute objects to the other party having legal representation, permission for representation must be refused

Mr Mrali's attorney, Mr J Sandler, submitted in papers that the Industrial Court had a discretion to allow representation and Mr Mrali should have been permitted representation

Mr Sandler argued that Mr Mrali, who has a Standard 8 education and cannot speak English or Afrikaans fluently, was unable to conduct the proceedings without an attorney's assistance

The application was unopposed

Workers wait after labour walkout row

Staff Reporter

PRODUCTION has again been disrupted at Renak, a Diep River circuit-board factory where workers have been in dispute with the management for weeks

The disruption followed a walkout on Monday over employment of university students and casual labour for night and weekend shifts

Renak workers imposed an overtime ban in July in support of wage demands

Workers said yesterday that when they returned to work yesterday they were given letters saying their actions were a serious breach of discipline. They were also told to attend individual interviews with the management

Instructions

Some workers accepted the letters. Others refused and said they would not attend the interviews

The management then told them to stay in the cloakroom. They spent most of the day awaiting further instructions

They said a delegation saw the management on Monday and were promised their grievances about students and casual workers and new security systems would be investigated

They said the management threatened that "instigators" of Monday's action could be prosecuted under the Public Safety Act

The dispute declared with Renak by the Electrical and Allied Workers' Trade Union on August 13 is nearing the end of the 30-day "cooling-off" period required by the Labour Relations Act

This could be followed by a strike ballot

Cape Times
20/9/88
151

Chamber, NUM in wages deadlock

Own Correspondent

JOHANNESBURG

The annual wage negotiations between the National Union of Mineworkers (NUM) and the Chamber of Mines have reached deadlock.

This followed a marginally improved offer yesterday by the chamber over its previous offer.

The chamber rejected a union proposal that the dispute be referred to arbitration.

The negotiations affect NUM members on 29 gold mines and 18 collieries.

The chamber raised its offer for underground goldminers by one percent and it now ranges from 18 to 21 percent.

The other wage proposals remained at the levels tabled at a meeting last Monday of 19 to 22 percent for surface gold mine workers, and 18 to 21 percent and 19 to 22 percent for underground and surface colliery workers respectively.

At yesterday's meeting, the NUM stuck to a 26 percent across-the-board demand which was reduced from Monday's 30 percent.

The question of a June 16 paid holiday and income security for miners injured in accidents, remained in dispute.

The chamber offered to increase the number of days of accident leave but the NUM considered this inadequate.

The NUM spokesman, Mr Marcel Golding, said the union's executive would meet to consider their next step, one of which could be a strike ballot.

The chamber expressed regret that the NUM had rejected their offer which the chamber regarded as "a significant concession to obtaining a peaceful settlement to the dispute".

ACA fires 52 employees in dispute with union

Labour Reporter

THE Amalgamated Chemists' Association (ACA) has fired 52 employees who downed tools on Tuesday morning after a dispute over the company's refusal to grant their union access to the shop floor

Although the employees returned to work at 3pm, they later occupied the company's administration building, claiming management had sent away the bus which usually takes them home.

The workers left the building when the police arrived and warned them that they were trespassing

According to a spokesman for the Chemical and Allied Workers Industrial Union (CWIU), the employees went back to work after management agreed to negotiate access with the union, and threatened to dismiss employees who did not return before

3.30

"Management agreed to hold the bus back until the negotiations were complete so we could report back to our members," he said "We were talking to management and things were progressing very positively when we heard the bus had left with only the workers who were not involved in the stoppage"

When angry union members occupied the administration building and demanded transport home, they were fired

The union said the company yesterday refused the employees' offer to return to work.

Police confirmed yesterday that police "requested employees of ACA to leave the premises or face charges of trespassing"

Management was not available for comment yesterday

CALC Tans 1/10/86
151 122 122A

Pepsi's Epping plant workers 'back at work'

Labour Reporter

PEPSI-COLA workers, who were dispersed by sjambok-wielding police on Monday after gathering outside Pepsi's Epping plant during a labour dispute, have all returned to work, according to the South African Allied Workers' Union (Saawu)

The union, which has 90 members among the 150-plus workforce, said none of the workers appeared to have lost their jobs

A Saawu spokesman said the union had tried to arrange a meeting with the company to discuss the dispute, but management had refused

Repeated attempts yesterday to contact the managing director of Pepsi Africa, Mr Graeme Winn, were unsuc-

cessful

On Monday Mr Winn declined to comment on the matter

The circumstances surrounding the dispute and subsequent walk-out by workers are not yet clear

According to the union, Mr Winn summoned drivers and delivery staff to a meeting on Monday

Workers insisted that he address the entire staff. When he refused, the workers, including non-union members, downed tools and gathered outside the factory gates, said the union

The union, which is currently involved in negotiating a recognition agreement with the company, said it would try to arrange a meeting again today.

