

# INDUSTRIAL RELATIONS - DISPUTES

1989

# NUM starts talks in move to end strike

Sowetan 10/11/89

By MANDLA NDLAZI

THE National Union of Mineworkers started talks with management yesterday in an attempt to end the four-day-old strike by 250 Mintek mineworkers, according to a statement by the NUM.

The statement noted that the NUM and management met at a

conciliation board during November and December last year in an attempt to reach an agreement.

Management was offering workers 7 percent wage increase with no other improved benefits and NUM

demands a 30 percent wage increase, improved maternity leave, June 16 and May 1

### Ballot

The statement added "NUM proposed that since Mintek was a parastatal, it was willing

to have the issue of the wages referred to arbitration or mediation

"After a strike ballot in late December the overwhelming majority of workers voted in support of strike action" Such strike action has now been in progress for

3 days with workers assembling on company premises daily

"The offer of the company is ridiculously low and does not even compensate workers for inflation over the past year. There is also a major discrepancy since state workers have received a 15 percent increase"

## Mintek to re-hire workers

151 ALAN FINE 8/10 am 19/11/89  
THE Council for Mineral Technology (Mintek) and the National Union of Mineworkers (NUM) yesterday resolved the dispute which led to the dismissal of 200 strikers on Monday

The workers will be re-employed from tomorrow and the issue that caused the dispute is to be referred to the Industrial Court

The strike was sparked after the two reached a wage agreement but the NUM refused to formally "recognise the financial constraints" under which Mintek, as a parastatal organisation, said it operated

The NUM said Mintek's requirement meant members would not be entitled to strike

Mintek human resources assistant director Dame van Vuuren said Mintek's budget was determined by the State and it was unfair for the NUM to strike over an issue which was effectively non-negotiable

# Crucial congress for MWU

8/Dec/19/1/89

ALAN FINE

THE whites-only Mineworkers' Union (MWU) is to stage its most crucial annual conference in recent years next week, with strategies for countering the employment of qualified black miners topping the agenda.

The first black miners acquired blasting certificates late last year after amendments to the Mines and Works Act, and at least 17 have since been deployed underground.

Negotiations between the MWU and the Chamber of Mines on the issue — with the MWU seeking extensive safeguards for members' job security — have not been concluded. MWU general secretary Peet

Ungerer declined to detail the options to be considered. However, sources believe the union is likely to bring one or more court actions, alleging that mining companies acted unfairly and/or contravened agreements between the MWU and the industry.

These agreements, negotiated when job reservation was in force, do not address the new circumstances. The closed shop agreement requires that blasting certificate holders employed on chamber mines be MWU members. At issue would be whether this applies to whites only.

19-25/1/89

## Unity sewn up?

A NEW super union with a membership of over 200 000 could be formed in the clothing industry if unity talks next week between the Garment and Allied Workers Union (Gawu), and the Amalgamated Clothing and Textile Workers Union of South Africa (Actwusa) are successful.

Preliminary discussions took place between the two unions in Durban last month under the auspices of the Cosatu which intervened after previous negotiations broke down.

Gawu general secretary Desmond Sampson said it was still too early to talk of a merger. "Negotiations are at a delicate stage," he said.

(15)



**BUSINESS: LABOUR FOCUS**

# MURDER! How factory floor

DEATH ROW has become a common destination for workers involved in the spiralling violence and murder that has become a marked feature of industrial conflict in recent times

At least six trade union members face the executioner's noose for their part in the killing of fellow workers during strikes and more than 40 other workers are behind bars facing charges for murders that took place during industrial action over the last three years

The shooting of a striking worker at the prestigious Johannesburg Sun hotel in central Johannesburg during a strike last year was another indication of the bitter and volatile atmosphere that now tends to accompany industrial disputes

A bitter war of words between the National Union of Mineworkers (Num) and the Anglo American Corporation, which erupted last week

over the causes of strike-related violence, highlighted how seriously organised labour and employers view the issue

Trade unions and industrial relations consultancies report that the issue has become a priority agenda item during many factory-based negotiations and many observers believe the problem poses a grave threat to the collective bargaining system

Major cases of violence and murder during strikes include

- Sixteen members of the South African Railway and Harbour Workers' Union (Sarwhu) on charges of murdering four strikebreakers during last year's mammoth railway dispute
- Eight have pleaded guilty

Evidence in mitigation is under way and judgment is expected in the Witwatersrand Supreme Court next month

- Twenty-five Paper Print and Allied Workers' Union (Ppawu) members have been arrested on charges related to the killing of five non-strikers during a bitter dispute at Afcol furniture plants on the Witwatersrand last year

- Three members of the Transport and General Workers' Union (TGWU) are on death row for gunning down a working driver during a dispute at Putco in Durban in 1986

The union has launched a petition campaign for clemency from the State President

- Two members of the National

The bitter war of words between Anglo American mine workers last week centred around the bloodshed in the compounds. The mines are an example of a violence that has spilled into all the industry. Today, some 40 workers are facing murder charges. EDDIE KOCH reports

Union of Mineworkers (Num) are awaiting execution for the murder of fellow workers during two separate incidents

Tyelovuyo Mgedezi was convicted of murder after a fight between team leaders and Num shopstewards at the Vaal Reef's Gold Mine in February 1986. One of Mgedezi's death sentences and those imposed on two of

his accused were commuted. The case went on appeal

Lucky Nomganga was after six black miners and miners were killed during over dismissals at the Welings mine in June 1987. They were convicted of murder under varying circumstances and sentences of up to 10 years

## Permanent stress: The roots of labour strife

WORKER grievances in South Africa are increasingly being expressed aggressively because basic trade union rights that govern labour relations in Western democracies do not exist in South Africa

That's the conclusion of senior lecturer in psychology, Lloyd Vogelmann, who studied the psychological profiles of South African Railway and Harbours Union (Sarwhu) members charged with murdering strikebreakers during last year's railway strike

Vogelmann, who also directs the Project for the Study of Violence at the University of the Witwatersrand, argues that a number of factors can converge in a strike situation to cause pent-up frustration to spill over into overt violence

All of the accused in the Sarwhu trial, says Vogelmann, experienced severe economic deprivation and at the time of the strike were engaged in a struggle to ensure the survival of their families

"Compound living deprived them of their privacy, adequate food, comfortable sleeping conditions, appropriate living space, and heterosocial and heterosexual relationships," he adds

Frustration that derives from such deprivation is most likely to heighten aggression when the cause of the frustration is perceived as being arbitrary and unfair, says Vogelmann

"It is clear that the accused and the mass of workers perceived the actions of the police at Germiston and Doornfontein (in which strike meetings were broken up by force) as arbitrary and illegitimate. Furthermore they saw Sats management as intransigent and not willing to negotiate"

But in some circumstances industrial conflict can provide an outlet for the high levels of frustration that re-

The intense stress experienced by miners may contribute to violence. Ironically, while mine disasters do not greatly increase stress levels, strikes do, say psychologists

sult from deprivation. "Obviously the less repression during the strike the greater the outlet," he says. "Picketing, for example, allows for peaceful expression of anger and because of this it inhibits the expression of violence"

The right to picket was one reason why only one strike-breaker was killed during the bitter year-long miners' strike that rocked the United Kingdom in 1985, Vogelmann argues

Intense stress levels experienced by migrant workers may also be a factor in the violence

A separate study, conducted last year by psychologist Ilana Edelstein, found that miners at the St Helena Gold Mine experienced continuous levels of stress more than twice those in a "normal population"

"As miners are continually exposed to life-threatening dangers, to extreme environmental conditions and to arduous work they may be suffering from a 'continuous stress disorder'," says Edelstein in a thesis submitted for her degree in clinical psychology

This persistent stress is caused by underground work performed in conditions among the most severe in the world. Each miner expects to be exposed to an accident once in every 205 working days and during their shift miners routinely face heat levels that are sometimes four times that on the surface, dampness, noise, dark-



Stress levels rise highest during strikes. Western Deep strikers celebrate after fending off an attack.

ness and long working hours

Edelstein found that miners who had recently been exposed to a major disaster on the mine displayed no significant increases in their already high levels of stress

"It is suggested that, because of the stress of mining, miners do not necessarily have to be directly exposed to disaster conditions in order to experience psychological strain," she argues. "Indeed the daily stress experienced by miners may mask the impact of a particular event such as an underground fire"

But strikes can cause stress levels among miners to reach breaking

point, says Vogelmann. Industrial conflict, while providing an outlet for frustration, can also provoke extreme anxiety in workers over the real possibility of dismissal and high levels of guilt because of the severe consequences for their families

"And heightened stress in any situation has the following consequences: it creates a tendency to behave impulsively and a desire to direct anger towards the factors that contribute to stress"

"Because of high levels of unemployment, people who have jobs are basically a privileged class. Most migrants have numerous siblings who

are dependent on them and things can be incredibly involved. Great anger towards who they feel are causing in the power of a strike

"If these agents, for security forces, which cannot be approached due to extreme power and lack of the tendency will be to hit targets who are less accessible. More of these tend to be scabs"

Edelstein and Vogelmann unions have a crucial role in reducing strike-related. Edelstein found that

**BUSINESS**

**Sparking violence**

●From PAGE 19

and reports that the Department of Manpower provided unemployed white and coloured labour to strike-hit companies in the Eastern Cape last year

While blaming the government and employers for violence, Naidoo said Cosatu unions recognised their responsibility to ensure members were disciplined during strikes

A number of unions pointed that violence was counter-productive for themselves and it gave employers the chance to employ tough measures to undermine union strength "Delegates also felt that if the violence is not contained, at the end of the day other workers will have been used to divide and weaken us," he said

"Our main responses are to develop the notion of strike rules and to make membership aware of the leadership role of strike committees We will also make demands on management for the right to picket, to use strike funds and to hold regular meetings during strikes But for this to work we must have common agreement on the notion that the state must remain uninvolved"



WheALC  
20-26/1/89.

# violence took a bloody turn

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ion will launch a clemency petition for Mgedezi this week and has applied for an appeal against Nomnganga's conviction

● A member of the Commercial Catering and Allied Workers Union (Ccawusa) is on death row after being convicted of killing a strike breaker during the Nels Dary strike in Johannesburg in 1987. The union has launched a campaign to petition the State President for clemency

In addition to these cases, Anglo American last week published a list of violent incidents that led to the death of 80 miners during wildcat strikes, stoppages, boycotts, sit-ins kidnappings and "the most gruesome incident of public execution" on the cor-

poration's mines between April 1985 and September 1987

Anglo says the public execution took place at a kangaroo court on the Western Holdings mine following a Num-led underground sit-in and canteen boycott

Anglo industrial relations chief Bobby Godsell believes the solution to the problem lies in the creation of a negotiated code of conduct that will regulate the behaviour of union members and management during strikes. Anglo's draft of the code also provides for joint monitoring committees and arbitration procedures to determine which party is at fault during incidents of violence

"The relationship between manage-

ment and employees is characterised by both common and conflicting interests," says the code's preamble. "In certain instances, despite the existence of channels and procedures to resolve differences, violence and conflicts have occurred which the parties agree should be prevented. The purpose of the code is, therefore, to eliminate violence by promoting acceptable norms of behaviour"

In terms of the code, each of the parties in a dispute will be accountable for the actions of their officials and will ensure that these individuals act to ensure industrial peace

It also contains provisions for the continuation of hostel facilities such as canteens, ablutions and other es-

sential services during strike situations. The code proposes special areas on the mine be designated for peaceful picketing and guarantees normal access to working places for those who choose to work

Num assistant general secretary Marcel Golding says his union is willing to talk to Anglo about the code but stresses that the long-term and structural causes of mine violence need to be urgently addressed

A number of trade unions report the issue has also already been raised by companies in the metal, food and commercial sectors, some of whom are using Anglo's proposals as guide lines

Violence during strikes and opposing views about the causes of and solutions to the problem will no doubt be a burning issue when collective bargaining begins in earnest this year



at the mine during the 1987 national strike  
Picture GIDEON MENDEL

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were exposed to the St Helena disaster — and also had a strong belief in the ability of the National Union of Mineworkers to change their living and working conditions — showed significant reductions in stress levels. Adds Vogelmann "Particularly amongst newly organised workers, union leaders would have a central contribution to make in terms of providing expertise in dealing with negotiations and the myriad of problems that arise during a strike in order to contain impulsive aggression. The greater the level of unionisation and the greater the skill of the unionists the less the potential for violence"

## The provocations which spark violence

ESCALATING violence on the factory floor came under the spotlight at a special meeting of Cosatu's executive committee late last year

The executive, which consists of officer-bearers from the federation's thirteen affiliate unions, spent much of its time hammering out a programme to contain the conflict

In an interview, Cosatu general secretary Jay Naidoo outlined the view that emerged during the gathering

"A need to view the killings in the context of the root causes of the violence was emphasised," Naidoo said

Delegates noted that unemployment made the need to keep a regular job a matter of life-and-death for most workers. "Often dismissal during a strike involves being sent back to the bantustans where the worker faces nothing but sheer poverty"

At the same time workers faced Emergency regulations and intense security force "pressure and provocation" during strikes. An example of this was way police conducted the 1987 siege of Cosatu House as a military operation

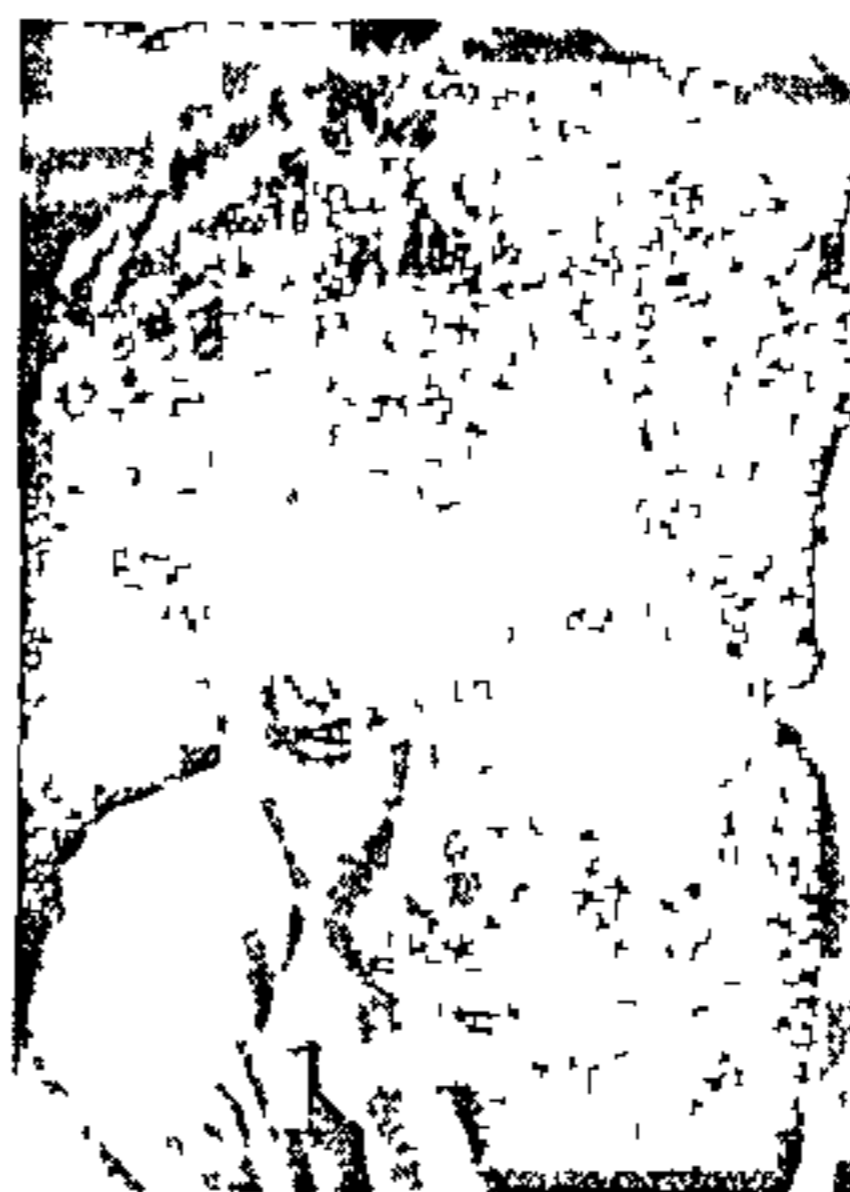
Hundreds of workers have been arrested under Emergency regulations over the past two years and scores of other have been convicted on charges of intimidation

"Disruption and constant provocation by security forces has included the arrest of the most experienced and disciplined layers of union leadership in control of strike situations and it is often at this stage that the situation spirals out of control," Naidoo said

These were the main explanations for the remarkable overlap between the Emergency and the period in which industrial violence has escalated so dramatically

Other factors accounting for worker

Factory floor violence worries the unions enough to be the subject of a special Cosatu executive committee meeting last year



Cosatu's Jay Naidoo

Picture AFP

aggression were the absence of provisions that applied in Western democracies such as strike funds, the right to strike without fear of dismissal and the legal ban on peaceful pickets during disputes

"Frustration and resulting violence could be reduced if workers had some form of security as well as channels to express their grievances during disputes," Naidoo said. "Instead attempts to picket are usually smashed by police. The only outcome of meetings being banned and leadership being placed in detention can be violence"

Employers were also making use of legal provisions that increased tension among workers during strikes

"The Labour Relations Amendment Act gives employers the right to sue unions, obtain interdicts declaring strikes illegal and to threaten the job security of workers on strike," he said

More crucially, the law allows employers to recognise minority unions and those that represent only certain grades of workers, instead of entrenching the established tradition of majoritarianism which obliges management to deal with one union that represents more than half the workforce

This provision of the law also allows for ethnically-based unions that represent small groups of workers in superior positions on the factory floor, thus fomenting racial tension

"That is a classic example of divide-and-rule — if there is one thing that will cause violence during strikes this year it is the Labour Relations Amendment Act," Naidoo said

"And its provisions are exacerbated by the increasing use of coloured and white labour as scabs during strikes. Reports from our unions are that managements are regularly threatening to replace African workers — even in non-strike situations — with coloured and white workers, saying that 'Africans are always on stay-away'"

This pattern was confirmed by Sats' use of unemployed whites as replacement labour during the 1987 railway strike, newspaper articles detailing the growth in the number of companies that specialise in replacing striking Africans with workers of other races,

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VACANCY



# NUM lashes 'repression'

*Lowetam 3/2/89*  
THE National Union of Mineworkers yesterday launched a campaign against what it termed "repressive" security measures and a "hostile" collective bargaining environment on the mines. (151)

The union also announced its proposed code of conduct concurring the one proposed by the Anglo American Corporation about a month ago.

Addressing a Press conference, Num official Mr Cyril Ramaphosa said the objectives of the campaign were to have "repressive mine security measures dismantled and to normalise collective bargaining." The campaign, he said, would be launched only in AAC-controlled mines.

The NUM, Mr Ramaphosa said, was embarking on the campaign against a background of a management strategy to persuade workers to waive their union membership and rely on "mineowners to look after them."

"The NUM has a proud history of fighting for worker rights, and we will resist tooth and nail all covert and overt attempts by the mine owners to take workers back to the oppression that prevailed before unionisation," the union official added.

The union, as part of the campaign, has demanded:

- Freedom of association and assembly on the mines;
- Right to privacy and freedom of movement for mineworkers, and
- NUM's right to organise to be respected

1/2/87  
Plascon, union  
in wage dispute

(S) Staff Reporter

THE SA Chemical Workers' Union and Plascon IPC, Epping, were locked in mediation yesterday following charges by the union that workers had been bulldozed into signing a wage agreement.

And at Plascon Paints in Epping, union members have rejected the company's 16% wage increase on the minimum monthly wage of R800

Commenting yesterday on the union allegations, a Plascon IPC spokesman said Sacwu members had signed an agreement after submitting a petition denying that they were in dispute with the company.

# Ellerines workers to face retrenchment?

Soweto 9/2/89  
151

MORE than 1500 Ellerines employees were facing retrenchment at some of the company's stores countrywide, a spokesman for the Commercial Catering and Allied Workers' Union of South Africa said yesterday.

Mr Jackie Masuku, Ccawusa's Johannesburg branch official, said he would fight the retrenchments possibly by declaring a dispute which could lead to industrial action at Ellerines stores.

Mr Masuku said the company was retrenching workers without negotiating with the union.

But a spokesman for Ellerines, Mr Pierre de Villiers, denied that there were "organised retrenchments" at the company's stores "We do not know what they

By LEN MASEKO

are talking about, but we will wait for further developments," he added

The Ccawusa official said "Reasons for these retrenchments have not yet been advanced but are obviously emanating from the company's backward business policies

"Unfortunately, because of all these factors, sales are lost and workers accused of being unproductive," he added.

About 200 members of the Chemical Workers' Industrial Union (CWIU) were on strike at Anchor Rand's Steeldale plant, the union said

The strike followed management's refusal to negotiate wage increases and working conditions with the CWIU, according to the union

W/C-1986-3 4/2/87

# Agreement holds promise for the textile industry

FOR a while the Western Cape textile industry teetered on the edge of a strike, in dispute and with two disputes meetings producing no progress

Industrial action was averted when the two parties, the Amalgamated Clothing and Textile Workers' Union (Actwusa) and the Cape Province Textile Manufacturers' Association, reached agreement on wages and other conditions of employment at the third and final disputes meeting of the industrial council this week

Dispute had been declared late last year when the employers refused to mandate an agreement thrashed out by the negotiating teams. The dispute threatened not only industrial action, but also the fledgling industrial

council This had been restructured during 1988 following its virtual collapse after renegotiation of the main agreement broke down in 1987.

For about a year the industry ran without an agreement and in the meantime Actwusa concluded plant-level agreements with employers.

Before this, until the merger which brought them together in Actwusa during 1987, the National Union of Textile Workers (NUTW) and the Textile Workers' Industrial Union (TWIU) had had a fairly combative relationship as NUTW sought to break into the industrial council over the TWIU's veto.

It took a Supreme Court ruling for NUTW to be allowed a seat on the industrial council

But by 1988, in addition to the industrial council being in disarray, by the time Actwusa and the employers' association sat down to restructure and revitalise the council the Labour Relations Amendment Bill was with Parliament, along with the unfair labour practice clause that would impell employers to negotiate with minority unions

This threatened the majoritarian principle of unions negotiating for a complete bargaining unit

That Actwusa, a Congress of South African Trade Unions affiliate was negotiating an industrial council agreement was itself interesting, because there was a strong antipathy to industrial councils among unions in the federation.

But the agreement reached accepted the principle of single-tier bargaining, which was against the trend in other industries where unions were fighting for two-tier bargaining, and created a closed shop — thus protecting Actwusa's back against minority unions

The other interesting aspect of the agreement was the all-or-nothing principle, with all issues negotiated at industrial council (except by specific agreement) any strikes or lockouts were to be on an industry-wide basis, not at individual plants or groups of plants

Although the agreement removed disputes from the workplace to the council, it also meant that both parties would have to be aware that any industrial action had to involve the whole industry

The stresses generated by more than a year of negotiation and dispute had strained the employers' association Some major employers had withdrawn, others had joined

Failure to reach settlement, followed by industrial action, could have strained the forum beyond survival

But that settlement could finally be achieved holds promise for the viability of the council and a stable relationship between employers and the union and, finally, a stable industry



# Chemical workers strike

By Adele Baleta

More than 400 Chemical Workers Industrial Union (CWIU) members began separate strikes at G & W Base and Industrial Minerals and Anchor Rand this week over long-standing disputes at both plants, the union said.

Spokesmen for both companies have declined to comment on the matter.

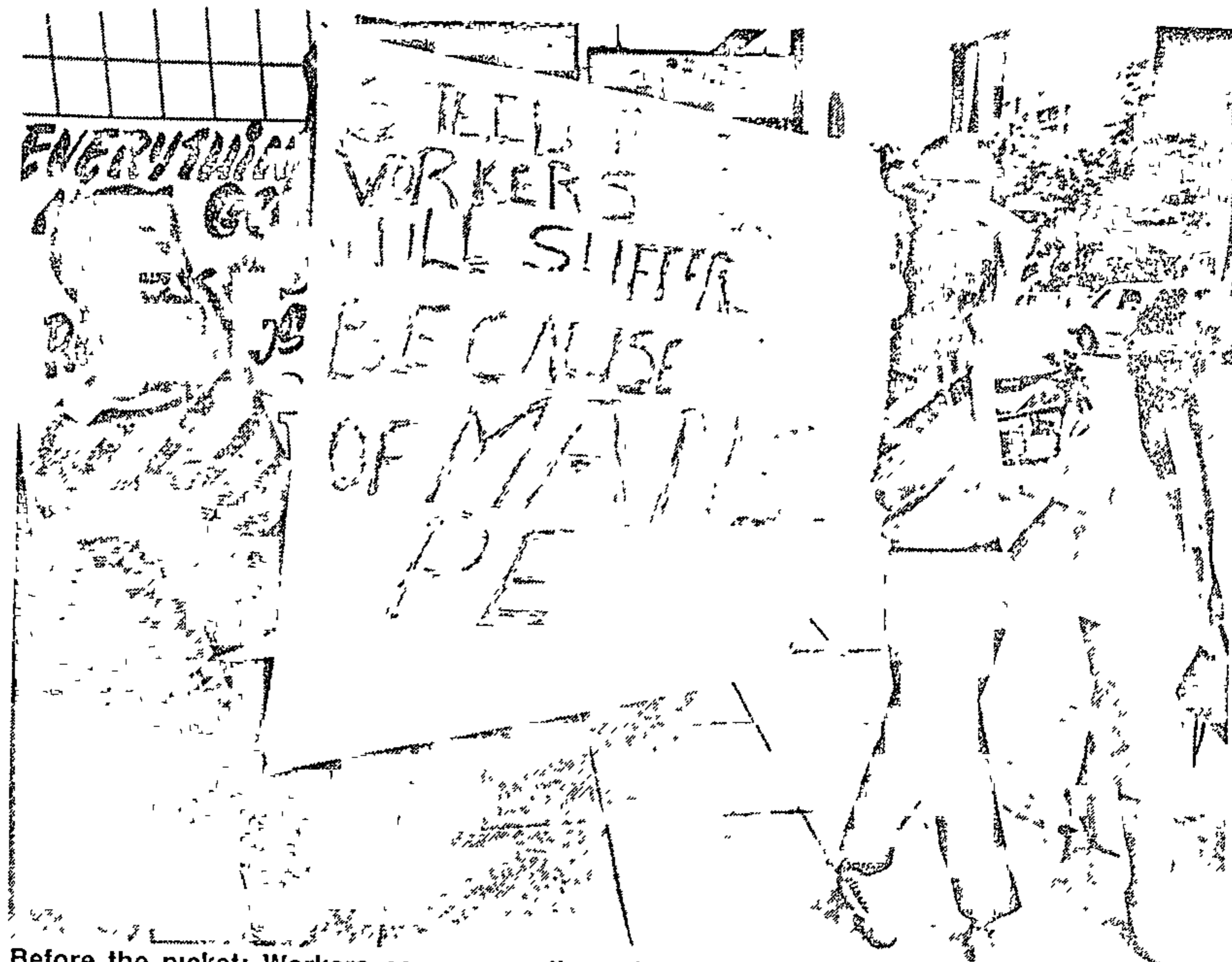
In a statement yesterday the CWIU said 220 workers downed tools at G & W Base Industrial Minerals in Wadeville to back a demand for the reinstatement of a worker who was fired for observing a three day

stayaway call in June last year in protest against the Government clampdown on anti-apartheid organisations.

"The union believes the dismissal of one worker for action carried out by the entire workforce is grossly unfair," it said.

The union alleged the company was threatening to apply the new Labour Relations Act against the union in order to force striking workers to return to work.

Another 190 CWIU members went on a legal strike at Anchor Rand in Steeldale over the company's refusal to negotiate wages and working conditions, the union said.



Before the picket: Workers carry signs through the Johannesburg city centre.

Picture: ANNA ZIEMINSKI, Afrapix

## Police swoop on First National picket

By EDDIE KOCH

POLICE yesterday broke up a picket in central Johannesburg by students and workers protesting against plans by a large furniture firm to retrench 400 workers so that it can move its plant to a "homeland".

About 60 students from the University of the Witwatersrand and workers from the Steele Brothers factory staged the lunch-time demonstration under banners proclaiming "these so-called independent states bring starvation to the workers".

A contingent of police swooped on the picket, held outside the head office of First National Bank because the bank has shares in Steele Brothers. A liaison officer for the Witwatersrand said the students and workers dispersed

on their own accord after police arrived on the scene.

A second lunch-time demonstration was staged by about 400 workers at the Steele Brothers plant, which manufactures a range of home and office furniture, in Industria yesterday. No police intervention was reported.

Rob Rees, national organiser for the Paper Printing Wood and Allied Workers' Union, said the retrenchment of 400 workers was the biggest in Johannesburg in recent years.

"The company is relocating a part of the Industria factory to GaRankuwa in Bophuthatswana, where it intends employing hundreds of new workers.

"They are clearly trying to get rid of any organised union presence in its factory. In one move the company is hoping not only to smash Ppwawu but to relocate to a bantustan where unions are illegal," said Rees.

Workers at Steele Brothers get a minimum wage of R156 for a 44-hour week while the minimum wage in Bophuthatswana for furniture workers is R35 for a 48-hour week.

Steele Brothers director Gerhard Strydom denied the relocation was designed to undermine Ppwawu. "A section of the factory is moving to GaRankuwa because it is out of date and cannot be updated. We have no alternative but to move. It is purely for business reasons."

# Union disputes wages on

Sendlen  
17/2/84

By LEN MASEKO



THE dispute between the South African Black Municipal and Allied Workers' Union and Soweto Easy Loo over the dismissal of the union's members by the company remained unresolved yesterday.

The two parties have not been in contact with each other since January 10, when negotiations broke down. Talks between union officials and management stalled apparently after management insisted that 24 employees of the company had violated internal grievance procedure by engaging in a work stoppage in December last year.

Sabmawu's general secretary, Mr Phil Dlamini, has questioned Easy Loo's sincerity in resolving the three-month-old dispute, saying company owner, Mr Sam Matona, appeared reluctant to reinstate the workers.

Meanwhile the 24 workers have also accused Mr Matona of allegedly failing to report to the Department of Manpower accidents or injuries to employees while on duty at the company. As a result, they said, employees injured while on duty did not receive any benefits in terms of the Work-



Mr MKHONZA displays his chapped hands.

man's Compensation Act.

One such worker was Mr Herman Mkhonza (62), who is in pain after sustaining serious burns

on both hands apparently while working for Mr Matona's rental company. He said the company did not provide its labourers with protective clothing.

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# Strikers locked out, but others settle up

Star 24/2/87 By Mike Siluma, Labour Reporter

More than 200 members of the Paper, Printing, Wood and Allied Workers Union (Ppwawu) employed by Consol Corrugated in Benoni have been locked out after striking over wages and alleged unfair dismissals, the union said yesterday.

Ppwawu said workers were demanding an increase of R40 a week. The company is offering R26.

Consol management said workers were locked out after negotiations that started in October. Union members had embarked on illegal industrial action. The company said it believed a reasonable agreement was no longer possible.

● In other disputes, Ppwawu said about 80 members at Printpak Gravure, a Nampak plant, embarked on a sit-in strike on Wednesday in support of wage demands. About 100 workers at Multi-Office Furniture, in Germiston, also downed tools after the alleged dismissal of 12 colleagues.

Another 80 workers continued strike action over wages for the 11th day yesterday at Memix Carbonless, another Nampak company in Chamdor, Krugersdorp. They are also claiming unfair dismissals.

● South Africa's largest soft-drink bottler, Amalgamated Beverage Industries, has started a provident fund in co-operation with the Food and Allied Workers Union (Fawu). Set up as an alternative to the company's pension fund, the provident fund will be run by a board of trustees — half management and the rest from Fawu.

● Fawu and Cadbury have reached an agreement on wages and working conditions in Johannesburg, Durban, Post Elizabeth and East London. Terms include an attendance allowance of 15c an hour and a minimum wage of R950, retrospective to January, rising to R1 000 in July.



Hussond

The MINISTER OF TRANSPORT AFFAIRS

The MINISTER OF TRANSPORT AFFAIRS

(1) Yes, inspections are carried out twice during each eight hour shift over every twenty four hour period

(2) Yes, on 14 January 1989

(a) On 14 January 1989, approximately two hours prior to the person having been observed at 11h49

(b) A Black man gained unauthorised access to the runway area and proceeded to run across the take-off path of an Air Zimbabwe Boeing 737 aircraft. The captain of the aircraft therefore had to brake sharply to avoid running down the person concerned

(c) (i) Two tyres required replacement, and (ii) Approximately R1 200,00

Passenger transport: subsidies paid to bus companies

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

What total amount was paid to bus companies in respect of subsidies for the transport of passengers in the (a) Johannesburg/Pretoria, (b) Cape Town/Penninsula, (c) Port Elizabeth/Uitenhage and (d) Durban/Pinetown areas in the 1987-88 financial year?

B169E

(a) R115 053 011,99  
(b) R 37 211 683,61  
(c) R 11 994 578,78  
(d) R 55 652 221,87

The honourable member's attention is drawn to the fact that the amount reflected under (b) above includes payments in respect of commuters of the magisterial districts of Cape Town, Bellville, Simon's Town, Wynberg, Stellenbosch, Kuilsriver and Goodwood

Conciliation boards/mediators

(151)

72 Mr P G SOAL asked the Minister of Manpower

(a) How many applications for the (i) establishment of conciliation boards in terms of section 35, and (ii) appointment of a mediator in terms of section 44, of the Labour Relations Act, No 28 of 1956, were (aa) made and (bb) approved in 1988 and (b) in respect of what percentage of the approved applications were the disputes settled in each case?

B173E

The MINISTER OF MANPOWER

(a) (i) (aa) 3 035  
(bb) 1 550

(ii) (aa) 1  
(bb) 1

(b) Conciliation boards — 29,6 per cent  
Mediators — Nil per cent

Hussond

HOUSE OF ASSEMBLY



INTERPELLATIONS

The sign \* indicates a translation. The sign †, used subsequently in the same interpellation, indicates the original language

General Affairs

Independent Black states diplomatic staff

1 Dr W J SNYMAN asked the Minister of Foreign Affairs

In which suburbs of cities and towns in the Republic are diplomatic staff of the four independent Black states housed?

\*The MINISTER OF FOREIGN AFFAIRS Mr Chairman, in replying to this question I assume that under diplomatic staff the hon member for Pietersburg includes consular staff. I also assume that the hon member is referring to the Transkei, Bophuthatswana, Venda and the Ciskei, because there are more than four independent states in Africa that have representation in South Africa. The hon member has indicated that that is what he means. Consequently I shall reply to the question I amended for him.

The answer is as follows. All four of these countries that I have mentioned have embassies in South Africa's capital cities, and consequently have embassy staff who are resident—for the purposes of the question—in those capital cities, viz Pretoria and Cape Town.

With reference to consular staff, the Transkei has consulates in Bloemfontein, Durban, Johannesburg, East London and Port Elizabeth. Bophuthatswana has consulates in Johannesburg, Bloemfontein, Kimberley, Potchefstroom, Vryburg and Welkom. Venda has consulates in Johannesburg and Pietersburg, and the Ciskei has consulates in Bloemfontein, Durban, Johannesburg, Cape Town, Newcastle and Port Elizabeth.

\*Dr W J SNYMAN Mr Chairman, the hon the Minister was much calmer in replying to the question about these things today than he was six years ago when I asked him a similar question in March 1983. That was also during Question Time. At the time I wanted to know whether he

intended to grant permission for Venda's consular staff to live in Pietersburg. On that occasion the hon the Minister let rip with what one can almost call verbal diarrhoea of six and a half columns in Hansard. It was the longest reply I have ever heard in this House, and he accused me

\*Mr S J SCHOEMAN (Sunnyside) Mr Chairman, on a point of order. On a prior occasion it was ruled that "verbal diarrhoea" could not be used because it was unparliamentary.

\*Dr W J SNYMAN I withdraw it, Mr Chairman. The CHAIRMAN OF THE HOUSE The hon member may proceed.

\*Dr W J SNYMAN On that occasion the hon the Minister accused me of a statement I had made in a letter I had addressed to him. I quote

Dit was onder meer die totale miskenning en gebrek aan respek van die Regering vir die gemeenskapslewe van die inwoners van Pietersburg wat betreur word, en dit noop ons om onder meer hierdie standpunt in te neem

I address that very same accusation to that hon Minister and his Government today. They do not care a rap about the established and traditional pattern of living in our own residential areas [Interjections.] The hon the Minister must not insinuate as he did at that stage that we are acting in an insulting way towards a neighbouring country and its government. On the contrary, the then consular representative of Vendaland, the late Mr Netsituka, made a courtesy visit to me at my office. He was a friendly man, and we had understanding for one another's points of view. What is more, there was a fixed understanding between him and the Pietersburg Town Council and the then ambassador of the RSA in Vendaland that the town council would develop an exclusive diplomatic quarter for this purpose, just as there are identifiable diplomatic residential areas in Western cities such as The Hague and Washington, to mention only two [Interjections.]

Let me make it very clear. The CP supports trade relations, diplomatic contact and co-operation with neighbouring countries, but I have reason to suspect that this hon Minister influenced that government so that ultimately they did not accept

## Record pay rise deal

THE Commercial, Catering and Allied Workers' Union of South Africa (Ccawusa) has negotiated the highest-ever pay rises in the history of Pepkor.

Workers at Pep Stores, Ackermans and Pepkor warehouses will get an across-the board salary increase of R87,50 next month and a further R90 in September.

The minimum wage will be R450.

## Shell revises pay offer

SHELL has agreed to revise its wage offer to Sapref refinery workers in Durban following a strike ballot being undertaken at the Durban refinery by the Chemical Workers Industrial Union.

According to a Shell spokesperson, the company has telexed the union and is seeking an urgent meeting.

## Cosatu calls rents meeting

VAAL Triangle organisations are to meet soon in a bid to resolve the growing rents crisis in the area.

The Congress of South African Trade Unions (Cosatu) is concerned about alleged claims by Lekoa councillors that Cosatu has agreed on residents paying rent and service charges.

The council has allegedly been approaching employers to arrange stop-orders for rent payments.

Own Correspondent

151 ~~152~~ ~~153~~

## Judge sets aside BTR ruling

MARITZBURG — The Supreme Court yesterday set aside a decision by the Industrial Court which had dismissed an action brought by the Metal and Allied Workers' Union (Mawu) against BTR Sarmcol in 1987.

Mr Justice Didcott's order followed the refusal of the presiding officer in the Industrial Court dispute to recuse himself.

He ordered that the matter be remitted to the Industrial Court for a fresh hearing by a different court.

Leave to appeal and cross-appeal to the Appellate Division by all parties was granted.

The dispute concerns the reinstatement of more than 1 000 workers dismissed during a strike at the BTR Sarmcol plant at Howick in May, 1985.

Mr Justice Didcott said yesterday he was not in a position to give a ruling on the merits of the dispute.

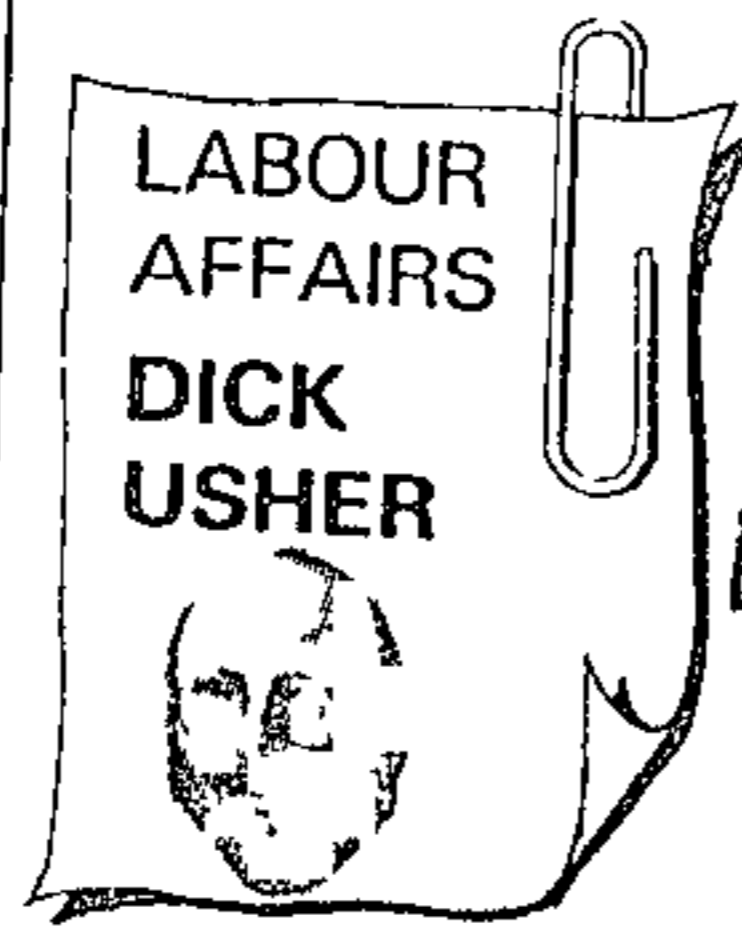
His decision to set aside the Industrial Court ruling was on the grounds that the court's deputy president, Pierre Roux, SC, who presided over the Mawu/BTR Sarmcol dispute, had attended a labour seminar organised by Andrew Levy and Associates, advisers to BTR Sarmcol during the dispute, and Roux's subsequent refusal to recuse himself.

Mawu lawyers had applied for Roux's

recusal on the grounds that there was a "reasonable apprehension" of bias on his part through his attendance at the seminar. Roux refused the application.

Mr Justice Didcott said Roux's attendance had been most "unwise", particularly as he had received a telex from Mawu lawyers before the seminar stating their client's objection.

The judge said it was not necessary to prove actual bias on the part of Roux, and stressed that it had not been argued that any actual bias on his part had been proven. He said the test was whether there was a reasonable perception on the part of the layman that there was a likelihood of bias.



w/e  
1/16/88  
8/4/89

# Sunday work dispute set to continue

A LONG-RUNNING dispute between the Amalgamated Clothing and Textile Workers' Union (Actwusa) and Nettex over Sunday work seems set to continue

The union came out of a meeting with officials of the Department of Manpower this week claiming victory. Actwusa spokesmen said that the department had rejected a company application in terms of the Basic Conditions of Employment Act for compulsory Sunday work and granted permission for voluntary overtime only.

"Not so," said Nettex personnel manager Leon Garisch. "Although we had discussions with the department about compulsory Sunday work we applied only for a renewal of our permit for voluntary Sunday work, which we were first granted about two years ago. This had to be renewed annually and previously the union supported our application.

"This lapsed in December but we only found out in January when a union action in the Industrial Court against a company plan to introduce a system which would have involved Sunday shift work came to court. "Because our exemption had lapsed we were in breach of the law and therefore we had no defence.

"Agreement was reached that we would first apply to the department for the exemption to be renewed before we carried on."

The dispute started in October 1987 during wage negotiations when Nettex management said it wanted to introduce continuous operation for economic and financial reasons.

Actwusa objections led to the appointment of an outside consultant to conduct a study paid for by the company on the social, economic and health implications of Sunday and shift work.