~~151~~

Sowetan 17/10/86

~~151~~

151

Wage dispute

ABOUT 500 Commercial, Catering and Allied Workers' Union of SA members went on strike over wages at four Garlicks stores yesterday.

The strike follows the delay by the Minister of Manpower to appoint a conciliation board to resolve a wage dispute between the union and Garlicks management.

Ccawusa members demand an across-the-board pay increase of R180, against the management's R55-a-month offer.

The group's outlets in Rosebank, Carlton

By LEN MASEKO

Centre, Pretoria and Port Elizabeth, are affected by the strike, a Ccawusa spokesman said.

Ccawusa official Mr Vivian Masina said the union applied for the conciliation board on September 15.

He said union members were demanding a minimum wage of R400

a month. Management's offer would have increased the minimum wage to R300.

Garlicks regional manager Mr Charles Dagnall confirmed the dispute. He, however, said only three stores were affected by strike.

He said he was not aware that Ccawusa members in Port Elizabeth had joined the strike.

The Textile Workers Industrial Union holds a

general meeting in Johannesburg tomorrow to discuss — among other things — wage negotiations in the textile industry.

Other points on the agenda will be a report-back on the industry's industrial council meeting held in Durban recently and the plight of workers at the liquidated Leisurcor.

The meeting will be held at the union's offices at Vulcan House, 88 Anderson Street.

17/10/76 DD (1404) (157)

Talks fail to end mine pay dispute

JOHANNESBURG — Mediation yesterday failed to resolve the wage dispute between the National Union of Mineworkers (NUM) and the Chamber of Mines, bringing the possibility of a strike on 47 gold and coal mines a step nearer

The Chamber of Mines' industrial relations adviser, Mr Johann Liebenberg, yesterday confirmed that mediation had failed. He said a detailed statement would be released later.

Earlier, first attempts at mediation resulted in the narrowing of the gap between the parties.

Last week the chamber increased its offer by one per cent, bringing the range of proposed wage increases to between 19 and 23 per cent.

The NUM's last known demand was for a 26 per cent across-the-board increase.

Two other issues remained in dispute, namely that June 16 be a paid company holiday, and better injury benefits.

The union was not available for comment — Sapa

Miners strike looms as wage talks fail

157
Eve Post 11/10/88

JOHANNESBURG — Mediation today failed to resolve the wage dispute between the National Union of Mineworkers and the Chamber of Mines, bringing the possibility of a strike on 47 gold and coal mines a step nearer.

Mr Johann Liebenberg, the Chamber of Mines industrial relations adviser, today confirmed that mediation had failed.

Earlier, first attempts at mediation resulted in the narrowing of the gap between the parties.

Last week the Chamber increased its offer by 1%, bringing the range of proposed wage increases to between 19% and 23%.

The NUM's last known demand was for a 26% across-the-board increase.

Two other issues remained in dispute, namely that June 16 be a paid company holiday and better injury benefits.

● The NUM today demanded the closure of Number Two shaft at the Kinross mine, where two underground fires yesterday forced the evacuation of 2 000 miners

A 15th level fire last month killed 177 men

A senior mineworker who helped fight both fires said a disaster was averted because the fire and smoke were noticed by morning shift workers reporting for duty.

"As we came into the 15th level to start work we noticed something burning, and then saw the fire.

"Many workers ran back to the lift, fearing a recurrence of last month's accident. The night-shift workers who were due to stop work in the morning were busy at their work stations and were not aware of what was happening," said the miner.

"Another senior worker and I quickly fetched fire extinguishers and put out the fire.

"By that time there was smoke all over the place," the miner said

After the first fire, he said, most morning shift workers refused to go underground. Some did however, report for duty.