The survey pointed out the disadvantages on health, social and family life. This week Actwusa called the concept "inhuman."

"That's all very well," said Mr Garisch. "We recognise the disadvantages and have offered to negotiate compensation with Actwusa. But for Nettex the bottom line is that we need to utilise fully existing plant and equipment to meet the demand for our products and take advantage of export opportunities.

He said the problem was to strike a balance between company interests and worker interests, neither of which could be absolute.

"Our problem is that we're very concerned the union now rejects Sunday work altogether. We'll now have to seek an exemption for compulsory Sunday work."

He said the majority of employees had agreed to voluntary Sunday work so that the plant was effectively in continuous operation while extending the system would, at a conservative estimate, create about 25 percent more jobs.

# Rift in metal industry far from healed

By Mike Siluma,  
Labour Reporter

Disagreements between metal industry unions and employers on wages, new jobs and security remain despite a third round of talks between the parties this week.

A major hurdle was cleared when employers agreed to a demand that the industry's pension fund be converted into a provident fund, but the National Union of Metalworkers (Numsa) reported little progress elsewhere.

Mr Brian Angus, director of the Steel and Engineering Industries Federation (Seifsa), said it had agreed in principle to the conversion of the Metal Industries Group Pension Fund to a "flexible benefit fund", allowing for lump sum payments on workers' withdrawal.

The offer was conditional upon satisfactory negotiations on the details of the conversion and agreement on all other matters in the current talks.

Seifsa made offers on the sick pay fund and shift allowances.

A Numsa statement yesterday attacked a proposal that small companies should be exempted from minimum standards negotiated during the talks.

Any concessions on pay by Numsa depended on Seifsa conceding to demands regarding job security and employment creation.

The talks resume on May 16.

1223

TUESDAY, 23 MAY 1989

(iii) No

(iv) No

(b) (i) Yes

(ii) No

(iii) No

(iv) No

(c) (i) No

(ii) No

(iii) No

(iv) No

(2) (a) Loans R26 774 544

Lines of credit Guaranteed overdraft facilities R45 000 000

(b) amount in respect of loans outstanding as at 31 March 1989 R30 032 335  
The information furnished above is only in respect of the activities of the Department of Foreign Affairs and therefore does not include any possible assistance by other RSA Departments or agencies

Distribution of certain publication abroad

405 Mr W J D VAN WYK asked the Minister of Foreign Affairs:

(1) Whether a certain publication, the name of which has been furnished to the Minister's Department for the purpose of his reply, is being distributed abroad by his Department, if not, why not, if so, (a) in which countries, (b) in what quantities and (c) at what cost,

(2) what is the name of this publication?

B727E

The MINISTER OF FOREIGN AFFAIRS

(1) No

The results of a worldwide survey showed that this publication did not reach opinion-forming target groups and that from a communications viewpoint it was ineffective. These results together with the high costs involved in disseminating it abroad forced the Department to discontinue distribution of this publication and to replace it with a more cost-effective and purposeful image-building instrument

(2) "South African Digest"

HOUSE OF ASSEMBLY

1224

USSR/RSA: serving of formal links

408 Mr H J COETZEE asked the Minister of Foreign Affairs

(1) (a) When were formal links between the Soviet Union and South Africa severed and (b) what were the reasons for the severing of these links,

(2) whether these reasons are still valid, if not, to what extent have they changed?

B734E

The MINISTER OF FOREIGN AFFAIRS

(1) (a) The Soviet consular representative in Pretoria was requested on 1 February 1956 to close the Soviet consular missions in Pretoria and Cape Town and to withdraw their personnel by 1 March 1956

(b) This decision was taken because Soviet consular representation in South Africa at that time was not considered to be in the interests of South Africa

(2) The Honourable Member is referred to my comments on this subject in the Extended Public Committee on 3 May 1989

Industrial accidents

423 Mr P H P GASTROW asked the Minister of Manpower

(1) (a) How many industrial accidents occurred in 1988 and (b) what was the total cost of these accidents to (i) the State, (ii) the Accident Fund and (iii) insurance companies,

(2) (a) how many persons (i) applied for and (ii) received compensation in terms of the Workmen's Compensation Act, No 30 of 1941, and (b) what was the total amount paid out in compensation, in that year,

(3) what was the total period for which the persons injured in such accidents were absent from work?

B844E

The ACTING MINISTER OF MANPOWER

(1), (2) and (3) Figures for 1988 are not as yet available

1225

TUESDAY, 23 MAY 1989

Industrial accidents: disablement/deaths

424 Mr P H P GASTROW asked the Minister of Manpower

(1) How many workmen in each race group (a) suffered permanent disablement and (b) died as a result of injuries sustained at work in 1988,

(2) (a) how many industrial accidents occurred in the Republic during the latest specified period of 12 months for which figures are available, (b) what amount was paid out by the Accident Fund in respect of such accidents and (c) what was the total period for which the persons injured in such accidents were absent from work?

B845E

The ACTING MINISTER OF MANPOWER

(1) Figures for 1988 are not as yet available

(2) The most recent figures available are for 1985

(a) 241 820 as contemplated in the Workmen's Compensation Act, Act no 30 of 1941

(b) R90 117 742

(c) 2 588 404 man-days

Industrial Court

425 Mr P H P GASTROW asked the Minister of Manpower

(a) How many cases were referred to the Industrial Court, (b) how many of these cases were settled before evidence was called, and (c) how many status quo orders were (i) granted and (ii) refused, in 1988?

B846E

The ACTING MINISTER OF MANPOWER

(a) 3 838

1226

(b) Statistics are not kept on this basis. However, 1 251 cases were settled before or after the hearings, and 613 during the hearings

(c) (i) 179

(ii) 274

National Liquor Board, operating cost

504 Mr R R HULLEY asked the Minister of Economic Affairs and Technology

What was the cost of operating the National Liquor Board in 1988?

B965E

The MINISTER OF ECONOMIC AFFAIRS AND TECHNOLOGY

R894 756 during the financial year 1987/88 (latest available data). The amount includes the expenditure in respect of the Directorate of Liquor Affairs in the Department of Trade and Industry

Own Affairs

Teacher/pupil ratio in schools

59 Mr A GERBER asked the Minister of Education and Culture

What was the teacher/pupil ratio in schools under the control of his Department in 1986, 1987 and 1988, respectively?

B951E

The MINISTER OF EDUCATION AND CULTURE

1986 1987 1988

1 17,80 1 17,79 1 17,80

This information is for ordinary public schools

HOUSE OF ASSEMBLY

# Mobil strike suspended for yet another 24 hours

151  
BID my 23 75787

ALAN FINE

THE resumption of the strike at Mobil by members of the Chemical Workers' Industrial Union (CWIU) was suspended yesterday for another 24 hours after "a hard but reasonably fruitful day of negotiations"

Mobil and CWIU representatives said the talks, over matters related to the US-based parent company's disinvestment exercise, could continue into the early hours of this morning

The main point at issue at the meeting in Pretoria was the amount, and distribution, of compensation payments to be made by the departing company to employees Mobil earlier countered the CWIU demands of one month's pay a year of service with an offer of two weeks pay for each employee

The union rejected the offer but then, according to a Mobil spokesman, both sides revised their positions Neither Mobil nor the CWIU were willing to divulge their latest proposals

A week-long strike at 16 distribution depots, with Durban refinery workers threatening to join in, was initially suspended on Friday until midnight last night by a mutually agreed Industrial Court order

The CWIU's urgent Industrial Court application for the sale of Mobil SA to Gencor to be halted pending the completion of negotiations was adjourned until today Papers filed before the court relating to the agreement of sale show that, although Gencor is entitled to use the name Mobil for the next five years, the purchaser will not pay any royalties to the Mobil Corporation

They also show there is no provision for the transfer of new technology from the Mobil Corporation to Gencor from the time the sale goes through, scheduled for July 1

SISI

# OK WAGE TALKS TODAY

A CONCILIATION board hearing to resolve the dispute between the Commercial Catering and Allied Workers' Union of South Africa and OK Bazaars starts today

The dispute revolves around OK manage-

By LEN MASEKO

ment's offer of R85 a month, which has been rejected by the union in favour of an across-the-board hike of R160 a month

The union has proposed that management raise the current minimum pay of R500 to R660 a month for Ccawusa members who have worked for the

retail chain for more than 12 months

Ccawusa is also demanding recognition of May 1 as a paid holiday and a guaranteed annual bonus

Meanwhile Ccawusa has declared a dispute with Checkers over wage increases

The dispute between Ccawusa and the company revolves around the union's

demand for an across-the-board hike of R202 a month

A Ccawusa spokesman said Checkers management had started with a low offer of R45 a month

Other Ccawusa demands include recognition of May 1 as a paid holiday, 13th cheque, an extra week's annual leave, a R700 minimum wage and a staff discount of 15 percent

Pick 'n Pay has reached a wage settlement with Ccawusa for an across-the-board rise of R146,87 a month, raising the current minimum paid by the supermarket group to R750. The two parties, in addition, have agreed on improved bonus and funeral benefits.



## Ccawusa, Trador reach agreement

(5) The Commercial, Catering and Allied Workers' Union (Ccawusa) had reached a wage and working conditions agreement with the Trador group, guaranteeing individual increases of R150/month for more than 1 500 workers, a union spokesman said

### HOLIDAY

The agreement included the recognition of March 21 (Sharpeville Day) as a paid holiday and that the company would no longer employ casual workers.

No workers would be required to work overtime

Negotiations on a provident fund, parenting rights and a housing scheme are to take place over the next 12 months

# Strike looms at Mobil as Sapref settles

*KEA* Own Correspondent *KEA*

DURBAN— Production at strike-hit SA Petroleum Refineries (Sapref) here was back in full swing yesterday, following the end of an almost week-long strike by more than 600 workers.

But at Mobil's Durban oil refinery, talks between management and Chemical Workers' Industrial Union representatives were still under way late yesterday in a bid to stave off threatened strike action by 450 workers in support of higher pay demands. *(15/12)*

Pat Horn, the union's southern Natal petroleum co-ordinator, said although the wage dispute with Sapref was resolved, there were still "a number of items", particularly educational assistance for workers' children, which caused problems. *(16/11/87)*

Sapref promised last November to negotiate with the union but had since refused to do so.

"We find this highly disappointing and unacceptable," she said, adding that this was unlikely to lead to any strike action owing to strike legislation.

Sapref MD Henri Joubert said most workers reported for duty yesterday morning, and he was optimistic that conditions would be normalised shortly.

Commenting on the dispute over educational assistance, Joubert said the type of financial assistance requested would discriminate against workers because allocations would be based on the size of the family.

Horn said Mobil refinery workers were likely to begin strike action tomorrow, as Mobil was offering workers "much less" in wage relief than Shell.

A spokesman for Mobil could not be contacted for comment yesterday.

THE TRADE union movement is coming to grips with the issue of housing, which could become one of the most important items on the collective bargaining agenda.

A discussion paper recently circulated within the National Union of Metalworkers of SA (Numsa) is one of the first attempts by a union to set its own agenda where government and the private sector has so far taken the initiative.

The paper argues the consequences, and in some cases the intention, of state and private sector black housing policies would be the creation of a new privately-housed elite comprising the better-paid sector of the workforce.

The majority, those on the lower end of the pay scales and the unemployed, unable to afford even a sub-economic R25 000 house, would remain victims of SA's severe housing shortage.

Therefore, the paper says, when Numsa — at its May conference — formulates a comprehensive policy, the main focus should be on finding solutions to the housing problems faced by this group and to minimise potential for social stratification.

THUS, it says, a major housing campaign "will have to include calls for the construction (adap-

# Homing in on housing

tation in the case of hostels) of homes and flats for rental by blacks, as well as for the scrapping of building restrictions on individually-owned plots, so facilitating owner-built unconventional housing."

Demands can be made to employers and employer organisations, but they would be interested only insofar as it affects their employees. This would not aid the unemployed.

Given this, and that land allocation is in the hands of local authorities, a serious housing campaign would have to address the question of the possibility of negotiations with black local authorities or RSCs.

The paper proposes the establishment of democratically-controlled housing advice offices in each township to handle individual home ownership problems and to develop local housing campaigns. The strategy would also require the resuscitation of community organisations to participate in housing matters.

Finally, the paper argues, unions need to become more pro-active regarding company

housing schemes, which presently offer only private conventional home ownership in urban areas. Demands must be made for serviced sites for owner-built homes, and rentable houses and flats. Equal subsidisation must be provided to employees who opt, for example, for rural home development, and company subsidies should not discriminate against older, female, or rurally-based workers, it concludes.

CAN NEW talks between trade unions and the SA Co-ordinating Committee on Labour Affairs (Saccola) employer group on labour legislation succeed? The unions, and at least one component of Saccola, are sceptical that Saccola structures lend themselves to national resolution of the debate.

The question arises after the decision by last weekend's worker summit in Johannesburg to draft a new version of the Labour Relations Act

for negotiation with individual employers and their organisations.

The unions will, simultaneously, seek amendments to recognition agreements creating rules and structures by-passing the disputed sections of the Act and the Industrial Court.

Cosatu vice-president Chris Dlamini is optimistic that agreements can be reached with "liberal" employers, but foresees a widespread necessity in many cases to follow the summit's recommendation to declare disputes.

A national agreement with employers is unlikely, he believes, because of Saccola's incohesiveness, which renders members unable to reach consensus among themselves on complex and controversial issues. Saccola chairman Bobby Godsell said this week his organisation would approach new talks in a constructive spirit and, if the unions did the same, there were good possibilities for progress.

However André Lamprecht, who represented Assocom in last year's Saccola/union talks, appears to agree with Dlamini's assessment of Saccola. He told a management conference last month that Saccola — an organisation with limited, if any, political cohesion, a lack of flexibility and where members are also business competitors — was unsuited to the role of collective bargaining.



(151)

2/Dag 10/3/87

## REVIEW

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# NUM to propose mediation

14/3/69

Labour Reporter

(5)

The National Union of Mineworkers (NUM) would propose mediation to resolve a wage strike by hundreds of members at Rustenburg Refineries which had lasted for nearly two weeks, the union said yesterday

According to the union, about 800 workers are participating on the sit-in

strike Management said about 200 out of 500 strikers were actually sitting in

The NUM is demanding a 22 percent, across-the-board wage increase, which would raise the minimum wage to R689 a month Management has offered a 14,5 percent raise.

The union is also putting forward other demands

# Union fights JD Group over laying off of 469

THE JD Group is locked in battle with the SA Commercial and Catering Workers Union (Ccawusa) over retrenchment of 469 workers at World Furnishers.

The retrenchments are a result of the group's decision to shut down 10 World stores this week, because sales and staff productivity were dropping.

Ccawusa organiser Mike Tsotetsi said the union was going to "resist" retrenchment "in whatever form is deemed necessary by the workers".

The situation at World did not warrant retrenchments, and JD and Ccawusa had not reached consensus on the issue, he said.

"Management is aware that we will resist. They have put us in a position where we are forced to defend ourselves." Retrenched workers would refuse the package offered to them.

JD said in a statement yesterday workers affected by the closures would receive between R1 000 and R7 500 in retrenchment packages, depending on the length of their service. Five workers would receive more than R7 500.

"As soon as management's study of World's ominous 1988 figures were

SYLVIA DU PLESSIS

available, they were discussed with Ccawusa," the group said.

However, Ccawusa has denied that the figures were discussed with them.

"We deliberated with JD on a number of occasions, but it was clear to us that they had a fixed and settled intention to retrench," Tsotetsi said.

"Talking to us was a mere formality. They were merely defending the decision they had taken at board-level."

## Shareholders

JD Group MD David Sussman said last night that in terms of an agreement between World and Ccawusa, management was required to consult with the union on retrenchments.

"We have done this to the letter and in the spirit of the agreement. What we are doing is not only for the benefit of the company, but ultimately for the benefit of our workers and our shareholders," he said.

The World stores facing closure this week are in Johannesburg, Pretoria, Pietersburg, Rustenburg and Vereeniging.

operative with the police that he gave out information that SA

CAPE TOWN

S/Tues 26/3/87

# Discipline undermined by precedent twisters

(32) (10) (102) (151)

THE handling of disciplinary inquiries has become an important aspect in South Africa's industrial relations, but few managers have knowledge or experience of it.

Gillam, Bruniquel & Associates executive director Bruno Bruniquel says the handling of these inquiries has become technical, and is more difficult than it appears

"All too often the outcome is determined by the performance or skill of the participants rather than the merits of the case," says Mr Bruniquel

Precedents or case law determined by the industrial courts place the onus on

the employer to comply with the concepts of procedural and substantive fairness in discipline cases

Mishandling by management results not only in huge legal costs, but in the erosion of discipline on the shopfloor. The long-term outcome can only be poor productivity and industrial action

"The unions are putting a lot of effort into training shop stewards. Employers must do the same for management and supervisors

if they are to keep control of things"

Mast SA management consultant Cliff Bird believes that apart from training managers specifically in the handling of disciplinary inquiries, middle management is not sufficiently equipped in people skills

"Middle managers are generally far too technically oriented and not really equipped to deal with managerial problems. They do, however, face a unique set of pressures

"First and foremost there is a pervasive anxiety about the country's political and economic future. Second, your typical manager's day involves a far greater degree of conflict management than experienced by our Western and Eastern counterparts"

Mr Bird says the needs of people in organisations are not adequately addressed and this tends to give rise to worker-management conflict, job dissatisfaction and an attendant drop in productivity

TOP 100 COMPANIES

PAGES AND PAGES OF THE BEST JOBS IN SOUTH AFRICA

MANPOWER  
MIRROR BY  
ROBYN  
CHALMERS

# Agonising issue of social responsibility

THE concept of corporate social responsibility programmes (CSR) has been a contentious issue between management and trade unions for years.

Many trade unionists believe that such programmes are patronising and paternalistic, and management sees them as vital to ensure a worthwhile future for South Africa.

Towards the end of last year the oil companies ran into trouble with the Chemical Workers Industrial Union (CWIU) when it declared a dispute over the fact that the employers refused to discuss the way corporate profits were spent on CSR.

This was only one of the many disputes arising over the concept of CSR, leading to dissatisfaction among not only workers but management which allegedly cannot understand why its good deeds are not appreciated.

A conference was held in Johannesburg to discuss the issue.

Barlow Rand director Charles Lipp, who opened the conference said a realisation was dawning among business leaders that the solutions to socio-political and socio-economic problems did not lie alone in the promotion of the quality of life, or the many concepts that went to make it up.

"What we are coming to appreciate is that the individual human being, for intrinsic worth as such, is the focus of attention in the final analysis. At Barlow Rand we believe that, with legitimate self-interest, we are attempting to invest in the country's healthy future existence.

"We hope our contribution will help to produce an economic environment in which our group is able to continue to thrive."

PG. Bison chief executive Leon Oshen looked at the history of CSR, saying he considered the advent of the union movement to be one of the most important catalysts of change in SA.

"It challenged traditional authoritarianism with its dependence on threat or paternalism to motivate the workforce.

"While managements were introduced to the process of negotiation and through this process began for the first time to recognise the workforce as comprising real people.

"It gave to the blacks the realisation of just how important they are to commerce and industry and, more consequentially, the recognition of their ability to organise and mobilise.

The toughest lesson management had to learn, he said, was that SA was becoming poorer. Reality was that the nation and managers were in a squeeze, and they had to ask themselves what they could do to take them-

sever successfully into the 21st century.

"Be it self-interest, be it fear or threat, the challenge we saw was that if we did not increase the capacity of business to stay in business, then no matter whether all concerned commenced right now a process of consultation toward real change, there would still in fact be no worthwhile future to which we could look forward."

As a result corporations looked at four major areas in which to invest funds — education, health, housing and employment. The objectives of investment in such areas were seen as setting up an economic, social and politically stable environment, optimising profits and causing a positive image among employees and consumers.

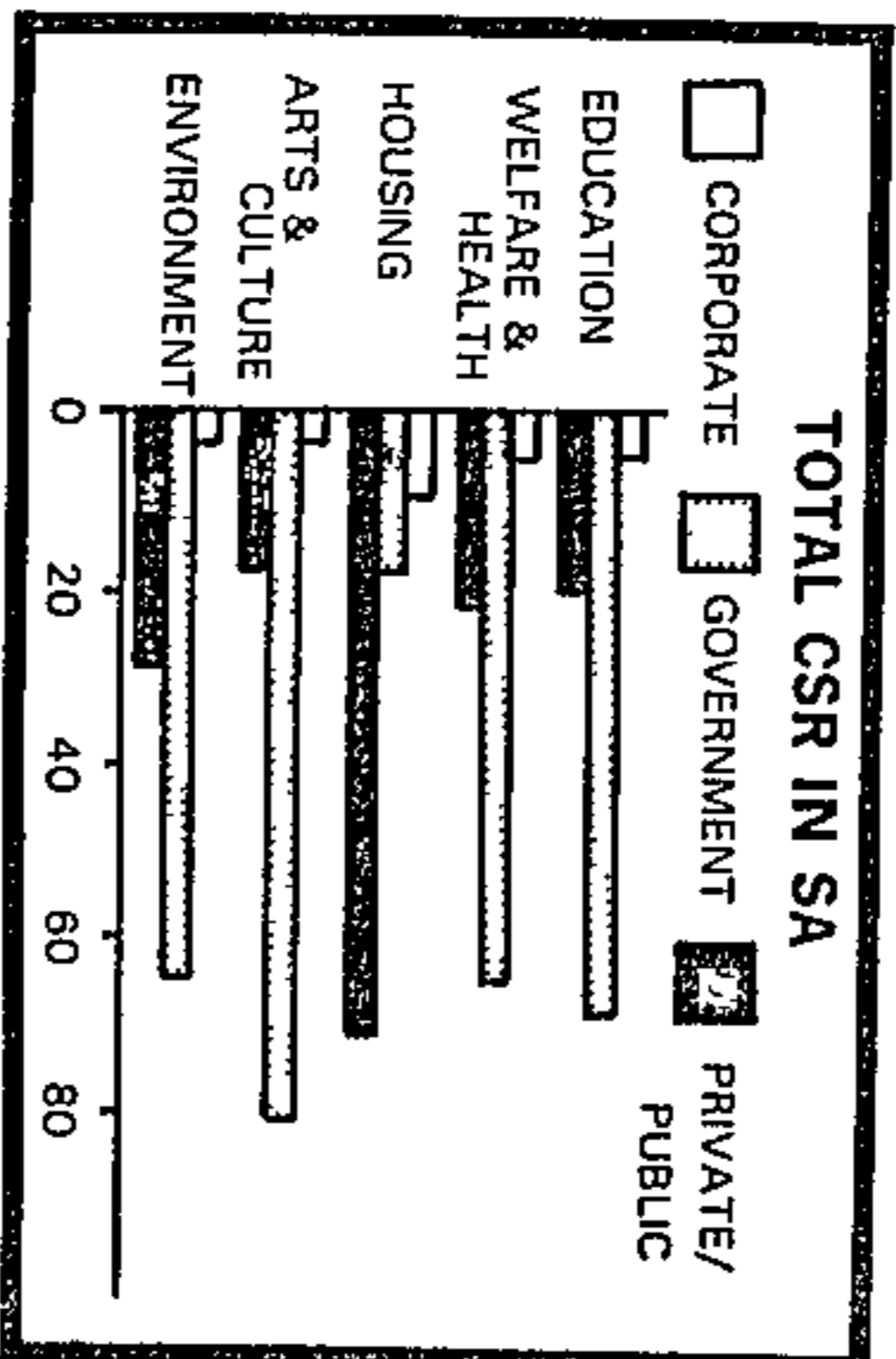
It is the last point which brings CSR programmes into conflict with unions.

Workers believe that companies are not genuine in their attempts to help the underprivileged, and are merely looking for favourable publicity.

A survey by ITG chairman Jonathan Harrod identifies SA Breweries, Shell, Coca Cola, Anglo American, Pernix, Pick n Pay and First National Bank, among others, as giving exceptionally good community support.

Some of these companies, such as Shell place emphasis on consultation with the people they are helping. Other firms refuse to consider them at all in decision making.

Although some may argue that the end justifies the means unions are adamant that they should have a say in the way in which profits are spent. They argue that workers played a large part in generating profits.



# ZCC attempt stopped — Tawu

THE attempt by the Zion Christian Church owned Rahwaduba Buss Service, to stop the appointment of a conciliation board into a dispute with the Transport and Allied Workers Union has failed, the union announced yesterday

A Tawu spokesman said the Department of

**SOWETAN  
Reporter**

Manpower had informed the union that a sitting of the conciliation board would commence today in Pietersburg

The dispute arose from the dismissal of 20 Tawu members on February 13 following a work

stoppage over wage increases. The 20 were fired by the head of the Zion Christian Church, Bishop Barnabas Lekganyane.

The bishop is managing director of Rahwaduba. When the union applied for a conciliation board, the company opposes its establishment

151

3/13/68  
Sowetan



## Workers seek bigger share of profits

**THE Commercial Catering and Allied Workers' Union of South Africa and Pick 'n Pay resume wage talks on April 7.**

The negotiations are part of a fresh bid to break the deadlock between the two parties after the two failed to reach agreement at mediation proceedings on March 13 and 14.

The wage dispute revolves around the company's offer of R130 across-the-board increase, which has been rejected by Ccawusa in favour of a R160-a-month rise.

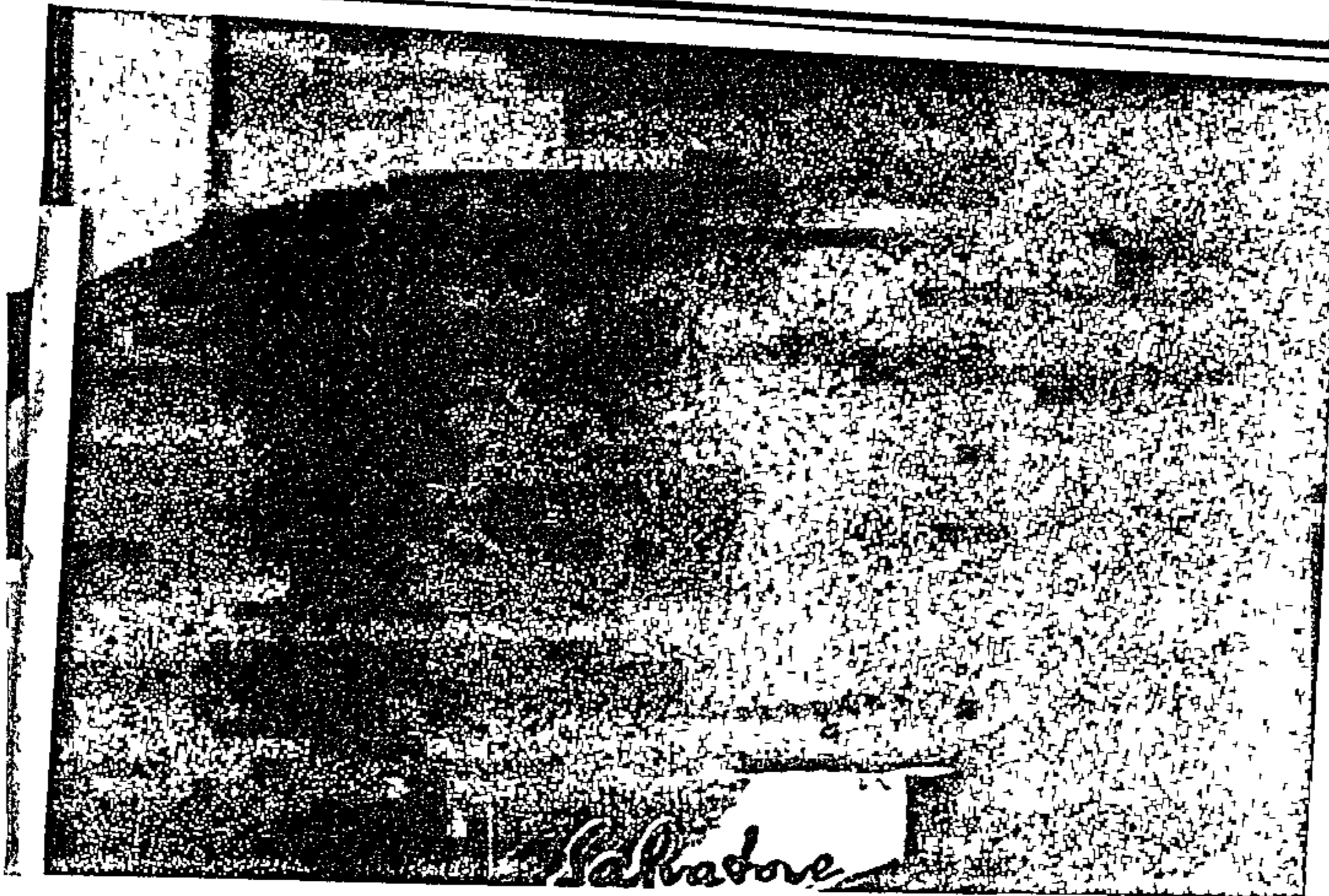
- Wage talks between Ccawusa and Pepkor, parent company of Pep and

Ackermans stores, have also reached a stalemate

A spokesman for the union said Ccawusa had rejected Pepkor's average wage offer of R132,50 a month.

Meanwhile, Sapa reports a new wage agreement giving employees in the newspaper distribution industry in the Transvaal a minimum wage of R700 per month has been reached between Allied Publishing Limited and the Ccawusa.

Mr J C Mould, MD of Allied Publishing, yesterday said employees would also receive an across-the-board increase of 16 percent as part of the settlement.



# Council, union in agreement

By Stan Hlophe (15)

The Soweto City Council and the South African Municipal Workers Union (Samwu) have reached agreement on last year's three month strike by 3 500 council employees

The council said the parties had agreed on the following

- The council would employ former employees who had existing housing loans for which the council had issued guarantees
- Former employees who had obtained housing loans before July 20 1988 from a registered financial institution would be appointed at the council's discretion from March 1 and the council undertook to pay their wages, housing, pension, group funeral scheme, and medical scheme subsidies
- The council has undertaken not to victimise former employees

5/06 29/3/89

# ZCC men absent at hearing

THE Conciliation Board sitting scheduled to discuss the dismissal of 20 members of the Transport and Allied Workers Union by Bahwaduba Bus Service in Pietersburg did not take place because the company representatives failed to turn up, the union said. *Sonelan*

The matter has now been referred to the Industrial Court for hearing, a union spokesman said. The decision to refer the matter to the Industrial Court came after the Conciliation Board had waited for an hour after due starting time for Bahwaduba representatives.

The 20 workers were dismissed on February 15 following a work stoppage three days earlier to demand wage increases. The company is owned by the Zion Christian Church and the dismissals were done by the head of the church, Bishop Barnabas Lekganyane.

The company had earlier opposed the institution of the Conciliation Board

Ci Times  
11/4/89.

# Wage talks at Pick 'n Pay break down

(51)

By Mike Siluma,  
Labour Reporter

Wage negotiations between South Africa's largest retail trade union, the Commercial, Catering and Allied Workers' Union (Ccauusa) and supermarket chain Pick 'n Pay have broken down and the union has applied for a Conciliation Board hearing.

According to Ccauusa, mediation broke down over the union's demand for an across-the-board monthly increase of R160 against a company offer of R142,50.

The union's demand would raise the monthly minimum pay at Pick 'n Pay to R790, as opposed to the R760 offered by management. A union spokesman said the company could afford the increases "due to its exceptionally healthy financial position".

## FUNERAL BENEFITS

Issues where agreement had been reached included improvements to bonuses and funeral benefits. In addition, the company undertook to "communicate with the Government on the alignment of Workers' Day and May 1". The negotiations, covering 14 763 permanent and 338 part-time employees countrywide, are generally regarded as a trendsetter for the industry, with Pick 'n Pay paying the highest wages of the major retail companies.

● Retrenchment-related strike action, which broke out at Siemens' Watloo, Pretoria, plant last week has spread to operations at Rosslyn, Isando and Spartan, the National Union of Metalworkers said.

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# Pick 'n Pay wage talks deadlock

Staff Reporter

THE Commercial, Catering and Allied Workers' Union (Ccawusa) has applied for a conciliation board following a deadlock in annual wage negotiations with Pick 'n Pay, a union spokesman said yesterday.

Mediation, which followed the union's declaration of dispute, broke down with Ccawusa demanding a R160 across-the-board monthly increase on the current monthly minimum of R630, while the company is offering R142,50.

The union's bargaining unit comprises 14 763 full-time and 338 part-time workers, of whom 8 289 are members.

The company had undertaken to communicate with the government on alignment of Workers' Day and May 1, and to negotiate contracting out of parts of the Labour Relations Amendment Act, the spokesman said.

Too late for classification

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# P 'n P mediation fails

ALAN FINE

151

THE Commercial, Catering and Allied Workers' Union (Ccawusa) has applied for the establishment of a conciliation board to deal with its wage dispute with Pick 'n Pay after private mediation failed to resolve the matter

A union spokesman said yesterday the negotiations deadlocked with the company offering an across-the-board R142,50 monthly increase and the union demanding R160

P 'n P industrial relations chief Frans van der Walt said the improved benefits averaged out at R15 an employee per month

## Workshops on resolution of conflicts

The resolution of disputes and conflicts will come under the spotlight when the University of Cape Town's Centre for Inter-group Studies launches a national workshop programme this month.

Featuring a team of five Americans recognised in the field of resolving disputes, the programme will be aimed at enabling people to participate effectively in conflict situations.

At Wits Business School, a two-day workshop for human resources, personnel and union leaders will be held on April 25-26, followed by a seminar on April 27.

The contact person is Professor Loef Douwes Dekker at 643-6641.

There will also be two closed workshops.

A series of public meetings will be held in various centres under the auspices of the SA Association for Conflict Intervention (SAACI) and host organisations.

Star 13/4/84 (1008) (1010) (1012) (151) (1014)

**Labour Reporter**  
Siemens, plagued by strike action at six Reef undertakings, yesterday threatened to take legal action if striking members of the National Union of Metalworkers (Numsa) did not return to work

The strike by 900 to 1200 workers started at the Watloo, Pretoria, plant last Thursday,

## Siemens may go to court

with workers at Isando, Rosslyn, Spartan, Koedoespoort and Johannesburg joining later, the union said Siemens' warning came after the failure of all-

night mediation talks which ended yesterday.

The dispute centres on the proposed retrenchment of 136 workers from the Watloo plant, which the union said the company refused to negotiate

Siemens joint MD Mr Johan Trotskie said at least nine meetings had been held with the union

1



## We're in dispute, says OK Bazaars

OK Bazaars has confirmed that it is in dispute with the Commercial, Catering and Allied Workers' Union (Ccawusa) over wages

A company statement said the parties had agreed on a mediator and would meet later this month in an attempt to reach settlement

The company was willing to improve its offer of increases of between 11,6 and 15,8 percent, in return for a moderation of the union's demands. Ccawusa is demanding an across-the-board increase of R205 a month, plus improvements to staff benefits. About 9 000 workers are affected.

### Pay row move at OK

THE OK retail chain and Ceawusa have agreed on a mutually acceptable mediator to handle the dispute which has arisen between them over this year's wage negotiations.

The parties will meet again later this month in an effort to reach a settlement, the chain said.

In addition to its pay demands, the union is demanding a wide range of other benefits, including an increase in staff discount from the present 12% to 28%. — Sapa

151

Star 18/4/69

(151)

# OK workers in wage dispute

By Mike Shuma, Labour Reporter

The Commercial, Catering and Allied Workers' Union (Ccawusa) has declared a wage dispute with OK Bazaars after seven weeks of talks, the union said yesterday.

A Ccawusa spokesman said the dispute, affecting about 9 000 workers, centred on a number of issues, including wages.

The union was demanding a 10 per cent across-the-board increase of R205 a month, against a company offer of R79.

The dispute will go to mediation. OK management was unavailable for comment.

● About 600 Ccawusa members yesterday downed tools at Edworks' stores in the PWV area over wages, the recognition of May 1 as a holiday and improvements to bonuses. Workers were also protesting against the company's alleged refusal to recognise the union at its Bophuthatswana stores.

Edworks's group managing director, Mr Stewart Dodo, confirming a "stoppage" by Ccawusa members, said the union had rejected a company offer of individual increases of R100, which would bring the minimum rate to R520. He said he could not comment on behalf of the Bophuthatswana stores.



NATIONAL

# Union in dispute with OK Bazaars

*17/6/89  
18/4/89*

## The Argus Correspondent

JOHANNESBURG — The Commercial, Catering and Allied Workers' Union (Ccawusa) has declared a wage dispute with OK Bazaars after seven weeks of talks

A Ccawusa spokesman said the dispute, affecting about 9 000 workers, centred on a number of issues, including wages

The union was demanding an across-the-board increase of R205 a month, against a company offer of R79

"The union is aiming at significantly improving the present minimum wage of R500 a month"

The dispute would be referred to mediation

OK management was not available for comment

## 600 DOWN TOOLS

⊙ About 600 Ccawusa members yesterday downed tools at Edworks' stores in the PWV area over wages, the recognition of May 1 as a holiday and improvements to bonuses

Workers were also protesting against the company's alleged refusal to recognise the union at its Bophuthatswana stores

Edworks group managing director Mr Stewart Dodo said the union had rejected a company offer of individual increases of R100, which would have raised the minimum rate to R520

He could not comment on behalf of the Bophuthatswana stores as they were jointly owned with a Bophuthatswana-based company, Yabeng

# NUM seeks a 95% hike on minimum rates

THE NUM said yesterday it would enter the 1989 wage negotiations with the Chamber of Mines with demands for a R600 monthly minimum wage for underground miners and R543 for surface workers.

These demands, devised at the NUM congress which ended on Saturday, represent a 95% increase on the minimum chamber rates for gold mines and more on collieries.

However, the R600 represented a lower percentage increase on actual wages paid. It is 55% above the minimum underground rate at Anglo American, the group with the highest minimum pay scales.

**ALAN FINE (151)**

Substantial differentials on wage scales have developed between the six major mining groups during the last few years.

The demand for grade eight underground employees, the top grade negotiated for by the NUM, is R1 287, about 37% above the minimum chamber rate.

The congress resolved the mining industry "must make progress towards paying a living wage to all by 1991". It also called for a national minimum wage for the industry to reduce the differentials between

mining groups and further aimed to reduce skill differentials.

NUM general secretary Cyril Ramaphosa, re-elected at the congress along with the rest of the union executive, said the pay proposals "came close" to what the NUM saw as representing a living wage.

Asked about the ability of marginal mines to pay, Ramaphosa said the earnings of the super-performing mines in each group should be used to subsidise wage at those which were struggling.

However, it had to be accepted that some mines were reaching the end of their lives. **81 Dec 18/4/89**

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# Reinstatement of workers challenged

ARCAS 19/4/89  
Labour Reporter

THE reinstatement of 11 workers by the Industrial Court, dismissed after they went on strike last year, has been challenged in the Cape Town Supreme Court

Mr D van Reenen, appearing for Photocircuit, the company from which they were dismissed, claimed that the Industrial Court did not have jurisdiction in the case, had not applied its mind to the matter and the reinstatement was invalid

He argued that the dispute procedures for the Iron, Steel, Metal and Engineering Industries Industrial Council promulgated in 1987 had not been extended to non-parties such as Photocircuit

The council had no jurisdiction in the matter and could

not refer it to the Industrial Court and it had been improperly referred there by the union

The dismissed workers went on strike and were dismissed in May last year after Photocircuit had refused to recognise the Electrical and Allied Workers Trades Union or to implement stop orders for union dues

They were reinstated by the Industrial Court on the grounds that their dismissal was unfair

Mr A Oosthuizen, appearing for the Industrial Council, said the problems which led to the strike were very much wider than the question of stop orders and Mr Horst Peschkes, director of Photocircuit, had consistently refused to negotiate with the union

(Proceeding)

# 200 000 workers give thumbs up to merger

A MERGER between two major garment and textile unions under the Congress of South African Trade Unions (Cosatu) banner is on track

Special congresses last weekend of the two unions resulted in both organisations unanimously endorsing the move

The target date for the merger — involving the Garment and Allied Workers' Union (Gawu) and the Amalgamated Clothing and Textile Workers' Union (Actwusa) — has

By GAYE DAVIS

been moved from July 1 to later in the year

Gawu has 112 000 members and Actwusa 85 000.

At its congress in Cape Town, Gawu delegates voted unanimously in favour of affiliation to Cosatu. Actwusa is already an affiliate

Gawu general secretary Des Sampson said this week Gawu intended

running an education programme involving all levels and structures in the union on South Africa's political situation.

The programme would be based on the Freedom Charter and constitutional proposals issued last year by the African National Congress

The union would also launch a campaign for a national living wage for the garment industry and the establishment of a national industrial council.



WMAIL 21-27/4/89.

## Dispute for mediation

THE Food and Allied Workers Union and the management of Ruto Mills will go to mediation on Sunday to resolve a wage dispute involving more than 800 workers.

(151) (152) (153)  
A FAWU spokesperson said yesterday that both parties agreed that a settlement be mediated after workers were locked out a week ago. The lock out followed a go slow strike over demands for better wages.

Sowetan 2/1/89

W. Norris



INVESTMENT / BUSINESS

# Silence from Cape company

WHAT a wonderful bird is the fax machine.

Not only does it dispense information at a remarkable rate, it can also swallow it quite efficiently.

A daily newspaper is always trying to strike a balance between several conflicting factors: the need to publish news as swiftly as possible has to be offset against the need to give both sides of a story, if possible.

For this, the good old telephone is generally most useful. Something happens, you get one version of a story from one source and then call the other side to get their version.

Even if the other side doesn't want to talk about it, you still come away with a comforting feeling that they've been given their chance



Recently, members of the Food and Allied Workers' Union (Fawu) working for Bonnie Bird at Bellville were unsettled by what they said was a management plan to ballot workers to establish Fawu's representivity.

Workers claimed this was a waste of time and were worried about further implications for company's industrial relations policy because, as a result of a corporate deal, Bokomo had acquired half of what was formerly Premier Food Industry's broiler division and had taken over management.

It seemed like one of those cases where there had possibly been mistakes in interpretation of intention or a breakdown in communication of some sort and the necessary enquiries were made at Bokomo. Because, if a change of management did herald a change of industrial relations policy it could have implications for employees and company productivity.

Claims were that Bokomo wanted existing national agreements between Premier and Fawu to be renegotiated at plant level when they expired.

Fawu's policy has been to work towards national agreements and national negotiations (ask SAB) and would see any move away from this as a retrograde step and one would expect members to defend gains they had made.

Not to put too fine a point on it, if the claims were true it's possible that negotiations between Bokomo and Fawu might become somewhat fraught in coming months.

If they aren't true then there are misunderstandings — which can often be more harmful to good relationships than the hard truth.

MD of Bokomo's poultry division Rudolph Koen would not talk about it on the telephone, but asked for questions to be sent via the fax machine. Which was duly done. And nearly a month later the silence still hangs over us.

Perhaps the company perception is that its internal communications are so good that they will swiftly and efficiently clear up any misunderstandings.

Perhaps the moon is made of green cheese

Star 26/4/89

## Pick 'n Pay, union, agree on conditions

By Mike Siluma,  
Labour Reporter

Pick 'n Pay and the Commercial, Catering and Allied Workers' Union have agreed on wages and working conditions for 1989 after three days of conciliation board hearings, the company said yesterday.

Full-time workers in the company's employ prior to the agreement will receive individual increases of R146,87 a month, backdated to March 1 1989, and effective until February 1990. Other issues agreed upon were.

- A new monthly minimum rate of R750, up from R630, and improvements to the bonus scheme

- A 44 percent increase in the funeral benefit scheme pay-out.

- That employees be entitled to observe March 21 (Sharpeville Day) on a no-work, no-pay, no-penalty basis.

Discussions on issues such as working hour patterns, productivity, the recognition of traditional doctors and healers, and job security for detainees, will be held from June.

# Pick 'n Pay expects 'worker co-operation'

UNIONISTS were told that in view of this week's significant wage agreement the company expected co-operation on productivity, work flexibility and courtesy to customers, Pick 'n Pay's Frans van der Walt said yesterday

Pick 'n Pay and the Commercial, Catering and Allied Workers' Union (Ccawusa) had reached agreement on a R43m wage package for the year from March 1, the union announced yesterday

The agreement is likely to put pressure on other retailers to

*Blind 26/4/89*  
**ALAN FINE**  
match the increases The OK Bazaars is about to enter mediation with Ccawusa with its latest offer of a R79 across-the-board increase, against the union's R205 demand

The R146,87 a month across-the-board settlement, which followed six days of mediation and conciliation proceedings, represents an average 19,9% increase for the more than 14 600 permanent and 8 000 casual staff members

*(133) (151)*  
A Ccawusa spokesman said union efforts since 1985 had improved real wages at Pick 'n Pay by 123% However, this was from an extremely low base

The agreement also provided for a R750 minimum wage, an improved bonus scheme and funeral benefit, and company commitment to negotiate contracting out of the Labour Relations Amendment Act and to communicate with government on the alignment of Workers' Day and May 1

**Labour Briefs**

**Mayday row averted**

A MAYDAY showdown between the Garment and Allied Workers' Union (Gawu) and Cape clothing employers appears to have been averted.

Gawu regional secretary Lionel October said most employers had reached agreement with their workers

Some workers are getting the day as a paid holiday, others as an unpaid holiday and others will be swopping it for Republic Day

**Liquor dispute**

THE Hotel, Liquor, Catering and Allied Workers' Union is seeking legal advice on behalf of 70 workers, who were dismissed last month from the Seven Eleven chain of stores following a three-day work stoppage.

A union spokesperson said the stoppage was to protest the refusal by Seven Eleven owner, Mr George Hadjidakis, to recognise the union

Hadjidakis is chairman of Hellenic football club

**Stalemate at OK**

THE Commercial, Catering and Allied Workers' Union has agreed to mediation in a wage dispute affecting more than 9 000 OK Bazaars workers

The union declared the dispute with OK after wage talks stalemated earlier this month

OK has offered a monthly increase of R79 while the union is asking R205

**Bid to end strike**

THE National Union of Mineworkers has proposed arbitration in an attempt to resolve the longest strike in the union's history

About 550 Num members have been on strike at Rustenberg Platinum Refineries for 55 days over a wage dispute

The workers are holding out for a 22 percent wage increase while management has offered 14,5 percent

Mediation talks broke down earlier this month

A Refineries spokesman denied that the strike had seriously affected production resulting in the cancellation of million rand orders

Handwritten notes in the left margin: 68/5/89, 27/4-3/5/89, and a circled '5'.

# Public servants win right to collective bargaining

CAPE TOWN — Public servants are to be given "collective bargaining rights" in terms of a Bill introduced in Parliament yesterday.

Minister of Administration and Privatisation Dawie de Villiers announced yesterday that the Public Service Amendment Bill would provide collective bargaining rights for remuneration and certain other conditions of service



● DE VILLIERS

The legislation will not apply to educators, but a Bill with a similar objective for them is being prepared. Cabinet will still be able to refuse the

### Political Staff

implementation of any agreement, although it will be obliged to give full reasons for doing so to the Public Service Central Bargaining Council (CBC)

Bargaining rights will be exercised in the CBC

De Villiers said in a statement that public servants were excluded from the main provisions of the Labour Relations Act, and the recognised staff associations could only advise the Commission for Administration on salary and other conditions of service issues

He said the staff associations had several times requested the right of collective bargaining

The Commission for Administration and staff associations had developed a system

for collective bargaining which had been submitted to Cabinet and now formed the basis for the Bill

De Villiers said the CBC would have equal numbers of representatives from employer and staff associations, and decisions would be taken by consensus

### Disputes

It was envisaged that decisions of the CBC would be contained in agreements binding on both employer and staff, and that only the Cabinet would be able to refuse the implementation of such an agreement

Provision was also made for external settlement of disputes by an impartial outsider under certain circumstances, De Villiers said.

Badenhorst agrees

Good experts now claim

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# Talks <sup>151</sup>deadlock

*3/5/89*  
AFTER two months of wage negotiations, including two days of mediation, Ccawusa and OK Bazaars are in deadlock over a wage increase for 1989.

In a statement yesterday the union said Ccawusa was demanding a R160 across the board increase, effective from April 7, 1989 for 12 months.

The union said OK Bazaars was offering R85 across the board increase or a 12 percent increase.

The union is also demanding May 1 as a paid commemoration day, a guaranteed annual bonus and that a company minimum wage of R660 per month be introduced.

The statement said the company minimum wage was presently R400 per month and union members with more than 12 months service had a minimum wage of R500 per month.

The statement said it had been pointed out to

the company that even R660 per month was below most living level estimates

The union has also informed the company that the present trend in low increases paid by OK Bazaars must stop and union members were expecting a substantial improvement to wages this year, the statement said.

The parties have agreed to go to a conciliation board hearing on May 25 - 26.

Currently OK has 207 outlets employing a total of 25 204 employees, out of which approximately 22 000 are non-managerial staff. — Sapa

He said Masa had consistently opposed the fragmentation of medical services and had told government so on a number of occasions

## Mobil, CWIU to meet for discussions on disinvestment

ALAN FINE

REPRESENTATIVES of Mobil Oil SA and the Chemical Workers' Industrial Union (CWIU) are due to meet on Monday for negotiations over Mobil's withdrawal from SA, a day ahead of the resumption of the union's urgent court application.

There are strong indications there will be differences between them over the breadth of the agenda, given Mobil's view that the sale of its local assets to Gencor is a *fait accompli*.

CWIU general secretary Rod Crompton said yesterday the entire CWIU package of disinvestment demands remained at issue

The CWIU has asked the Industrial Court to halt the sale pending negotiation of the union's disinvestment demands first submitted to the company, and 38 other multinationals, in July 1987

Mobil industrial relations manager Jacques Franken said yesterday the meeting would discuss "the possible consequences of the decision by its ultimate foreign parent company to dispose of its interests in southern Africa".

He agreed this meant Mobil considered the sale a *fait accompli*, and certain union demands such as for 12 months notice of the intention to disinvest should fall away.

### Guarantees

"We are prepared to listen to everything and negotiate whatever is negotiable," he added.

It appears Mobil will also resist giving, or be unable to give, any guarantees regarding employees' future job security under the management of the new owners

On demands for severance payments, Franken said the sale would not disturb the employer/employee relationship. All that had occurred was a book entry transferring shares from one owner to another.

Franken, commenting on CWIU accusations that Mobil had lied and acted duplicitously in making previous assurances regarding its future in SA, said such accusations were unfounded. He had always made such statements in good faith.

CWIU official Pat Horn said this week many CWIU members employed by multinationals, particularly petroleum companies, were extremely worried that disinvestment announcements may be sprung on them soon.

She said management was aware of these fears and that, at Sapref, management had this week issued special reassuring briefs.

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# Mobil, CWIU to meet for discussions on disinvestment



ALAN FINE

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# Work at a standstill on city highrise block

151 By Helen Grange

Construction of a multi-storey office block on the corner of Pritchard and Loveday streets in central Johannesburg has come to a standstill in the wake of a pay dispute between workers and a construction company

Combrink Construction and the Building Construction and Allied Workers' Union (BCAWU) reached a deadlock in negotiations this week after the company was granted a Supreme Court interdict last Friday to have retrenched workers evicted from the building site

Workers have not returned to work since the evictions

Workers were dispersed by police on Wednesday after demonstrating outside the site

A spokesman for Combrink Construction would not comment on the stayaway.

Star 5/5/81

# Union and Mobil clash today

By Mike Siluma  
Labour Reporter

The Chemical Workers' Industrial Union (CWIU) will today go ahead with its attempt in the Industrial Court to halt the sale of Mobil's South African assets

Talks between the parties ended unsuccessfully yesterday

The union said the only undertaking by Mobil, which was unsatisfactory to the union, was that the union was free to exercise its rights under the law if workers' employment conditions were changed.

The CWIU said Mobil representatives had refused to disclose information on the nature of the disinvestment, referring the union's queries to the company's headquarters in the United States

Attempts to get comment from Mobil's head office in Cape Town were unsuccessful

The union has asked the Industrial Court to restrain Mobil from going ahead with the sale until the company agrees to negotiate the union's conditions for disinvestment

# Dispute still not settled

151) THE dispute between the Commercial, Catering and Allied Workers Union of South Africa and Pick 'n Pay remained unresolved yesterday. *Somehow 11/1/87*

The dispute revolves around wage increases, with the retail chain offering an across-the-board rise of R142,50 a month. Ccawusa has rejected the company's offer in favour of R160 increase.

Mediation has failed to resolve the row. Now the two parties are looking to the conciliation board to mediate in the dispute.

## Numsa supporters to stage demo at tyre firm

LONDON — Supporters of the National Union of Metalworkers of South Africa (Numsa) will stage a demonstration at the annual general meeting of the Birmingham Tyre and Rubber Company today.

Shareholders among the protesters will be asking why the company has not agreed to independent arbitration to settle the four-year dispute between the company and Numsa members at BTR's Sarmcol plant.

The dispute began four years ago when the company sacked almost 1,000 workers from the Sarmcol plant — The Star Bureau

Star 12/5/89

increase in the past year unemployment rate of 5/ percent. The average cost needs and pressure to upgrade existing homes.

# FMU demands rises

*Sowetan 16/5/89*

157

THE Federated Mining Union has submitted wage proposals to two mining houses, demanding 30 percent increases for the current year.

16 as paid holidays; compassionate leave and holiday leave bonus.

The FMU's general secretary, Mr Sydney Zimba, said his union submitted to the Samancor-controlled Mooi Nooi and JCI-owned Rustenburg Platinum mines a week ago. The union is expected to start negotiations with the two companies before the end of this month.

The FMU has further proposed to the JCI management that the two parties also open negotiations on issues such as the death benefit scheme and service increases.

The union's demands include recognition of March 21, May 1 and June

"We have also proposed (to Samancor) that all employees keep their jobs and their rates of pay similar to those they enjoyed before proceeding on leave," Mr Mzimba said.

## Slow progress at Seifsa pay talks

The fourth round of wage talks between metal industry unions and employers in the Steel and Engineering Industries Federation (Seifsa), were held yesterday with "very slow progress" being made.

The National Union of Metalworkers said after the talks that Seifsa had raised its offer to a minimum of R3,50 an hour for labourers and increases of 38c and 39c an hour for some categories of workers.

For artisans Seifsa offered a minimum of R8,24 an hour, plus an individual increase of 95c an hour. —  
Labour Reporter.

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## Slow progress at Seifsa pay talks

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For artisans Seifsa offered a minimum of R8,24 an hour, plus an individual increase of 95c an hour. —  
Labour Reporter.

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With love

# Wage talks deadlocked

(15)  
THE wage negotiations between the National Union of Metalworkers of SA and the Steel and Engineering Industries Federation of SA were postponed to May 30 after the two parties reached a deadlock this week

Numsa said in a statement yesterday that although it made wide-ranging concessions during Tuesday's negotiations, it was extremely disappointed that the federation refused to meet its demands

*Some from 18/5/69*  
The union said it reduced its wage demands to 80 cents an hour or 23 percent, whichever is greater, while the employers made a final offer of 16,9 percent for labourers and 17 percent for artisans.

"We are extremely disappointed with their attitude. We were looking forward to an agreement, but the chance of this seems remote," the union said.



# Wage talks

THE National Federation of Mine Workers and the Chamber of Mines began wage negotiations involving about 500 000 workers yesterday.

At its sixth congress at Nasréc last month, the union pledged to seek wage increases in monetary and not percentage terms

151 saw 151

Bl Day 22/5/49

# Strike against Mobil suspended

THE Chemical Workers' Industrial Union (CWIU) had suspended its strike action against Mobil's sale to Gencor until midnight on Wednesday following certain guarantees by Mobil, the union said at the weekend.

It said significant progress had been achieved in the course of negotiations with Mobil at a meeting held in Johannesburg on Friday.

"Guarantees given by Mobil have resulted in the union agreeing to suspend the strike until Wednesday, May 24. Mobil has also agreed that the suspension of strike action in the Transvaal and eastern Cape will not preclude the union recommencing strike action."

Mobil (SA) had also undertaken to canvass urgently with Mobil Corporation the

SIPHO NGCOBO  
and ALAN FINE

union's demand for a meeting with Mobil Corporation (US) and the claim for compensation.

Mobil SA is to report back to the union this evening after the weekend's meeting in London between Mobil SA's legal team, Mobil SA's CEO Bob Angel and Mobil Corporation (US) representatives.

A Mobil spokesman said the meeting had been extremely positive.

The CWIU said: "Union members have agreed to suspend strike action in expectation that Mobil will deliver."

This agreement was reached in talks pre-empting an Industrial Court hearing on Friday in which Mobil was to apply for an interdict against the strike.

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*John*

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### Mobil, union still talking

ALAN FINE/51

Mobil and Chemical Workers' Industrial Union (CWIU) representatives were last night still locked in negotiations aimed at ending their disinvestment dispute. *SIDAN 22/5787*

A source said Mobil's latest offer stood at a once-off "compensation" payout of R1 340 for each employee. The union was pressing for an improvement on that offer.

Sapa reports CWIU official Pat Horn said the union had agreed to extend the suspension of strike action for another week and postpone its Industrial Court application for the deal to be halted.

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# Union-employer wage gap narrows

THE divide between employer and union wage proposals narrowed significantly at the fifth round of metal industry wage negotiations in Germiston on Tuesday, a Seifsa spokesman said yesterday.

And, in response to a request from the National Union of Metalworkers of SA (Numsa), Seifsa has undertaken to make representations to Inkatha, Cosatu and the state in an attempt to bring an end to the Natal violence.

151

ALAN FINE

The spokesman said Numsa reduced its wage demand to 20% across-the-board. Numsa's previous proposal ranged up to 26,5%. The demand of the Nactu parties to the council was reduced to 46% from 65,5%.

The Confederation of Metal and Building Unions made no further concessions.

*Monday 16/8/89*

## Edworks in agreement

The Commercial, Catering and Allied Workers' Union of South Africa (Ccawusa) and Edworks Ltd announced that they have reached an agreement over court action and salary increases.

The union has agreed to withdraw its appeal against a Supreme Court decision that a strike, commenced on April 17, was unlawful. It has accepted Edworks' offer of a minimum rate of R520 from July 1 1988.

Star 1/6/89

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# Metal industry unions reduce wage demands

Star 11/6/89  
151

Staff Reporter

Employers and trade unions in the metal industry narrowed their differences in the fifth round of wage negotiations held this week, the Steel and Engineering Industries Federation of South Africa (Seifsa) said in a statement

According to Seifsa, negotiation parties agreed to meet again on June 13, giving employers time to reconsider their final offer in the light of concessions made by the unions

On May 16 employers presented their final offers on increases — 15,9 percent for labourers and 13 percent for artisans

The National Union of Metalworkers of South Africa reduced its demand to a 20 percent across the board increase for all wage categories while the Engineering and Allied Workers' Union and the Electrical and Allied Workers Trade Union of South Africa (Eawtu) reduced their demands to 65,5 percent for labourers and 46 percent for artisans

The Confederation of Metal and Building Unions' demands of 16,9 percent for labourers and 17 percent for artisans remained unchanged

Street 2/6/84 (151)

# Self-help project put food on the tables of Perskor strikers

By SIZA KOOMA

WHEN striking Perskor workers lost hope of negotiations with their employers ending quickly, they sought ways of earning a living while they waited.

They started self-help projects. The African Women's Organisation gave the women three sewing machines and an overlocker, which they now use to sew African print dresses.

The men formed a handcrafts group and made artificial flowers.

The dresses are sold for between R75 and R80 and the flowers are R35 for a set of three.

Both projects were started in August last year, two months after 212 workers went on strike. The dispute has not been settled and only 28 workers have been reinstated.

Mr Siphon Khoza, who received training in handcrafts, came back to teach the others. He said the project alleviated the financial problems he had.

## No salary

"I did not receive a salary for two months," Khoza said.

"I was beginning to feel the strain. My father and I were the only ones working at home."

"He could not afford to carry us all and there were no signs we would be reinstated. I had accounts to pay and my debts were escalating."

"I consulted social workers who told me about the programme. A colleague and I went on a two-day course and then started our own project."

They contributed R10 each to buy soap, safety pins and raffia to start off. They made more than R200 in profits. They used the money to buy more material and the profits went into the project's coffers. The group draws from the bank when they need money.

"We have not only found a solution to our financial problems. We

have found a trade that we can use on a full-time basis. We could make more money from this than we get from our employers.

"If I could get enough money I would leave my job and concentrate on the project," Khoza said.

Right: The Transvaal Association for Blind Black Adults had cause to celebrate when the National Beverage Services gave them a cheque for R20 000. Mrs Eunice Sibuya (in jersey) presented the money to Mr Seadom Tlofeng. Mrs Ruth Machobane and Mrs Elda Oliphant.

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TOPPERS	120 g	R1,99	ORCHAR

# EDWOODRKS STRIKE ENDS

EDWORKS and the Commercial Catering and Allied Workers' Union of South Africa have reached agreement, ending a seven-week-old strike by the company's employees.

By LEN MASEKO

Edworks' managing director, Mr Stewart Dodo, said the union had accepted the company's offer of a minimum rate of R520 a month and a R105 across-the-board increase.

Ceawusa official Mr Jackie Masuku said the strike revolved around economic issues as well as "matters of principle".

## Action

These matters included the extension of the wage agreement to the company's employees in Bophutswana, proposed disciplinary action against strikers, picket protests during the strike and the controversial Labour Relations Amendment Act.

He said the two parties had also agreed to appoint an arbitrator who would determine whether the strikers had intimidated customers and staff during the

## Damaging

Mr Dodo said the strike was "most damaging to those who participated".

Ceawusa has called off a hunger strike by some of its members. Mr Masuku and five Edworks employees embarked on the strike a fortnight ago, to highlight the dispute between the company and Ceawusa.



Edworks employees celebrate the settlement of their dispute with a march through Johannesburg streets yesterday. Pic PAUL TSHABALALA

## Shop steward charged with intimidation

A SHOP steward of the Hotel Liquor and Catering Union near Pilgrim's Rest in the Eastern Transvaal was arrested at the Blypoort

He is Mr Nelson Mashile. Nactu's regional organiser in Tzaneen, Mr Moss Mashasha, said Mashile, who is the chairman of the shop

## Help us find top seller

SOWETAN is looking for the Top Street Seller — and we need your help in finding the best street seller of our newspaper.

All you have to do is answer a few easy questions and tell us why you think your street seller is the best of

all Sowelan's street sellers.

The first prize for the top street seller — and the reader who nominates the top street seller is R1 000 each. Entry forms in Sowelan every Friday.

## SOWETAN 'TOP STREET SELLER' COMPETITION

We want you to choose the "Top Street Seller" In this easy competition, all you have to do is answer easy questions and write a sentence on why you think your street seller should be voted "Top Seller".

PRIZES ARE AS FOLLOWS:



# Samwu to hold talks on transfer

South

THE Cape Provincial Administration (CPA) has agreed to meet with the South African Municipal Workers' Union (Samwu) later this month to discuss the transfer of more than 1 000 CPA employees to the Ikapa council

This follows an urgent appeal by Samwu for the CPA and Ikapa to meet worker representatives to discuss the position of the workers, who now fall under local authorities

The appeal was in response to a CPA ultimatum demanding that workers resign from the CPA by this week — a situation which Samwu warned would lead to chaos

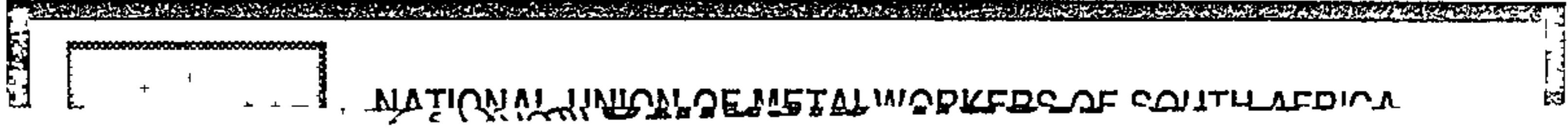
8-14/6/89

A Samwu spokesperson said "high handed baaskap action" would plunge township municipal services into a crisis similar to that experienced in Soweto last year

He said the union assumed the ultimatum had been suspended pending the meeting with the CPA on June 21

Samwu wants the CPA and Ikapa to negotiate workers status, job security, wages, conditions of service and other related matters

The union is not recognised by the CPA



# Red Cross branch adjourns meeting

8/6/89  
By Sue Valentine

151

After a delay of nearly an hour while valid membership was checked, the extraordinary general meeting of the Southern Transvaal branch of the South African Red Cross held in Saxonwold, Johannesburg, last night, was adjourned.

Regional chairman Mr Nigel Carman apologised to the meeting of about 500 people, saying the executive committee had not expected such large numbers and given the circumstances, the purpose of the meeting would not be served as delegates would not be able to participate adequately in the proceedings.

Former assistant regional director for the Southern Transvaal and leader of the Henri Dunant Coalition (HDC), Mr Bongani Khumalo, proposed that the date and venue for the next meeting be decided upon by the regional council, which is due to meet on Monday.

The extraordinary general meeting follows disputes within the region over the dismissal of Mr Khumalo and allegations of racism within the SARC Workers at Red Cross House in Johannesburg have been on strike for five weeks and are determined to achieve their short term demands.

These include the unconditional reinstatement of Mr Khumalo, full payment of strikers' salaries and recognition of the HDC as a body for resolving internal disputes within the SARC.

On Sunday a five-man delegation from the International League of Red Cross and Red Crescent Societies left South Africa after a four-day fact-finding mission.

HDC spokesman Md Beledé Mazwai said the British member of the delegation had been shocked to see how little had been done towards the development of a site for a proposed Red Cross centre in Evaton. A British donation of £500 000 (about R2 million) was sent to the SARC a year ago — part of which was earmarked for the development of such projects.

Regional council members said the money had been given for use on a number of projects nationwide and this included five projects in the Transvaal.

They added the Evaton site had not been developed because it was unserviced. The electricity supply to the region was overburdened and they had received no commitment from the municipality on the provision of sewerage.

# Union talks critical

WAGE negotiations between the National Union of Metalworkers and motor industry employers, affecting about 150 000 workers, have reached a critical stage, the union said

Numsa spokesman Mr Les Kettleidas said employer bodies involved in the talks are the SA Motor Industry Employers' Association and the SA Vehicle Body and Repairers' Association

He said the union was demanding a minimum rate of R4,50 an hour for

workers at filling stations, vehicle repair workshops and component manufacturing and engineering establishments

After two rounds of talks, employers were offering a 12,5 percent

increase on existing rates. This excluded certain categories of workers, including clerical employees, shop assistants and sales people

The parties meet again on June 9 in Johannesburg

# Court interdict as Cawusa strife erupts into brawl

By EDDIE KOCH

SIMMERING tension within the Commercial Catering and Allied Workers' Union (Cawusa) erupted into violence last weekend.

The Hotel and Restaurant Workers' Union (Harwu) yesterday announced it was applying for an urgent interdict to restrain members of the so-called "Kganare wing" from assaulting its members.

Harwu's decision to seek court protection was sparked by an assault on its secretary, Edwin Masia, allegedly by members of the Kganare branch of Cawusa outside a Johannesburg hotel on the night of May 27.

General secretary Pappi Kganare denied Harwu's claim that the assault was a result of ideological conflict in the union. Masia and a Cawusa organiser had been involved in a drunken brawl over a woman, he said.

Over the past two years, Cawusa has split into three groupings: the so-called Kganare wing, the Mtwana wing and Harwu. The Kganare wing and Harwu, which had merged in 1987, split earlier this year after a series of organisational disputes.

Harwu says the assault took place against a background of tension between it and Kganare's wing of Cawusa. Early this year Harwu decided to operate independently of Cawusa until the split between Mtwana and Kganare had been resolved.

Late last month, says Harwu, eight of its officials and shop stewards were threatened with knives and other weapons when they went to the offices of Kganare's Cawusa in Johannesburg to recover funds and equipment they claim belonged to the hotel union.

Harwu has laid charges of assault against two officials of Kganare's branch of Cawusa and plans to file an application for an urgent interdict to protect its members from further violence in the supreme court today.

"In the past, we have had experience of death threats made at that local (of Cawusa). These death threats . . . have disrupted general meetings called to discuss the problems in the union, and disrupted wage negotiations, setting worker against worker," says Harwu in its papers.

Kganare said Harwu had provoked the incident at the Cawusa offices by arriving on the premises at a time when they knew hotel workers who had defected from Harwu would be holding a general meeting. He added the hotel union has no proof that Cawusa was in possession of Harwu property and funds.

"We warned them that they would be provocative. But our organisers intervened to calm things down and no-one was injured in the incident," said Kganare.

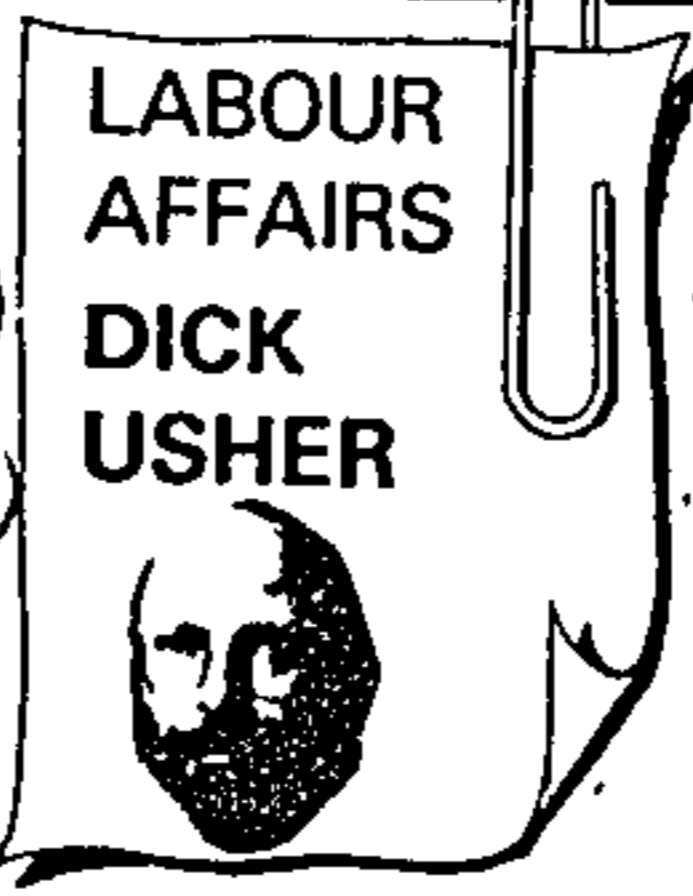


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9-14/6/89. Wmail

W/6 MKGS 10/6/89

# Industrial Court in the Nineties



THE greatest challenge facing the Industrial Court, if it wished to remain relevant in the 1990s, was finding and training members with the expertise necessary to handle the difficult problems it would face, according to Professor Pak le Roux

He was speaking at an industrial relations seminar in Cape Town organised by Andrew Levy, Johan Piron and Associates

He said the court's members would have to provide the actors in the IR sphere with workable, consistent guidelines which reflected the realities of our situation

Decisions would have to be well motivated and understandable to the parties so that they could grasp the underlying public policy assumptions and legal rules.

This would be all the more difficult if the court had to rely on too many *ad hoc* members and a significant number of well paid, independent and competent permanent members was needed

If the court could succeed in this it would go a long way towards ensuring credibility and relevance in the future, and any political objections to its jurisdiction would at least be blunted if not eliminated.

A most important factor for the court would be whether it would be able to interpret the unfair labour practice definition of the Labour Relations Amendment Act so as to develop a coherent set of rules acceptable to employers and employees.

By interpreting the unfair labour practice definition the court could create standards of industrial justice which would reduce the potential for conflict in the workplace.

But in the long term the court could play an even more important role by creating guidelines to establish the "rules" of collective bargaining, an opportunity it had been given by the wide definition of an unfair labour practice

While decisions about whether there was a duty to negotiate were still contradictory, the weight of cases appeared to support the view that there was a duty

If that view should become generally accepted the court would have to start developing more detailed guidelines.

The court could therefore play a pivotal role in creating a more co-operative system of industrial relations by formalising the "rules of the game", by establishing the rules of industrial justice to avoid unnecessary conflict and by providing a forum other than the economic arena for the resolution of disputes.

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## Number of strikes drops 80% in 1988, says report

81 Day 12/6/87 GERALD REILLY (1222) (103)

PRETORIA — There were fewer strikes last year than in 1987, says the Manpower Department's annual report

The report, released on Friday, says government's job-creation programme played an important role in the maintenance of labour peace (151) (103)

Last year the number of strikes, which involved more than 1 000 workers, decreased by 80% This contrasted with an upward trend during 1986 and 1987

An important reason for this was the greater involvement of trade unions in strikes and the use of dispute-settling mechanisms The Labour Relations Act could also have contributed to the decrease, the report says

Work stoppages not accompanied by demands decreased from 123 in 1987 to 80 last year

About 31% of strikes last year lasted one day or less, and 29% lasted longer than 14 days The average duration was 5,6 working days, as against 9,9 in 1987

The number of man-days lost also decreased significantly from 5 825 231 in 1987 to 914 388 last year

The report says this could be attributed largely to a more frequent use of dispute-settling machinery in the Act

There was a 13,6% increase last year in the number of disputes referred to industrial councils, and of these 46,8% were settled by the councils (103)

Trade union membership went up by 10,7% in 1988 A total of 2 084 323 belonged to registered unions and 330 000 to unregistered unions at the end of last year

Sowetan 14/6/87

# Numsa targets Barlow Rand

By LEN  
MASEKO

THE National Union of Metalworkers of South Africa has targeted Barlow Rand subsidiaries for a series of lunch-hour demonstrations following their apparent refusal to negotiate a central bargaining system with it

The union has given Barlow managements until June 22 to accede to its demands. The dispute essentially revolves around four major Barlow companies: Metal Box, Barlow Manufacturing, GEC and Reunart

Barlow, in response to the demand, has apparently insisted that Numsa negotiate separate agreements with individual subsidiaries within the group, according to the union

Barlow spokesman, Mr Hilgard Bell, said he was not aware of Numsa's demands. He referred the *Sowetan* to the individual Barlow companies

Metal Box and Barlow Manufacturing spokesmen were not available for comment yesterday

The row between Numsa and Barlow is to come under the spotlight at a national shop stewards' meeting on June 24

# Defied ban, worker warned

15  
15-11/1989

A SHELL employee this week received a disciplinary warning for defying a ban on participating in union activities during working hours

Macvicar Dyaspore, a senior shop steward at Shell in Port Elizabeth, was reinstated in January this year after being dismissed last year

Part of the conditions of his reinstatement was that he refrain from union activities during working hours for four months

A Shell spokesperson said Dyaspore had applied for compassionate leave in April. The company subsequently discovered that he had attended a national shopstewards council meeting in Durban during this period

Dyaspore said he had applied for vacation leave but was given compassionate leave instead.



# Workers back on job

AFTER losing their jobs last Thursday, 135 Paarl workers returned to work this week

The workers, members of the Steel, Engineering and Allied Workers' Union (Seawu), were retrenched from Satchwell Control

Following urgent meetings with the union, the company agreed to take the workers back and to negotiate a full retrenchment package

The company also agreed to attempt to find alternative employment for the workers, who will now be retrenched next month

South 15-21/6/89.

# Strike marathon looms as 8 000 OK workers ballot

A STRIKE ballot among at least 8 000 workers at more than 100 branches of the OK Bazaars could herald the start of industrial action similar to the marathon OK strike in 1987 — the longest in the retail trade.

Wage negotiations between the Commercial Catering and Allied Workers Union (Ccawusa) and the OK Bazaars management, which began at the beginning of March, deadlocked last Friday with Ccawusa demanding an increase of R135 across-the-board. The company's final offer was R100.

In a letter to the union, OK personnel director Keith Hartshorne said the company would not increase its offer despite the proposed ballot.

The minimum wage at the OK is R500 a month for workers with more than 12 months' service. At the end of March 1989 the OK's profits were R24,9-million, according to the company's industrial relations consultant, Gavin Brown. This marks a R3,4-million increase from last year. He

said the union's demand would cost the company R25,2-million.

A union representative said the present minimums were hundreds of rands below most living level estimates. He added that for the 1988 financial year the turnover at the OK increased by 21 percent to R3 121-million, profit before tax increased 40 percent to R38-million while retail profit increased to a staggering R218,7-million. Directors earned more than R10 000 a month each.

In 1987 11 000 Ccawusa members from 137 OK outlets went on a 10-

week strike — at that stage the largest ever outside of the mining industry and the longest in the retail trade.

Meanwhile, significant gains were made by unions during negotiations in the metal industry on Tuesday, when the employers' federation improved its offers on wages and employment conditions.

This was the sixth session of annual negotiations between the National Union of Metal workers of South Africa (Numsa), three National Council of Trade Unions (Nactu) affiliates and unions of the Confederation of

Metal and Building Unions (CMBU) and the Steel and Engineering Industries Federation of South Africa (Seifsa), the employer body.

Seifsa increased its offer on minimum wages to R3,56 an hour with a minimum across-the-board increase of 54 cents an hour. The employer federation also complied with union demands for an adequate notice period for retrenchments and consultation on factory closures.

Severance pay and retrenchment procedures — as well as the conditions of employment of temporary labour — will be discussed in separate negotiations.

The offer for Workers' Day (instead of May Day) and June 16 to be paid holidays is seen as a major breakthrough by Numsa. However, in a press release, Numsa said Seifsa had refused to abandon the six months probation period for new employees agreeing only to reduce it to three months.

W mail  
15-22/6/89

151

# Metal industry wage talks 'look good'

Star  
15/6/89  
(ISI) By Mike Siluma  
Labour Reporter

Prospects for a wage settlement in the metal industry within the next few weeks rose yesterday when employer and trade union spokesmen reported significant progress in their 1989 talks

Steel and Engineering Industries Federation (Seifsa) director, Mr Brian Angus, said employers made further amendments to their final pay offer and conceded on "non-wage" issues when the parties met for the sixth time on Tuesday

The offer amounted to wage increases ranging from 14 percent for artisans to 18 percent for labourers. New hourly minimum rates would be R3,56 for labourers and R8,31 for artisans

Mr Angus said unions in the Confederation of Metal and Building Unions had indicated a preparedness to recommend acceptance of the offer by members. The National Union of Metalworkers (Numsa) and three unions affiliated to the National Council of Trade Unions had responded "favourably" to the offer, but still had to refer the proposal to members.

## AGREED

Numsa described Seifsa's offer as "a major improvement", but expressed dissatisfaction with parts of it

According to Numsa, Seifsa agreed to most of the union's demands on job security, the recognition of June 16 as a holiday and the exchange of the Government-declared Workers' Day for May 1

Seifsa had already made concessions to union demands on maternity leave, sick leave, the conversion of the industry's pension fund and shift allowance

The parties meet again on June 28

● Meanwhile, negotiations are continuing between the National Union of Metalworkers and Goodyear over the sale of the company to Consol, a company spokesman said. He said the Uitenhage plant was hit by a stoppage last week, after the announcement of the sale

OK Bazaars workers are gearing up for industrial action, the Commercial, Catering and Allied Workers Union announced yesterday.

Strike ballots are about to be held in OK outlets throughout the country, and a meeting between management and the union to discuss conduct during industrial action is to be held after balloting has been completed.

Wage negotiations between management and Ccawusa broke down after a final conciliation board meeting on June 9 ended in deadlock.

The union claims the present minimum wage rates are hundreds of rands below most living level estimates.

"These wages, still being paid in 1989 under the prevailing economic

# OK workers in move

## to take industrial action

circumstances, are resulting in a struggle for survival and grinding poverty for the majority of OK workers and their families."

Ccawusa is demanding R135 a month across-the-board increase, while the company is offering R100.

"For the 1988 financial year OK Bazaars turnover increased by 21 percent to R3 121 million . . . profit before tax increased 40 percent to R38 million and retained

profit increased to a staggering R218,7 million," the union claimed.

OK management said yesterday the union was displaying a recalcitrance

which flew in the face of the economic realities facing the company.

"In the light of the present wages paid by OK and its relatively healthy financial position, the union demands are extremely modest and are well within the economic reach of the company," the union said.

"The issue is not

affordability but the willingness to channel more of the available cash into the welfare of OK workers and their families."

Wage negotiations have lasted for three-and-a-half months and included two days of mediation and a three-day conciliation board hearing. — Sapa.

near Weenen, Natal, tomorrow  
30 farmworker families evicted by farmers

CML-7.4KS 29/6/89 20 151

## NUM rejects wage offer

JOHANNESBURG — The final wage offer made by the Chamber of Mines has been "overwhelmingly" rejected by mineworkers, according to the National Union of Mineworkers. The NUM said it had decided to go for "expedited mediation"

# Mobil dispute may go to US

South African 19/6/84

151

THE Chemical Workers' Industrial Union will take up dispute with Mobil corporation's New York headquarters unless issues concerning the oil company's withdrawal from South Africa are resolved before the scheduled June 30 date of withdrawal

At a national general meeting in Durban over the weekend, CWIU discussed strategies to take the dispute further with Mobil in the United States and the buyers of Mobil South Africa, the Gencor mining house, unless its demands were met

A CWIU spokesman said it was further resolved that a strike ballot "should immediately be taken" in the event of the conciliation board, called for by the union to deal with the issues in dispute with Mobil, deadlocking.

## Conciliation board

The issues presented for conciliation board attention include CWIU's demand of a copy of the Mobil/Gencor contract of sale, the compensation to be paid to workers as a result of the corporation's

withdrawal, and the establishment of a trust fund "funded from the money Mobil corporation intends withdrawing from South Africa"

The spokesman said solidarity messages, from the Brussels-based International Chemical Energy and General Workers' Federation and from support groups and unions who staged a demonstration outside Mobil headquarters in New York on June 16, were read at the weekend's meeting

CWIU negotiators are scheduled to meet Mobil management on June 22 for further talks — Sapa.

Sowetan 2/16/89

## Mobil

THE Chemical Workers' Industrial Union is scheduled to meet Mobil's management tomorrow to continue talks on re-formulated dispute issues.

Miss Pat Horn, the CWIU's southern Natal petroleum co-ordinator, said a national general meeting with its members had been held at the weekend. Further strategies to be adopted by the union will only be decided after tomorrow's meeting with management.

She said that the issues under dispute include Mobil's refusal to negotiate on trust funds, separation pay and its refusal to supply the union with its agreements of sales. — Sapa

SOWETO

Sowetan 2/16/89

# Mobil

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She said that the issues under dispute include Mobil's refusal to negotiate on trust funds, separation pay and its refusal to supply the union with its agreements of sales. — Sapa.

SOWETO



# Axed officials form own union

PORT ELIZABETH. — Two former office bearers of the Food and Allied Workers Union in the Eastern Cape have formed their own union after being dismissed by the Fawu national executive council.

Former regional secretary, Elliot Nduzulwana,

and former regional chairperson, SThembele Kaha, announced the formation of the new union last week

The two were dismissed after they propagated a boycott of the workers' summit held in Johannesburg in February this year

Fawu's NEC had decided to support the summit but Nduzulwana and Kaha said

the Eastern Cape region of Fawu did not want to attend

Fawu has also suspended some shopstewards in factories where Nduzulwana is influential. The factories are Dioluxe, Cadburys and Harvestine

The Fawu regional vice-chairperson, M Dvala, said it was important for officials and shop stewards

to build and not destroy worker unity

Fawu is holding a mass rally in Port Elizabeth this Saturday

"The rally will give workers the opportunity to decide for themselves what is really happening within Fawu," said Fawu regional treasurer H Mlunquza — PEN

(51)  
South

~~22-28~~ 22-28/89

## Liquor industry dispute settled

Star 22/6/89  
A liquor industry wage dispute affecting about 6 500 workers has been settled, according to Mr November Nkosi, president of the National Union of Wine, Spirits and Allied Workers (Nuwsaw)

Negotiations with the Liquor Manufacturers' Industry of South Africa started in February. The wage increases will be backdated to April 1 (15)

## Bid to resolve Ccawusa strike

By Mike Siuma,  
Labour Reporter

Representatives of Joshua Doore and the Commercial, Catering and Allied Workers' Union (Ccawusa) meet today in a bid to resolve a retrenchment dispute which sparked a four-day strike at the furniture group's stores

Management and Ccawusa spokesmen confirmed yesterday that the meeting would look into a company offer to re-employ some of the several hundred workers retrenched in April

Meanwhile, Ccawusa accused

management of intimidating strikers and calling police to arrest picketing workers in an effort to break the strike. Twenty-three workers were arrested in Randfontein and Springs

Ccawusa insisted the pickets were peaceful and the strike legal

Joshua Doore's deputy managing director, Mr Ray Schur, said management had called police "at one or two stores" where strikers prevented clients from entering stores. He rejected as "absolute nonsense" the claims of intimidation

23/6/87

ISI

# OK Bazaars and union deadlocked over wages

Star 23/1/89  
151 By Mike Siluma, Labour Reporter

The results of a strike ballot among nearly 9 000 members of the Commercial, Catering and Allied Workers' Union (Ccawusa) at OK Bazaars outlets may be known today

A union spokesman said yesterday that OK management had "engaged in an intense campaign of intimidation of workers in an attempt to persuade them to accept, as individuals, the company's offer of a R100 increase.

"Under the circumstances, Ccawusa does not accept the va-

lidity of any management claim that any of our members has accepted their offer . .

"Our demand, if accepted by OK, will only raise wages up to a minimum of R635, already far less than the R750 achieved with Pick 'n Pay. The current economic situation affects all retailers. We see no justification for OK Bazaars paying a lower increase than its competitors," said the spokesman.

An OK spokesman said the union had been asked to provide management with specific instances of intimidation, but had failed to do so. Management was unable to comment on the allegations in the absence of further information

"About 2 300 workers have accepted (OK's offer) and acceptances are still coming in. It indicates that there is a substantial number of members who want to accept," he said.

The union had been given details of OK's financial position. Any comparison with Pick 'n Pay showed that Ccawusa did not seem to want to accept the realities of OK's financial situation

Speak  
Out!

ON  
SATURDAY



Mrs Elize Botha, wife of the retiring State President, was recently given a tea-party which has caused widespread controversy. The Air Force has admitted spending R100 000 on transporting guests, a submarine was used to salute her and Simonstown naval base was used as a venue for the farewell. Mrs Botha has long been a patron of the Defence Force Ladies' Association. What does the ordinary member of the public — the taxpayer — feel about this? Is it a scandal or a well-deserved tribute? Give your views to *Speak Out!* (011 834-7747) between 5.30 and 7 pm this evening. Your opinions will appear in tomorrow's Saturday Star

# Split offer made <sup>Stew. 23/6/89</sup> (157) in mine wage talks

~~Photo~~ Labour Reporter ~~Photo~~

Wage negotiations between the National Union of Mineworkers and the Chamber of Mines took a new turn yesterday when chamber-affiliated mines made split offers to the union.