Describing accidents such as yesterday's as "an atrocity being perpetrated against the workers", NUM general secretary Mr Cyril Ramaphosa said "We call on Gencor to close the Number Two shaft until the enquiry into last month's disaster is concluded and its results are known.

"Our members have lost confidence in the way management in particular, are dealing with the observation of safety measures on mines," he said in again calling for a judicial inquiry. — Sapa

NUM in urgent talks

29/10/86
Sub/num
171

THE National Union of Mineworkers and Gold Fields of SA management were locked in urgent talks late yesterday in a bid to resolve the wage dispute which has resulted in the strike by about 35 000 black miners at the company's

three mines.

The miners continued their wage strike yesterday at Kloof, Deelkraal and Doornfontein, a Gold Fields spokesman said. The strike began on Sunday night

Num representatives and management were locked in talks all day yesterday. The wage negotiations centre on Num demand for increases of up to 23,5 percent

According to Num, Gold Fields and Rand Mines have declined to increase the 20 percent wage hike implemented

on their gold mines in July this year

On Monday the Num and the Chamber of Mines reached a settlement on the revised wage offer which included increases of up to 23,5 percent. Gold Fields and Rand Mines stayed out of the agreement

Meanwhile on Labour Day, Num has also agreed to support the chamber's proposal that the Government appoint a commission of inquiry into the issue of public holidays, Sapa reports.

Court to hear sacking dispute

Dispatch Correspondent
PIETERMARITZBURG

— The dispute over the sacking of more than 1 000 striking workers last year from BTR Sarmcol, a Howick rubber company, will be heard by the Industrial Court during a hearing set down for a month starting from Tuesday next week

A spokesman for the Metal and Allied Workers Union (Mawu), which is contesting the dismissals, confirmed yesterday the court would sit at the Ecumenical Centre in Edendale here next week

The workers were sacked in May last year following a strike in support of their demand for the recognition of Mawu, an affiliate of the Congress of South African Trade Unions (Cosatu)

The dismissals resulted in a mass protest stayaway by workers in Howick and Pietermaritzburg in July last year

Mawu also launched

an international campaign in June last year for their unconditional reinstatement, but the company allegedly refused to reinstate them. The matter was then referred to the Industrial Court. In the meantime, the company has employed new staff

Labour analysts said the court's ruling would be watched with close interest, particularly in view of the fact the company had already engaged new labour

A spokesman for BTR Sarmcol said at the time of the dismissals the workers were given due warning and then fired. "They were told that they could re-apply for their jobs but few had done so," he said

He said most people did not consider that while the company was accused of leaving 900 people jobless, starving and indigent, they had given jobs to more than 800 new workers who were "obviously in the same predicament"

CME 3/11/86
Union official reinstated

(151)

Staff Reporter

A SENIOR shop steward of the National Automobile and Allied Workers' Union (Naawu) at Goodyear's Uitenhage tyre factory has been reinstated after an eight-month dispute with management.

Naawu regional secretary Mr Les Kettledas yesterday said Mr Koos Goliath refused to accept his dismissal.

Naawu supported his demand for reinstatement on full pay but no agreement could be reached with the company.

An arbitrator decided Mr Goliath should be reinstated with retrospective effect from February 20 and returns to work today, he said.

Clover-Fawu dispute continues

151



The long-running dispute between the Food and Allied Workers' Union (Fawu) and Clover Dairies is set to continue — they have failed to reach agreement at mediation

STAC 6/11/68

The dispute started about five months ago when 168 Fawu members at Clover Maritzburg were dismissed because of a work stoppage in protest against the sacking of two colleagues

According to Fawu, the company proposed the reinstatement of 40 of these workers, depending on vacancies

Fawu said the normal labour turnover produced more than 40 jobs in two years

Comment from Clover was unavailable at the time of going to press

War hero dies

Lowveld Bureau

NELSPRUIT — World War 2 hero Mr Berne Friedlander, who saved the lives of hundreds of fellow prisoners of war after their ship was torpedoed off the Greek coast in 1941, died at his home near Nelspruit yesterday

Wage talks dispute settled

151

2/11/86

Labour Reporter

A DISPUTE following an urgent application by the South African Boilermakers' Society in the Supreme Court, Pretoria, in which the society demanded full participation rights in wage negotiations with Mondi Paper Mill and the Paper, Wood and Allied Workers' Union, has been settled in the Industrial Court in Durban

The Supreme Court application on October 30 sought to prevent the company and PWAU from pursuing wage negotiations until such time as the

Boilermakers' Society was allowed full participation in the pay talks

The dispute was settled after the SABS agreed to pay R2 000 each to both Mondi Paper and PWAU towards their legal cost. The Court also restored the SABS's status quo as observers at the wage negotiations

Mr DJ de Villiers presided at the Industrial Court hearing. Mr Chris Albertyn appeared for PWAU and Mr Brian Acker, instructed by Shepstone and Wylie, appeared for Mondi Paper Co

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NUM set to act against Gold Fields

THE National Union of Mineworkers (NUM) yesterday applied for a conciliation board to consider an alleged unfair labour practice committed by Gold Fields at seven mines.

The case could lead to Industrial Court action.

The allegation is based on Gold Fields' implementation of "wage adjustments" in August, during wage negotiations between the NUM and the Chamber of Mines. Gold Fields had earlier withdrawn from the negotiations.

The NUM strategy appears two-fold. Firstly, it would like to establish a precedent that unilateral increases in such circumstances constitute an unfair labour practice. Secondly, it is probably trying to strengthen the legal position of miners should the present negotiations end in deadlock and they embark on a lawful strike.

The NUM application says the unilateral wage increases implemented by Gold Fields were in contempt of established practices and designed to subvert the role of the union. They also prejudiced union members in that the increases benefited skilled workers at the expense of unskilled workers, contrary to the NUM's mandate from members.

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19/11/86
FINMAIL

LABOUR AND DISINVESTMENT

What the GM workers want

The strike at General Motors (GM), now well into its third week, is the first major industrial dispute sparked by disinvestment. It therefore highlights many of the difficulties the issue poses for the independent trade unions who have formally advocated economic sanctions.

The two key unions in the dispute, the National Automobile and Allied Workers Union (Naawu) and the Motor Assembly and Components Workers Union of SA (Macwusa), are both members of the Congress of SA Trade Unions (Cosatu). Cosatu is a giant union federation which openly supports "all forms of international pressure on the South African government — including disinvestment or the threat of disinvestment."

Naawu has never been a particularly vocal supporter of sanctions, largely because multinationals such as GM, Volkswagen, and (until 1985) Ford were its best-organised factories. And as with many independent unions, sanctions have never been fully discussed at Naawu shop-floor level. Further, the disarray in worker organisations caused by the State of Emergency severely restricted debate on such important issues.

But tensions in the Cosatu position are built into the resolution itself. While supporting disinvestment, it also seeks to "ensure that the social wealth of SA remains the property of the people of SA for the benefit of all." Many workers interpret this as advocating greater worker control over all investment, foreign or South African.

Contribution

Notwithstanding recent unprofitable years at GM, workers know they contributed to the company's successful years in SA. They fear that assets they built up could be transferred out of the country overnight.

This bears on the issue of control over benefit payouts, especially to pension funds. Workers do not want their hard-earned contributions to disappear, either out of the country, or into the accounts of a new local company or group of unidentified owners.

Hence the major point: demands for timely notification prior to any plans to disinvest. Naawu's lawyers insist that the strike would not have happened if GM had "advised and consulted its workers" prior to announcing the withdrawal.

Having lived through the crippling Ford closures of 1985, workers feared for job security despite management assurances about the future.

Port Elizabeth workers have been misled before, and the bungling and contradictory announcements prior to the GM withdrawal

built little trust. Workers no longer want assurances they demand some voice in momentous decisions affecting them.

In its opposition to sanctions GM has always portrayed itself as having the long-term interests of the workers at heart. In the present strike it is painfully learning that workers have their own ideas about their best interests, which must be listened to.

Last week 567 workers were dismissed when they refused to vacate the two GM plants following the breakdown of negotiations. GM then called the security forces to evict the workers. Last Friday the remainder of union members voted to continue the strike, now demanding the reinstatement of those dismissed.

On Monday the company locked the gates, and now the strike is deadlocked. Both sides have agreed to arbitration, but, as the *FM* went to press, there was no end to the strike in sight.