Speaking after nearly seven hours of talks with the chamber, NUM spokesman Mr Jerry Majatladi said Gold Fields, Lonrho and Rand Mines' gold division had broken away from a previous agreement by the chamber to negotiate increases in rand, and not percentage terms, as demanded by the NUM.

The three mining houses had thus excluded themselves from the negotiations, he said.

Mr Majatladi described the developments as "quite disturbing" adding NUM had "no option but to go back to its members without making any recommendations on the offers".

The union regarded itself to be in dispute with Lonrho, Gold Fields and Rand Mines' gold division.

The chamber's spokesman, Mr Peter Bunkell, confirmed that the chamber had tabled its final offer. "The union has undertaken to let us know next Wednesday whether its members accept the offer," said Mr Bunkell.

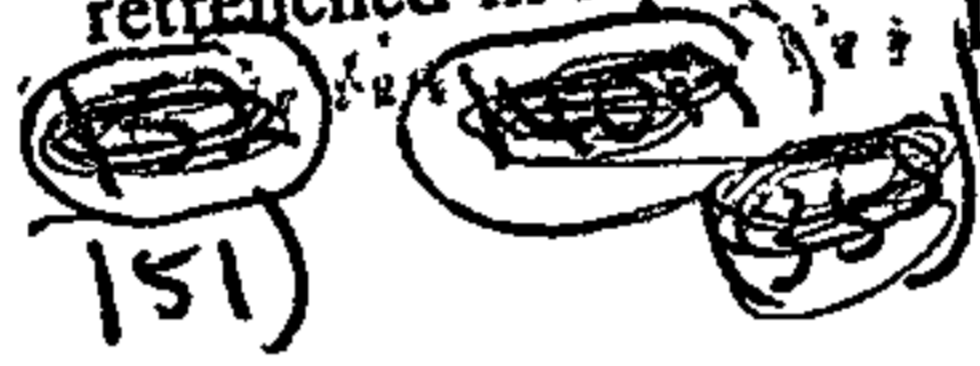
Potentially 500 000 black miners on chamber mines are affected by the negotiations.

Sowetan 23/6/81

# Strike indaba

REPRESENTATIVES of Joshua Doore and the Commercial, Catering and Allied Workers' Union are to meet today in a bid to resolve a retrenchment dispute which has sparked a four-day strike at the furniture group's stores.

Management and Ccawusa spokesmen confirmed yesterday that the meeting would look into a company offer to re-employ some of the several hundred workers retrenched in April.



151)

# Wage agreement

By LEN MASEKO

THE National Union of Wine, Spirits and Allied Workers, has reached a wage agreement with employers in the liquor industry. *South African*

In terms of the agreement, Nuwsaw members will receive a

minimum pay of R762,51 a month effective from April 1 this year.

The two parties have also agreed on the recognition of June 16 as a paid holiday and the payment of a meal allowance to employees who work overtime.

# Checkers reaches wage agreement with Ccawusa

(51) By Mike Siluma, Labour Reporter

Checkers and the Commercial, Catering and Allied Workers' Union (Ccawusa) have reached a wage settlement guaranteeing a new monthly minimum rate of R630 and individual increases of R120 a month for 15 000 of the retail chain's employees

A weekend statement by Checkers said the agreement would be effective from July 1 1989 to June 30 next year. Star 26/6/89

The agreement also stipulated:

- The recognition of May Day on May 1 as a public holiday.
- Workers are entitled to take off March 21 (Sharpeville Day) on a no-work, no-pay and no-penalty basis.
- Four weeks' annual leave for all staff with at least seven years' service by July 1 1990.
- Substantial improvements to the company's long service award scheme

## Strike over sackings at Boksburg factory for hooting called off

Labour Reporter

About 300 members of the Chemical Workers' Industrial Union (CWIU) have ended a four-day stoppage at Reckitt and Colman's Boksburg plant, the union said

The workers were protesting against the unfair dismissal of eight colleagues for blowing hooters and singing on company premises, said the union.

Although the eight were not reinstated, strikers resumed duties after the company "threatened to interdict the workers" The union would continue to pressure the company to reinstate those dismissed

At Cera Oil, a Shell subsidiary on the East Rand, a strike by about 120 CWIU members is due to enter its third week this week The Cera dispute relates to wages, the company's alleged refusal to negotiate at industry level and to participate in the chemical industry's national provident fund.

● Members of the Federated Mining Union (FMU) employed by Samancor's Moonooi Chrome Mine are to receive a 16 percent increase as from next month under a wage agreement between the union and the mine, the FMU said

Where the 16 percent increase failed to raise workers' pay to the new minimum rates, workers would get a further raise to make up for the shortfall In terms of the agreement, the monthly minimum rate for surface workers would range between R370 and R1 092, while the underground rates would be set between R416 and R1 247

In addition to the recognition of June 16 as a holiday in exchange for January 1, improvements will be made to working conditions and job security.



Mar 27/1989

# Trade unions gaining clout

By Jabulani Sikhakhane

Membership of registered trade unions has risen sharply since 1980 from an approximate 810 000 to just under 2,1 million in 1988, representing an average annual growth rate of almost 12,6 percent

According to the Sanlam Economic Survey union membership in 1988 increased by 205 000 or 10,9 percent and the number of trade union members expressed as a total percentage of the economically active population increased to 19,5 percent last year from 13,5 percent in 1985.

The bargaining power of the unions has also been strengthened by the merger of smaller unions into bigger industry-based unions following the Congress of South African Trade Union (Cosatu) policy of one union per industry. This policy, however, resulted in a net increase of only 4 unions in 1988.

The average size of

trade unions increased from a mere 4 300 members in 1980 to 10 000 in 1988, the report adds

The number of workers involved in strikes decreased from 591 400 in 1987 to 161 700 in 1988 and the number of man days lost amounted to 5,8 million in 1987 (due to extensive strikes in the mining industry) and only 914 000 in 1988

## TOUGH BARGAINING

Wage negotiations this year could be tough. Trade unions have intimated that they will be demanding sizeable increases.

Employers, on the other hand, are unlikely to readily bow to these demands owing to the deceleration in the economy.

Quoting National Manpower Commission figures the report says salaries and wages rose by an average of 19 percent in 1988 whilst the inflation rate was 12,9 percent

# UNION POWER GROWS

MEMBERSHIP of registered trade unions has risen sharply since 1980 from an approximate 810 000 to just under 2 1 million in 1989. This represents an average annual growth rate of almost 12,6 percent.

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# Banners, AKs brandished at VW demos

Own Correspondent

PORT ELIZABETH — Volkswagen workers displaying banners propagating the ANC, the SA Communist Party (SACP) and the National Union of Metalworkers of SA (Numsa) have staged lunchtime demonstrations at the Uitenhage factory at least 10 times in the past month

During the demonstrations, many workers, all believed to be Numsa members, have wielded replica AK-47 rifles, rubber mallets, pieces of wood, pieces of iron, and posters — one showing the corpse of President P W Botha in a coffin

A company memo expressed concern that these items were manufactured in the VW plant in company time and with company materials

White workers at the plant contacted the police about the matter, Captain Bill Dennis, police liaison officer for the Eastern Cape, confirmed

Volkswagen management feels it would be an over-reaction to call in the police and that this would only worsen the situation. No violence had occurred and none of the demonstrators had interfered with anyone else, a spokesman said

Posters with the words "Viva ANC", "Viva SACP", "Viva Numsa", "Botha is a dog", "Searle and Rautenbach are dogs", "Boere se moere" and "Kill the capitalists" have been displayed by more than a thousand singing, dancing workers

Mr Peter Searle is the company's managing director and Mr Johan Rautenbach its employee relations manager

The Volkswagen spokesman said the Numsa members were demonstrating for wage increases and national bargaining power

## Meeting with union

Asked what the ANC and SACP banners had to do with wage demands, the spokesman said politics had unfortunately entered the matter and that the company had expressed its concern to Numsa

"We met the union on Monday and informed them that we are unhappy with the situation

"The union, in turn, said they were also concerned with the developments and undertook to discuss the issue with its members"

In a memo addressed to company shop stewards, among others, Volkswagen management said there were people with various political convictions working at the plant and requested that the unionists ensured that nothing took place during the marches that could provoke anyone

Numsa representatives and senior shop stewards at the plant could not be contacted yesterday

Thursday June 29 1989

3

# Mediation call made by NUM

(15)  
JUN 29 1989  
Labour Reporter

The National Union of Mineworkers (NUM) yesterday called for mediation to resolve its pay dispute with the Chamber of Mines after the union's members spurned the Chamber's final wage increase offer for 1989

A NUM spokesman said members had overwhelmingly turned down the offer, tabled during Conciliation Board negotiations last week

## MANDATED

Members had mandated the union to seek "expedited mediation" to resolve the dispute in the light of the short time left before the traditional implementation date of July 1

In addition, the Chamber would be approached for an informal meeting to see if the dispute, affecting potentially 500 000 black mineworkers, could be resolved. The proposals had been forwarded to the Chamber

The NUM still regarded itself in dispute with Gold Fields, Lonrho and Rand Mines' gold division, all of which had refused to discuss the increases in money, not percentage, terms

The proposed mediation would affect only Anglo American, Gencor and JCI, which have agreed to the union's demand to negotiate increases in cash

Star 30/6/89 (151) (100)

## Mediation breaks down

# Ccawusa, OK in a deadlock

By Mike Siluma, Labour Reporter

Mediation proceedings to resolve the wage dispute between the Commercial, Catering and Allied Workers' Union (Ccawusa) and OK Bazaars have broken down after the company refused to improve its offer on individual increases, Ccawusa said yesterday.

A spokesman said Ccawusa had reduced its demand of an across-the-board R135 a month increase to R125. It had also scaled down its claim for a new monthly minimum rate from R635 to R625.

The company had upped its minimum wage offer from R525 to R550 a month for workers with more than a year's service.

According to the Ccawusa spokesman, OK's latest minimum rate offer would mean that the starting salary at OK would be R80 less than Checkers' and R205 lower than Pick 'n Pay's. OK comment was unavailable at the time of going to press.

The Ccawusa spokesman said workers in the Orange Free State and Vaal Triangle voted "overwhelmingly" for a strike on Wednesday.

### URGENT APPLICATION

The union's figures showed that 55,97 percent of all members had voted in favour of a strike. Management's calculations showed 53,3 percent had voted.

An urgent application launched by OK Bazaars against Ccawusa was yesterday postponed in the Rand Supreme Court until today.

When OK approached the court on Tuesday, they asked that Section 65 of the Industrial Relations Act be complied with before the union called a strike. The Act provides that a strike can only be called after a ballot results in more than 50 percent of the workers voting in favour of a strike.

Yesterday the court heard OK was seeking an order that the ballot be declared invalid.

The union agreed not to call a strike until 12 noon today. OK agreed not to distribute any propaganda regarding issues such as wage offers until 12 noon.

● Strike action at Joshua Doore stores, entered its 11th day yesterday, with Ccawusa alleging the arrest of strikers at the instigation of management. Management said police were called when strikers interfered with trading.

Ccawusa members are on strike in support of a demand for the reinstatement of about 500 retrenched workers.

# OK, union dispute unresolved

THE urgent application launched by OK Bazaars against the Commercial Catering and Allied Workers' Union of South Africa was not resolved yesterday and was postponed until today after both sides gave undertakings

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heard OK was seeking an order that the ballot be declared invalid.

Mr Denis Kuy, SC, who appears for Ccawusa, said the 95-page application was served

on 10 or 15 minutes notice on Tuesday. The parties agreed to postpone the application and a meeting was held on Wednesday. It did not resolve the disputes.

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30/6/89

continued

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# Unionists plan a million protest

ST Times  
2/7/84

By Robyn Chalmers

**MORE** than a million trade unionists will hold rallies this month in connection with the Labour Relations Amendment Act (LRAA).

Trade unions talked to the SA Employers Consultative Committee on Labour Affairs (Saccola) this week in an attempt to reach agreement on a demand sent to employers on June 1.

The letter to Saccola was compiled in the wake of the March workers' summit where 700 delegates from the Congress of SA Trade Unions (Cosatu), the National Council of Trade Unions (Nactu) and independent unions decided to draft an alternative LRAA.

The letter reasserted the unions' opposition to the LRAA and demanded the establishment of the "democratic rights of all South African workers, irrespective of race, sex, or marital status".

At a meeting on Tuesday, Saccola acknowledged that in the past nine months the Act had harmed industrial relationships. It said it was willing to engage in action to amend the LRAA.

Saccola undertook to ask the SA Agricultural Union, the Commission for Administration as well as the SA Transport Services to attend the next meeting. Saccola also invited the National Manpower Commission to the meeting scheduled for July 7 and 8.

Cosatu said the conflict between Saccola and the union federations remained.

"The union federations will continue with the rallies planned for the beginning of July. A referendum of members on the LRAA is also envisaged for early July.

"The unions expect that a further workers' summit will be held on August 5 and 6 to consider progress and plan action."

Saccola chairman Bobby Godsell believes it is still possible for the parties to reach agreement, but the employer body will not hold discussions under threat of action or demands and ultimatums by the unions.

# Unions wait for Seifsa's new pay offer

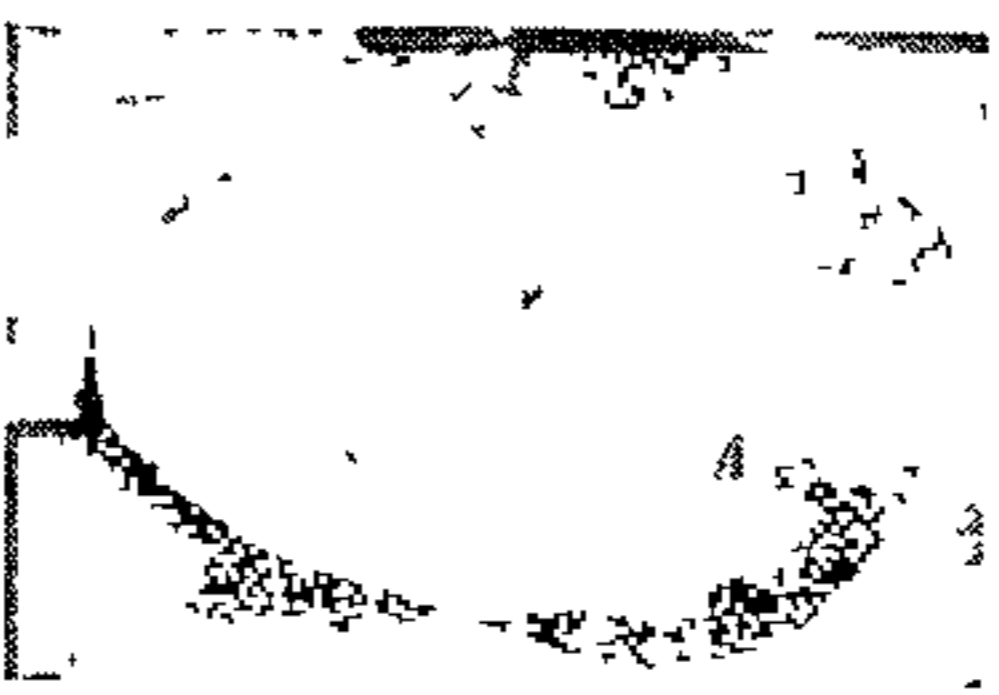
151

NEGOTIATIONS between trade unions in the metal industry and the Steel and Engineering Industries Federation of SA (Seifsa) are at a crucial point.

Seifsa held the last meeting of the current series with the trade unions this week. Trade unions made more concessions to their demands, but employer representatives told them they had no mandate to offer further wage increases.

Seifsa director Brian Angus says that in an attempt to complete negotiations, the employer representatives undertook to recommend some minor adjustments to the offer.

The parties will meet again tomorrow to hear the union's response to this offer. At present, Seifsa is offering pay increases of between 14% and 18%.



Brian Angus unlikely to call another strike

This means a 54c-an-hour across-the-board increase for labourers and R1.11 for artisans, which brings the minimum to R3.56 and R8.31 respectively.

Talks between Seifsa and metal-

workers have been remarkably conciliatory this year. This is probably in reaction to the strike which cost the industry upwards of R50-million last August.

The agreement which ended the 1988 three-week strike was hailed as a landmark, heralding new employment conditions in the industry. A five-year programme was agreed on to eliminate anomalies between different skills levels in the wage curve.

However, this agreement led to a split in the four International Metalworkers Federation (IMF) unions because the largest, the National Union of Metalworkers of SA (Numsa), alienated its three counterparts by reaching a separate deal with Seifsa.

At the beginning of this year's negotiations, Mr Angus predicted that they could be longer and more complex be-

cause of animosity among IMF unions. But he doubted that another strike was likely.

This could well prove to be true because neither employers nor unions are likely to want to risk disruption on the workfront. The unions wish to avoid disillusioning their members.

Now that Numsa is nearing the end of negotiations with the metal industry, attentions will switch to motor manufacturers. Numsa has a membership of about 20 000 of the 37 000 workers in the motor industry.

Negotiations already under way indicate that Numsa is pushing hard for industry-wide bargaining on conditions and wages. At present, several companies negotiate individual plant

agreements

Volkswagen, Delta and Samcor deal with workers through the Eastern Cape industrial council.

Numsa argues that there are big differences in minimum wages offered by the manufacturers. At the bottom of the scale are Samcor and BMW, offering R4.50 an hour — Mercedes-Benz starts at R5.48.

Companies, on the other hand, fear that centralised bargaining would leave them open to industry-wide strikes and that it could be both inflationary and unwieldy.

Time is, however, running out for them. Current agreements with Numsa expire at the end of this month, and the union wants to begin with centralised bargaining at the next round of negotiations.

The recent announcement that

S/Times

21/7/89

Goodyear will quit South Africa has brought another issue to the fore — possible retrenchment of workers in the hard-hit area of Port Elizabeth, which has long been the hub of the motor industry.

Ohio-based Goodyear Tyre & Rubber has sold its Uitenhage subsidiary to mining house Anglovaal. Although Anglovaal has assured workers that no jobs will be lost, some are sceptical.

In 1985, Port Elizabeth lost 5 000 jobs when Ford merged with the car division of Anglo American and moved to Pretoria. At the end of 1986, General Motors also left SA, selling its Port Elizabeth unit to a consortium. The new company, Delta Motor, stayed in the area producing GM vehicles.

Port Elizabeth is believed to have one of the worst jobless rates in a country where unemployment is estimated at 36%. Unofficial unemployment estimates for Port Elizabeth and Uitenhage hover at about 50%, and some researchers put the figure as high as 67% among blacks.

Numsa supports disinvestment, but is constantly faced with the dilemma of how to deal with resultant job losses. A Numsa spokesman fears that the job cuts sooner or later in spite of Anglovaal's assurances.

Volkswagen, which is Eastern Cape's biggest private employer with 6 000 staff at its Uitenhage factory, has pledged to stay in SA, but has warned that future circumstances could force a withdrawal.

**MANPOWER**  
MIRROR by  
ROBYN  
CHALMERS





Order ends three-day court wrangle with Ccawusa

# Agreement over OK strike ballot

A SECOND strike ballot is to be held among employees at OK Bazaar branches countrywide in terms of an agreement reached between management and the Commercial Catering and Allied Workers' Union (Ccawusa) in the Rand Supreme Court on Friday.

The agreement, which was made an order of court by Mr Justice van Niekerk, ended a three-day court wrangle over the results of the strike ballot held during current wage negotiations between OK and Ccawusa.

In terms of the agreement Ccawusa also undertook not to call a strike or take part in a strike by its members employed by OK

SUSAN RUSSELL

21 Dec 31 11 57

during the next two weeks

Last week's court action coincided with OK's winter sale which, according to submissions made before Mr Justice van Niekerk, represented about 12% of the company's annual turnover. After giving the union about 10 minutes notice on Tuesday, OK launched an urgent application against Ccawusa

## Disputed

OK initially asked the court for an order interdicting the union from holding a strike until it had complied with Section 65 of the Labour Relations Act. In terms of the Act a

union may only call a strike if it polls a majority "yes" vote amongst members

Ccawusa claimed last week that the strike ballot had gone in its favour. However OK disputed this and also alleged there had been irregularities in the way the ballot was conducted at some stores

After initially going to court seeking an order for an interdict prohibiting what would amount to an illegal strike, the matter was stood down until Thursday after the union undertook not to call a strike until 12 noon on that day.

When the matter resumed OK submitted a new notice of motion which went further by asking for an interim interdict pending an application for an order declaring the

first ballot invalid. The new ballot will be held in stores where OK alleged irregularities had taken place as well as those about which no allegations were made.

OK's application was postponed sine die and the company was ordered to pay the legal costs incurred up until 1pm last Thursday. The balance of the costs was reserved.

## Print-out

OK also undertook to furnish Ccawusa with the names and numbers of members of good standing by July 5. The names and number of members will be determined from OK's computer print-out.

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Star 3/1/89

~~USA~~

## New ballot agreed in court on OK strike

By Cathy Stagg

A dispute between OK Bazaars and the Commercial Catering and Allied Workers Union of South Africa (CCAWUSA) was shelved when undertakings by both parties were made an order of court.

OK Bazaars will pay the legal costs from Tuesday last week, when the company launched an urgent application in the Rand Supreme Court, until Thursday lunch-time, when the issue changed from being blocking of an unlawful strike to contesting the validity of a strike ballot.

The union undertook not to call or take part in a strike by union members for two weeks — that is until July 14.

An entire ballot will be re-done — including voting at stores at which OK claims there was intimidation.

OK will supply the union with a computer printout showing members and their names by Wednesday.

The balance of the legal costs will be decided when the application is again before the court.

The order was granted on Friday by Mr Justice A M van Niekerk.

# Survey shows 200% strike action increase

**STRIKE** action in SA in the first six months of this year was up by almost 200% compared with the same period last year, but still way down on the record 1987 levels, a survey by consultants Andrew Levy, Johan Piron and Associates has found.

A total of 348 614 man-days have been lost in 87 strikes so far this year. This compares with the 120 035 man-days lost last year, and 1,1m in 1987.

A feature of the survey is that wage disputes triggered 68,4% of this year's strikes. Historically, such disputes have been the trigger behind 30% to 40% of

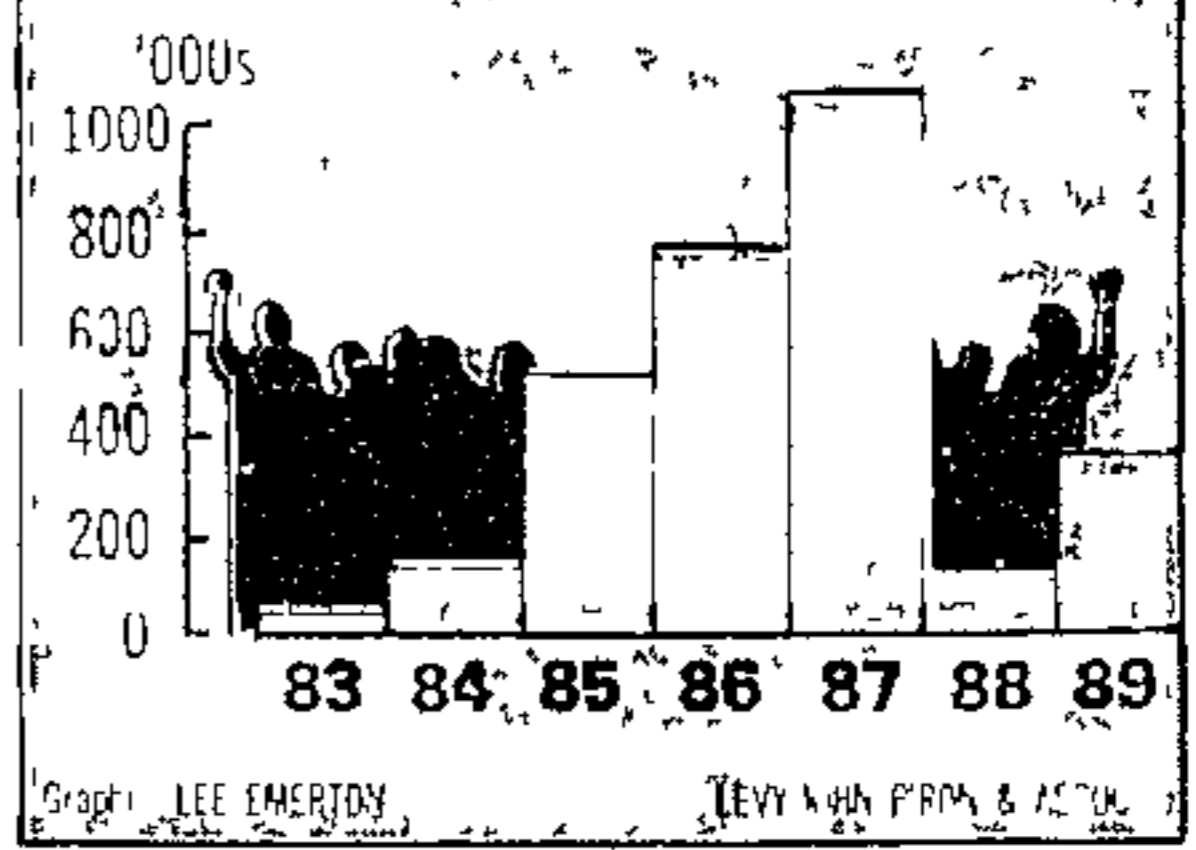
**ALAN FINE**  
 industrial action (151)

Retrenchment and recognition disputes sparked 8,5% of strikes and dismissal disputes 8%.

More than a quarter of the man-days lost have occurred in the building industry, almost solely as a result of the one-month-old strike by 3 000 Construction and Allied Workers' Union members at Everite.

The lengthy, now resolved, strike by NUM members at Rustenburg Refinery was the major factor which made mining the second most strike-prone sector.

**Man-days lost Jan to Jun**



Star 4/7/89

# Union accepts Seifsa wage offer

By Joe Openshaw

Agreement in the 1989 wage negotiations between the National Union of Metalworkers of SA (Numsa) and Seifsa Employers Federation was reached yesterday with the union accepting the minimum 56c hourly increase offered by employers.

Numsa's demand was for a 60c-an-hour increase.

The talks, which began in March, were to set minimum wage rates and improved working conditions for the country's 361 000 metalworkers.

## STEP FORWARD

The increase is 4 per cent above the current inflation rate and it has been generally accepted that this year's pay talks were conducted in a conciliatory spirit, with both Numsa and Seifsa making concessions to reach an amicable settlement.

"A major step forward was the granting of full pay for the first 10 days of sick leave. We set out this year to find significant progress with the employers," Numsa spokesman Mr Alastair Smith told The Star

Seifsa has also effectively agreed to June 16 as a paid holiday. This should have ramifications in other industrial negotiations.

"We have responded to all of Seifsa's offers but one outstanding issue relates to June 16 as a paid holiday," said Mr Smith

"In the next two years, June 16 falls over the weekend and we have asked Seifsa to consider that when this occurs our members have the option of a paid holiday in lieu of June 16, either on March 21 or May 1."

# Numsa accepts wage increase

Sowetan 4/7/89

AGREEMENT in the workers and began on 1989 wage negotiations between the National Union of Metalworkers and Seifsa employers' federation was reached yesterday with the union accepting the minimum 56c hourly increase offered by employers.

workers and began on March 20.

The increase is four percent above the current inflation rate and it has been generally accepted that this year's pay talks were conducted in a conciliatory spirit with both Numsa and Seifsa making concessions to reach an amicable settlement.

Numsa's demand was for a 60c an hour increase.

Another important concession was that Seifsa had effectively agreed to June 16 as a paid holiday. This should have ramifications in other industrial negotiations.

The talks were to set minimum wage rates and improved working conditions for the country's 361 000 metal



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# Printers (151) declare ~~the~~ dispute

By Helen Grange

The Paper, Printing, Wood and Allied Workers Union (Ppwawu) has declared a dispute with the South African Printing and Allied Employers' Federation over its proposal to withdraw from the Printing Industrial Council.

Ppwawu believes this will lead to the collapse of the Industrial Council. This would have serious implications for 45 000 workers in the industry.

Ppwawu represents about 10 000. A spokesman said: "These workers are largely unorganised, although they are forced through the closed shop to belong to the South African Typographical Union (Satu).

Mr Chris Sykes, executive director of the federation, said its decision to withdraw from the council was because of pressure by members.

## Mineworkers' union agrees to pay offer

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By Kaizer Nyatumba

The fragile wage agreement reached early yesterday by the Chamber of Mines and the National Union of Mineworkers (NUM), when the union accepted the chamber's final offer on wages but rejected a certain condition, had now been finalised, both parties said last night.

The Chamber said a "full and final agreement" had been reached in negotiations with the union on the 1989 review of wages and other conditions of employment for union members employed on the Chamber's mines. *Star 5/7/89*

The union said it had accepted wage increases of between 13 percent and 21,5 percent for various categories of workers. It had initially demanded a minimum wage of R543 for surface workers and R600 for underground workers, but settled for R420 and R480 respectively.

Earlier yesterday, the union rejected a condition relating to the Basic Conditions of Employment Act. The Chamber, however, agreed to enter into separate negotiations on the issue.

# Mineworkers' union agrees to pay offer

151 388  
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# 'Open' quiz now in post

By Joe Openshaw

Referendum questionnaires asking Johannesburg's voters to decide whether they want buses, swimming pools and recreation centres open to all races are in the post, but with a critical change in the original format.

The city's 280 000 voters are being asked to decide whether municipal facilities in their wards should be declared "open".

If the majority of voters in an individual ward want to do away with apartheid, facilities in that ward will be declared "open". The Star was told today

City council spokesman Mr Christo Bredenkamp said the management committee had decided against its original decision to regard a non-reply as a "yes" vote for desegregation

Now a decision on whether or not to open each of the facilities in each ward will be taken according to a majority vote from the cards returned

This has evoked strong criticism from

Mr Paul Asherson, chief whip of the Democratic Party in the council. He said today this was "an absolute capitulation to narrow-mindedness, and a bowing to objections expressed by the Conservative Party".

Mr J P Theron, leader of the Conservative Party in the council, said the CP had urged the management committee to change its mind on its original "no reply is a yes vote" decision

Voters must reply by July 31.

Mr Bredenkamp said replies to the questions would be confidential, and a postage-free envelope for returning the questionnaire was included with the covering letter posted to voters

Both Mr Theron and Mr Asherson were disappointed that only people on the voters' roll were being consulted. They wanted all people paying rates and water and lights accounts as property owners to be included



# Factory won't pay

AN ARBITRATION hearing has been held in the dispute between the Amalgamated Clothing and Textile Workers' Union of South Africa (Actwusa) and an Atlantis clothing company over its refusal to implement wage increases agreed upon between the Cotton Industrial Council and Actwusa last year

Desiree Quilted, which is part of the Seardel Group of companies, resigned from the employer association and has argued that since it is not part of the council, it is not covered by the agreement

Meanwhile, workers at another Actwusa-organised company this week stopped work to protest against the company giving a worker a breathalyser test

Workers at Finitex in Parow twice downed tools to protest against the test, an Actwusa spokesperson said

(S) ~~SA~~  
6-10/89  
South

# Break-up threat to printers' council

By DICK USHER  
Labour Reporter

ASSETS of R750-million of the National Industrial Council of the Printing and Newspaper Industry of South Africa are involved in the impending break-up of the council, according to a council spokesman

The dissolution of the council, the oldest in South Africa, means the entire centralised system of industry-wide bargaining over wages and working conditions for nearly 50 000 employees is at stake

Notice of withdrawal given by the South African Printing and Allied Industries Federation, the largest employer body on the council, has triggered the possible dissolution. Its notice is effective from December 31.

Other council members are the Newspaper Press Union (NPU), the employer body in the newspaper sector, and the South African Typographical Union (Satu).

A second employee organisation, the Paper, Printing, Wood and Allied Workers' Union (Ppwawu), an affiliate of the Congress of South African Trade Unions, has declared a dispute with the federation over its withdrawal from the council.

Ppwawu, which claims about 10 000 members, of whom about 5 000 are employed in the printing and packaging sector, made an unsuccessful application for council membership earlier this year.

The federation has denied that its intention to withdraw from the Industrial Council is linked to Ppwawu's application.

The union disputes this and claims the printing federation is withdrawing as it wishes to become more profit-orientated and finds the council ineffective in resolving disputes.

The printing federation's withdrawal makes the demise of the council almost certain.

The registrar must cancel its registration if one or more parties withdraws — and the council must give reasons why it should not be dissolved.

Mr Jolyon Nuttall, president of the NPU, said newspaper employers did not intend to resign or withdraw from the council.

He said the NPU supported orderly labour relations in the industry.

"The impact of Ppwawu on the industry does not concern us unduly because employers in the English-language groups have been negotiating in a multi-union situation for some years," he said.

6-17/89

Smith

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# German firm fires entire workforce

A GERMAN subsidiary company near East London has fired all its workers after a dispute over dismissals

The dispute started last month when August Laepple (Pty) Ltd demoted a shopsteward

Days later, two more shopstewards were suspended and the workers downed tools in response. The company then fired all 86 strikers

August Laepple is a subsidiary of a West German company and makes parts for the motor industry

It is one of several companies which signed an agreement drawn up by the German Metalworkers Union for South African subsidiaries last year

The National Union of Metalworkers of South Africa (Numsa) has accused the company of breaking the agreement in their treatment of the strike.

Numsa claimed the shopstewards were victimised because they were members of the union. Numsa has also accused the company of refusing to negotiate over the dispute.

"What August Laepple has done is surprising, considering that it is a German company," said Numsa

"It is clear that the company is committed to union bashing strategies and is not acting as a company from Germany

"The German companies have signed the proposed 14 principles compiled by IG Metal for subsidiaries of the German companies on South Africa

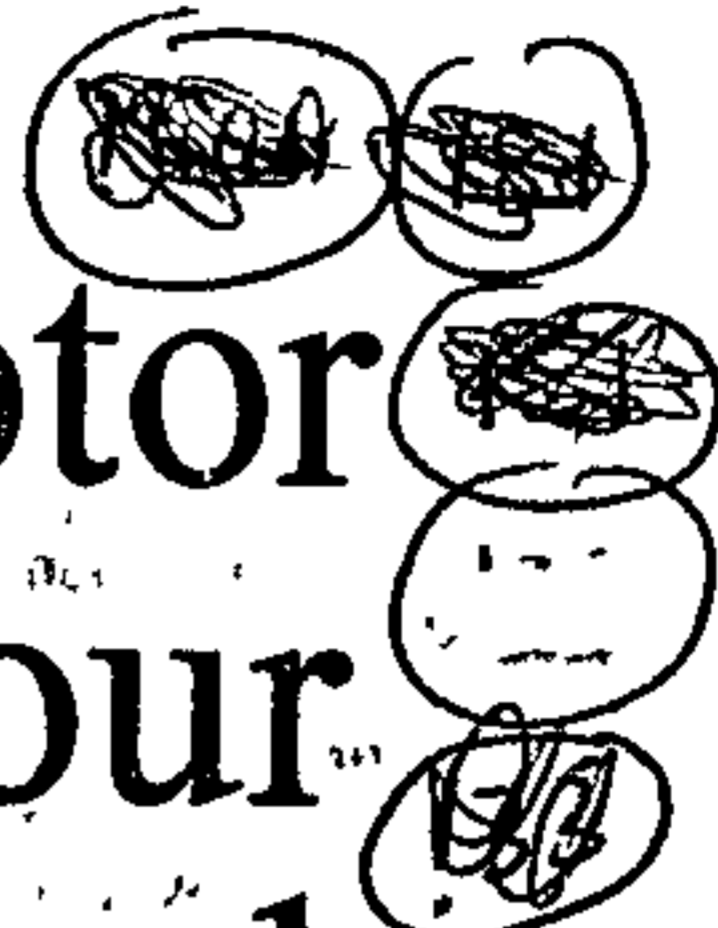
"Practices of this nature are in direct opposition to these principles" — *ELNEWS*

*[Faint, mostly illegible text at the bottom of the page, possibly bleed-through or a second page.]*

B Day 6/7/89

Employer body is set to grow

# Historic' motor industry labour talks begin today



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THE stage is set today for the first round of what Numsa terms "historic" industry-wide negotiations in the motor manufacturing industry.

Numsa spokesman Gavin Hartford said members had held week-long demonstrations in support of demands for industry-wide bargaining at Nissan, Toyota, Samcor North (Pretoria) and BMW.

He had received information that these companies, together with Mercedes Benz, had agreed to participate in industrial council negotiations scheduled to begin in Port Elizabeth today.

Eastern Province Automobile Manufacturers' Association chairman Brian Smith said last night that Mercedes and Samcor North had applied to join the association, the official employer party to the council.

The association has, until now, comprised Volkswagen, Delta and Samcor PE. Smith said he would be unable to confirm participation by the other companies until tomorrow.

Hartford said Numsa's motive for wanting industry-wide bargaining was to establish uniform working conditions over a period. Minimum hourly wages in the industry presently range from R4,50 to R5,58. He said Numsa's opening demand

ALAN FINE

was for a R6,58 hourly minimum.

He confirmed the week-long closure of Nissan's Pretoria plant was related to the demonstrations. He said management had locked out workers last week as they perceived the demonstrations as threatening.

Union officials met with Nissan management on Monday to resolve the problem, and the plant is scheduled to reopen today.

The three-day-old disinvestment strike by Numsa members at Goodyear looks likely to develop into a drawn out battle, with each side vowing to sit it out.

Numsa spokesman Gavin Hartford said the strike would continue until Goodyear began serious negotiations on union demands related to separation pay, job security, special pension fund arrangements and social responsibility expenditure.

A Goodyear spokesman repeated, however, that the company saw no justification for meeting the demands and would make no concessions.

Hartford said 1 200 workers were involved and that production had come to a standstill. Goodyear disagreed, saying the number of participants had fallen from 700 on Monday to 400 yesterday.

## Delta hesitates on national bargaining

*B10 Dec 7 1989*  
A MEETING in Port Elizabeth comprising unions and all except one of SA's six automobile manufacturers yesterday resolved to establish a national negotiating committee for the sector, Numsa spokesman Gavin Hartford said

The decision was the culmination of Numsa demands for such a structure, which the union plans to use to achieve uniform conditions of service among its 20 000 members in the industry

However, said Hartford, Delta representatives left the meeting earlier after expressing opposition to the presence of non-Industrial Council members — the other companies — as observers in formal council session

Delta is one of three companies —

~~ALAN FINE~~ ALAN FINE (S)

also including Volkswagen and Samcor PE — which have bargained through the council for several years

Hartford said two companies present, Toyota and Nissan, still had to formally confirm their participation

Negotiations on a 1989 wage agreement are scheduled for July 19-21

The union was unaware of Delta's motivation for leaving the meeting. Neither Delta nor employer organisation chairman Brian Smith could be reached for comment

Hartford said Delta workers had yesterday staged demonstrations at the plant to protest the company's stance. A Delta shop steward said his committee would approach management today for discussions

## Advance for motor union

The groundwork for the first national wage negotiations in the motor industry was laid yesterday when the National Union of Metalworkers and employers agreed to establish a national negotiation committee, Numsa said.

The talks were marred when representatives of the Delta Motor Corporation walked out in protest at the participation of employers from outside the Eastern Cape, according to union spokesman Mr Gavin Hartford.

At the same time, said Mr Hartford, Delta's Port Elizabeth plant was hit by demonstrations in support of demands that the company stay a party to the talks.

Yesterday, the union's demands included

- A national minimum rate of R6,58 an hour rising to R10,14 and R13,14 for semi-skilled and skilled workers respectively
  - Individual increases of R2 an hour and a three-monthly "inflation adjustment" to workers' pay
  - A 40-hour working week and the recognition of March 21 as a paid holiday.
  - The right to strike without fear of dismissal and improvements to maternity and paternity leave
- Labour Reporter

# Metalmen still in pay row

The National Union of Metal Workers of South Africa (Numsa), which says it represents 213 000 people, is locked in wage disputes with some of the largest metal industries.

Numsa said yesterday that the companies with which disputes were declared had refused to reward workers despite high profits after record exports.

"Highveld Steel in particular recorded an increase of 114 percent in earnings per share in 1988, with a profit of R121 million, but has stuck slavishly to the wage increase offered by the Steel and Engineering Industries Federation (Seifsa) for the rest of the metal industry." — Sapa.

# Now bosses call disputes

W/C AGW 8/7/89

TWO recent wage negotiations, one in the Cape and the other in the Transvaal, saw employers take the unusual step of declaring dispute with the union. Usually it goes the other way round.

In June the Chamber of Mines declared dispute with the National Union of Mineworkers and applied for a conciliation board after the union rejected the chamber's wage offer.

The chamber had already reached agreement with the mainly white Council of Mining Unions and three associations representing mainly skilled employees.

And in Cape Town the Metal Closures Group declared dispute with the Chemical Workers' Industrial Union, in what a management spokesman said was a move

designed to show it could not advance its offer, when negotiations deadlocked.

Mr Larry Palk, Western Cape representative of the Andrew Levy and Associates firm of industrial relations consultants, said declaration of disputes by employers was a trend that was emerging gradually.

"It's been used sometimes over the past two years or so in the Transvaal as a pro-active step by employers who decide to take the initiative when negotiations don't appear to be going anywhere. It brings matters to a head quite sharply and gives the employer the initiative in deciding the forum in which the dispute should be heard.

"Depending on the circumstances you can either apply for a conciliation board to hear the dispute, or seek an unfair labour practice ruling in the Industrial Court, or any other dispute-settling mechanism that you choose."

He said it was a relatively high-risk step to take, but could be useful in a situation where an employer was dealing with more than one union with different demands.

## "High-risk stuff"

"It could be used to get them to agree on their objectives and to reduce any possible conflict between them. But they have to be serious when declaring a dispute because it can backfire," said Mr Palk.

In previous cases it had been linked to use of the lock-out by employers seeking to apply economic sanctions to employees as a move to force settlement.

In cases where negotiations moved up a gear into declaring dispute, it was generally but not invariably the party which declared dispute which took the option of deciding the next step — whether to strike, lock-out or go to a third party forum to seek settlement.

"Declaring a dispute can mark a step beyond negotiating, where the parties are talking to each other and trying to reach settlement, towards a situation where the dispute is going to be settled by muscle. So, while it may be the employer's intention to push the issue into some other forum for decision, the step may be misinterpreted by the union as an intention to go for a lock-out of workers. So it can be quite high-risk stuff."





S/Times 9/7/89

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# Joshua deadlock

By Robyn Chalmers

and misconduct on the part of the strikers has led to police intervention Ccawusa official Salm Vally says close to 40 workers have been arrested since the strike started, although most have been released

THE strike by hundreds of employees at Joshua Doore enters its third week as the company's profitability dives.

The strike began on June 20 in protest against re-trenchments. A total of 469 employees were laid off in a rationalisation move.

Group managing director David Sussman says workers are striking about an issue on which the company has no room to manoeuvre.