□ See *Leaders*

Battle to keep job cost man dearly

15/11/88
157

By DICK USHER
Labour Reporter

THE lengthy fight through two courts to save his job has finally been lost by truck driver Mr Vincent Mrali

Claiming that his dismissal in March was unfair, he applied to the Industrial Court for relief

In October he was granted a status quo order temporarily reinstating him in his job pending the appointment of a conciliation board

Attorneys involved in the case were told this week that the Minister of Manpower, Mr Pietie du Plessis, had turned down the application for a board

Not appointed

If a board had been appointed it would have attempted to settle the matter

If it failed, the case would have gone back to the Industrial Court for final decision

That avenue is now closed and the court's status quo order falls away 14 days after the Minister's decision, which is dated November 1

Mr Mrali's suit for his job started when he was dismissed by Town Talk Furnishers, part of the Ellerine Holdings group.

He applied to the Industrial Court for relief, but at a hearing on September 26 was refused permission to be represented by an attorney

This was taken to the Supreme Court which set aside the decision, ruled that the Industrial Court had the discretion to allow representation even if another party objected, and returned the matter to the Industrial Court

Mr Raphael Rosenfeld, regional manager for Ellerine Holdings had no comment on whether, in view of the Minister's decision, Mr Mrali would be retained

DD 17/11/86

Union ⁽¹⁸⁾ suspends strike ^(140A)

JOHANNESBURG —
The Commercial, Catering and Allied Workers Union of South Africa has suspended an OK Bazaars nationwide strike for the matter to go before a conciliation board ⁽¹⁵¹⁾

Workers struck after a wage talk deadlock between the union and OK Bazaars

"The company refused to review wages as required by clause 5 of the existing wage agreement," Ccawusa spokesman Mr VIVI Masina said in a statement released at the weekend

"We condemn OK, whose profits have increased this year, for paying its workers starvation wages, dismissing workers for petty reasons and for taking advantage of the state of emergency"

OK could not be contacted for comment at the weekend — Sapa

Fawn, Dairymaid in dispute

THE Food and Allied Workers Union has declared a dispute with Dairymaid over the company's intention to close several ice-cream depots in the Western Cape.

Fawn, rejecting man-

agement's decision to close the depots, said it was "totally irresponsible" of the company to take this action in this time of high rate of unemployment.

The closures could

mean the loss of about 200 jobs, at four plants. The union has vowed to fight this decision "to the end".

and is recognised by the Western Cape management. Meanwhile, Fawn has resolved to initiate talks with NCD/Clover for a national recognition agreement.

The union was given this mandate by shop stewards' committees from 19 NCD/Clover plants in Natal, Transvaal and the north-eastern Cape during a meeting in Durban, at the weekend.

Fawn represents the majority of workers at Dairymaid nationally

and is recognised by the Western Cape management.

The union was given this mandate by shop stewards' committees from 19 NCD/Clover plants in Natal, Transvaal and the north-eastern Cape during a meeting in Durban, at the weekend.

SA 20/11/86

Retrenchment dispute ends in out-of-court settlement

The battle to secure full retrenchment benefits for 76 workers employed by Cargo Carriers in the Transvaal has ended in an out-of-court settlement with the Transport and General Workers' Union, said a union spokesman.

The dispute between the company and the union began in September when 76 people were retrenched.

"Negotiations failed to settle the dispute and the union applied to the Industrial Court. On Wednesday, at a meeting with Cargo, the dispute was settled out of court," said the union spokesman.

In terms of the settlement workers were given a further two-and-a-half months' wages extending to the middle of December. All those eligible for pay increases in terms of a recent wage agreement will be given backpay from June to September.