"It is not possible for us to reinstate the 469 workers. We should initially have re-trenched about 750 workers, but we worked out that we could afford to carry about 300.

"We cannot carry on indefinitely. We have employed about 100 part-time workers. We have to have a cut-off point, but we hope that workers will come back. We will gladly accept them."

## Illegal

Mr Sussman claims the strike is illegal. Although the Commercial and Catering Allied Workers Union (Ccawusa) did hold a strike ballot, he says the union did not go through the procedures outlined by the Labour Relations Act.

He denies the union claim that more than 2,000 of the workforce of 4,200 are on strike, saying about 700 in 34 PWV stores have stopped work. The strike affects Bradlows, Score Furnishers, Price & Pride as well as Joshua Doore itself. Reports of intimidation

# Get rid of town clerk, demand council employees

*News 9/17/89*

By SOL MORATHI

A MAJOR confrontation is looming between the Atteridgeville Council and its employees after the reinstatement of town clerk Solly Rammala.

Workers are now threatening to resign rather than work with him.

A commission of inquiry, presided over by Judge VG Hiemstra, recently found

12 allegations of misconduct against Rammala "false and baseless".

However, most workers feel he should have been found guilty.

The council initially decided not to accept the judge's ruling but, at an extraordinary meeting on Wednesday, it accepted the finding and reinstated the town clerk with immediate effect.

Mayor Velaphi Matheraba appealed to Rammala, officials and council employees to work harmoniously together.

Rammala said he was pleased that the inquiry had vindicated him, adding that he was amazed that he had been suspended.

The council went ahead with its allegations although it had very little evidence, he said.

■ Meanwhile, SOPHIE TEMA reports that black employees of the Dobsonville Town Council have called for the dismissal of all white personnel before the end of the year.

In a petition to the council in May, the black employees claimed whites held better jobs even though they did not have the necessary qualifications.

Whites were often not asked for proof of education standards and were not interviewed for appointments like blacks.

Black employees also said there was no proper staff structure, making it difficult for black workers to be promoted.

# plea for partnerships

BLACK businessman wanted to be granted franchises to operate in city centres, and not only in townships, Southern Transvaal African Chamber of Commerce (Soutacoc) president Joe Hlongwane said in Johannesburg on Friday.

Hlongwane, also vice-president of Nafcoc, said clothing and other retailers could either grant franchises or use the budding black manufacturing sector as their suppliers.

"We want to trade where our market spends most of its time — in the city — instead of just in the townships," he added.

Hlongwane said Soutacoc was engaged in talks with some white business concerns and had stressed to them they needed to help blacks to

THEO RAWANA

trade in city areas before trying to penetrate the black market in the townships.

61 Day 10/7/89  
"If I can run a fried chicken franchise in the township, what stops me from doing the same in the city centre where the bulk of the market is during the day?" Hlongwane asked

He said black manufacturers, with their intimate knowledge of what the market needed, could be a boon to any prospective white undertaking.

"What I am talking about is a meaningful partnership. We want to do business with these people, but not only in some faraway township, while the bulk of the market is right here in the city," he said.

# Unions reject public holiday offer wording

<sup>15 May 1978</sup>  
METAL industry employers and trade unions had still not reached a final settlement in the annual wage negotiations for the industry, Seifsa said at the weekend.

Parties failed to reconcile the "disparate demands" of the different union groups on the issue of public holidays, Seifsa said in a statement issued after a meeting on Saturday.

"The Confederation of Metal and Building Unions (CMBU), Yster-en Staal-en Verwante Nywerhede Unie, and Mineworkers Union rejected the wording of the proposal made in the final employer offer for the substitution of the 1st of May for Workers' Day."

All other trade union parties had accepted the wording of the proposal, the statement said.

The trade union parties had agreed to respond to the employer offer at a meeting of the National Industrial Council for the metal industry on July 11, it said. — Sapa.

## Goodyear and Numsa report little progress in strike talks

151 ALAN FINE

ONLY minor progress has been made in talks, between Goodyear and Numsa, aimed at resolving the eight-day-old disinvestment strike at the company's Uitenhage plant.

Spokesmen for both parties confirmed the company remained unwilling to make any concessions on the central union demand for separation pay and on a proposal that housing loans to employees should be written off.

The dispute arose over a number of union demands lodged after the announcement in May that the US-based Goodyear had agreed to sell off its SA interests to Consol.

Numsa spokesman Gavin Hartford said the union had clarified its proposals on job and pay security.

The Goodyear spokesman said the company had already given assurances to workers on these matters but was willing to reword its undertakings if this would resolve the problem.

He added the union had been told its demand for liquidation of the company pension fund, and the payout of proceeds to workers, could be examined.

Hartford said Goodyear yesterday proposed that the dispute should be referred to mediation. The union's view was that there was no point in this while negotiations had not properly begun.

The Goodyear spokesman said the strike continued peacefully yesterday while a skeleton staff kept limited production going.

# Deadlocked

WAGE negotiations between the metal industry's employers and trade unions have stalled over the issue of public holidays.

Confirming this, the Steel and Engineering Industries' Federation of South Africa (Seifsa) said three unions have rejected May 1 as a public day. These unions, which include the Confederation of Metal and Building Unions, prefer to accept Workers' Day (first Friday of May).

Other unions have accepted May 1.

The parties are to meet again today to resolve the row.



Meanwhile the Federated Mining Union (FMU) and Rustenburg Platinum have ended wage talks, agreeing on wage increases ranging from 13 to 17 percent.

FMU's general secretary, Mr Sidney Zimba, said the wage agreement became effective on July 1.

In terms of the agreement, minimum and top rates for surface employees have been set at between R430 (lowest grade) and R1 762 (top grade) and for underground mineworkers set

at between R500 and R1 857.

"Management has also agreed to increase the rent subsidy from R165 to R215, a figure which represents an increase of about 30 percent," Zimba said.



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ABOUT 19 workers were injured, one seriously, when police took action against workers locked out of Dunlop Industrial Products' Benoni factory yesterday, the Chemical Workers' Industrial Union said.


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A union statement said the police, called by management, had dispersed about 500 workers outside the factory gates by beating them with sjamboks. Nineteen workers suffered injuries, one of whom was sent to hospital. *Soveran*

*11/7/84*  
The CWIU said the

# Workers hurt in Dunlop strike dispute

"illegal" lockout appeared to be connected to a simmering dispute over worker demands for the dismissal of a white worker who assaulted a CWIU shop steward. Management allegedly refused to take disciplin-

ary action against the white worker.

Comment from Dunlop and the police was unavailable at the time of going to Press 

The union also said a strike by about 150 members of Gillette (SA) had entered its second week. The dispute centred on the alleged unfair dismissal of a shop steward.

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BLACK and white metal sector unions yesterday came up with a compromise proposal on public holidays — the issue delaying a settlement of this year's industrial council wage negotiations

The Steel and Engineering Industries Federation of SA (Seifsa) has undertaken to respond on Friday after consultation with its members

The parties also agreed on a formula facilitating the payment of the wage increases already accepted by most unions from July 1

A Seifsa spokesman said employers who implemented wage increases immediately would be permitted "to set-off such increases when they eventually become statutory upon being published in the Govern-

## Metal unions agree over holidays plan

ment Gazette". The date of implementation had not yet been agreed on

The joint union proposal will make both May 1 and Workers' Day, which falls on May 4 in 1990, paid holidays next year. This would overcome union objections to members being unable to spend the statutory Workers' Day with their families

Yesterday's union proposal can be implemented without an additional day's production being lost because June 16 falls on a weekend for the next two years.

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BIDag 12/7/84



... said he was encouraged by  
new thinking in the UDF.

## National Bolts and Numsa in dispute

*B. D. 12/7/87*  
A "SERIOUS" dispute involving more than 500 workers has arisen between National Bolts and the Numsa, company MD Alan Schlesinger said yesterday. (151)

Negotiations on the fate of the workers, all from National Bolts' Paul Smit Street factory in Boksburg, will begin shortly. (151)

The union claims fork-lift drivers were asked to do extra work — which they did for almost three months. The drivers then approached the department manager and asked to be upgraded because of the extra work load.

"They got a negative response," the Numsa statement said. The drivers then stopped working.

Management said nobody's job was changed.

Yesterday both parties confirmed industrial action had been taken. — Sapa.

# Trevor Tutu gets into strike row

Sowetan 12/7/89

ISI

**TREVOR Tutu, the son of the Anglican Archbishop Desmond Tutu, is embroiled in a blazing row over his involvement in the Joshua Doore strike.**

The Commercial Catering and Allied Workers Union of SA (Ccawusa), which represents the Joshua Doore strikers, yesterday claimed Tutu made an offer on behalf of the company to the union "without any mandate from management."

Dozens of the furniture company's employees went on strike last month, in protest against the retrenchment of 500 of their colleagues.

Ccawusa said it was strange that "certain personalities" had entered the fray.

Tutu, a director of Tumult advertising agency, confirmed yesterday he had made certain proposals to the union, but said he got involved in the dispute because the company was one of his clients.

Another personality, Mr Yusuf Surtee, who was the subject of a commission of inquiry into an

By **MANDLA NDLAZI**

ANC newspaper advertisement about three years ago, is alleged to have also been involved at one stage in attempts to resolve the dispute between the union and the company

Surtee was not available for comment yesterday.

According to Ccawusa, Tutu proposed selective re-employment of the 242 retrenched workers on July 6. In a

letter to the union, Tutu said he had been assured the proposal "will be acceptable to management."

The following day, management informed the union that Tutu had "no mandate to represent the company, no power of authority to enter into negotiations on behalf of the company and that for any offer to be entertained by the company, that offer must come from Ccawusa."

Tutu said "at no stage" did he say he represented management in the talks between him and Ccawusa.

# Employers, unions to meet again Friday

Star  
12/17/89

By Mike Siluma,  
Labour Reporter

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Engineering industry employers and trade unions are to meet again on Friday after failing yesterday to conclude a wage agreement for 1989.

A statement from the employer body, the Steel and Engineering Industries Federation (Seifsa), said progress was made in reconciling disparate union demands on the issue of public holidays for metalworkers.

Seifsa said that although most unions had accepted the employers' final wage offer, the Electrical and Allied Workers' Trade Union and the

Electrical and Allied Workers' Union had "reserved their positions".

No agreement had been reached on the implementation date of the proposed wage increases.

About 300 workers at 200 Multiserv outlets have been on a wage strike since Monday, the Commercial, Catering and Allied Workers' Union said. Workers had been given until today to return to work. Management comment was unavailable.

Workers were seeking across-the-board increases, a 13th cheque and holidays on May 1 and Sharpeville Day (March 21).

the international body, operates autonomously

ment to a point where it acknowledged that it had to negotiate

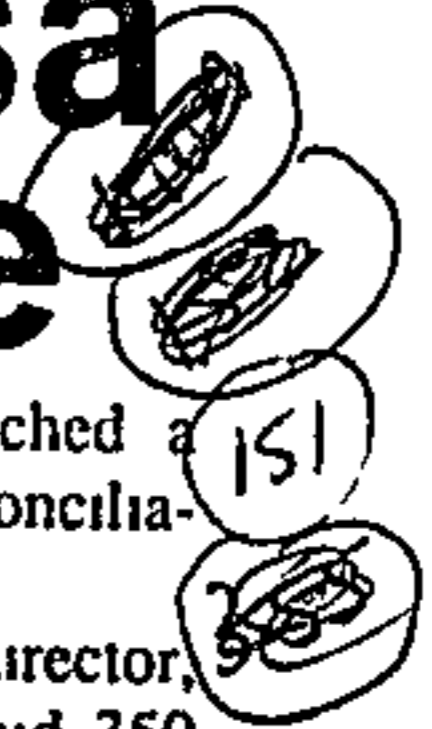
workers of SA are among the issues being discussed at the meeting.

# Over 300 Ccawusa workers on strike

OVER 300 workers in several Multi-Serve outlets in the Transvaal are on strike following a wage dispute with management. The workers demand a R200 across the board increment. Management is offering split increases of between R80 and R100. The strike began last week after worker representatives from the Commercial, Catering and Allied Workers Union (Ccawusa) reached a deadlock with management over the increases. The workers also demand the recognition of March 21 and May 1 as paid public holidays and also a 13th cheque.

Both parties reached a deadlock in the conciliation board in May.

The company director, Mr Clive Stein, said 350 workers were on strike but 80 of them were at work yesterday. He said the strike has affected 139 units of the company in the Transvaal, of which 72 have been closed.



14/1/76

ALAN FINE

FRIDAY'S 15,2% to 18,5% metal industry wage settlement, following a week after the NUM/Chamber of Mines agreement, marks this year as the first since 1983 that SA's two major sets of negotiations have both been resolved without industrial action. *8/Dec 17 1989*

Confederation of Metal and Building Unions (CMBU) chief Ben Nicholson yesterday said this was the first time in a decade that every union party to the metal industrial council had accepted the settlement.

This, he said, represented a new maturity in unions and an acceptance by Seifsa that employers can no longer take a "take

## Wage deals a six-year first

it or leave it" approach to wage bargaining.

Seifsa said the large number of trade union groupings with divergent and sometimes conflicting demands complicated talks. But, a spokesman added, they were conducted in good faith on both sides and had mostly been approached responsibly.

The public holidays issue, which held up settlement for two weeks because of differences between white and black unions,

□ To Page 2

## Metal industry

was resolved with agreement that May 1 Workers' Day and June 16 should all be treated as public holidays.

This aspect of the settlement has been drawn up as a separate common law agreement between the parties.

It will not form part of the official agreement to be gazetted by the Manpower Department because of government's refusal to recognise the unofficial, though de facto, May 1 and June 16 commemoration days as paid holidays.

It was also agreed the council should make representations to government to revise the Public Holidays Act to introduce

May 1 and June 16 as public holidays.

Hourly wage increases, to be implemented from July 1, range from 56c for labourers to R1,11 for artisans, raising the minimum rates to R3,56 and R8,31.

The industry's Sick Pay Fund would be substantially restructured and sick leave provisions would be extended. The employer body also agreed to speed up benefit payments under the fund to employees injured on duty.

Shift allowances for the afternoon shift are to be increased from 6% to 7,5% and from 12% to 15% for an evening shift.

□ From Page 1

B/Dan/17/7/89 (151)

# Cosatu speaks out on negotiation procedure

COSATU was taking seriously the fact that political negotiations in SA were on the agenda, but the form and content of such negotiations was crucial, Cosatu general secretary Jay Naidoo said yesterday.

Speaking after Cosatu's third biennial congress in Johannesburg, Naidoo said government's present approach was "fraught with empty sounds"

But, he added "We recognise there are pressures on them and us to enter into negotiations."

The congress resolved that the Mass Democratic Movement (MDM) should initiate discussions to develop a common position to avoid the imposition of a settlement unacceptable to the majority

It resolved that before genuine negotiations could begin, government had to unban organisations, release political prisoners and detainees; allow the return of exiles, confine the SADF and SAP to barracks, lift the emergency, repeal all security legislation and put an end to political trials and executions

The resolution also stated only a sovereign, mandated and account-

## ALAN FINE

able body would have the authority to develop a new constitution

Naidoo said Cosatu had no misgivings about Nelson Mandela's recent meeting with State President P W Botha. Cosatu has applied to meet Mandela

He said "We are confident he is able to express the views and aspirations of the majority, and the regime should take these seriously"

The congress also resolved to initiate discussions, centred on the ANC's constitutional guidelines, aimed at shaping a democratic constitutional model for SA

## Alliance

It decided to develop a clear understanding of how the SA economy works, and how it should be restructured to meet the needs of all

It reaffirmed Cosatu's commitment to a strategic anti-apartheid alliance, but stressed this must exclude big business and those who participate in apartheid structures.

The congress further resolved to reconvene an anti-apartheid confer-

ence — the previous one scheduled for last September was banned — by October, and to formulate a Workers' Charter which should eventually guarantee workers' basic rights in SA's future constitution

It also set out a programme and a timetable for the three factions of the split Cosatu affiliate Cawusa to follow to reunify the union

A resolution proposed by the SA Railways and Harbours Workers Union committed Cosatu and the entire MDM to fight privatisation and initiate a campaign to educate people about its harsh effects

The congress formalised conditions for "acceptable disinvestment" These included one year's notice, separation pay, wage guarantees, receipt by unions of full information on the terms of the sale, advance company pension contributions, and that disinvestment proceeds, including future royalties etc, be paid into a trust fund nominated by the relevant union

The congress urged Cosatu to work towards financial self-sufficiency, reducing its dependence on outside funding by 10% a year

# OK strikes suspended for talks

51 Dam 177787  
WORKERS at dozens of OK Bazaars stores went on strike on Saturday in support of Ccawusa wage demands, but are expected to be back at work today as representatives of the parties meet to try to resolve the dispute.

Ccawusa made new proposals, described by management as creative and conciliatory, late last week. An OK spokesman said the company had inferred from union communication the strike had resulted from a "misunderstanding", caused by the absence of leaders at the Cosatu congress.

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ALAN FINE

A Ccawusa spokesman confirmed yesterday the union had suspended the strike Workers, he said, had gone out due to a "groundswell of anger" at OK's previous refusals to reconsider its stance.

"We received on Friday an unexpectedly positive response from management to our new proposals. It was the first time they had shown a willingness to move. But by

To Page 2

## OK strikes

then it was too late to prevent Saturday's action," he said

The OK spokesman said 2 000 employees at 30 to 40 stores on the Witwatersrand went on strike. Ccawusa said it had also received reports of actions in the eastern Cape, and the northern and western Transvaal.

The OK spokesman said despite having had the right to implement its own industrial action for the last six weeks, it had so far refrained from doing so.

Despite Saturday's strike the company would proceed with Monday's meeting under the auspices of a mediator. But man-

agement would carefully monitor the behaviour of union members to ascertain whether Ccawusa was, in fact, acting in good faith. 61 Dam 177787

Neither party would disclose their latest negotiating positions. Prior to the latest communication, Ccawusa's demand for an across-the-board R125 a month increase, as opposed to the R100 offered by the OK, was the main obstacle in the way of a settlement.

Paid leave on May 1 for all workers, and an annual bonus, are the two other issues in dispute.

From Page 1

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of their lives. number of smaller firms  
tractors

# Seifsa and unions reach agreement after 4 months

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~~151~~

Star 17/7/89  
Labour Reporter

The Steel and Engineering Industries Federation (Seifsa) and metal industry unions have reached a wage agreement after four months of talks, guaranteeing increases of between 15,2 and 18,5 per cent for the industry's 350 000 workers.

Announcing the settlement, Seifsa said the increases would raise the hourly minimum rate for labourers to R3,56 and R8,31 for artisans. The increases would be effective retrospectively to July 1.

Regarding public holidays, the parties will, through the Industrial Council, make representations to the Govern-

ment to revise the Public Holidays Act generally and "specifically to introduce May 1 (May Day) and June 16 as public holidays".

In the interim the parties would regard May 1, Workers' Day, and June 16 as public holidays.

Other aspects of the agreement include:

- The conversion of the industry's pension fund into a flexible benefit fund and the restructuring of the Sick Pay Fund.
- That Seifsa would not object to the payment of the salaries of workers detained under the state of emergency.



(151) (1200)

Star 18/7/89

## Union wins 24 pc wage rise at OK ~~(1200)~~

The Commercial, Catering and Allied Workers Union has scored an apparent victory after five months of negotiations with OK Bazaars, and new wage increases have been set.

A union spokesman told Sapa the final round of negotiation, convened by Mr Charles Nupen of Independent Mediation Services of South Africa, had begun yesterday and finished this morning just before dawn.

Final decisions entailed a minimum wage increase of R120, from R500 to R620 per month. This constituted a 24 per cent increase.

The figures were finally ratified this morning, "despite management repeatedly stating over the past few months that it was not prepared to offer more than a R100 across-the-board increase and a minimum wage of R525," a union statement said.

The offer applies to employees with 12 months' service or more  
— Sapa

## OK dispute nearing end

AN END to the industrial dispute between the Commercial Catering and Allied Workers Union and supermarket giant, OK Bazaars, is on the cards with both parties having accepted independent mediation

A spokesman for CCAWUSA, Mr Jeremy Daphne, yesterday confirmed that they would take part in mediation with management

"On Thursday last week, our national negotiation team met and decided to make a final proposal to OK management. We expected a negative response, but, surprisingly, management came back to us on Friday and gave a fairly acceptable revised offer," Daphne said

Without revealing the

contents of the revised package, Daphne said the supermarket chain had moved forward on its earlier offer of a R100-across-the-board increase

In light of management's response, CCAWUSA had suspended industrial action until the outcome of the mediation, the union official said

### Stoppages

At least 40 stores — mainly in the Witwatersrand area, according to the company — were hit by work stoppages at the weekend. The strikers erupted after the union successfully conducted a second ballot in terms of a court order agreed upon by the union and management

# Ccawusa wage dispute ends in war of words

OK BAZAARS and Ccawusa yesterday traded angry words about each other's negotiating strategies following the 5am settlement of their five-month-old wage dispute

In terms of the agreement, union members are to receive R100 monthly increases effective from April 1989, and another R8 for February and March next year. The OK said this represented a 16% increase overall.

The minimum wage for employees with at least 12 months service has increased to R600 from last April, and will go up to R620 from February.

The union said the settlement was a significant victory, having forced management to reconsider its long-standing refusal to budge from its R100 offer.

An OK spokesman retorted it was "a sad reflection on the spirit in which agreement was eventually reached, if an effective additional (annualised) R1,33 a month is regarded by the union as a major victory".

He said the company had offered to bring forward the improvement in the minimum wage, which would have meant substantial numbers of union members would have received increases well in excess of R100 a month.

"Instead, the union insisted on sacrificing this significant benefit for the company's lower-paid workers for a symbolic improvement" in the across-the-board offer, the spokesman added.

Ccawusa accused the OK of basing its strategy on political rather than economic considerations, by making the R100 figure

ALAN FINE

non-negotiable

"They wanted it to be seen that the bosses had come out on top. We were drawn into this political conflict and, having forced them to move, consider that we came out of it quite well," a union spokesman said.

The OK spokesman responded "The company is confident that union members will not be fooled by union Press statements which seek to portray the settlement as anything else but a pragmatic alternative to an unnecessary and unwise period of industrial action."

## Anger

"The company takes note that its relationship with the union is unlikely to improve until such time as Ccawusa, in keeping with wider national trends, understands that confrontational rhetoric and sloganeering will inevitably have to be replaced by an informed and constructive approach," he added.

Ccawusa noted that the final round of mediation was held after "a groundswell of worker anger erupted in strike action on Saturday, placing more pressure on management to shift from their uncompromising position".

The OK countered that "the loss of wages for those who took part in the strike is more than double the 'increase' which the union now claims was won as a result of the settlement".

# Goodyear to pay out pensions

Blom 19/7/89  
GOODYEAR has offered to meet union demands for the liquidation of its pension fund and payment of the proceeds to employees, in an effort to resolve the 19-day-old plant strike involving more than 1 000 Numsa members

However, the company has continued to stand firm against union demands for "separation pay" for workers, and Numsa said the dispute would not be resolved without movement on this issue

The dispute was sparked by the announcement in May of the sale of US-based Goodyear's interests to Consol. The sale went through on July 1

ALAN FINE

Consol group MD Piet Neethling said yesterday he was keeping a close watch on the dispute, and several negotiations had been held with Goodyear management

Numsa is to inform Goodyear today on whether it accepts the mechanics of the proposed liquidation of the pension fund. "We are hoping this offer will be acceptable to our members," spokesman Gavin Hartford said

The company has suggested the immediate payout to employees of double their

To Page 2

# Goodyear

Blom 19/7/89  
contributions plus 3% interest. Remaining reserves would be paid out within six months

Neither party would estimate how much money the fund, which has operated since 1985, had available

Hartford said the company had also made its guarantees on wages, job security and social responsibility expenditure more comprehensive. However, Goodyear said the guarantees, first given at the time of

the announcement of sale, had merely been reworded to meet Numsa's approval

The company has refused to contemplate any severance payment on the grounds that the employment relationship has not been disturbed by the sale. Numsa argues the payment should be seen as a form of compensation for the years of service workers have given to the now departed parent company

From Page 1

~~Dispute settled~~  
CMI 7/25 1978  
Own Correspondent

JOHANNESBURG. —  
OK Bazaars and  
Cawusa yesterday set-  
tled their five-month-old  
wage dispute.

In terms of the agree-  
ment, union members  
are to receive R100  
monthly increases effec-  
tive from April 1989, and  
another R8 for February  
and March next year.  
This represented a 16%  
increase overall, the OK  
said.



Members of Ccawusa picketed outside the Kine Centre in Commissioner Street on Tuesday over the dismissal of some of their colleagues by Joshua Doore. Police later gave them a 10 minute ultimatum to leave the building.

## OK and union settle dispute

THE Commercial Catering and Allied Workers Union of South Africa and OK Bazaars are locked in a war of words over a wages settlement. The marathon final round of talks started on Monday and ended on Tuesday at 5am.

The union maintains it won the day while the company says the union would have got itself a better deal had it accepted the company's original offer to increase the minimum wage to R620 per month.

A Ccawusa spokesman said the two parties agreed on an across-the-board increase of R108 a month - a figure which, he said, amounted to a 21,6 percent hike on the present minimum wage and nearly 12 percent on the average pay.

The increase will be split into two parts, with Ccawusa members being

By LEN MASEKO

granted an initial rise of R100 a month backdated to April this year and R8 from February 1990.

A company spokesman said: "The company offered to bring forward the date of its improved minimum wage of R620 in an effort to settle the dispute. Had this been done substantial members of the union would have received increases well in excess of R100 a month."

"But as this was not done the minimum wage of R620 will only come into effect from February next year."

Sowetan 20/7/89

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# Union, Mobil hold talks

<sup>ISI</sup> DURBAN Chemical Workers Industrial Union representatives met Mobil Oil Corp international employee relations manager, Mr D McLucas jun, in Johannesburg yesterday to discuss the two outstanding issues in the union's demands for a negotiated and fair disinvestment procedure

The union is demanding disclosure of the agreement of the sale to Gencor and the establishment of a trust fund with the 1989 dividends.

"Mr McLucas listened carefully to the union's views and undertook to discuss a number of points with his New York head office and to reply to the union by the end of the month," a union statement said — Sapa.

69/17/89  
Sapa

# Britain reacts to Numsa deal

*B/Doc 21/7/84*  
LONDON — A senior British government source said yesterday there was little chance SA-based companies from other EC countries would emulate the West German company Mercedes-Benz's bold deal with the metalworkers union Numsa

He was reacting to a new recognition agreement signed earlier this week between the two parties

It incorporates a 14-point code supported by the West German union IG Metall and entitles Numsa members to the same collective bargaining rights enjoyed by their West German counterparts

It also enables them, under specific conditions, to bypass certain elements of SA labour legislation like the Labour Relations Act

The spokesman said the union proposals, which earlier this year were strongly endorsed by West Germany at an EC Foreign Ministers' meeting in Spain, had run up

ROBERT GENTLE

against resistance from other member countries

"This is not a case of Britain being against everyone else," he said "Those agreements are based on West German law which is not applicable elsewhere in the EC"

He repeated statements made by the Department of Trade and Industry (DTI) earlier this year that if the proposals were adopted in SA, workers at the companies in question would have more rights than their counterparts in Europe

"I think I can safely say this matter will not be brought up again," he concluded

Despite the reservations expressed here about the agreement, it has been welcomed by Mercedes-Benz, which called it "progressive" by SA labour standards

Sapa reports the West German Foreign

□ To Page 2

## Numsa

*B/Doc 21/7/84*  
Affairs Minister Hans-Dietrich Genscher, said in a statement from the German Embassy in Pretoria that the application of the minimum standards in labour relations formulated by Ig-Metall, aimed at preventing apartheid-related disadvantages to SA workers, was an important contribution towards strengthening the position of SA workers, regardless of their skin colour

*151* □ From Page 1

This corresponded with the principles of a relationship between labour and management based on social partnership

Genscher said he had advocated EC-wide acceptance of the Ig-Metall minimum standards as an extension of the provisions of the EC Code of Conduct for European subsidiaries in SA



# Labour amendment is under Govt review

By Mike Siluma,  
Labour Reporter

The Government confirmed in a statement from office of the Minister of Manpower yesterday it is looking into the possibility of revising South Africa's labour laws, with urgent attention being given to changing the clause enabling employers to sue unions for damages arising from industrial action

According to the statement, the Minister had, in line with a long-standing programme to "restructure and consolidate" the Labour Relations Act, requested the National Manpower Commission (NMC) to give "urgent attention" to Section 79(2) of the Act, which placed the burden of proof on the respondent

The inclusion of this section into labour legislation last year "caused practical problems, as trade unions sometimes did not want to assist with the settling of the dispute because of fear of this provision", said the statement

The NMC has been directed to look into, among other things, the possibility of retaining the status quo regarding the liability for damages in the case of illegal strikes and lock-outs, whether the burden of proof should be shifted, and whether other methods can be found to "discourage illegal actions such as illegal strikes, lock-outs and intimidation".

The promulgation of the new Act sparked one of the most serious disputes between unions and employers. The unions, presently locked in talks with employers, have threatened to declare a national dispute if their concerns are not addressed by September 1.

● Joint mass meetings on the issue have been called by the Congress of SA Trade Unions, the National Council of Trade Unions and other labour bodies for this weekend at Sebokeng (Vereeniging), Potchefstroom and Klerksdorp

# OK settles, but tension lingers

By Robyn Chalmers

A NATION-WIDE strike was averted by a 5 a.m. settlement between OK Bazaars and Ccawusa this week — but tension between the union and retailers remains

A strike at Joshua Doore is entering its fifth week in a labour climate which is becoming increasingly militant, possibly in a run-up to the September general election

The Congress of SA Trade Unions (Cosatu) is gearing up for a week of protest action involving up to a million workers in September. The action was decided on at Cosatu's third national congress. It still has to be endorsed at a labour summit. The Commercial, Catering and Allied Workers Union of SA's negotiations with retailers have been lengthy and tough, contrasting sharply with the more amicable talks between employers and the

National Union of Mineworkers (NUM) and the National Union of Metalworkers of SA (Nuansa)

Settlement between OK and Ccawusa came after a 15-hour bargaining session

Under the mediation of Charles Nupen of Independent Mediation Services of SA, the two parties battled to come to a compromise which would end the five-month wage dispute

It appears that Ccawusa rejected an offer to bring forward the date for implementation of an improved minimum wage in favour of a slight increase on the symbolic R100 — the OK's final offer

Ccawusa organiser Jeremy Daphne says little progress was made in the negotiations before 3 a.m. on Tuesday, when the OK made an offer which led to the final settlement

Union members will receive an increase of R100 a month with effect from April 1, 1989, and R8 from February 1990

## SPOLIGHT ON A MILITANT UNION

In addition, the minimum wage will increase to R620 a month from February

An OK spokesman says the company is satisfied with the settlement, but members would have received far more than R100 a month if the union had agreed to an offer to bring the date of the minimum wage forward

There is antagonism between the two parties OK accuses the union of being amateurish, unorganised and unrealistic. The union replies that OK is patronising and dictatorial

An OK statement says its relationship with the union will not improve "until such time as Ccawusa, in keeping with national trends, understands that confrontational rhetoric will have to be replaced by an informed and constructive approach to the negotiation process"

Ccawusa counters with examples of the company's alleged dictatorial approach. Mr Daphne relates an incident at

the start of this year's negotiations which set the mood for what turned out to be hardline talks

"Before the negotiations even started, we had a huge row over seating arrangements. For the past six years we have sat in a specific manner — as a team around a table

"We arrived at the venue for the first round of talks to discover that the OK had seated us in two rows, one behind the other. We protested, but received a haughty response from OK. We had to sit like that throughout the negotiations

"It may appear insignificant, but its psychological impact is huge, and immediately there was antagonism"

An OK spokesman defends the action, saying the seating arrangements were done by a secretary. It was not considered a major issue. He says Ccawusa

insists on having 20 representatives — too many to be accommodated around a table

Differences between the two sides run far deeper than this, however. Two years ago there was a split between two factions in Ccawusa and it still plagues the union. The split came at the union's congress when the so-called Kganare faction wanted to adopt the Freedom Charter. The Mtwa faction opposed it

A unity conference is expected to be held in November in a bid to end the division, although success in this regard is doubtful

Now that Ccawusa has settled with OK, attention has been switched to other retailers. Apart from organising the lengthy and increasingly militant strike at Joshua Doore, the union will soon begin talks with Metro Cash & Carry and Edgars

Both disputes revolve around wages. A Joshua Doore spokesman says no progress was made at two meetings last week, and a decision on whether or not to fire the strikers will be taken in 10 days

# Peace piper at Mercedes

Slaves 23/7/89

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THE new agreement between Mercedes-Benz South Africa (MBSA) and the National Union of Metalworkers of SA (Numsa) may bring relief to the troubled factory in East London.

Numsa and MBSA have been at loggerheads for about four years, strike upon strike costing the company millions of rands. Strike action in 1987 was estimated to have cost it about R300-million, and the 1988 stoppage in September topped R100-

million.

Hope is, however, in sight. MBSA and Numsa signed an important recognition agreement on Monday. It incorporates points from the West German minimum standards for labour relations.

What is particularly significant about the agreement is that rules and structures agreed on will facilitate interaction between management and hourly paid employees at MBSA.

The agreement incorporates 14 points from the minimum standards

for labour relations and excludes reference to provisions of the Labour Relations Act (LRA) by either party unless otherwise agreed to.

After the three-week strike last year, Numsa spokesman Les Kettle-das said none of the work stoppages had anything to do with conditions of work, but with dissatisfaction over MBSA's industrial relations team.

Recent changes in the team have been welcomed by the union, and possibly created the climate for the signing of the agreement.

An MBSA spokesman says the hu-

man resources board director resigned a few months ago. In addition, MBSA appointed legal adviser Ian Russell and the industrial relations manager was replaced.

In another agreement, MBSA agreed to reinstate 17 employees dismissed as a result of an arbitration award.

Arbitration proceedings last year were held after the September strike when Numsa demanded the reinstatement of an employee suspended on full pay for alleged gross misconduct.

## Numsa to start Dorbyl strike ballots

IN A dispute linked to dissatisfaction with the Labour Relations Act (LRA), Numsa is to commence strike ballots this week among its 6 000 to 7 000 members at more than 50 Dorbyl plants, a union spokesman said yesterday.

The dispute arose over union demands for compulsory private arbitration in disputes of right such as dismissals, four weeks pay for each year of service in retrenchment cases, a 3c an hour a year service allowance, and 10 days of annual paid leave, in which shop stewards can undergo training.

A Dorbyl spokesman confirmed Numsa claims that the company was bringing legal action against the union over the dispute, but declined to comment further. He said balloting had not begun by yesterday afternoon.

Numsa's Bobby Marie said the demand for arbitration to replace Industrial Court

ALAN FINE

actions on matters like unfair dismissals was the central issue in the dispute.

He said although the matter was originally raised before the September 1 amendments to the LRA, they had now gained added significance.

Numsa wished to avoid wildcat strikes, which were often sparked by dismissal disputes, particularly because of the Act's provisions facilitating damages suits against unions.

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Contrast

Arbitration was effective, allowed disputes to be settled as quickly as possible, and was also relatively inexpensive.

In contrast, taking such disputes to the Industrial Court was costly, lengthy delays were experienced, and court decisions tended to be inconsistent.

# Wage talks stalemate

By LEN MASEKO

WAGE talks between the Amalgamated Clothing and Textile Workers Union of South Africa and employers in the textile industry have reached a stalemate.

An Actwusa spokesman said the union demanded - among other things - an a minimum increase of R13 a week for the lowest-paid worker for the first six months, and a further R13-a-week rise from January 1990.

Employers have offered a minimum hike of R11,50 for 1989 and an additional increase of R10 from January 1990. They have refused to recognise June 16 as a paid holiday.

The Actwusa spokesman said it was possible that union members would go on strike if employers failed to resolve the wage dispute.

About 250 employees of Bayers have been dismissed after taking part in a work stoppage at four of the company's plants.

The workers, all members of the South African Chemical Workers' Union (Sacwu), were fired on July 13 after they ignored an ultimatum to return to work on that day.

A Sacwu spokesman said the strike was sparked off by management's refusal to take disciplinary action against an employee allegedly found in possession of company property.

A spokesman for Bayers confirmed that the strikers were dismissed. He said they were free to re-apply for jobs. He said dismissed employees had until July 31 to re-apply.

He said 150 workers were dismissed, not 250 as the union reported.

Sowetan 25/7/89

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Unions' bargaining power tells

# Racial wage gap narrows dramatically

ALAN FINE

THE wage gap between blacks and whites has narrowed dramatically during the 1980s, coinciding with the advent of powerful black unionism.

This is reflected in figures that show a narrowing of the wage gap between predominantly white skilled labour and the mainly black unskilled workforce.

There has also been a significant narrowing of the racial wage gap for the same class of work, but it remains substantial.

Figures supplied by P-E Remuneration Services show that whereas black skilled or semi-skilled workers could expect to earn little more than half the wages of their white counterparts in 1981, this had risen to 70% by last year.

Developments in the mining and engineering sectors demonstrate the narrowing of the skills wage gap.

On actual earnings, skilled gold miners now receive 4.9 times the earnings of their semi-skilled and unskilled colleagues, compared to 21.2 times in 1971 before the freeing of the gold price. The sharp gold price increase then presaged an initial major restructuring of mining wages.

The mining sector skills gap is still substantially higher than overall national averages.

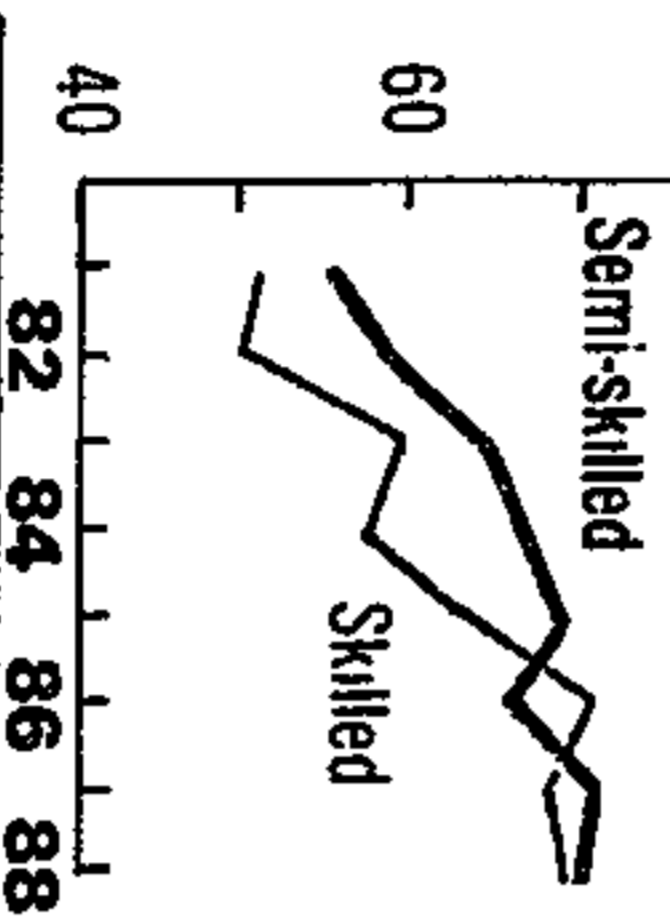
In the engineering-sector the ratio between minimum rates earned by artisans and labourers respectively fell from 5.1 in 1961, to 3.4 in 1979, to 2.6 in 1986 to 2.3 in 1988, where hourly rates of R8.31 were negotiated for artisans and R3.56 for labourers.

A Seifsa spokesman said the aim was eventually to reduce the differential to 2.22:1, which would make the labourer

B/Dwn 26/1/89 151

Whites

## Racial wage gap Blacks as proportion of whites



Graphic LEE EMERTON Source PE CORPORATE SERVICES

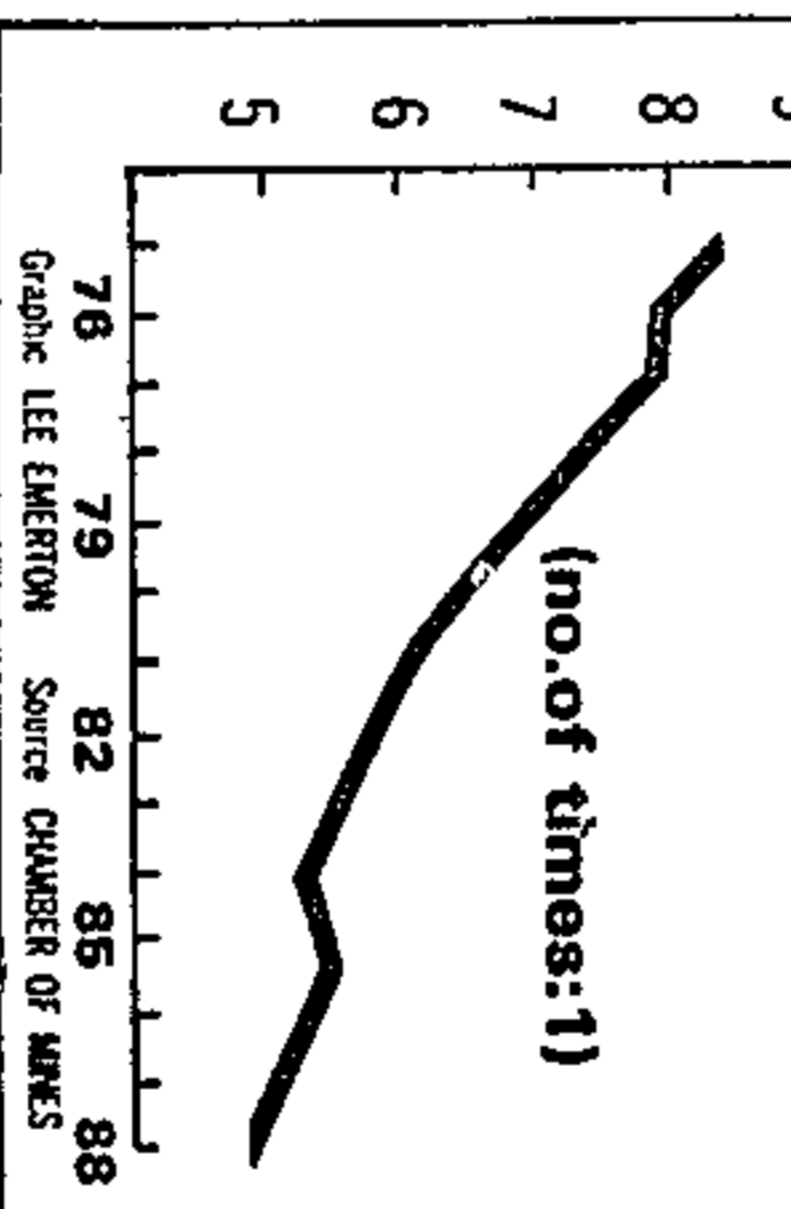
minimum rate 45% of the artisan's. However, measuring to the engineering sector ratio according to the minimum rate for the job introduces a distortion in that the "going rate" for artisans is substantially higher than the prescribed minimum Seifsa was unwilling to disclose the actual figure, but it is believed to be in the R12 to R13 range.