LABOUR RELATIONS

The battle of Howick

Two years after the mass firings at the BTR/Sarmcol plant in the Natal midlands town of Howick precipitated SA's biggest and most protracted factory labour dispute, the issue has come before the courts for settlement

The first stop is the Industrial Court, but both litigants — the Metal and Allied Workers' Union (Mawu) and Sarmcol — appear determined to take the issue to the Supreme Court and even the Appellate Division if the initial decision goes against them

A settlement is badly needed by everyone. Today, the rubber component factory where it all started, once the proud symbol of Howick's industrialisation, chugs away at only half pace. And outside the factory gates open hostility is still occasionally directed at the "scab" labour which moved in from nearby Maritzburg to take the jobs of the displaced

Meanwhile, within Howick's commercial centre, businesses are battling to re-establish themselves after a year-long black consumer boycott in support of the strike action brought them to the brink of bankruptcy

And all the while in the black township of Mpophoweni 20 km away, the 970 strikers and their families just sit, sullenly surviving on their R4 weekly food parcels doled out by aid agencies and community organisations

They are still sticking doggedly to their original demands reinstatement and the recognition of Mawu as the workers' legitimate representative at the plant

The dispute has defied attempts at mediation — which have come from international trade unions, the European Economic Community and the United Nations.

Union argument

When the Industrial Court hearing started this week, workers were present in their thousands to hear Mawu open its argument by contending that all along the company had been obstructive and anti-union. It had refused to negotiate in good faith and to conclude a recognition agreement with Mawu as the representative union. This, it claimed, ultimately precipitated the strike action and subsequent firings

The company, now owned by Dunlop since the BTR/Dunlop merger earlier this year, replied through its defence team that it had not acted in bad faith. It said it had concluded a "preliminary" recognition agreement with the union prior to the strike, and had provided it with stop order facilities for union dues. The fact that a full recognition agreement failed, it contended, was more the result of Mawu's unrealistic expectations and confrontational approach than any fault of

its own

The wrangle led to a union-inspired consumer boycott of white-owned businesses in Howick and this was later expanded to Maritzburg. Work stayaways, appeals to BTR's head office, international labour organisations, the EEC code of conduct governing multinationals, and the UN sub-committee on Trans-national Operations in SA/Namibia were all part of an orchestrated pressure campaign designed to get the company to shift its position. But BTR, which had scaled down its operation and hired elsewhere, refused to moderate its non-reinstatement stance. After a last shot at mediation through a further conciliation board hearing, the matter was set down before the Industrial Court

Uncertainty

Nobody connected with the current hearing was this week predicting an entirely satisfactory outcome. Certainly Sarmcol — even under its new management — was showing no signs of being conciliatory

Of the latest development, a company



Mawu's Schreiner ... no choice but to press on

spokesman ventured "The matter is extremely complex, seen against the background of the uncertainty that exists in this rapidly developing field of interaction between management and workers in a free enterprise environment"

Mawu's local branch secretary, Geoff Schreiner, estimates that thus far court action has cost the union R150 000 — not to mention loss of earnings compensation and the material support Mawu has had to provide for the strikers

And because the Industrial Court is unlikely to have the last word, it could still be months, and even years, before the matter is finally laid to rest

Still, Schreiner makes the point that the union has little choice but to press the matter

all the way. For the 15 000-strong Mpophoweni community, none of whom has been employed since the strike, the Sarmcol factory is virtually their only source of income. Unless they can get their jobs back, he says the entire community faces destruction. ■

KWANDEBELE

After Skosana

KwaNdebele Chief Minister Simon Skosana died before achieving his dream of an independent homeland for the Ndebele people. The question now is whether the quest for independence will die with him

Skosana was visibly upset after the KwaNdebele Legislative Assembly voted down independence after a bitter debate on August 12 (*Current Affairs* August 15). Shortly before, his right-hand man, Interior Minister Piet Ntuli, had died in a car-bomb explosion

In recent months, Skosana has vehemently denied that his government would persist with plans to secure constitutionally separate status for the impoverished homeland. He was, however, known to have privately cherished the idea

The detention last week of a number of anti-independence activists, including Prince James and Andries Mahlangu, fuelled rumours that another push for independence was imminent. Another theory, however, held that by eventually removing the opposition he could consolidate his power and prepare to cross his own Rubicon later. Several sources maintain that elements in central government remain keen for the homeland to go independent, and would therefore covertly back attempts to achieve it

Meanwhile, KwaNdebele Minister of Works and Water Affairs Klaas Mtsweni has been appointed acting Chief Minister

Skosana died in the Rand Clinic in Johannesburg as a result of severe diabetes, with which he had been long afflicted, and Mtsweni had stood in as acting-Chief Minister during Skosana's illness. The former chief minister will be buried at a State funeral on Saturday morning

The immediate question is who will succeed Skosana. The Legislative Assembly is due to meet next Thursday to elect a new leader and there is no shortage of volunteers

Whether independence will remain an issue obviously depends on who succeeds. In September three Cabinet ministers — Justice, Law and Order Minister Frank Mlwayedwa Mahlangu, Education and Culture Minister Placid Kunutu and Agricul-

SA and homelands pledge co-operation

Pretoria Bureau

The signing of various treaties in Pretoria yesterday signalled a more intensive era of co-operation was underway between South Africa and the four independent homelands, delegates said.