An assumed R13 an hour artisan's rate would give a skilled to unskilled ratio of 3.65:1, more in line with P-E's figures, which show white artisan earnings at 3.62 times the level of unskilled black earnings. P-E figures reflect a similar trend, although less pronounced.

Labour economist and management consultant Andrew Levy said yesterday theory and international experience showed unionisation always had a major

□ To Page 2

## Salaries on SA gold mines Ratio of skilled to unskilled /semi-skilled wages

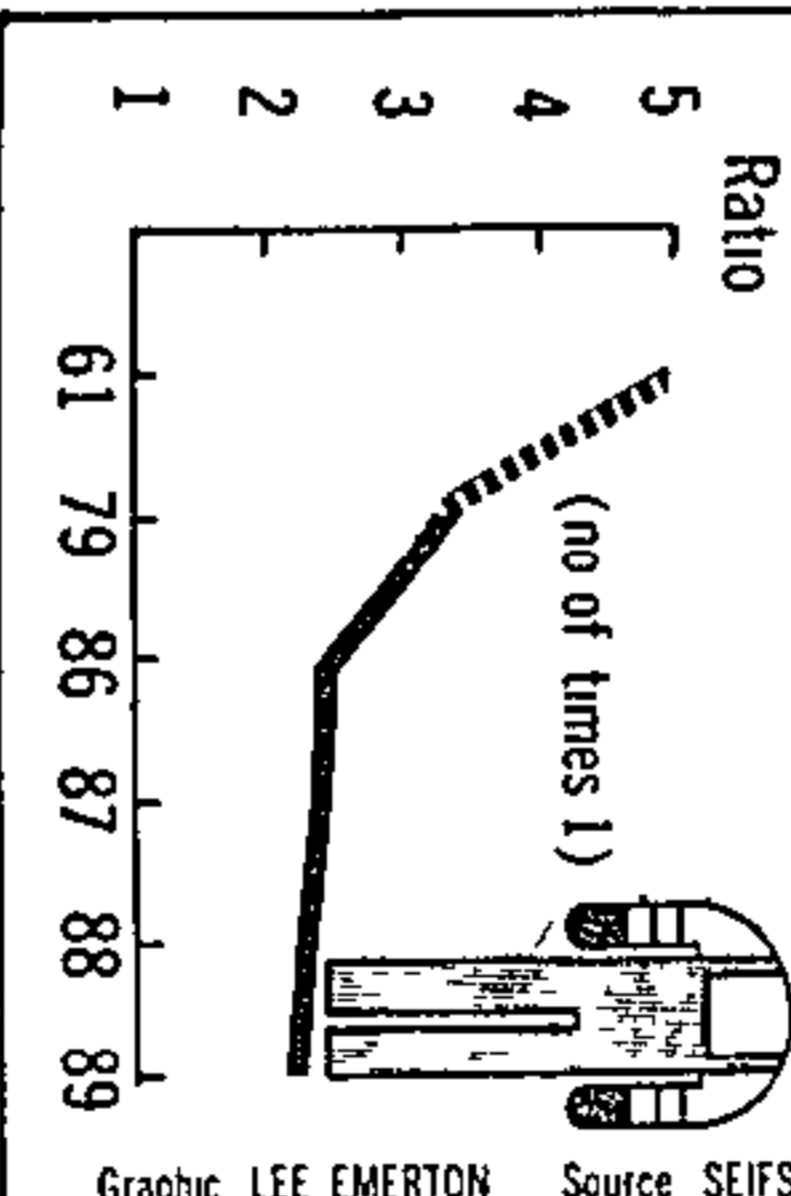


Graphic LEE EMERTON Source CHAMBER OF MINES

effect in decreasing the skills differential. Studies conducted by his firm, Levy, Piron and Associates, showed negotiated wage settlements by black unions resulted in average wage increases of 81.5% from 1985 to 1988.

In comparison, P-E figures show wages for unskilled and semi-skilled black workers to have increased by 73% in the same period — a figure that includes the negotiated settlements. White skilled wages increased by 56% in that period, P-E notes. Levy said the slowdown in the narrowing of the skills gap could be explained by

## Ratio of artisan to labourer minimum wage rates Engineering industry



Graphic LEE EMERTON Source SEIFSA

the "impact effect", which dictates that the gap narrows most substantially in the first set of negotiations between a union and a particular firm.

He did not, however, believe this shift in wage structures was about to end. A spurt in union membership and bargaining power, possibly in hitherto less organised areas such as the public and agricultural sectors, would lead to a further major round of narrowing of the gap. Also possible was that those on the "losing side" in these shifts — the skilled workers — would begin fighting back, he said.

## Wage gap

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(151)

# Wage strike over

SCORES of Mamelodi City Council employees who downed tools on Monday over a wage dispute returned to work yesterday after the council agreed to meet their demands

A spokesman for the Transvaal Association of Employees of Black Local Authorities (TAEBLA) yesterday said the council had agreed to pay increases which should have been paid in 1987 when the council moved from grade 8 to grade 9 status.

The council, after a lengthy meeting with executive members of TAEBLA on Monday, also agreed to pay a general increment of 15 percent at the end of next month. This increase will be paid retrospectively to January this year.

A spokesman for the council yesterday said workers resumed work after the council agreed to pay out the increases which were described as "long overdue" by the workers. The spokesman said the council resolved in April this year to pay the 15 percent general increase

"We were just waiting for the date to implement the increase". He added that the 1987 increases would vary from person to person because these were actually salary adjustments"

So what? 26/7/89

# Workers on strike 'locked out'

151 By Cathy Staggs

Everite Ltd, which has a factory in Kliprivier near Vereeniging, has been granted a court order in terms of which striking workers have to leave the factory premises *Star 28/7/87*

In papers it is alleged that buses transporting temporary workers were stoned and that one employee was stabbed and another hit with an axe

Mr Steven Waterbo, who has sustained two stab wounds is in hospital in a satisfactory condition

The strike has lasted nine weeks and

results from a wage dispute

The urgent application was launched in the Rand Supreme Court late on Wednesday and a rule nisi was granted by Mr Justice M N MacArthur. The return date is August 15

The respondents are the striking employees and their 16 shop stewards. The Construction and Allied Workers Union, a Cosatu affiliate, was cited because it may have an interest but no order will be sought against it.

Everite will allow workers to continue living in the hostel in terms of their contracts



THE conflict between companies and unions or, rather, managements and employees is an inescapable ingredient of the workplace

It should be resolved by management and workers themselves on the shop floor without any State interference

This is the assertion of Professor Clyde Summers, a Pennsylvania University academic presently visiting this country.

Any government intervention in the interface between management and unions exacerbated conflict, he said.

"Any dispute resolution procedure must take place at plant-level because failure to do this will result in the dispute being resolved by strikes," Summers told more than 300 delegates attending a conference on labour law in Durban at the weekend.

The conference - whose theme was "The Private Regulation of Industrial Conflict" - was attended by representatives of management and trade unions

At issue was whether private regulation of labour conflict should not be encouraged to keep State interference at bay

Union delegates and some labour lawyers saw the controversial Labour Relations Amendment Act (LRA) as an example of government intervention.

The American professor warned against having decisions of adjudication reviewed by courts or judges "who know nothing about the workplace issues."

To avoid this, unions and management had to design their own dispute resolution procedures

2 views about politics on the shop floor



Mr Peter Wrighton



Mr Jay Naidoo

# Leave bosses and unions to fight it out, govt is urged

Sowetan 2/8/89

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[Handwritten scribbles]

Dr Johan Fourie, the Director-General of the Department of Manpower, said the Government understood that from its side there should be "minimum interference" in the industrial relations arena

"Although the Government has accepted a policy of maximum self-management in labour relations by employers and employees, such self-management still takes place within the system of the prescribing of rules in which the State also has a role to play, but with the express understanding that there should be minimum interference by



the latter," Fourie said

Although there was a natural conflict of interest between management and workers, delegates felt that the two parties could pursue their relationship - or disputes - on their own through mechanisms such as mediation, arbitration, the industrial council system and the Industrial Court

## Disputes

But doubt was raised at the viability of resolving disputes through such methods as the Industrial Court, mediation and arbitration

Trade unionist Mr John Copelyn said debate in union circles centred on whether they should choose the court or private arbitration to resolve the disputes of rights.

Calling for the privatisation of the Industrial Court, Copelyn said "... criticisms centre on the fact that we have no influence whatsoever over appointments to the court, and that appointments are perceived to be of people who are of low judicial

By LEN MASEKO

standard"

Part of the criticism stemmed from the court's reluctance to physically reinstate workers who had been found to have been unfairly dismissed. Instead, he said, the court specialised in awarding compensation in such cases

Another reason why the court had lost its sheen was its interference with the definition of an unfair labour practice and the "cavalier manner" in which it was intervening in strikes.

Copelyn said private arbitration, as an alternative to the court, had overwhelming advantages because of its calibre, quality of judgment and the fact that it was quicker.

He said the disadvantage however was that the employers were often reluctant to resolve disputes through this method.

Management consultant Mr Gavin Brown said he did not see arbitration as an appropriate mechanism to tackle "our \$64 000

industrial relations questions"

He said: "More often, arbitration will be less attractive where a particular dispute is only one manifestation of a much wider and longer-term conflict between parties in which their interests or rights are being advanced by a more complex set of strategies and tactics than those which are evident from any single dispute

"Unions and employers will tend to shy away from the arbitration of a particular dispute where this will project unfavourably into these strategies," Brown said

## Politics

He said the very certainty of arbitration in such situations was a major factor causing parties to reject it.

There seemed to be increasing resentment in the employer circles on being inundated with what they termed as "the political agenda" on the shopfloor. While they conceded that there were political problems in this country, employers believed shop floor issues should be separated from the political ones.

Premier group chairman Mr Peter Wrighton said although he understood why unions were tackling both labour and political matters, the labour movement should understand that businessmen held divergent political views. Cosatu's general secretary, Mr Jay Naidoo, said unions would continue to confront managements with both labour and political demands because there was collusion between the State and business.

This collusion, he said, had resulted in the promulgation of the LRA, which sought to crush unions

# 6 000 to strike

THE National Union of Metalworkers of South Africa has called for a strike in all Dorbyl plants from Monday (15/8/89)

Dorbyl is one of the largest private sector employers in the metal industry. Sowetan 3/8/89

A statement by Numsa said deadlock had been reached after 18 months of negotiations on four demands put to Dorbyl by union members.

"Numsa members in 50 Dorbyl factories voted last week for strike action over the dispute. Voters numbered over 6 600 for strike action, 312 voted against and there were 49 spoilt papers.

"The strike ballot follows negotiations which have dragged on for more than 18 months Dorbyl has avoided proper negotiations by oscillating between its divisions and the head office," the Numsa statement claimed.

• About 400 general workers went on a lightning strike at the Park Lane Clinic this week over a pay grievance, according to a spokesman for the National Education, Health and Allied Workers' Union. (ISA) General secretary Sisa Njikelana said the workers had downed tools

over a discrepancy in wage increases.

Park Lane is the third hospital to be embroiled in a dispute with workers in recent weeks Morning-side Clinic and the Johannesburg Hospital have been in the news in connection with workers' grievances over pay, working conditions and workers' rights

3/8/89  
Sowetan

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## Mwasa talks on dispute

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THE dispute between the Media Workers Association of South Africa and Perskor will come under the spotlight at a meeting of the company's employees next Tuesday.

Mwasa has called the meeting to discuss the pending Industrial Court case between it and the Atrikaans newspaper group

The union is seeking the reinstatement of some of the Perskor employees who were dismissed after a strike in June last year.

According to the union, management wants to settle the dispute financially.

The meeting will be held at the union's Johannesburg offices.

Meanwhile, Mwasa has concluded a wage agreement with Nampak Tissue, securing a R32 across-the-board increase for its members employed by the company

A Mwasa spokesman said the increases would be effective from July 1

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# Numsa row over wage differential

THE National Union of Metalworkers (Numsa) is unhappy about negotiations over wages in the motor industry

This led to a walkout by Numsa at the last negotiating session of the industrial council and the declaration of a dispute with employers in the South African Motor Industry Employers' Association and the South African Vehicle Body and Repairers' Association

The walkout was to register a twin protest, at the wages the employers were offering and that two other unions on the council, the Motor Industry Staff Association and the Motor Industry Employees' Union, accepted the offer, and proposed the council vote on the offer

With the employers representing their own interests and the other two unions representing well-paid artisans, mainly white, a vote would

have been a foregone conclusion Numsa would have been outvoted and lower-paid employees in the industry, mainly black, would have had the employers' offer foisted on them

Numsa said "While the agreement rates for white artisans are R8,00 an hour, they can command actual wages of sometimes R17,00 an hour because of their privileged positions in South African society, while a petrol pump attendant must provide for a family on R1,90 an hour and a general worker in the small towns on R1,24

"Numsa refuses to accept that the white unions and the employers could conclude an agreement on conditions of employment when a substantial number of employees in the industry, who happen to be black, rejected those conditions

"This undemocratic decision clearly illustrates the racism and exploitation that has been practised in the industry over the years

"Because of this attitude and the insistence of the industrial council that the offer of the employers be accepted on a vote, the Numsa negotiating committee walked out of the meeting"

Fortunately there are procedures for declaring disputes and for attempting to settle them A Numsa spokesman said this week these were pending

The negotiations affect about 160 000 employees in filling stations, vehicle repair workshops, component manufacturing plants and engine reconditioning and automotive engineering shops

According to Numsa, employers started with a 7 percent offer, but excluded certain groups of employees like journeymen and petrol pump attendants This offer was later increased to 12,5 percent on the gazetted grades, excluding

- Clerical workers, shop assistants and sales personnel in smaller towns with three or more years' service,

- Petrol pump attendants who would get 5 percent, and,

- A 20 percent increase on gazetted grades for employees in vehicle body rebuilding, manufacturing and reconditioning establishments

Numsa's objection to this offer was that it excluded some employees and that increases on gazetted grades did not necessarily mean an increase in real wages

Its counter proposal was that no employee be excluded from increases, that increases should be not less than 20 percent, that they be on the actual wages of employees and that those employees in small towns earning R1,24 an hour be brought immediately to R2,50

It was at this point that it all went Humpty-Dumpty and somebody will have to try and put it together again

LABOUR  
AFFAIRS



DICK  
USHER

**No judgment  
yet on union**

*CPK 7/15/87*  
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Supreme Court Reporter

**JUDGMENT** was yesterday reserved in a Supreme Court application by the Food and Allied Workers' Union (Fawu) to have a decision by the Minister of Manpower not to approve the establishment of a Conciliation Board, after a dispute with Spekenam, reviewed.

**A dispute arose on August 5 and 6, 1987 when 451 Fawu workers were dismissed.**

Mr Justice H C Nel and Mr Justice Foxcroft presided. Mr I Farlam SC, assisted by Mr J Krige, instructed by Mr Bululani Ngcuka of Ngcuka and Matana appeared for Fawu. Mr J van Graan, instructed by Fairbridge Ardenne and Lawton, appeared for Spekenam.

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# 3600 strikers fired

A major car manufacturer yesterday dismissed 3 600 employees for ignoring an ultimatum to call off their wage strike and return to work.

A Toyota spokesman said the workers, all members of the National Union of Metalworkers of South Africa (Numsa), had flouted an industrial court order requiring them to report to work yesterday.

Those dismissed were hourly-paid employees at the Toyota's Durban assembly plant, which was closed last Thursday as a result of the strike. About 350 workers at the company's Sandton plant suspended their strike and returned to work last Thursday.

By LEN MASEKO

According to the company, Numsa had also failed to ensure that the strikers returned to work.

Toyota and two other car manufacturers, South African Motor Corporation (Samcor) and Volkswagen South Africa, have been affected by work stoppages involving 13 000 Numsa members since last week. Numsa spokesman, Mr Les Kettleidas, was not available for comment yesterday.

Samcor and Volkswagen have been forced to suspend production and close their plants due to what they have termed "high absenteeism".

Numsa members are taking part in the strikes in support of their demands that car manufacturers should agree to set up a national bargaining forum. A Samcor spokesman said negotiations between Numsa and motor companies would continue in Port Elizabeth on Thursday.



## Police nail hold-up gang

POLICE arrested one of Johannesburg's largest and most sought-after gang of suspected armed robbers after a supermarket holdup in the city at the weekend, a spokesman said. Witwatersrand police liaison officer Lieutenant-

# Volkswagen pulls out of wage talks

Stewart 8/89  
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By Mike Siluma,  
Labour Reporter

Volkswagen yesterday withdrew from the motor industry wage talks between the National Union of Metalworkers (Numsa) and motor manufacturers, as strike action by more than 12 000 workers continued for the eighth day

A company spokesman said the decision was taken because of a strike which had forced the indefinite closure of the Uitenhage assembly plant

Numsa members have been on strike at assembly plants, owned by Samcor, Toyota and Volkswagen since Monday last week to back a wage claim

Toyota and Numsa have clashed publicly over the company's decision to dismiss 3 600 strikers at its Prospecton car factory on Monday

Reacting to an earlier Numsa

statement, Toyota's industrial relations director, Mr Theo van den Bergh, said the strikers were fired after refusing to resume work and ignoring instructions to resume work.

A separate company statement said about 25 percent of those dismissed had been "re-engaged" and that negotiations between management and workers were scheduled for yesterday to discuss workers' re-employment and the question of national wage negotiations

Numsa spokesman Mr Les Kettledas said, however, that workers had decided not to re-apply for their jobs because they still regarded themselves as Toyota employees. Toyota workers wanted the company to re-join the national pay talks, from which it withdrew last week in the wake of the strike

**Gawu in  
dispute with  
employers**

THE 54 000-member Garment and Allied Workers' Union (Gawu) this week declared a dispute with Western Cape clothing industry employers, charging that they were slow in responding to annual wage demands.

Denying this yesterday, director of the Cape Chamber of Industries Mr Colin McCarthy said employers had responded to "numbers of letters" from the union, but was under no obligation to reply within 30 days as alleged by Gawu.

● Rex Trueform director Mr Albert Keet yesterday confirmed that some 1 240 factory workers on Monday and Tuesday staged a stoppage in support of ballot facilities to register protest at the Labour Relations Amendment Act.



# Union seeks action over recognition

Sowetan 14/8/89

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THE National Union of Steel and Allied Workers is to take the Besaans and Du Plessis company to the Industrial Court today for allegedly refusing to enter into a recognition agreement.

Nusaw official Mr Ndomane Tibane said the dispute with the Pretoria company revolved around management's refusal to negotiate with the union at plant level. Instead, he said, management was prepared to deal with the union only at industrial council level.

"The problem is we are not members of the metal industry's industrial

**By LEN MASEKO**

council, hence we have rejected management's response to our demand," Tibane said.

Nusaaw has filed the court application on the grounds that the company, because of its apparent refusal to negotiate with it, was guilty of an unfair labour practice

Tibane said more than half of the company's black workforce belonged to his union.

\* About 250 members of the SA Chemical Workers Union have called off their work stoppage at Bayers South Africa, a Sacwu spokesman said.

The Sacwu members were fired on July 13 after they ignored an ultimatum to return to work. They downed tools in protest against management's refusal to

take disciplinary action against an employee allegedly found in possession of company property.

Sacwu's general secretary, Mr Humphrey Ndaba, said the workers resolved to return to work after management promised to attend to their grievances

"The company offered workers their jobs without loss of seniority, and undertook to look into complaints that led to the stoppage," Ndaba said

Wage negotiations are set to resume

# Motor industry 11-day strike ends

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By Mike Siluma, Labour Reporter

The 11-day motor industry strike, at one point involving up to 13 000 workers, has ended, opening the way for the resumption today of national pay negotiations between the National Union of Metalworkers (Numsa) and car manufacturers.

Spokesmen for Toyota and Numsa confirmed yesterday that 3 600 workers dismissed by the company following the strike had returned to work at Toyota's Prospecton, Natal, assembly plant. An additional 400 strikers resumed duties at the company's marketing division at Sandton in the Transvaal.

An agreement reached between Toyota and Numsa provides for the reinstatement of the Prospecton workers and for Toyota's return to the national pay talks, from which it withdrew in the wake of the strike.

According to Numsa spokesman Mr Les Kettledas, the company undertook to withdraw an industrial court interdict granted about a week ago directing workers to end strike action.

Toyota's personnel and industrial relations director, Mr Theo van den Bergh, said the agreement "addresses the crucial issue of good faith bargaining and the obligation on Numsa and its members to refrain from illegal industrial action".

The Toyota-Numsa agreement follows the decision on Monday by 8 500 Numsa members to end strike action at car factories owned by Volkswagen and Samcor in Uitenhage, Port Elizabeth and Pretoria.

Volkswagen, which also withdrew from the talks in the wake of the strike, is to return to the negotiation table. Negotiations were postponed because of insufficient employer representation.

CAC 10/15  
17/8/89

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# Globe, workers urged to settle overtime dispute

Supreme Court Reporter

A SUPREME COURT judge yesterday urged a ship-building company and its workers — against whom an interim interdict had been granted — to try to negotiate a settlement

Mr Justice E L King made this appeal on the return date for a final order in an application brought by Globe Engineering Works against 391 workers compelling them to work overtime

The court was packed with the workers, who were not represented by counsel and who had decided to individually argue their case

Yesterday's proceeding was a sequel to an interim interdict granted on July 27 restraining the workers from refusing or failing to work overtime at the request of the company

The workers were also interdicted from instigating, supporting or failing to prevent an illegal strike and, from in any way obstructing the normal operations of Globe Engineering Works

Some of the workers said that since they had been served with the interdict, they were required to work 12 hours a day, seven days a week and that the long hours were physically and mentally exhausting.

The judge suggested that worker representatives and management meet yesterday afternoon to negotiate a settlement. By agreement between the parties, Mr Justice King suspended the operation of the interim interdict till 10am today

Mr R D McClarty, instructed by Mr Malcolm Douglas of Roulledge-MacCallums, appeared for Globe Engineering Works

# Race row over sacking of 2

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By **LEN MASEKO**

**AMERICAN** multi-national Colgate Palmolive is embroiled in a racial row over the dismissal of two black employees for alleged "gross negligence" at the company's Boksburg plant.

The Chemical Workers Industrial Union, which represents the two boiler attendants, claims that its members were dismissed for the "gross negligence" of their white foreman

The two are Mr Petros Mabuza, a shop steward, and Mr Milford Amos

A union spokesman said. "This highlights inconsistency on the part of

## Foreman is to blame says union

management in deciding the penalty for different racial groups.

"Workers believe that this action is a violation of company policy on 'Equal and Fair Employment Practices' for all employees irrespective of colour, sex and race."

The CWIU is to challenge the validity of the dismissals in the Industrial Court. The union's application will be heard early next year

The company's industrial relations manager, Mr Walter Skosana, said the dispute will be decided by the court. He declined to comment any further.

A CWIU spokesman said the conciliation board had failed to resolve the dispute between the two parties. The board had also failed to temporarily reinstate the two workers pending the final determination of the matter in court.

Management, he said had hinted that it was prepared to compensate the two instead of reinstating them

"Recently a white man slapped and pulled a gun on a black man on the company premises and the white man got away with a warning," the union spokesman said

# 'Fedics strike could spread'

By Louise Burgers

The strike at the catering company, Fedics, could spread if the company does not engage in "constructive negotiation" with the Commercial Catering and Allied Workers Union (Ccawusa) to resolve the wage dispute involving more than 1 000 workers, a union spokesman warned.

Mr Mike Tsotetsi, said Ccawusa was willing to negotiate with management if Fedics negotiated directly with the union's head office and not with each depot separately as they had been doing *sta 17/6/89*

"We expect the strike to spread if constructive negotiation does not take place. We could use our manpower resources effectively if both head office's speak to each other."

The union says 1 500 workers are on strike at Jan Smuts Airport, two Airchef plants and nu-

merous canteens on the Reef.

The group personal director for Fedics, Mr John Moore, says 919 workers are on strike.

"And 380 workers at the staff canteens outside Jan Smuts are conducting an unlawful strike."

The union disputes that some strikers are taking part in unlawful action.

Mr Moore said no action was planned against the illegal strikers and Fedics would prefer to resolve the dispute through negotiation.

Fedics says it has put "contingency plans" into action and all its restaurants and services are running normally.

The union is demanding an across-the-board increase of R180 and a minimum wage of R800. Fedics is offering a R90 increase and a R400 minimum wage. The union wants direct negotiation with Ccawusa's head office in future industrial action.

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**Supreme Court Reporter**

AN interim interdict, compelling workers of shipbuilding firm Globe Engineering Works to work overtime, was yesterday discharged in the Supreme Court after the dispute was settled

By agreement between the company and the 391 workers, Mr Justice E L King discharged the rule nisi granted on July 27 and made no order as to costs.

The settlement is a sequel to an unusual event in the Supreme Court on Wednesday — the return date of the interim interdict — when aggrieved workers packed the court to argue their case individually

Globe Engineering

**Overtime  
dispute  
settled**

won the order restraining the workers from refusing or failing to work overtime, instigating, supporting or failing to prevent an illegal strike and from in any way obstructing the normal operations of the company

Mr Justice King urged the company and the workers to try to negotiate a settlement and by agreement suspended the operation of the interim interdict

Mr R D McClarty instructed by Mr Malcolm Douglas of Routledge-MacCallums, appeared for Globe Engineering Works

*CME  
Times  
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# Tensions in firm

A FIGHT between two workers - one black and the other white - at Pretoria's Cullinan Refractories has resulted in a tense situation in the company.

A spokesman for the Building Construction and Allied Workers Union (BCAWU), which represents the company's black work force, said tension in the company had been fuelled by the company's decision to fire the black employee concerned, Mr William Monaka, instead of reprimanding the white worker who allegedly "assaulted our member".

He said the company had obtained a court interdict restraining the black work force from retaliating by "attacking" their white counterparts. Management's actions had raised suspicions over its role in the matter, he said.

Cullinan's human resources director, Mr Barry Beckley, confirmed the incident saying "as far as I know the white employee has laid a criminal charge with the police".

He said management applied for an interdict after "the situation inside the company had deteriorated".

The BCAWU has declared a dispute with

the company, contending that Monaka was unfairly dismissed. The matter is to be decided by an arbitrator.

The BCAWU spokesman said Monaka now lived in fear of his

BYLEN MASEKO

two other issues: wages and retrenchments. About 160 Cullinan employees face retrenchment under the company's restructuring programme, according to the union. The union has rejected the proposed retrenchments. On the wage dispute, the union has accused management of unilaterally granting an increase to its members without an agreement with the union. Beckley said "to the best of my knowledge" the wage adjustments had been agreed to by the two parties.



# Act rolls back rights, says unionist

By Mike Siluma, Labour Reporter 151

South African employers were yesterday accused of negotiating in bad faith in their recent talks with black trade unions over the controversial Labour Relations Amendment Act.

Addressing a seminar on the Act and the unions' proposed "week of action" next month, Amalgamated Clothing and Textile Workers Union secretary-general Mr Johnny Copelyn said although the unions accepted the bona fides of the employers' negotiating team, the union feeling was that employers as a group had negotiated in bad faith.

The seminar, to discuss the proposed union protest action against the Act, was organised by an industrial relations consultancy, The Innes Labour Brief.

Mr Copelyn said it was not true that the Act did not reverse reforms introduced after 1979. "The Act is a serious rollback of workers' rights — for example, job security."

Although the Act did not restore the situation to pre-1979 conditions, it made significant inroads into worker rights.

Mr Copelyn said one of the main problems with the present employer-union talks was that employers would not recognise the right of workers to call a national dispute — and, possibly — a strike if the talks failed.

"The talks have thus merely become a permanent forum for ongoing discussions," he added.

AECI group human resources manager Mr Bokkie Botha said union plans to engage in action while negotiations were in progress had led to cynicism among employers, with some employers refusing to allow union balloting on the Act on their premises.

He cautioned employers to "guard against emotional reactions" regarding the proposed union action and described the talks between employers and unions on the Act as "more constructive", with less emphasis on rhetoric.

The unions had, in the course of the negotiations showed a preparedness to "interact with the State and State organisations".

Although the Act may have made it possible to threaten unions, there had been very little real action taken by employers against unions in terms of the Act, Mr Botha said.

While employers understood that political and labour issues were intertwined, they were also concerned about their businesses being hurt by action such as that proposed by the unions.

Labour lawyer Mr John Brand said that while a fundamental requirement of labour law was its acceptance by all parties involved, the new Act had "largely discredited the principle of neutrality in South Africa's labour legislation".

The best way to resolve the dispute over the Act was to repeal it and restore the situation to what it was before 1988.



Eveready in pay dispute

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# Workers attacked outside factory

PORT ELIZABETH — Violence broke out between Eveready workers outside the plant before dawn yesterday when people reporting for work were attacked with stones, sticks and bottles by militants involved in a pay dispute.

Outnumbered, the workers had to run the gauntlet of the violence to reach the factory gates.

Car windscreens were smashed and some workers, including at least one woman, were left lying in the road.

## Pay dispute

Two ambulances carried victims to the Livingstone Hospital.

The violence erupted on the day workers were told they had to report for work before 4 pm or face dismissal following weeks of industrial unrest over a pay dispute.

It started just after 5 am when people reporting for work approached the plant on foot and in cars.

As they crossed the Eveready bridge over the N2, they were attacked by men wielding sticks, stones and bottles.

In a statement through lawyers, the company said. "Certain employees have been severely assaulted and the property of employees and mem-

bers of the public has been damaged."

Mr Barry Easton, the company's industrial relations manager, said: "The workers were hit with sticks and the cars were hit with stones. I would say 10 cars were damaged."

"At that stage I would say about 300 people were outside the plant, but only a small number of these — perhaps between 20 and 30 — were involved in the attack. It is difficult to estimate."

"I saw seven people in the back of an ambulance and I reckon three of them were seriously injured. They had been hit with sticks and fists."

"There were definitely some women among the attacked. One woman was lying in the roadway on the bridge."

"Four women and three men were in the ambulance I looked into."

"The violence went on for about 45 minutes and it was not at all pleasant. Bottles were thrown and the road is now strewn with glass."

"Police later escorted employees into the plant and I believe two arrests were made but I have no confirmation of that."

"It is the first violence we have had of any significance at all."

"Our first aid unit in the plant was kept busy patching people up afterwards."

Asked for comment, police in Pretoria said they were still awaiting a report from police in Port Elizabeth — Sapa

Call Texts 19/8/89

ASI

## Cops fire on 450 angry workers in wage dispute

JOHANNESBURG. — Police called in to restore order at a pie factory here lashed out with sjamboks and opened fire on a crowd of 450 workers angered over a wage dispute

At least 17 workers were injured, some seriously, when police used force apparently after the workers defied an order to disperse from Mama's Pies premises, Malvern, according to managing director Mr Louis Silber

A spokesman for the Food and Allied Workers' Union (Fawu) said several workers were arrested in the confrontation in which workers allegedly hurled stones at the police

Mr Silber, who regretted the injuries, said the workers were locked out on Thursday after a breakdown in wage negotiations

He said the workers arrived at the factory yesterday morning and behaved violently and brushed off senior personnel who came to reason with them

A statement from the police yesterday said that some workers hurled stones as they fled the scene following an order to disperse.

"They were warned by police to disperse and were given a while to do so. When they didn't do so, they were dispersed with horsewhips. Shots were fired," the statement said

They said four workers were injured following the police action

● Meanwhile, Mama's Pies, a division of the Premier Food industries, faces industrial action at its three branches in Johannesburg, Durban and Cape Town — Sapa

*CMT-TWIS 24/8/89*

# No back-pay for union workers, court orders

*10/17 15/1* Labour Reporter

ATLANTIS Diesel Engines (ADE) has been interdicted by the Industrial Court from back-paying wages to any members of the National Union of Metalworkers of SA (Numsa) because they resigned from the union after August 11

The order, granted on Monday, followed allegations by Numsa that at least 350 members had been misled by ADE into resigning from the union to qualify for a wage increase

Numsa, which has about 1 100 members at ADE, has been formally in dispute with the firm over wages since late July

Presiding officer Mr J P van Niekerk ordered ADE to pay Numsa's costs

Mr Paul Pretorius, instructed by Ms Amanda Armstrong of Cheadle, Thomson and Haysom, appeared for Numsa. ADE was represented by Mr F P S Erasmus of Erasmus and Steyn

HOUSING has become an issue in negotiations between employers and trade unions.

The acute shortage, particularly among blacks, has been well publicized since the withdrawal of the State from the provision of housing studies by the SA Institute of Race Relations and the Development Studies Unit at Natal University disclose that the inability of low-income blacks to afford housing and the lack of land are major obstacles to easing the backlog.

Association of Building Societies of SA president Bob Tucker has said repeatedly that housing represents not only the biggest challenge and potential tragedy facing SA, but the greatest opportunity for economic transformation.

Trade unions have now be-

# Housing a bargaining point

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Although many employers balk at becoming involved in the financing and delivery of housing, consultant Paul Hendler believes its provision holds possibilities for stabilising workforces and increasing productivity.

Mr Hendler and Tim Hart of the National Institute of Personnel Research (NIPR) write in the Institute of Personnel Management (IPM) journal that housing is set increasingly to become a permanent feature of industrial collective bargaining.

They say it is important to understand that these negotiations are based on strategic assessments of the parties' own interests.

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"Recently, there has been growing pressure from union membership for unions to address housing. This pressure has its roots in the extreme shortage of housing and the high cost of shelter and services."

"Increasingly, employers are seeking to divest themselves of direct involvement in housing (such as hostels and company housing) and promote home ownership."

"This reflects a desire to entrench a stable urban workforce, and perhaps particularly to retain scarce skilled and semi-skilled labour."

Collective bargaining about housing is still in its infancy, and there are likely

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to be numerous obstacles to overcome.

Mr Hart and Mr Hendler say a difficulty is that housing does not end with mobilisation of finance.

There are several preconditions for adequate housing, and the relationship between

23 18/87  
unions and benefit funds could involve tricky negotiations.

"The biggest challenge to the emerging process of collective bargaining over housing is likely to be that of making home ownership available to the lowest-paid

workers.

"However, at this early stage, the potential appears to exist for a constructive breakthrough which could significantly improve both the housing backlog and the quality of life of large numbers of workers."

*Conf Times 22/8/87*  
**Campaign now in factories**

JOHANNESBURG. — The defiance campaign by the MDM has begun to surface in factories with workers coming out against alleged discriminatory policies practised by managements.

The Cosatu-affiliated Chemical Workers' Industrial Union (CWIU) said yesterday that hundreds of black workers at a Janssen Pharmaceuticals plant in Johannesburg had begun to defy a company ruling that they clock in when they begin their work shift.

"All workers who are obliged to clock in are black. The majority who work without clocking in are white. Our membership considers this to be a discriminatory practice and, therefore, is defying it," the union said in a statement.

However, management had warned CWIU members they face dismissal if they do not clock in today.

Janssen Pharmaceuticals could not comment immediately, a spokesman saying that only the executive director could deal with the issue. He was out of town. — Sapa

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PEOPLE AT THE TOP  
ARE ON THE MOVE  
SEE PAGE 17

# TOP TALENTS

SUNDAY TIMES, Business Times, September 3, 1989

**HANPOWER  
MIRROR BY  
ROBYN  
CHALMERS**



PAGES AND PAGES OF THE BEST JOBS IN SOUTH AFRICA

# Industrial court irks bosses and unions

LAST weekend's workers summit did more than confirm trade-union opposition to the Labour Relations Amendment Act (LRAA)

It again highlighted union dissensus with the industrial court. One of the demands Cosatu (Congress of SA Trade Unions) and Nactu (National Council of Trade Unions) has repeatedly put to employer body Saccoca (SA Consultative Committee on Labour Affairs) is that arbitration be used instead of the industrial court.

For once, trade unions employers and lawyers agree. They are unhappy about the industrial court arguing that



Elijah Barayi call for united trade-union action

It has become too interventionist and inhibits the bargaining process. It also appears to be severely understaffed. One can understand why — the court received 3 838 cases in 1988 compared with 2 042 two years earlier. Of the 3 838 cases last year, the court was unable to settle 1 314.



It has also been involved in an increasing number of urgent interdicts. The National Manpower Commission (NMC) report tabled in Parliament in April this year shows employees and employers applied for 189 urgent interdicts last year as opposed to 76 in 1987. The increasing number of cases coming before the court reflects both the growth of clashes between employers and trade unions and a swing to the law's being used as a first and not last resort. Labour lawyers and firms specialising in labour law have grown at an astonishing rate. Many employers and consultants are highly critical of this trend.

Among them is Chamber of Mines senior general manager of external relations Johan Liebenberg. He believes that the legal profession has benefited enormously from the Wehahn reforms. Because of the trend to legal solutions he says old-fashioned, emotional collective bargaining is being phased out.

Recent developments appear to indicate that employers and unions are finding ways around the Industrial Court. Dorbyl's recent decision to refer dismissed cases to private arbitration is one example. Dorbyl adopted this course only after 7 000 National Union of Metalworkers of SA (Numsa) members at 50 of its plants threatened to strike. It did however reserve its right to have re-

course to the court should it be unhappy with the decision of the arbitrator. The demand for private arbitration has been heard repeatedly at union employer meetings. Reasons put forward for this by unionists at the workers summit included dissatisfaction with the arbitrary and inconsistent nature of court judgments. In addition high costs of litigation and the difficulty of gaining access to the court played a part. Private arbitration was punted recently by Amalgamated Clothing and Textile Workers Union (Actwusa) general secretary John Copelyn. He says the unions believe they are unable to influence court appointments and the court is reluctant to reinstate unfairly dismissed workers as reasons for this.

Although employers appear to be accepting the concept of contracting out of the LRAA, particularly on rights disputes there are some disadvantages to private arbitration. Mr Copelyn says because arbitration awards are private they cannot set a precedent or be quoted as a guideline for other parties not involved in the proceedings. A new initiative was adopted at the summit. It resolved to unite workers across the political spectrum through a Cosatu-Nactu and independent unions National Co-ordinating Committee. Cosatu president Elijah Barayi made it clear that he hoped united action against the LRAA would allow greater co-operation between Nactu and Cosatu the goal being one federation for all unions. Amid the spirit of co-operation and peaceful protest it is hoped that some clear-cut decisions will be taken on the LRAA soon. Employers and workers have lost too much both in terms of cash and in trust.

# Bank staff row over pay memo: Dispute declared

By DICK USHER, Labour Reporter

FIRST National Bank staff in Cape Town are up in arms about disciplinary action taken against four employees over a memorandum seeking support for a 20 percent pay rise.

The South African Society of Bank Officials has declared a dispute with the bank and is to apply for a conciliation board hearing

The society called the bank management's reaction "heavy-handed"

It is concerned because it does not see the members' action as conflicting with industrial relations legislation and because of the way the disciplinary hearings were conducted

The society said the bank would not postpone the hearings to allow the members to be represented by senior officials from Johannesburg, but flew its own senior industrial relations manager to Cape Town to conduct the hearings

## Canvass support

The memorandum was drawn up after the Cape Town annual meeting of the society to canvass support of members not at the meeting for the 20 percent increase, according to a statement issued by the society.

Once distribution began the bank "immediately resorted to heavy-handed tactics" to squash it

Four staff members were required to attend disciplinary hearings at which they were found guilty on several charges, but no further action was taken

Sets of demands over the issue were exchanged between the society and First National and the society declared a dispute when the bank did not comply with its demands

Mr Colin Hunt, a general manager, said it was an internal matter which would be resolved internally

# Angry staff and bank in showdown?

Staff Reporter

A SHOWDOWN was looming between First National Bank and angry employees this week amid claims that the bank tried to "intimidate" staff who were pushing for a 20% across-the-board salary hike.

The focus of the dispute is Cape Town, where a group of four officials recently circulated a petition to their colleagues calling on them to support "industrial action" necessary to secure their increase.

Bank sources said First National's employees were disgruntled because they had received smaller increases than their counterparts at the Standard Bank.

Their petition said: "Inflation has in recent years eroded our purchasing power to the extent that we are no longer able to enjoy a lifestyle befitting our profession"

But the bank's top management were not amused.

And according to the 35 000-member South African Society of Bank Officials, First National resorted to "heavy handed tactics" in a bid to squash the initiative

Sasbo's deputy general secretary, Mr H G Rowan, has confirmed that Sasbo has declared a dispute and said the union was preparing an application for the Conciliation Board

"The bank has called an urgent meeting of the standing joint committee in Johannesburg on Monday, and Sasbo members will be attending another meeting in Cape Town on Thursday to thrash out the issue"

Mr Colin Hunt, a general manager at First National's headquarters in Johannesburg, declined to comment, saying the bank regarded the issue as an "internal matter" He confirmed there was a dispute between First National and Sasbo.



# Industry-wide wage agreement

13/Day 12/9/89

ALAN FINE

NUMSA and six of SA's motor manufacturers yesterday concluded their first industry-wide wage agreement after several weeks of talks which included the two-week stoppage last

month at four plants. Numsa official Les Kettleidas said the "historic" negotiations had resulted in the elimination of differences in the benefit packages among the different manufacturers, and "laid the basis for greater uniformity of conditions of employment within the industry SA".

He said the agreement, which affects 30 000 employees, took the minimum hourly wage up by R1 to R5,50. Across-the-board increases of R1 to R1,60 were also agreed. At Samcor, Pretoria, an additional 50c an hour would be paid to all workers so as to create parity with the other companies, Kettleidas said.

It was also agreed that hours of work at Toyota and Nissan, the two manufacturers at which a 45-hour week is worked, would bring their weekly hours

into line with the 40 worked at other companies.

May 1, June 16 and March 21 are to be paid holidays, employees with long service will receive up to an additional six days annual leave, and from 1990 all workers will become entitled to a 13th cheque.

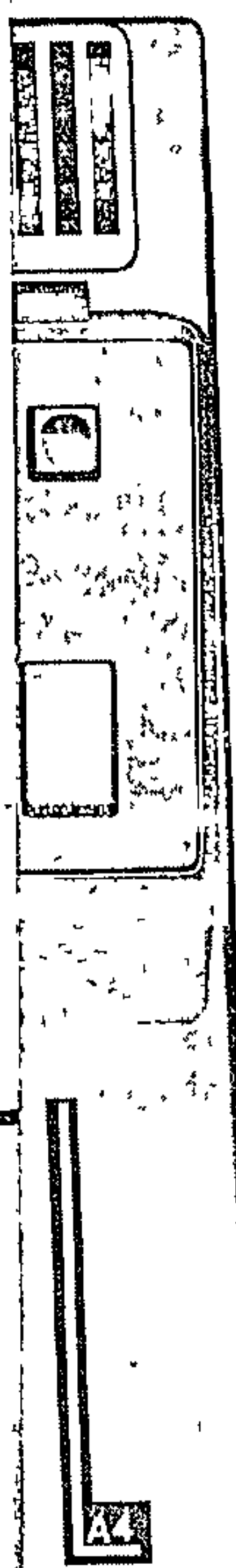
The agreement also provides for the creation of a joint union/management training board for the industry, designed to ensure equal and increased technical and vocational training for women and youth. All pension funds are to be transformed into provident funds.

Another joint committee is to be established to review the different grading systems used by the different manufacturers "with a view to recommending an alternative and uniform

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ALTECH

INFORMATICS



## Final offer made to 'talks-stalling' Fawu

151

ALAN FINE

SOUTH African Breweries (SAB), accusing the Food and Allied Workers' Union (Fawu) of attempting to stall wage talks until the peak summer season, announced yesterday it had made a "final offer" to Fawu of a 16% wage increase for union members in 1989.

This follows the failure of the parties to reach agreement after two conciliation board hearings and mediation.

The SAB offer includes a R1 063 monthly minimum wage, while Fawu's latest demand stands at R1,80 an hour, or 38%, with other demands including paternity leave and various bonuses, taking the overall demand to 150%, according to an SAB estimate.

Fawu national organiser Rajen Naicker denied it was the union's intention to delay the conclusion of talks and said the union's position remained negotiable. He said Fawu had already substantially reduced its initial proposal, which represented the "true and actual needs" of its 6 000 members at SAB.

Meanwhile SAB human resources director Rob Childs said the original 300% overall demand was "ludicrously high", and management assumed that its intention was to delay negotiations.

SHAI  
301  
FAX

# Court overrules Minister

Supreme Court Reporter

12/9/89 (151) (152) (153)  
THE Minister of Manpower has had his decision not to appoint a conciliation board in the case of a dispute over 31 Railit workers who stayed away overturned on review before the Supreme Court, Cape Town

In the case of Mr Kolekile Lawrence Dlah and 30 others versus the Minister of Manpower and Railit, Mr Justice H J Nel, with Mr Justice J Foxcroft concurring, ruled that the Minister's decision had been misdirected and ordered that he appoint a conciliation board to deal with the dispute.

Evidence was that the workers

stayed away on June 16 last year because they feared intimidation and there was no transport available

They were fired, but reinstated by the industrial court, which ruled on September 19 last year that their dismissal was an unfair labour practice, pending a resolution of the dispute

However, on November 8 last year the Minister refused to appoint a conciliation board

Mr L J Krige, instructed by the Legal Resources Centre, appeared for the workers Mr A P Bhignault, SC, instructed by Webber, Shepstone and Findlay, appeared for the respondents

# Industry-wide wage agreement for motor makers

13/Day 12/9/89

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month at four plants.

Numsa official Les Kettledass said the "historic" negotiations had resulted in the elimination of differences in the benefit packages among the different manufacturers, and "laid the basis for greater uniformity of conditions of employment within the industry SA".

He said the agreement, which affects 30 000 employees, took the minimum hourly wage up by R1 to R5,50. Across-the-board increases of R1 to R1,60 were also agreed. At Samcor, Pretoria, an additional 50c an hour would be paid to all workers so as to create parity with the other companies, Kettledass said.

It was also agreed that hours of work at Toyota and Nissan, the two manufacturers at which a 45-hour week is worked, would bring their weekly hours into line with the 40 worked at other companies.

May 1, June 16 and March 21 are to be paid holidays, employees with long service will receive up to an additional six days annual leave, and from 1990 all workers will become entitled to a 13th cheque.

ALAN FINE

The agreement also provides for the creation of a joint union/management training board for the industry, designed to ensure equal and increased technical and vocational training for women and youth. All pension funds are to be transformed into provident funds.

Another joint committee is to be established to review the different grading systems used by the different manufacturers "with a view to recommending an alternative and uniform

grading system".

All female employees are to become entitled to six months unpaid maternity leave. During the first three months, the employers would contribute to employees' pension and medical aid funds.

Finally, the agreement sets out formula's for severance and other payments

in the event of retrenchments, temporary lay-offs and short-time work.

Numsa and Goodyear are to continue talks today in attempt to resolve the 10-week-old strike involving 1 200 employees backing demands for compensation related to the disinvestment by the company's former parent

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# Union federations disagree on stayaway

B/Day 12/9/89

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NACTU and Cosatu publicly disagreed yesterday on a possible work stayaway today, as the two federations geared up for the resumption of their negotiations with employer federation Saccola on the Labour Relations Act.

Nactu, which did not support last Tuesday's work stayaway, announced today's planned action "against the LRA" Today is also the 12th anniversary of the death in detention of black consciousness movement (BCM) leader Steve Biko Nactu said the August 26 worker summit had resolved on such action

However, Cosatu general secretary Jay Naidoo said there was no truth in "rumours" that Cosatu or the mass democratic movement had called for a stayaway today.

The Nactu/BCM protest got underway yesterday with a picket by about 100 chanting Azapo support-

ALAN FINE and SIPHO NGCOBO

ers outside a Johannesburg branch of First National Bank against the bank's sponsorship of the recent international rugby tour

The demonstrators, all waving anti-FNB posters and placards, had earlier gathered at the Johannesburg city library to mark the start of commemoration services for the late Steve Biko

## Companies

They dispersed after a police warning that the gathering was unlawful

Saccola chairman Bobby Godsell said yesterday companies with which he had been in contact "do not expect a stayaway of any size"

Both Cosatu and Nactu announced they had postponed for nine days to September 22 other anti-apartheid and anti-LRA

protests

Cosatu said the delay was, to give Saccola and other employers the opportunity to meet union demands on the LRA, and to give members adequate time to prepare for these actions

Godsell and Nactu general secretary Piroshaw Camay confirmed a meeting between Saccola and the unions was scheduled for Thursday, with a further two days set aside for talks next week.

Camay said at Thursday's meeting unions would seek clarification on Saccola proposals and, where it existed, would confirm areas of agreement

Saccola has proposed urgent joint submissions to the National Manpower Commission on the deletion of section 79(2) of the LRA

The SA Agricultural Union, the NMC, the Commission for Administration and Sats have been invited to attend Thursday's meeting



A protest against First National Bank in Johannesburg yesterday included a placard protest to mark the death of black activist Steve Biko

Picture BRIAN HENDLER

# Numsa ~~(151)~~ talks stalled (151)

WAGE talks between the National Union of Metalworkers of South Africa and employers in the motor industry have deadlocked over increases

Numsa demands a 20 percent across-the-board increase while management is offering a 12,5 percent rise subject to certain conditions

Numsa official Mr Les Kettleidas said some of the conditions put forward by the employers were that petrol attendants should be granted a five percent increase only and that clerical employees, shop assistants and salespeople in small towns should be given no pay hike

Star 14/9/89

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# Strikes at Sasol, BP over wage demands settled

By Drew Forrest

Labour peace returned to the fuel industry yesterday when the strike at Sasol's four Secunda plants and the long-running dispute at BP Southern Africa were settled.

The 10-day Sasol strike, which at its peak involved more than 1 600 workers but which did not affect production, was settled after management improved its wage offer for workers in the middle grades from R110 to R120 a month, said Chemical

Workers' Industrial Union (CWIU) national organiser Mr Muzi Buthelezi.

The union's opening demand in Sasol's annual wage talks had been for a R150 a month across-the-board rise.

The BPSA settlement followed a two-day strike by up to 350 workers at sites across the country.

At the heart of the dispute were union demands for equality of wages within particular job categories, said the CWIU's Mr Martin Jansen.

BPSA chairman Mr Ian Simms said the company had agreed "to move towards remuneration on a rate-for-the-job basis".

Mr Jansen said the deal also featured a unique management undertaking to give equal consideration to all applications for sports sponsorships.

"The company has favoured non-political bodies like the National Soccer League, mainly for marketing purposes," Mr Jansen said.

"We wanted funds redirected more closely to the demands of the politically oppressed."

The package also includes improved maternity, paternity and compassionate leave benefits.

# Shorter hours for more pay

THE National Union of Metalworkers (Numsa) scored something of a coup this week by achieving an industry-wide wage agreement with six of the seven motor manufacturers.

Apart from Delta manufacturers agreed to lift the minimum hourly wage by R1 to R5 50 and gave across the-board increases of between R1 and R1 60. They also granted May 1, June 16 and March 31 as paid holidays.

Nissan and Toyota agreed to a 40-hour working week bringing it down from 45-hours and into line with the rest of the industry. Samcor will pay an additional 50c on the hourly rate for the same purpose.

Delta, on the other hand, pulled out of the wage negotiations in July before the industry was too disappointed to pull off a centralised bargaining system.

It awarded employees a 50c-an-hour increase from August 1 and will grant another 50c from February. This was in line with the initial offer by employees.

The agreement has been hailed by Numsa organiser Les Kettleidas as an important gain for workers and he appears to be right. Not only has the union managed to pull off the first industry-wide agreement — many employers objected to it — but it has gained pay parity.

The graph shows what the differences between the manufacturers were before the negotiations. Samcor and BMW were at the bottom of the scale offering R4 50 an hour and Mercedes Benz started at R5 48.

It is interesting to note that wages and conditions of employment have little connection with industrial peace or unrest — Mercedes-Benz has been plagued by work stoppages and BMW has escaped almost scot-free.

The agreement will bring about big changes in the industry and employers are not without reservations. Many believe the new system could be inflationary and fear that industry-wide strikes could occur.

They say that the previous system of plant-level bargaining tended to isolate a strike. It was unlikely for a work stoppage at Mercedes for example to spread to other manufacturers unless it was about a national issue.

Their fears were certainly proved right at the beginning of August when up to 12 000 workers at four plants caused a two-week stoppage costing manufacturers an estimated R350-million in lost production.

New-car sales for August reflect the loss of production. Sales fell by 14.7% to 18 850 vehicles compared to the same month last year.

The fact that Delta has stayed out of the national forum means that Numsa is still stuck with a two-tier system of bargaining.

Delta personnel and public affairs director George Stegmann does not believe national negotiations will be effective. He says each player faces different market and financial challenges, and bargaining at plant level is the only way to deal with them.

If employers do band together and present common interests at the forum they could well find themselves in a stronger position than under the old system. Whether or not this is feasible is debatable.

The agreement follows one reached earlier by Numsa with the Eastern Cape industrial council for the tyre industry. The union and employers agreed to extend the council activities to cover all plants in SA.

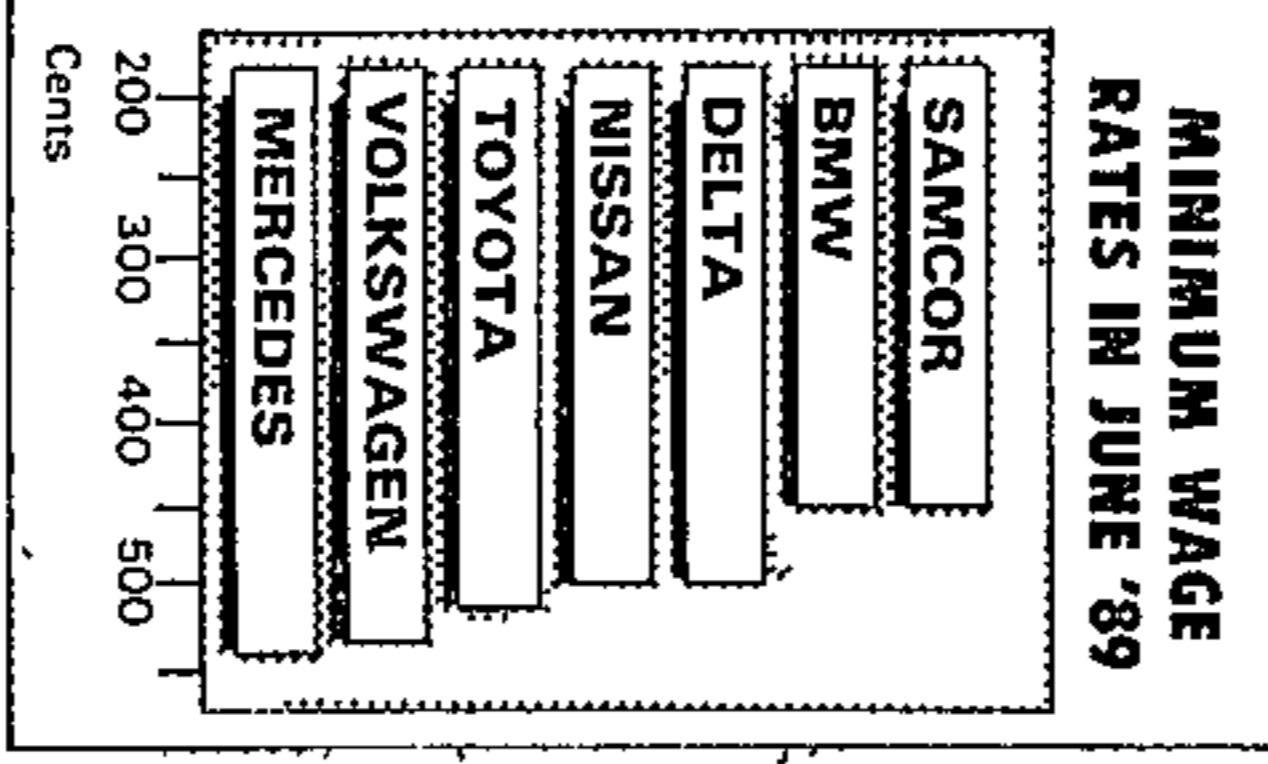
This means the council will cover Goodyear, Prestone, Dunlop and Gen

eral Tyre. The agreement allowed for an across-the-board wage increase of R1 30, a minimum of R5 28 an hour and May Day and June 16 as paid holidays.

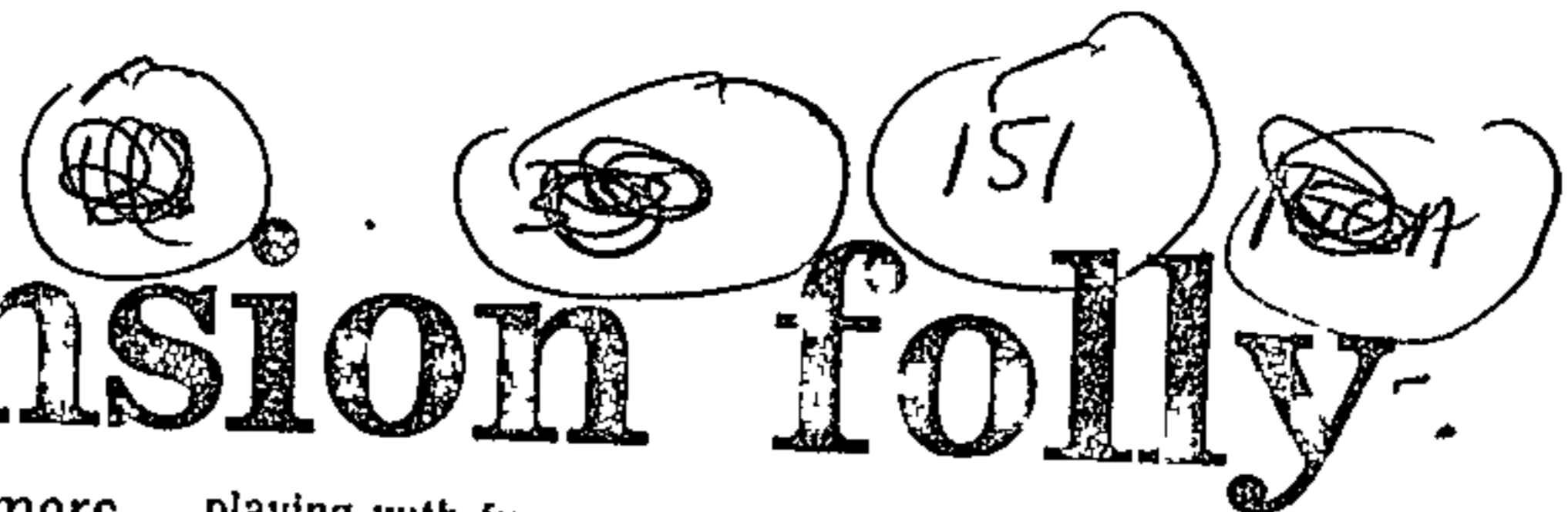
Another important factor in the agreement between Numsa and manufacturers is the provision for establishing a union management training board for the industry.

It will allow co-operation among the parties and give a much needed boost to training, especially of women and young workers.

Another joint sub-committee will be formed to review the job grading systems applicable to individual manufacturers. The object is to find a uniform grading system.



S/Times  
17/9/89



# Pension folly

By Robyn Chalmers

GOODYEAR employees may not benefit as much as they hope from a settlement in their favour

Pension industry spokesmen call it extremely dangerous

The agreement ended an 11-week strike in protest against Goodyear SA's American parent company selling its majority share ownership to Consol, a member of the Anglovaal group. The National Union of Metalworkers of SA (Numsa) and Goodyear reached a compromise this week.

The agreement has been likened to one reached at Mobil whose employees gained a R6,5-million disinvestment package.

Goodyear will pay R1 000 for each of the 2 600 employees into the pension fund. They will be entitled to withdraw this amount, plus double what they have already accumulated in the fund, and either transfer it to a provident fund or use it.

Goodyear is thus paying R2,6-million into the fund. Workers will not receive a bonanza when they withdraw their funds because they will really receive only their own money.

Spokesmen in the pensions industry warn that using the pension fund for a payout is a dangerous practice, and could leave employees virtually penniless when they retire.

Although the actuarial reserve, which includes employer contributions before 1985, will be calculated and transferred into the provident fund, pension experts believe employees are

playing with fire. One spokesman describes it as madness, and says pen-

sion funds are governed by strict rules to prevent this type of thing from happening.

## The rand's world value

	R1 equals		One foreign unit equals (R)	
	15/9 /89	15/9 /88	15/9 /89	15/9 /88
US \$	0 3539	0 4072	2 8252	2,4552
UK £	0 2275	0 2430	4 3947	4,1150
Deutschemark	0 6988	0,7653	1,4310	1 3067
Japanese yen	51,92	54 78	0,0193	0 0183
Swiss franc	0,6030	0 6454	1 6584	1 5494
French franc	2 3561	2 6037	0 4244	0 3841
Canadian \$	0 4194	0 4988	2 3843	2 0048
Italian lira	501 47	570 73	0 0020	0 0017
Zimbabwean \$	0 7877	0 7555	1,2695	1 3236
Australian \$	0 4549	0 9134	2,1983	1 9478
Trade weighted value of rand	% change against 1974 base			37/66

## Domestic interest rates

	MONEY MARKET		
	Friday 15/9 /89	Friday 8 /9 /89	Friday 1 /9 /89
	%	%	%
SARB accommodation rediscount rate TBs	17,00	17,00	17,00
Treasury bill tender rate	17 14	17,12	17 19
Basic call of discount houses	17 00	17,00	17,76
Three-month banker acceptances	17,35	17 40	17,40
Three-month NCDs	18 25	18 35	18 35
Three-year RSA stock	15 73	15 94	15 88
Prime overdraft rate	20 00	20,00	20,00
All-in yield of finest acceptance credits	18 34	18,40	18,40

	CAPITAL MARKET		
	RATES ON MOST TRADED STOCKS		
	Average Previous Month	As on Friday	
Long-term RSA stocks	17 17	18 79	
Long-term Escom stocks	17,08	16,72	

## Best sections this week

	Av % Mv	Av D/Y	Av E/Y
Food	2 9+	4 7	13 8
Insurance	1 6+	4 7	12 0
Banks and Fin Serv	1 4+	7,3	18 4
Development Capital	1 1+	5,2	14,7
Coal	0,8+	0,2	14,0

## Overall market this week

### London gold

	am	pm
Monday	\$358 10	\$358 35
Tuesday	\$358,95	\$358,60
Wednesday	\$358,80	\$358,50
Thursday	\$359,80	\$361 60
Friday	\$359,65	\$355,75

### (Ordinary Shares Only)

	Mining	Non-Min	Total
Volume	9 152 383	24 791 443	33 943 826
Value traded	R205 384 812	R109 708 719	R315 093 530
Up	27	136	163
Down	77	155	232
Unchanged	49	296	345
Number traded	135	483	618
New highs	2	40	42
New lows	5	19	24

## JSE Actuaries Index

	THIS WEEK	LAST WEEK	WKS% MOVE		THIS WEEK	LAST WEEK	WKS% MOVE
OVERALL	2731	2767	1 3-	FINANCIAL	1629	1644	0 9-
MINING PROD	2732	2785	1 2-	BANKS&OTHER	1385	1402	1 2-
COAL	2301	2278	1 0	INSURANCE	1191	1185	0 5
DIAMONDS	10704	10903	1 8-	INV TRUSTS	1827	1907	4 2-
ALL GOLD	1559	1570	0 7-	PROPERTY	378	377	0 3
RAND&OTHERS	491	497	1 2-	PROP TRUST	181	160	0 8
EVANDER	1425	1465	2 7-	INDUSTRIAL	2735	2789	1 2-
KIERKSDORP	5016	5027	0 2-	IND HOLDING	2837	2929	3 1-
OFS	768	790	0 0	BEV HOTEL LES	4772	4725	1 0
				BUILD&CONSTR	1917	1932	0 8-



# Ban on

*Sowetan*

# Overtime

*20/11/89*  
AN OVERTIME ban,

which is expected to take place simultaneously with a withdrawal of buying power from Friday until October 6, has already begun in some industries - two days ahead of the scheduled date.

The ban, called by the National Council of Trade Unions (Nactu), the Congress of South African Unions and unaffiliated unions, was affecting mostly companies in the metal industry. (151)

Mr Brian Angus, executive director of the Steel and Engineering Industries' Federation of South Africa (Seifsa), confirmed that some member companies were affected by the overtime ban.

# Health workers (151) reach settlement (151)

20/9/81  
Staff Reporter

The Black Health and Allied Workers' Union of South Africa and Selwyn Segal Hostel reached a settlement through mediation last week with both parties agreeing to a R115 increase across the board and a company allowance of R38,33

Union official, Mr Siphon Gwala, said that the settlement was reached after the union had declared a dispute when management failed to meet the demands of the workers

"We demanded R160 across the board and management offered R112,50 across the board"

Mr Gwala said the union believed the settlement was a victory for the workers because the total settlement was R153,33 a month, which was back-dated to July 1, he said.

~~✱~~

Hospital  
dispute  
delayed

(151)

1500 Johannesburg hos-  
pital workers will have to  
wait until November 7 to  
find out whether an inter-  
dict restricting them from  
industrial action is to be  
made permanent, or will  
be set aside as they are re-  
questing

*Sowetan*  
20/9/80

# Numsa, SEC reach agreement

~~151~~  
151

335

By LEN MASEKO

THE National Union of Metalworkers of South Africa and the Steel Engineering Company have reached agreement on the proposed retrenchment of 250 workers at the Roodepoort firm, a spokesman for the company said yesterday.

The company spokesman said the affected employees had now accepted the firm's retrenchment package after talks between their representatives and management yesterday.

Initially the Boart subsidiary and Numsa had been involved in a row over the proposed retrenchments.

According to management, 80 employees had already accepted the retrenchment package, 50 others accepted early retirement and another 50

offered - without loss of pay - "menial jobs elsewhere within the company".

The company spokesman said a further 70

workers had now accepted proposed retrenchments, resolving the row between management and Numsa.

Earlier, Numsa had ac-

cused Boart management of embarking on a relocation scheme of its subsidiaries to the KwaNdebele homeland, a union-free zone, to take advantage of what it termed cheap labour in the area

The union said the company had already opened a new plant there, employing 560

EXTENDED hours on Saturday have upset bank employees.

More than 300 Standard Bank employees have objected to the proposed longer hours, even threatening to strike

The strike was averted after a meeting at which South African Society of Bank Officials (Sasbo) members decided to hold protests in the Johannesburg and East Rand areas

Sasbo was criticised at the meeting for accepting the longer hours without consulting members. Although the union admits that it may have misread its members'

# Saturday bank storm

8/ Times 24/9/89

attitude, it still believes the scheme is a good one

There appear to be two major employee gripes with the system. Most women workers at Standard Bank branches are against working on Saturdays, saying they need these mornings for domestic and other chores

## OVERTIME

Many employees are dissatisfied with the large tax deductions which result from the overtime pay, although in

total they stand to increase their earnings by about R12-million in Saturday pay.

Sasbo general secretary Ben Smith says the scheme is a good one, giving members greater benefits in the long run

"Our advice is to give it a chance. Members should allow the system to bed down before passing judgement."

John Verster, Standard Bank divisional general manager of human resources, believes the issue has been

blown out of all proportion by the media

He says that a pilot run of the scheme took place last Saturday and it went off extremely well, employees voicing few objections.

## CONFIDENT

"We have stressed all along that this is only a pilot, and we realise that we may run into some problems. We are confident we can iron them out and are holding dis-

cussions with Sasbo."

Dr Verster says it has not even been established whether Sasbo members really threatened strike action or not. He says none of the Standard Bank employees made threats of this sort.

Other banks are treating the issue with caution, adopting a wait-and-see attitude. First National Bank (FNB) says it will not follow the same route as Standard until it sees what the outcome of the pilot tests are

151

Star 27/9/89

# Attempt to resolve dispute

By Melody McDougall,  
Vereeniging Bureau

Top management from the Rand Water Board gathered in Vereeniging yesterday in an attempt to settle the dispute surrounding the dismissal of about 400 employees at the Zuikerbosch pumping station outside the town.

The workers were dismissed on Friday after they had apparently participated in illegal strike action since last Tuesday.

The employees were demanding the immediate release of a shop steward from police custody and the removal of the hostel manager from the pumping station.

A Rand Water Board spokesman in Johannesburg confirmed the board's top management were involved in discussions at the pumping station yesterday in a bid to resolve the matter.

According to the spokesman the employees' grievances have been addressed as fully as possible by management, while representations have also been made to secure the release of the shop steward from custody.

She stressed that the board was not instrumental in the steward's arrest. She said despite numerous appeals to the employees and negotiations with union officials and representatives of the workforce — and an undertaking by the representatives and the union that the workers would return to work — the employees left management with no other alternative but to dismiss them after they failed to resume work by the 11 am deadline on Friday.

# Blackchain dispute

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By MATSHUBE MFOLOE

MORE than 100 workers at the Blackchain Centre supermarket in Diepkloof, Soweto, were yesterday locked out by management after they allegedly refused to meet the deadline for submitting renewed job applications

According to workers, management issued them with application forms but no reasons were given for the reapplication. *Sowetan 27/9/87.*

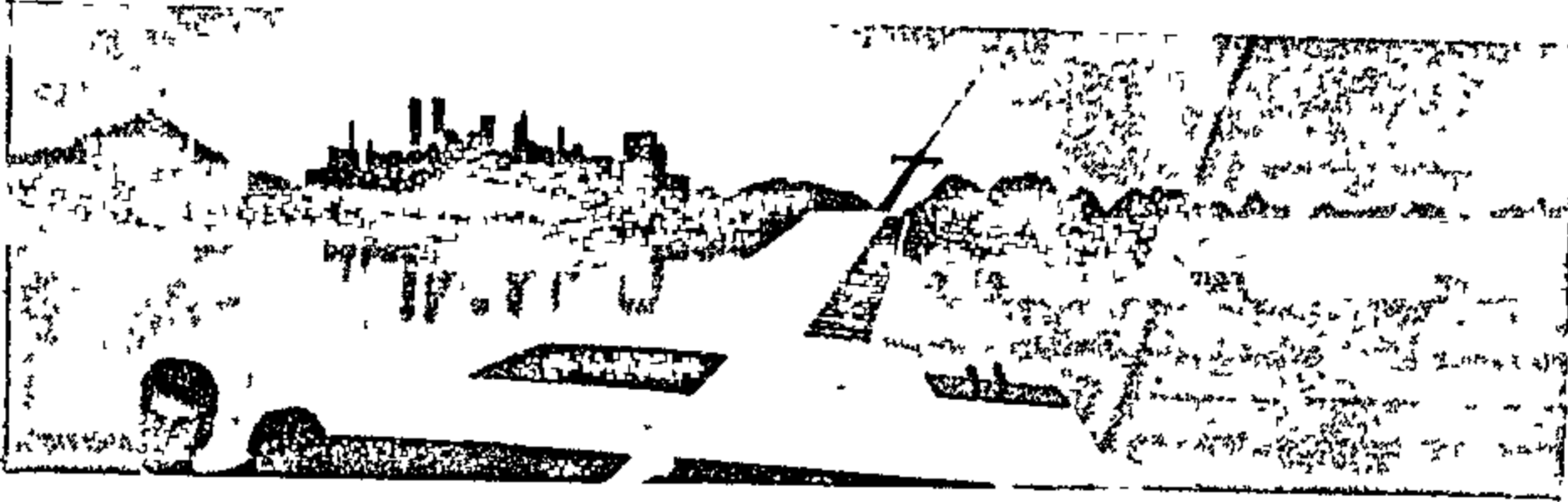
Workers' representatives from the Federal Council of Retail and Allied Workers of South Africa, (Fedcrow), alleged that management had refused shop stewards entry into the premises to discuss the issue since Monday

However, management scoffed at ci-

aims and said workers had been informed to reapply for their jobs because the supermarket had been leased to a new group of people.

The managing director, Mr Paul Gama, refused to name the company that has taken over.

Shop stewards claimed that on Monday casual workers were employed and yesterday notices were displayed on the doors informing workers to consult management to arrange for their pension and unemployment insurance funds today



# Bosses keen on partnership with unions 'to create wealth'

By Kaizer Nyatumba

South African employers were not anti-trade unions and were eager to co-operate with unions in the process of wealth-creation, according to the University of South Africa's Project Free Enterprise report released in Johannesburg yesterday.

Announcing the findings of the report, Professor Martin Nasser of Unisa's School of Business Leadership, said the most amazing finding was that the South African workforce and management were now closer to agreeing on a national economic vision and strategy than ever before.

## JOINT STRATEGY

"Contrary to the general belief that they are in two increasingly hostile, polarised camps, both management and employees now have enough in common to forge a joint strategy for national wealth-creation.

"The research proved conclusively that management is not anti-trade unions and is eager to co-operate with unions in the process of wealth-creation," said Professor Nasser.

The study, conducted among 4 000 people from all sectors and levels of the economy in both urban and rural areas, was the third to be carried out by Project Free Enterprise, the first two having been in 1984 and 1986 respectively.

The study also found that black employees were more prepared to contribute towards free enterprise, provided they shared in the benefits of the economic growth.

Thus, said the report, meant that employers now had "a once-in-a-lifetime opportunity" to set the process of wealth-creation in motion in partnership with employees.

The study found that far-reaching progress had

been made in equal opportunity programmes over the past three years, although some employees remained sceptical about their management's commitment to these programmes.

"Equal opportunity is not an option, it is a strategic must. Not only does it help create a more equalised society but it also ensures continuity of the free enterprise system," the report said.

The report urged the Government and the private sector to give urgent attention to the removal of excessive rules, regulations and controls which inhibited wealth-creation.

The report called on the Government to abolish the Group Areas Act, which had played a role in obstructing the emergence of "a common corporate culture for black and white employees." Management was also called upon to support the systematic "erosion" of the Act — a process which was already taking place through both political pressure and the effects of the housing shortage in the townships.

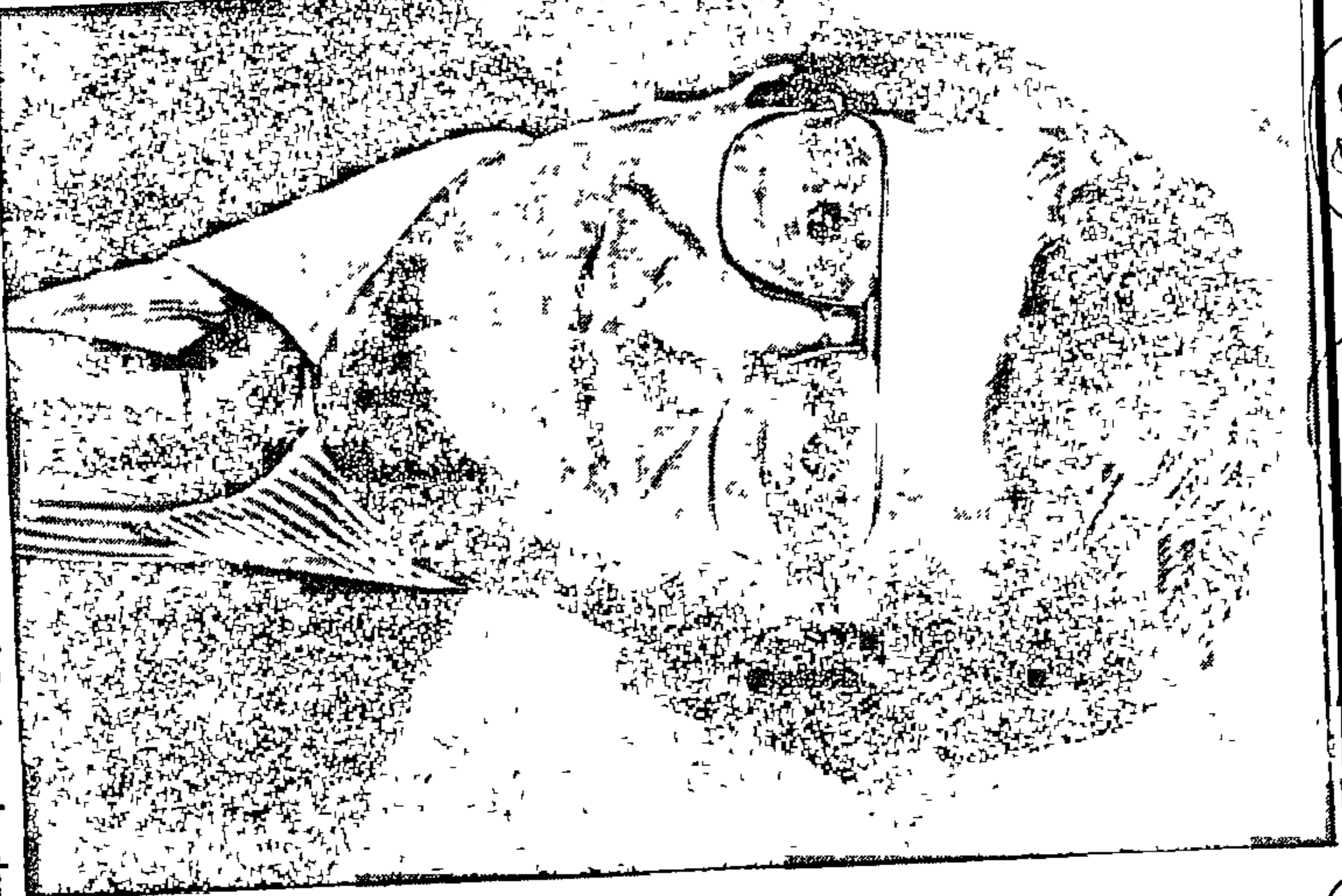
## PRIVATE SECTOR

The study also found that there was an overwhelming opposition of sanctions on South Africa. According to the report, 95 percent of whites and 78 percent of blacks were opposed to sanctions.

The dramatic improvement in perceptions and attitudes was due to moves by both the Government and the private sector to implement the project's last proposals made in 1986.

Professor Nasser said since its inception in 1984, the project had attempted to gauge the perceptions and attitudes of "all the actors involved in the economy," and to create awareness of the implications of negative attitudes towards the free market system.

This year's research team was made up of Professor Nasser, Mr Wolf Schmickl (



Professor Martin Nasser of Unisa's School of Business Leadership. He says there is a common economic vision between South Africa's workforce and managements.

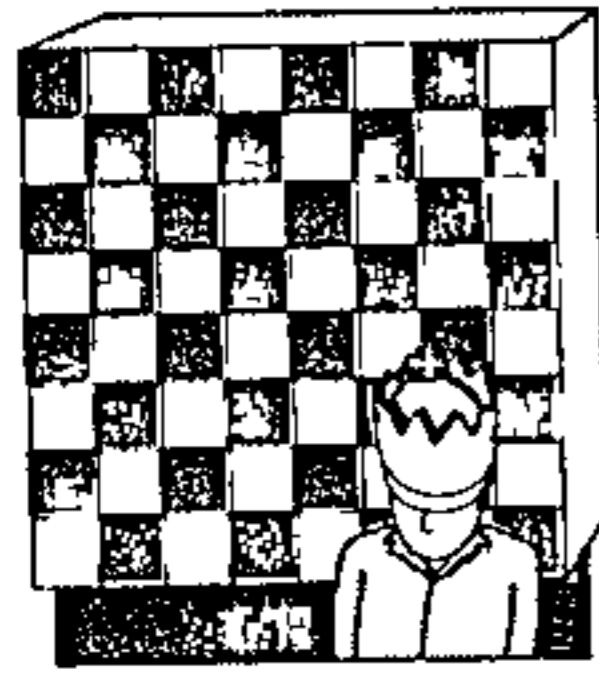


(151)

THE INDUSTRIAL COURT

# Life beyond Wiehahn

■ Many believe the court has outlived its reform functions



Labour reform is seen as the richest bequest of P W Botha. And the symbol of that reform was — and perhaps still is — the Industrial Court, an independent labour law tribunal set up in 1979 along the lines suggested by the Wiehahn Commission. After initial suspicions that this government-created body was there to co-opt them, emerging black unions, which later formed Cosatu, used it more to settle disputes (see chart)

Employers became increasingly unhappy with the court — which seemed for many far too pro-union. There were doubts, too, about the separation of its functions from the civil courts — a problem of separate precedents that has not been resolved but which has to be seen in historical perspective against the needs of emergent black unions in the Seventies.

However, the measure of its success was that it successfully institutionalised conflict by maintaining its impartiality and brought relative industrial peace. Even in the darkest days of 1985 the court, largely nourished by Cosatu disputation, was held up as *the* SA institution where blacks and whites came together to negotiate.

Now it all seems to have gone awry and some detect signs of a crisis of confidence in

the court born of black union disenchantment with the Labour Relations Amendment Act (LRAA).

The workers' summit held by Cosatu in March decided that the unions should henceforth "find ways of not using the Industrial Court." This was part of a resolution saying the LRAA (a year old this month) is "intended to erode the legitimate rights of workers," and served "the interests of the capitalists and the racist regime."

There is evidence that greater use — welcomed by the overburdened court — is now being made of outside arbitration primarily through independent mediators, Imsa. But, while the 72 arbitrations in the first four months of this year were twice those of the comparable period in 1988, the court faces a fourfold increase in matters referred to it. Employers increasingly use it against employees.

Then there was the announcement of the early retirement of Industrial Court president Daan Ehlers who says he'd have liked to have stayed on — at least until a replacement was found. Ehlers cannot say whether the authorities were unhappy with his role at the court but observes "We are very concerned about our independence" — implying that it is precisely this independence that has been reduced under the amended Act.

New Manpower Minister Eli Louw sees Ehlers' retirement only in terms of his contract having expired and doesn't explain the "various reasons" why it was not renewed. Louw denies any unhappiness with the court's rulings, they were "always objective." Stating that he was the first politician to call (in parliament in 1979) for a labour court, when industrial relations largely fell under the Department of Mining, Louw adds that it's his aim to *strengthen* the court.

The minister's broad message — delivered to labour correspondents over tea last week — was that labour peace was his highest priority for an effective manpower force. "With the State President's invitation to all leaders to come and discuss the political situation *per se*, the field is more than open for the captains of labour to play

a role in politics if they want to — but as far as manpower is concerned, to look to the interests of the worker as the first priority."

Louw extended an open invitation to unionists to discuss matters with him. "Even if they wish to come and differ with me I'm prepared to go to them, if their door is open."

In general, he says, government won't get involved in labour disputes but leave them to employers and unions to resolve as far as possible.

That is all very well, except that a stand-off appears to have developed since last year's promulgation of the LRAA. This bodes ill for industrial peace.

According to a group of the country's foremost labour lawyers, the 1988 changes to the statute must bear most of the blame for these negative developments — including Cosatu's new

attitude to the court. Writing in the *Employment Law* journal recently, labour lawyers John Brand, Martin Brassey, Edwin Cameron and Halton Cheadle charged that the changes to the Act "have forced the court to favour employers, they have loaded the dice so that the employer's interests will prevail over established principles in IR justice."

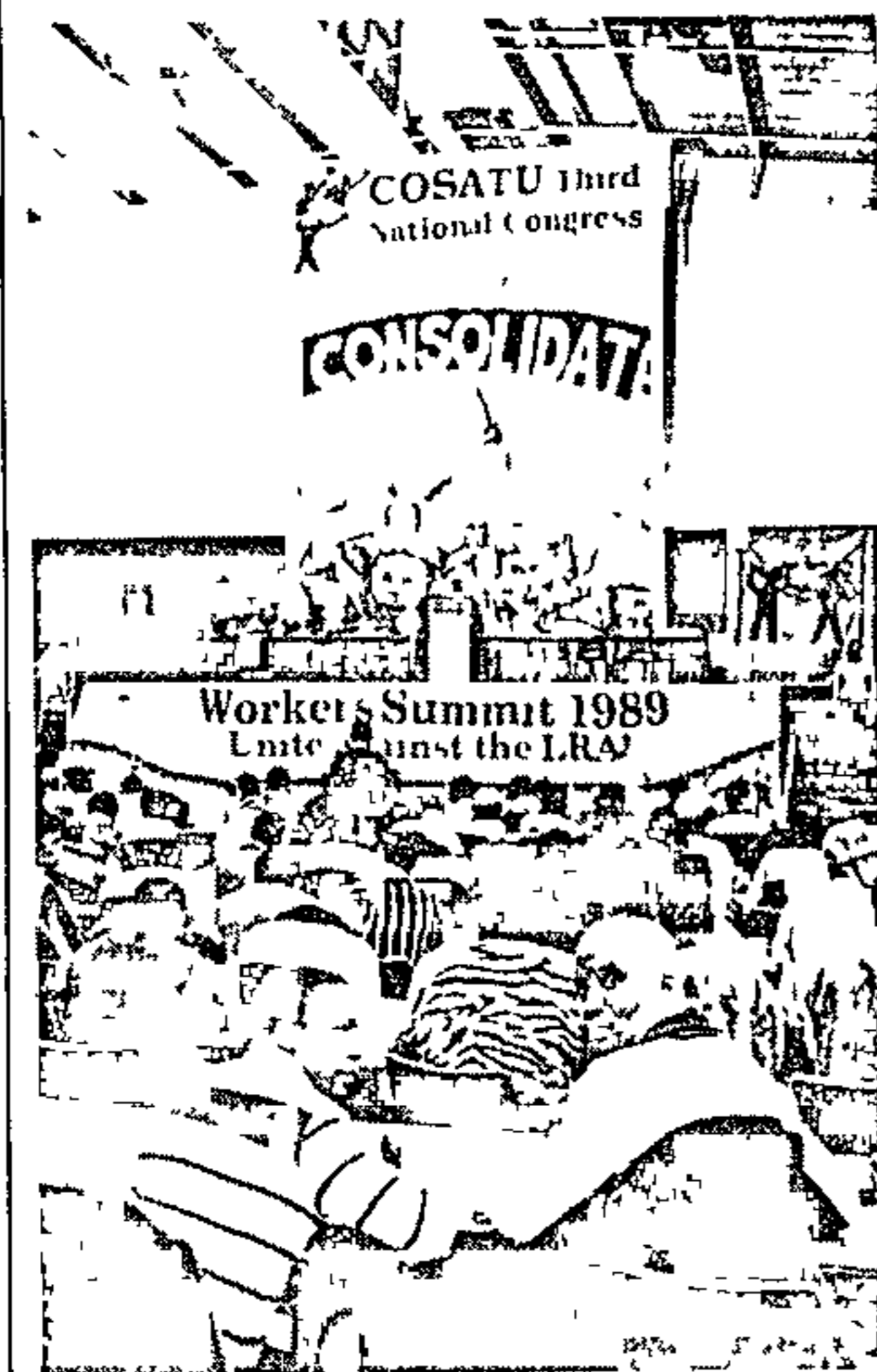
The new procedures for bringing disputes to court "are such a maze that few unions can find a way through them, and the institutional resolution of many disputes is being frustrated by technicalities."