More than 40 Cabinet Ministers from the five states met at the Union Buildings yesterday to formalise the multi and bilateral agreements

Most said the formal setting up of the Secretariat for Multilateral Co-operation in South Africa (Secosaf) was the highlight of the meeting, al-

though Bophuthatswana refused to sign it. *STAR*
The Boputhatswana Foreign Minister, Mr TM Molatlhwa, who also chaired the meeting, said his government had reservations regarding certain clauses He refused to elaborate

However, Boputhatswana will continue to contribute to Secosaf's operating budgets
Secosaf has been operating since April last year in terms of an informal agreement

Mr Chris Heunis, Minister of Constitutional Development and Planning led the South African delegation

ANC issues call

The Star's Africa News Service
LUSAKA — The president of the African National Congress, Mr Oliver Tambo, has issued a call to the international community relating to the ANC's 75th anniversary, which is due to be celebrated on January 8

X Report Restricted

STAR Mr Tambo is on the banned list and may not be quoted in South Africa The Star is therefore unable to publish details of Mr Tambo's statement.

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The dispute between the company and the union began in September when 76 people were retrenched

"Negotiations failed to settle the dispute and the union applied to the Industrial Court On Wednesday, at a meeting with Cargo, the dispute was settled out of court," said the union spokesman.

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SHIPPING WAREHOUSE

Chamber granted board hearing

THE Minister of Manpower has granted an application by the Chamber of Mines for a conciliation board to resolve a dispute between the chamber and the white Mineworkers' Union (MWU) over an alleged unfair labour practice

According to the chamber, the dispute arose when the MWU rejected a proposal that union members assist in the training of coloured winding-engine

drivers on the same basis as they assist white trainees

The work of winding engine drivers can be performed only by "scheduled persons" in terms of the Mines and Works Act

In terms of current legislation, all coloureds are regarded as "scheduled persons"

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Cape Times 11/12/86 (151) 33 (107) (28)

Dairymaid job dispute unresolved

Labour Reporter

ATTEMPTS by Dairymaid workers to secure the jobs of about 150 ice-cream vendors hit a snag this week due to an unresolved dispute over the closure of four ice-cream vending depots

The chairman of the shop stewards committee, Mr William Petersen, said

Dairymaid will not negotiate the closures or retrenchments

The Food and Allied Workers's Union (Fawu) last month declared a dispute over wage increases, and by extension, the retrenchments

Managing director Mr Barney Marais said talks with Fawu were continuing, but declined to comment

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Ice-cream lay-off dispute hits snags

CAPE TOWN — Attempts by Dairymaid workers to secure the jobs of about 150 ice-cream vendors hit a snag this week when management refused to accept a dispute over the closure of four vending depots.

The chairman of the Dairymaid shop stewards' committee, Mr William Petersen, said the management will not submit to mediation over the closures, or the retrenchment of the vendors.

The Food and Allied Workers's Union (Fawu) declared a dispute last month over wage increases and considers the retrenchments an integral part of the dispute.

NEGOTIATIONS

Dairymaid managing director Mr Barney Marais said the management was still involved in negotiations with Fawu over the retrenchments and he felt that commenting on the matter would "not be conducive to good industrial relations".

But he confirmed that the decision to close the four depots "still stands".

Mr Petersen said: "We've exhausted all the procedures laid down in our recognition agreement for resolving this matter amicably.

"Our only option now is to take industrial action — a ban on overtime; some kind of action against the products, or a strike" — Sapa.

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Dairymaid freezes up

DAIRYMAID management this week refused to accept a dispute by workers over the closure of four ice-cream vending depots

Dairymaid shop stewards committee chairman William Petersen said management would not submit to mediation over the closures and the retrenchment of about 150 vendors

The Food and Allied Workers' Union last month declared a dispute over wage increases and considers the retrenchments an integral part of this dispute

Dairymaid managing director Barney Marais said management was negotiating with Fawu over the retrenchments and commenting on the matter would "not be conducive to good industrial relations"

But he confirmed that the decision to close the four depots "still stands" - Sapa

Comment invited on legislation

Changes to be made to Labour Act

MAJOR amendments to the Labour Relations Act (LRA) aimed at extending and simplifying SA's official dispute-settling machinery are to be published in Pretoria today.

Comment on the draft legislation, parts of which were disclosed yesterday by Manpower Director-General Piet van der Merwe has been invited.

The Bill provides for the establishment of a special labour court (SLC) to consider appeals from the Industrial Court; allows access to the Appellate Division for appeals against some SLC decisions; sets out new definitions on what constitutes an unfair labour practice (ULP) and an unfair dismissal; and deregulates establishment of conciliation boards.

It also contains other minor amendments.

The SLC will operate under the jurisdiction of the Ministry of Justice and will be manned by Supreme Court judges. It will make decisions on the basis of law, justice and fairness. Appeals from the SLC to the Appellate Division will be permitted only on questions of law, and not on questions of fact.

The new definitions of ULPs and unfair dismissals are based largely on pre-

vious Industrial Court judgments. However, there are also other aspects, some of which are likely to prove highly controversial.

Among the proposed ULPs are failing to comply with prohibitions in the LRA, replacing one employee with another under less favourable conditions; unfairly discriminating on the grounds of race, sex or religion; and unreasonably refusing to negotiate with a representative party.

Others include concluding an agreement without authorisation from members; failing to comply with an enforceable collective agreement; jeopardising employees' work security; and unfairly disrupting the business of employers and promoting labour unrest.

Another aspect is a union's support for the boycott of a company not directly involved in a dispute with it. Thus, it appears, unions may not take "secondary" boycott action. Also, a union not directly involved in a dispute may apparently not support a boycott called by another.

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Labour Act changes made

No lawful strike can constitute a ULP. The selective re-employment of dismissed workers, too, is not in itself a ULP. However, selection criteria must be objective and fair.

The Bill says a dismissal is unfair if there is no valid and fair reason for it, the affected employee has not been given a fair opportunity to state his case, and an agreed procedure has not been followed. Retrenchments are unfair where reasonable notice has not been given, selection criteria are unreasonable, and employees or their unions have not been consulted.

The fourth major aspect of the Bill is the withdrawal of ministerial preroga-

tion for the establishment of a conciliation board. This is expected to expedite the process. Boards will be established, as a right, by divisional inspectors of the Manpower Department, subject only to applications being technically correct.

Clive Thompson of the Centre for Applied Legal Studies at Wits University yesterday described the Bill as "mostly an advance". However, some aspects should be carefully reconsidered to iron out certain perversions and anomalies.

He said, however, the actual remedies for victims of some of the ULPs were not clear from the documentation.

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FINANCIAL 26/12/81

MINE BALLOT BLOCK

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Plans by the National Union of Mineworkers (NUM) to stage strike ballots on seven Gold Fields of SA (GfSA) gold mines were thwarted for a second time last week when the Supreme Court rejected an urgent application by four workers from Kloof gold mine.

The application, heard last Thursday, was part of NUM's strategy to bring to a head two wage disputes it has with GfSA. One is over the annual Chamber of Mines wage negotiations, and the other GfSA's unilateral implementation of general wage increases in August. NUM's plans have been frustrated, at least temporarily, as a result of GfSA's appeal against an Industrial Court ruling, which granted the union the right to hold ballots. The lodging of the appeal has effectively suspended the Industrial

Court's order

The four NUM members went to the Supreme Court to seek an assurance from Kloof management that plans to hold ballots at mine hostels would not be interfered with. They brought the application, which is a test case, after GfSA had rejected approaches from NUM regarding ballots.

Argument led on their behalf was that NUM had won the right to hold ballots and that management's refusal to grant the assurance was an infringement of their right to pursue their dispute.

The court, however, upheld the view of counsel for Kloof, whose main argument was that the matter should not be regarded as urgent as the issues in dispute were the subject of an appeal which the Appellate Division would settle.