The Act, they went on, now empowers the court to prohibit strikes not merely when they contravene criminal prohibition, but also if they are regarded as "unfair." This entails a new procedure enabling the court to grant urgent interdicts so that "no employer worth his litigious salt will suffer the prospect of a strike without first trying to get the Industrial Court to prohibit it."

It was pointed out that the court had little



Louw



Cosatu conference... accusing the court

## SEEKING REDRESS

### Major industrial court functions

	1986	1987	1988	1989 Jan-Aug
Urgent interim relief orders (S17 11a)	25	76	187	189
Reinstatement orders (S43)	1 551	2 672	2 383	761
Arbitrations (S45 46,49)	4	9	18	9
Unfair Labour Practices (S46,9)	451	770	1 239	1 955
Source: Industrial Court				

alternative but to grant these because "the balance of convenience is paramount, and the prejudice an employer suffers from a strike is far more immediate and tangible than the disadvantage to a union in having to put it on ice"

Turning to the court itself, *Employment Law* contended that for all its notable achievements — "created from the barest of statutory hints and legislative footholds" — the Industrial Court has in fact wasted its opportunity by having "muddied its boots in a mire of equivocation and conceptual ambivalence"

"Doctrines were hinted at and then re-voiled. Concepts were floated but later repudiated. Principles shown to have been equitably developed and applied in Western countries were alluded to but ignored or, on occasion, delivered in truncated form"

"The court's history seems to tell us much, perhaps more than we want to know, about what has happened to the rest of the reform strategy of which it was such an integral and hopeful part"

The authors specifically charged the court with a threefold failure "It has failed to adapt its process to the nature of the parties before it, failed to apply elementary standards of due process in adjudicating some claims of relief, and it has failed to develop coherent doctrines to regulate management-labour interaction fairly and responsibly"

Ehlers, asked if there was a crisis of confidence over the court, points to its workload which shows the number of unfair practice cases to come before it has doubled in eight months. He does not believe charges against the quality of some of the court's presiding officers is justified. Two who have been specifically referred to stopped presiding some time ago, he argues, and "by and large, the presiding officers are independent, objective and unbiased"

Has the amended Act strengthened the hand of employers? Ehlers admits "Perhaps one can say so, particularly the definition of the unfair labour practice, which concerns the bulk of cases" Whether or not the narrower definitions are a mistake, Ehlers says they "definitely shackle the court"

What would he like to see changed at the court? "We definitely need more permanent, full-time members — silks — with the necessary feeling for our situation and the fairness we must apply. It would be nice to have deputy presidents for the Cape, Natal and

Transvaal. And we need more accommodation

"It would also be nice if the statute could spell out the court's powers and if the prescriptions regarding proceedings could be removed from the Statute Book, so that the court could develop the practice itself, and the rules board can then adapt the rules as the situation develops"

Ehlers's impression is that the labour situation is stabilising after the turmoil of the early Eighties when the new dispensation brought growing pains in its train

Anglo American's labour consultant and chairman of Saccola, Bobby Godsell, takes a rather less epochal view about the court's difficulties. He observes that in its 10 years this isn't the first time people have either accused the Industrial Court of bias or predicted its decline. Yet people have continued using it, and in ever greater numbers

And as labour law in SA is only a decade old, one would expect there to be growing pains

"Labour courts anywhere face the problems of defining equity and certainty in creating a generally valid set of rules," says Godsell, al-

luding to the apparent inconsistency of the court's judgments with which lawyers take issue. The Department of Labour would point out that the circumstances of each case differ

Godsell regrets that the court makes very little use of lay assessors. Ultimately, he explains, "one is looking for two different kinds of skills: knowledge of the law and its effective application, and knowledge of the area it covers" He points to the West Ger-



**Ehlers... a stress on independence**

man labour court system, which handles about 300 000 cases a year, where it is routine for the presiding officer of the court to be accompanied by two assessors — one representing the employer, the other the union

This enhances the perception of justice being done, says Godsell, adding he'd like to see an expansion in the use of lay assessors in the SA system

While he believes that the Industrial Court also needs more staff who must be better paid, he describes it as "the most widely used institution in SA history"

Godsell would argue that the court is now suffering from a more fundamental wrong in our society — the absence of black political rights. This makes the process of amending labour legislation fundamentally defective

The court still enjoys wide discretion, observes Godsell. He advocates the closer involvement of unions and employers through lay assessors, which could enhance the court's role. Despite its problems, Godsell concludes, "I'd plan for the expanded use of the court"

Even with the growth of what's called bilateralism — a kind of privatised collective bargaining arrangement where unions and employers themselves regulate their industrial relationships — some labour experts argue that for society as a whole, private regulation and the State's role (the court) should co-exist and complement each other

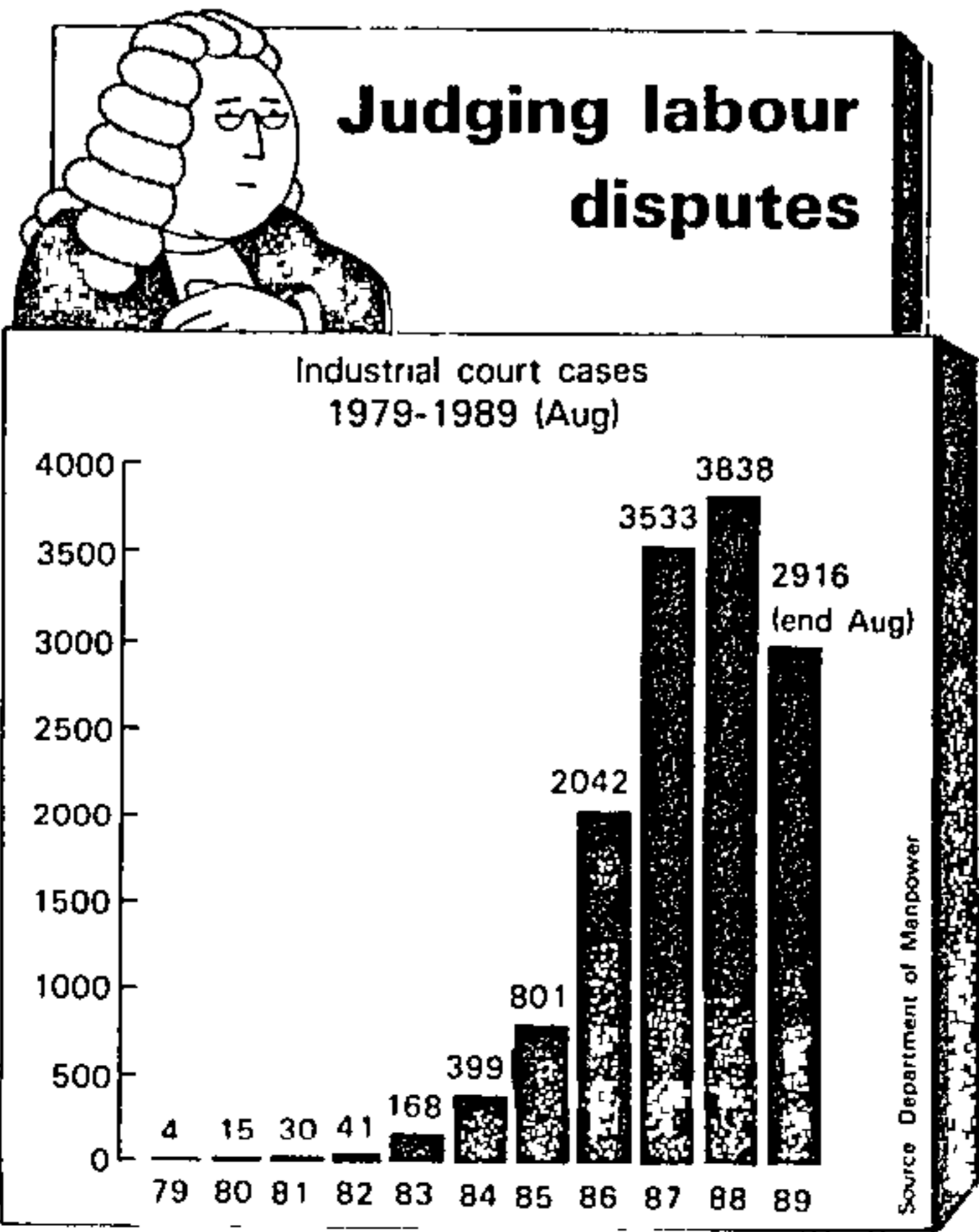
However, it is argued that if State regulation is to boost the private process, it must be non-partisan

The problem with the Industrial Court is not whether it was ever necessary in the first place, but that the law it must administer was skewed a year ago — expressly to "curb the unions"

As Godsell observes, it's a victim of the absence of black political rights



**Godsell**



from Jomet. The Witwatersrand RSC might also help foot the bill.

The UTC system will link the traffic lights via cable rather than radio, and will in turn be linked to the council's central computer.

ing into account, too, that not all rises would also be given during the year.

Public Servants Association GM Hans Olivier said the PSA was bound to a policy of striving for market related salaries.

The demand for credit was also strong, particularly in the corporate sector. Imports showed little indication of declining and the rise in the money supply remained disturbingly high.

## Saccola to announce talks decision soon

8/0am 2/10/89

ALAN FINE

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EMPLOYER federation Saccola is to inform Cosatu and Nactu in the next few days of whether it is prepared to resume negotiations on the Labour Relations Act.

- Saccola suspended its participation in the talks 10 days ago, citing the union call for a national overtime ban and consumer boycott in support of demands for changes to the Act as a breach of good-faith bargaining.

- Saccola chairman Bobby Godsell declined to outline the terms of the decision made at a high-powered meeting of leaders of the organisation's affiliates, saying he would not do so until the unions themselves had been informed.

The union federations have defended their call, saying employers left themselves open to such actions for as long as they did not renounce their rights to use "objectionable" clauses in the Act.

## Some plans up, some down

7/10am 2/10/89

EDWARD WEST

VALUES of plans passed for residential buildings reflect declining investment and confidence in the housing market, while values of plans passed for the non-residential sector show continued activity ahead.

However, the CSS warns that the value of non-residential plans passed can be pushed up by building projects involving large capex and are not an absolute indicator of activity in the construction industry.

According to the CSS, the value of plans passed for the residential sector during the first seven months of 1989 compared to the same months last year shows consistent decreases.

January showed a 2,5% decrease, February 3,5%, March 14%, May 5,4%, June 13,2% while July showed a 6,2% decrease. The only increase to be recorded was April, which showed a 1% increase when compared to the same month last year.

However, the value of non-residential plans passed for the seven months shows consistent and large

increases when compared to the same months last year.

January showed a 133% increase, February 129%, April 11,1%, May 55,2%, June 47,1% while July showed a 160,9% increase. Only March recorded a decrease, 10,6%, when compared to March 1988.

Building Industries Federation of SA economist Charles Martin said business confidence in housing construction had dropped substantially because high interest rates had dampened housing investment capacity.

Bou Pen MD Herc Botha said high land prices and the inability of state subsidies for first-time homeowner to counter the effects of high interest rates had damped demand in the residential housing market.

In line with the predicted downturn in the cyclical construction industry, Martin said there was much work in progress in the non-residential sector, but contractors were finding it difficult to refill order books.

WMAK.

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6-12/10/89

WEEKLY MAIL

# Cawusa rejects rumours of another split in the union

By CASSANDRA MOODLEY

THE Commercial Catering and Allied Workers Union this week denied reports that "new cracks were appearing" in the union saying the dismissal of a union organiser stemmed from his misconduct rather than bureaucracy in the Johannesburg branch.

Last week rumours of another split in Cawusa began circulating when workers demonstrated outside the Johannesburg office in protest against the "bureaucracy of the branch executive and the dismissal of union officials".

A major split was caused in the union two years ago when one faction insisted on adopting the Freedom Charter. It was also reported that branch ex-

ecutive member Kaiser Thibedi had approached the Hotel and Restaurant Workers Union on merger talks without receiving a mandate from workers.

Thibedi said a resolution encouraging unity talks in the catering sector was endorsed at the Congress of South African Trade Unions' congress in July this year. The dismissed organiser Oscar Mal-

gas told the *Weekly Mail* the branch executive had dismissed him because "he differed politically from them". He refused to elaborate on what the political differences were.

Malgas, added that "a branch executive meeting had taken a decision to fire him during his absence".

The Cawusa Johannesburg branch responded to the allegations saying the few workers who picketed last week were entitled to voice their dissatisfaction

In a press statement the branch said they were "not going to tolerate any destructive and undemocratic behaviour from any official". Malgas is accused of 14 counts of misconduct, including:

- Arranging a workers seminar without consulting any union structure.
- Alleging corruption in the executive committee and accusing Cawusa officials of attending the third Cosatu congress "without a mandate".
- Urging workers attending a catering council meeting of stopping check-off facilities Cawusa had gained at companies.
- Persuading catering workers not to attend local meetings.

5 000 SAB  
STAR 6/10/89  
workers strike  
after dispute (151)

By Drew Forrest

A national strike involving more than 5 000 employees of South African Breweries erupted yesterday following a protracted wage dispute between the Food and Allied Workers' Union and SAB.

More than half the beer division's workforce downed tools at seven of the group's 11 breweries and 15 of its distribution centres.

SAB's human resources director, Mr Rob Childs, said as a result of stockpiling and the implementation of contingency plans the company would be able to meet demands for beer.

He added, however, that distribution in some areas, particularly the black townships, was likely to be problematic.

Mr Childs said management had offered a "fair" minimum wage increase of 16 percent, as against the Fawu demand for a 38 percent minimum wage rise and a total package amounting to 150 percent.

Mr Childs also confirmed that because of sit-ins by workers, the company had applied for interdicts ordering strikers to vacate strike-bound breweries. All the sites had been peacefully cleared, he said.

# Striking SAB workers evicted

EMPLOYEES at SAB's Isando brewery and other locations were evicted from the premises yesterday, on the second day of their wage strike, in terms of a court order granted to the company

An SAB spokesman said workers had been occupying the sites and interdicts had been applied for where necessary. Their removal had been peaceful, he said, although police were reported present in some cases

Food and Allied Workers' Union (Fawu) assistant general secretary Mike Madlala confirmed there had been no incidents. He said members at a number of other plants and transport depots had been locked out yesterday morning. He said four unionists were arrested in Alrode yesterday and were expected to appear in court today.

The seven strike-hit breweries are at Alrode, Rosslyn, Pietersburg, Durban, Cape Town and Bloemfontein, SAB said

Madlala disputed management's view that its 16% wage increase offer was fair, while the union's demand for a 38% minimum wage increase and other improve-

ALAN FINE

ments was unrealistic.

"What is fair to management is not necessarily fair to workers — it is a relative term. Any manager would think his offer reasonable," Madlala said

He said Fawu's position remained negotiable, and the entire purpose of the strike was to compel management to negotiate further

B/D ay 89  
3/10/89 Mediation

Responding to SAB accusations that the strike had been planned and timed for the company's peak summer season, Madlala said the action was, in fact, due to management's rigid approach to negotiations

He said there had been no direct contact between the union and management since the strike began, although he had been informed by officials of the Independent Mediation Service of SA that management had contacted them with a view to possible mediation

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# Shopfloor sense

S/ Times 15/10/89

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MANAGEMENT must provide the leadership in building the bridges between employers and unions, is the message from the Institute of Personnel Management.

It notes that there is a lack of management involvement in the whole field of human resource management.

Institute of Personnel Management, President and Anglo Alpha personnel and industrial relations director, Mike Burgess, says he has every sympathy with the boards of directors

"They are under pressure to produce profits for shareholders and rewards are structured to acknowledge short term results.

"On the union side, they are fighting for job security and, at the same time, they are pushing for sanctions to be taken against South Africa — they cannot have both, they contradict one another," he says.

A change of attitude is needed which will signal to workers that the capitalist system cares for everyone, including those at the bottom of the ladder.

Mr Burgess points out that it is time for management through compassion. With management having a greater awareness of worker needs and aspirations There

By Andrew Gillingham

is, he suggests, a need for management to spend time on the shop floor on walkabouts.

"They don't even check to ensure that basic facilities are available for the workforce," argues Mr Burgess.

"From our position of privilege with our houses, cars and medical aid, we don't think of the workers in general the demands of the black people are small and reasonable," he says.

Mr Burgess believes the workers need to be involved and participate in the capitalist process.

## Feedback

This participation should be at the maximum level possible in the position they are employed. Feedback should be encouraged from the worker doing the job, on how to cut costs and increase production.

"And workers must be paid a good basic wage, above the subsistence level. It is essential," he says.

Another tool which management can use effectively is attitude surveys.

Mr Burgess recalls that one factory manager obtained good results by breaking his workforce into groups of 10 people. He then worked through the results of the survey with them. This had a tremendous impact on labour relations.

Another manager achieved good results by visiting all the homes of his staff — from houses to hostels — seeing what the company could do to make the workers' lot more pleasant.

## Money

"But all too often the chief executive is too busy making money to see the problem," he says.

"Black advancement is a serious problem for all of us in the personnel field. The situation is made worse by the sub-standard education given to black people. But the problem does not just lie on the level of the black schools," he says.

"If black people on the bottom of the pile see educated blacks not advancing, it is demotivating.

"In the private sector the budgets given to training are too small. Most of SA's factories will have to be run by blacks in the future," he argues.

The mentor scheme is not being applied as it should be, says Mr Burgess. It should be a friendly shoulder to lean on but this is not taking place.



MIKE BURGESS ... management message

"Personnel managers are going on courses to learn about the problems we face but this knowledge is not being passed down to the supervisor level where it will have the most impact. We need to share the facts," he says.

Illustrating the positive gains to be made from applying good labour practices on the shop floor is Mr Burgess's own career.

As a part of his induction into the first company he

worked for, he worked on the production line for three months. During that time he boosted production by 53% and reduced scrap from 16% to 2% — without raising costs.

Mr Burgess says he took simple measures such as ensuring the tea arrived, that there were heaters during winter and he spotlighted those workers whose production was the highest. The slowest producer was also highlighted.

## Increases

"There were no wage increases. Given the right training, supervisors could substantially increase production using similar techniques," he says.

The most important part of Mr Burgess's message is that management must show people that it really cares for them as human beings.

"The private sector is always critical of government for not negotiating and building bridges. But the private sector has failed to build adequate communication links with the unions.

"We need a greater predisposition to negotiate," he concludes.

A Business Times Survey October 15, 1989

# A thorn in the side of SA industry

ONE of the thorniest issues currently facing the industrial relations experts in South Africa is the Labour Relations Amendment Act

The Amendment Act was intended to correct flaws in the 10-year-old Labour Relations Act. At the core of the older legislation was the provision for black workers to join trade unions which could then be recognised as their representatives

By Andrew Gillingham

There followed a period of rapid growth in the number of unions, their membership and strikes. The Act also created the Industrial Court.

AECI GM human resources, Bokkie Botha, says many of the first Industrial Court decisions went against employers. They became concerned that the Court was acting against them. However, many of these first cases were to do with fairness. Autocratic employers were not used to being questioned and they didn't like it.

## Balance

The view of the Industrial Court changed as a balance was achieved and labour practices modified.

However, the National Manpower Commission (NMC) was asked to investigate a number of aspects of

the Act including the Industrial Court.

The NMC produced a number of recommendations and the government prepared a series of draft amendments.

Says Mr Botha "The Labour Relations Act is an all pervasive piece of legislation and the amendments covered a wide range of issues from administrative to those affecting basic principles.

Both the NMC and the Department of Manpower invited comment from over 100 interested parties.

By the end of 1987 amendments were introduced which began to look as if they would be the final version.

Then trade union federations became concerned about some of the proposed amendments and started to gear up against them.

The SA Co-ordinating Committee on Labour Affairs — which had been cre-

ated to provide employer input into the Geneva-based International Labour Organisation — had begun to become more involved in internal issues.

It suggested talks between the unions and employers.

They tried to find common areas of concern regarding the new legislation. For any such legislation to work it had to have general acceptance among both parties.

## Speeches

At the time some politicians made speeches calling for the need to control trade unions. Unions were concerned that the legislation was intended to turn back the clock. Employers didn't want legislation which would prove unworkable.

The Minister of Manpower said he would consider joint proposals by the trade unions and the employers.

However, he set a time

limit and both parties soon realised it could not be met. Instead they agreed on certain clauses which they considered areas which should be discussed further and asked the Minister not to promulgate these clauses. But the clauses were promulgated along with the rest of the Amendment Act and talks broke down.

The trade unions began a series of actions aimed at both government and employers in protest.

These included a call for a national overtime ban and various boycotts.

The NMC has since been asked to review the entire Act and employers and trade unions have begun talks to find common ground on what the new Act should look like.

Mr Botha says there are a number of areas which cause concern and some of the main bones of contention include

- The Schedule of Unfair La-



BOKKIE BOTHA  
thorny issue

bour Practices. This was an attempt to codify these practices for the guidance of both parties and includes sympathy strikes, intermittent strikes and dismissals.

- Time limits were introduced relating to dispute settlements such as when a dispute could progress to a legal strike or to the Industrial Court.

- Publication of Industrial Court decisions. Both employers and trade unions want these judgments more widely publicised.

- New amendments were introduced which put the onus on trade union leaders to prove they were not involved in illegal strike action. And this introduced an element where the employer could sue the union for damages.

## Delivers keynote address

road of labour relations

- Nationale Pers group manpower development manager George Coetzee will address the need for a more focused and strategy-orientated approach towards management development.

- Labour law and industrial relations consultant Charl de Witt will examine the legal implications of Aids and discuss policy considerations

relevant to dealing effectively and fairly with its complications

- Shell SA manpower planning manager Godfrey Mashope will discuss the need to include more blacks in the higher echelons of management.

- Nasser Associates director and partner Roy Dinsdale's address will cover mentorship as a powerful tool in

bringing people into the core of the business

- Professor Pierre Goetschin, from Lausanne University, will address the impact of international demographic changes on business policy.

- Cemento Polpaico, Chile, human resources manager Mario Livingstone will discuss the problems facing Chile.

PAUL JOHNSON  
renown author



# Court rejects union's halt-order application

6/17/89  
18/10/89

ALAN FINE

THE Industrial court has rejected a union application for an order compelling the SA Printing and Allied Industries' Federation (Sapaif) to withdraw its notice of resignation from the Printing Industrial Council

The case has important implications for the industrial relations debate on levels of collective bargaining

Cosatu's Paper, Printing, Wood and Allied Workers' Union (PPWAWU) brought the application in an effort to prevent the collapse of the council -- an inevitable consequence of move by Sapaif

In June the federation gave six months notice of its intention to withdraw shortly after PPWAWU, which represents some 6 500 of the industry's 40 000-strong workforce, applied for membership of the council

Backing its argument with confidential minutes of Sapaif meetings, PPWAWU said the resignation was unfair in that it was clearly a response to the union's membership application and hence an attempt to avoid collective bargaining with the union.

## Two-tier

Court member David John accepted that this was the reason for the federation's resignation. For the previous 64 years the conservative SA Typographical Union was the only union party to the council

Printing industry employers, it said, wished to avoid being faced by two-tier bargaining.

It further notified the court that its three largest members -- Nampak, Kohler and Consol -- would resign from the Sapaif should it continue membership of the council. This would force the dissolution of the federation

Explaining his decision, John said he could give no final decision on whether the refusal of a party to continue bargaining at a level desired by the other party was an unfair labour practice

However, he said, membership of an employer organisation was voluntary. Given the stance of the three large companies, the Sapaif could not remain a council member and survive. The debate about voluntarism was therefore theoretical "and fairness has no role here to play" The union had also failed to show the prima facie existence of an unfair labour practice

# The battle for centralised bargaining

ALAN FINE

THIS week's Industrial Court decision to refuse to order an employer organisation to remain a member of the printing industrial council was a victory for management proponents of decentralised collective bargaining.

But it represents neither the court's final word on the subject nor the end of the employer-union struggle for centralised bargaining through other means.

The issue will continue as a contentious one for a long time.

In dismissing the Paper, Printing, Wood and Allied Workers' Union (Ppwawu) application against the SA Printing and Allied Industries' Federation (Sapiaf), court member David John made it clear his decision was based on the peculiar circumstances of the case.

His most powerful consideration, it seems, was the fact that three major Sapiaf members — Nampak, Kohler and Consol — had made clear their intention to resign from their federation should it decide, or be forced, to continue membership of the council.

"The decision of the employers' organisation to leave the industrial council because (Ppwawu) wishes to come into it may look unfair, assuming that were the only reason for withdrawal," he said.

But it was not contested that resignation of the three from the Sapiaf would cause the collapse of the federation and, hence, the collapse of

the council — the very event Ppwawu has been seeking to do its utmost to prevent.

Thus, said John, the debate about the federation's decision was theoretical and the question of fairness had no role to play.

Elaborating on this, he said that had the union demand been made to a single employer, rather than to an organisation whose members might resign, it was more likely the court might have found the employer action to be unfair.

THE judgment raises the question of what Ppwawu will do next as an alternative to conceding defeat.

Official Rob Rees says the union has little choice but to fight the issue through taking it up with membership on the shopfloor.

Citing Nampak as the prime mover behind the Sapiaf resignation from the council, Rees said the union also planned to set in motion a coordinated, inter-union campaign against the Barlow Rand group, which owns Nampak, over the question of centralised bargaining.

"This court decision has strengthened our resolve to come to grips

with the Barlow Rand phenomenon," he said.

Barlows has for years advocated decentralised, plant-level collective bargaining, arguing that negotiations should be based on the economic factors affecting each individual plant.

But unions fear that decentralisation would both undermine their industry-wide bargaining power and stretch their limited manpower resources.

So Barlow's philosophy is in deep conflict with present-day union preference for industry-wide bargaining.

Barlow's spokesmen could not be reached for comment on the prospect of the group becoming the focus of union attentions.

However, should the Ppwawu plan materialise, it would be in line with what Sapiaf counsel argued was the appropriate method of resolving disputes over levels of collective bargaining.

SHOULD the court interfere with the right of a body such as an employer organisation to determine its own strategy regarding bargaining lev-

els, he said, it "would be trespassing on a field where the issue should be decided by the relative power of the parties...."

"To deny a party the right to withdraw from an industrial council would not enhance, but would in fact destroy, collective bargaining between the parties," he said.

It is a dispute of interest, in other words.

Nampak group industrial relations manager Tony Mercer does not agree.

It was clearly a dispute of right, otherwise the court would not have had jurisdiction, he argues.

"We would be very disappointed in Ppwawu if they were to instigate shopfloor action — use a power dynamic — in a dispute of right already adjudicated upon by the Industrial Court," he said.

He added Nampak had consistently been willing to deal with Ppwawu through plant-level agreements despite the "iniquitous" closed shop agreement which forced workers to belong to the conservative SA Typographical Union.

The company had not taken advantage of the closed shop and, indeed, was probably in breach of that section of the council agreement.

"In that sense, we and Ppwawu are partners in crime," Mercer said.

He hoped the relationship between Nampak and Ppwawu would, in plants where it is good, remain so and, where not, only improve.

REVIEW

# Business 'has role to play'

24/10/89 By Michael Chester

The business sector was told yesterday that it had a key role to play in setting up a new agenda for white-black dialogue over a new constitution in the South African reform process.

The Association of Chambers of Commerce and Industry sent out the message to more than 20 000 companies that their contribution towards the goal of racial reconciliation and negotiation was "indispensable".

Assocom chief executive Mr Raymond Parsons underlined the crucial role of business as "an important agent of change" when he addressed a luncheon meeting of the Free State chamber in Bloemfontein.

"Employers, through their network of contacts at all levels of black society — including the trade unions —

are a positive force in building new bridges between the races," he said.

"The experience by employers over several years in the hard school of industrial relations can make a valuable contribution to conflict management at the political level.

"This will be needed if we are to reduce the inevitable hurdles which are likely in the path of the political transformation of South Africa over the next few years."

The challenge was to create a broad political democracy with sound economic management as a platform for business confidence, he said.

There was now general agreement, he said, that economic performance was imperative to a stable democratic future that promised to meet the legitimate aspirations of the population.

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## 3 000 in wildcat work stoppage at Mercedes-Benz plant

REPRESENTATIVES of Mercedes management and employees held several hours of talks yesterday to resolve a wildcat work stoppage by 3 000 hourly-paid employees at the company's East London plant

A Mercedes spokesman said it was hoped the dispute, sparked by disciplinary action taken against eight people who had embarked on a go-slow, would be resolved by tomorrow

The stoppage, which began on Monday, is the first in several months to

mark a period of labour peace at the plant, which suffered industrial action almost monthly during 1987 and 1988

It is also the first strike since July when Mercedes and Numsa signed a new and advanced procedural agreement designed to extend to the workforce the same collective bargaining rights enjoyed by their West German counterparts

ALAN FINE

Mercedes industrial relations manager Ian Russell said while management was disappointed that a breach of the agreement had occurred, it recognised the reality that such breaches would take place from time to time

"We are committed to resolving the problem through our procedures," he said. He added relationships between management and the workforce had "genuinely improved"

Numsa spokesmen could not be reached for comment

# SAB and Fawu to meet for first time since strike began

Today 15/11/89 ALAN FINE

TOP SAB and Food and Allied Workers' Union (Fawu) representatives are to meet in Johannesburg today for the first time since the bitter strike by 6 000 union members began more than five weeks ago.

While the meeting is designed to discuss ways of resolving the dispute, there is no sign yet of possible avenues for overcoming the impasse.

SAB yesterday reiterated it was not considering improving the value of its offer, saying the solution did not lie in negotiating over minor percentages.

"There comes a time in collective bargaining when it is constructive, and indeed necessary, for final positions to be taken," a spokesman said.

Fawu assistant general secretary Mike Madlala reiterated that the union's position was flexible.

But he said he did not believe that reshuffling the remuneration package — for example decreasing shift allowances to increase wages — was an option. "You cannot reduce existing benefits," he said.

The union had not yet considered extending the life of the agreement to allow for a higher basic wage for the extended period.

He said he did not think recent management statements had helped bring the parties closer together. He described as untrue SAB claims that nearly 100 workers at the Welkom brewery had returned to work and that others were considering following suit.

He felt management's repeated statements about not increasing the 16% wage offer had not helped matters.

A meeting of the National Taverners' Association (NTA) held in Soweto yesterday resolved to seek a meeting with Fawu after the union's talks with SAB today.

# Deadlock in SAB strike talks

THE first round of talks aimed at ending the five-week wage strike by 6 000 SAB workers ended in deadlock yesterday in spite of a drop in the Food and Allied Workers' Union's (Fawu) minimum wage demand

Fawu's movement in coming down on its demand from a 38% (R1,80 an hour) minimum increase to 32% (R1,50 an hour) was described by management after the four-hour talks as "too little and too late".

In a statement, SAB condemned Fawu as "obdurate and unimaginative" and said the union had not been prepared to discuss its additional demands totalling 150%

SAB said it was "dismayed" at Fawu's reticence to include the issue of violence in talks

However, Fawu national organiser Ragin Naicker told a Johannesburg press conference, attended by shop stewards from SAB complexes countrywide, the key to negotiating

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**ADELE BALETA**

the dispute had been put into SAB's hands

He said Fawu attended the talks at SAB's invitation as a way of finding alternative ways outside mediation to ending the dispute which has claimed seven lives so far

16/11/89 ~~353~~ Demands ~~450~~

Fawu's new demand was made to prompt negotiation, without which the dispute could not be resolved

Naicker added SAB would not address demands on working conditions and "seemed to block all Fawu's moves toward negotiation"

Fawu's initial demand was an increase of R1,80 an hour taking the present minimum to R6,50 an hour while the company's continued offer remains an increase of 75c an hour

(16% or R5,45 an hour) which it says will push up the minimum wage to R1 063 a month

Naicker said the strike would be intensified "What other options are open to us," he asked. A meeting would be held this week with community organisations including the National Taverners Association to discuss the boycott

He stressed that there was no dissension within Fawu ranks regarding the strike

Reports of violence by Fawu members, he said, was an SAB attempt to make Fawu responsible. "Until we are sure our membership is involved, we're not prepared to enter into negotiations with SAB over violence"

Naicker stressed Fawu was not accepting lower wage offers from other employers, as alleged by SAB, and, in fact, some smaller companies had settled for even higher demands this year

Friday, November 17 1989

B/day 17/11/89<sup>3</sup>

# Union willing to have further talks with SAB

ADELE BALETA

(151)

THE Food and Allied Workers Union (Fawu) said yesterday it was still prepared to negotiate with the SAB although the first round of talks this week, aimed at ending the five-week-old dispute, failed.

Fawu national organiser Rajin Naicker said the union was now trying to explore alternative ways to resolve the dispute but said he could not be more specific.

He said Fawu hoped for a speedy resolution to the strike, which had so far resulted in seven deaths.

He said there were no new developments.

SAB management was unavailable for comment yesterday.

Wednesday's talks between the two parties ended in deadlock in spite of Fawu tabling a new minimum wage increase demand which was 6% down on its initial 38% demand.

Naicker said management claims that striking employees had returned to work at certain depots were "lies".

"Management is trying to sow division among workers. In Welkom, for example, members of management have tried to persuade striking workers to return to work."

## Report

"As far as we are concerned no one has gone back to work," he said.

Naicker said the union was planning to meet community organisations this week to report back on the unsuccessful talks with management and to call for support for the 6 000 workers.

Our Durban Correspondent reports that the SA Taverners' Association in Natal and KwaZulu (Sata), representing thousands of shebeen-owners, has called for an end to the violence and intimidation surrounding the strike.

At a Press conference at Umlazi yesterday, Sata national public relations officer Menzi Ntsala said members of the organisation had been intimidated at Umlazi and Kwamashu, and these included Natal branch chairman Sylvester Ntuli.

He said Sata gave support to striking workers on a long-term basis.

"We don't want our fellow Africans to harrass us while we are committed," Ntsala said.

He said some of the intimidators were not even SAB workers but Fawu could not be held responsible for that.

"We are saying to those involved — stop it."

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# Food workers locked out as disputes grow

## Labour Reporter

ABOUT 70 workers were locked out at Jungle Oats in Maitland in a further food industry dispute

The lock-out yesterday followed a breakdown in wage negotiations which started in August with the Food and Allied Workers Union (Fawu).

Meanwhile, wage negotiations at Fattis and Monis are scheduled to go to mediation after management and Fawu failed to reach agreement.

## 27 DISMISSED

Union spokesmen were not available last night for comment

In a third dispute, involving the South African Dried Fruit Co-operative, 27 workers dismissed last week over a dispute about working hours and overtime have been reinstated and will return to work today, according to a Fawu spokesman.

He said the union and management had reached agreement on changes management wanted to make in hours of work, and all those dismissed would be taken back under certain conditions.

The company's manager, Mr J Kirsten, was not available for comment

Jungle Oats managing director, Mr Michael Paddick, said workers had been given statements on Monday night detail-

ing the company's wage offer and warning that those who did not accept would not be allowed on to the premises.

He said the company had decided to approach employees directly because union representatives had failed to take part constructively in negotiations, and it wanted to make sure they fully understood what the company considered to be a "most reasonable wage offer".

At Fattis and Monis, Fawu demanded a minimum of R235 a week against a company settlement proposal of R202,22 a week, plus benefits, according to a company spokesman

Proposals about mediation had been sent to the union and management was waiting for a reply.

## Fine for 'drunk' cat killer halved

The Argus Correspondent  
MARITZBURG. — A 27-year-old Pinetown man who was convicted of throwing two cats from the eighth floor of a block of flats on January 8 this year, has had his sentence effectively halved on review to a R1 000 fine (or six months' imprisonment)

Bruce French was originally convicted under the Animal Protection Act and sentenced to a R2 000 fine or two years.

French claimed he was intoxicated at the time.



## Union warns of looming Consol disputes

THE Chemical Workers' Industrial Union (CWIU) warned yesterday of two major disputes looming with the Consol Group, at which the union claims to represent 3 000 employees at 11 plants.

CWIU national organiser Meshack Ravuku said the company had notified the union it planned to retrench 100 people at its Germiston plastics plant.

The second dispute, he said, revolved around Consol's refusal to recognise the union at its Dimbaza, Ciskei, plant.

A Consol spokesman said the Germis-

ALAN FINE

ton retrenchments had become necessary due to a major stock build-up brought about by an attempt to circumvent retrenchments. The build-up had reached unacceptable levels, and demand for building industry products and other lines had declined.

With regard to the Ciskei dispute, the spokesman said Consol's inability to recognise the union had been confirmed after discussions with the territory's Manpower Minister.

2/11/89

(151)

## 'Real progress' in new SAB and Fawu talks

REPRESENTATIVES of SAB and the Food and Allied Workers' Union (Fawu) met last night for the third in a series of so far unpublicised meetings aimed at finding ways of ending the seven-week-old strike. (151)

Fawu president Chris Dlamini disclosed plans for last night's meeting. SAB personnel director Rob Childs confirmed the company was "working with lawyers to make contact with union representatives" (150) He believed some real progress

ALAN FINE

had been made. Neither he nor Dlamini would divulge details.

Disclosure of these contacts followed optimistic statements by union officials earlier this week that a possible resolution of the bitter and violent dispute was closer than it had been until now. (150) 29/11/89

The national SAB shop stewards council is to meet in Johannesburg today to review the strike and the union's position. (150)

B/day 1/12/89

# End to SAB dispute is closer than that of Sats

ALAN FINE

PROSPECTS for a settlement of the SAB dispute seemed more favourable than an end to the Sats strike, after further talks yesterday between management and worker representatives at each of the corporations

SAB beer division MD Graham MacKay confirmed yesterday a "very delicate sort of mediation" was in progress

Food and Allied Workers' Union (Fawu) officials and SAB industrial relations personnel have been unavailable to the media for the past two days MacKay said it had been decided not to publicise the meetings so as not to raise expectations.

## Proposal

He said, however, that "things were looking more hopeful than they had done for a while" He did not expect any decisive developments until early next week Fawu could not be reached for comment

Sats yesterday tabled a proposal to the SA Railways and Harbours Work-

ers' Union (Sarhwu) during a one-and-a-half-hour meeting conditional upon a return to work by noon next Tuesday

The proposal contained an undertaking that no further employees would be dismissed The cases of the more than 5 100 already dismissed would be referred to arbitration It also laid down conditions for recognition, including registration, representativeness and the conclusion of a recognition agreement.

The proposal excluded the possibility of negotiations on wages and other issues.

A Sats spokesman said management had made a major concession in that the arbitrator would be entitled to consider the fairness of the dismissals — an issue not covered by the law governing Sats.

Sarhwu general secretary Martin Sebakwane said a final decision on the proposal would be made by workers by Monday. However, he said,

"we are looking for something substantial to take to the workers, but we see nothing".

He said the proposal was flawed by the fact that Sats made recognition a bargaining chip The union had applied for registration and was substantially representative, so this was no concession

Management, he said, was attempting to divert the dispute away from the substantive issues — wages, disciplinary issues and privatisation He said there was no objective reason that some strikers should be dismissed and others not.

## Threat

Sebakwane expressed concern that Sats planned to use the dispute as a pretext for trimming staff as a prelude to privatisation "If Sats wants to retrench, it should do so openly under the heading of privatisation."

He said prospective private sector investors in Sats should think twice about committing their money to a company whose labour practices were a threat to profitability.

## Workers accept pre-strike pay offer

# SAB scores most from settlement

ster 4/12/89

ISI

By Drew Forrest, Labour Reporter

The nine-week strike at South African Breweries has been settled on terms highly favourable to SAB

This emerges from the agreement signed last week after an intensive mediation process which provides for strikers at 22 SAB operations to return to work between December 6 and 11.

In terms of the agreement, workers are to receive SAB's pre-strike offer of a 16 percent pay increase. The Food and Allied Workers Union's most recent demand was for 32 percent.

### Joint initiative

The union lost its demand for the rise to be backdated to July 1. The agreement is effective from November 27. The major concession by SAB appears to be a 1c-an-hour increase in the long-service allowance for some of the workforce.

The deal also provides for

- The launch of a "joint industrial relations in-

itiative" to improve the relationship between the parties.

A priority would be to examine the high level of strike-linked violence with a view to preventing its recurrence, a joint union-SAB statement said. Also to be examined are the current recognition agreement, the Labour Relations Act, and worker welfare in areas like housing and health.

- Fawu has agreed not to ban overtime without following agreed procedures.

- Disputes arising out of disciplinary action against strikers will be subject to voluntary arbitration, about 50 workers are apparently affected.

- Fawu lost its demand for the immediate signing of a provident fund agreement. This will be concluded only when the industrial relations initiative has made adequate progress.

SAB's bargaining strength sprang from carefully laid contingency plans which kept production at satisfactory levels throughout the strike.

Sources indicate there was a further crumbling in strike solidarity last week, with strikers returning to work at SAB's Pinelands depot.

# Beer strike ends — but who really won?

The nine-week strike at South African Breweries was an impressive display of collective worker muscle — but there can be no real doubt about which side came off best

Food and Allied Workers Union (Fawu) president Mr Chris Dlamini said yesterday that both parties had gained by the settlement agreement signed last week

An inspection of the agreement suggests otherwise. The union accepted the 16 percent final offer tabled before the strike — it originally demanded 37 percent — and lost its demand for backdating the award

SAB estimates that workers lost about R20 million back-pay and wages during the strike.

## COVETOUS EYES

Fawu also made a key concession on overtime work, the subject of a prolonged court battle. It undertook to follow agreed procedures before launching an overtime ban, thus limiting a right to refuse non-contractual overtime upheld by the Appellate Division earlier this year

The settlement of the protracted strike at South African Breweries looks like a defeat for the union. But it may herald a new era in a strife-torn relationship.

DREW FORREST reports

Star 5/12/89

The only substantive union gain appears to be a 1c-an-hour increase in the long-service allowance for workers with less than five years' service — about 25 percent of the workforce.

SAB also refused a demand for the immediate signing of a provident fund agreement. This will only be concluded when satisfactory progress has been made in a relationship-building programme involving third-party facilitators.

SAB has always argued that its wage offer — bringing the basic minimum to R5,45 an hour — was fair and the strike contrived. But workers can be forgiven for casting covetous eyes at pre-tax profits of R250 million for the last half-year, and a 25 percent increase in dividends.

In fairness to Fawu, it was pitted against a powerful, determined and sophisticated adversary

Beer distribution did suffer, but carefully laid contingency plans — involving stockpiling and the use of temporary labour — meant that production remained largely unaffected

There can no doubt that worker frustration at continued SAB output lay behind much of the violence which marred the strike.

## PRODUCT BOYCOTT

The cards were also stacked against workers in their second-line strategy of a product boycott. SAB's virtual monopoly in the beer market, and the fact that many black people depend on beer sales for a living, were potent obstacles.

Fawu evidently believed that black solidarity would make the boycott stick. But except in some areas — SAB says sales were only hit in East London — shebeeners and township

liquor dealers paid no more than lip-service to the ban.

The boycott sparked township violence, alienating potential strike support. Mass Democratic Movement concern over the divisive effect of the action appears to be one reason why Fawu settled.

It would be wrong, however, to see the strike as a complete failure. Industrial relations consultant Mr Theo Heffer believes the union has not necessarily lost face or power.

“Unions use a far more democratic decision-making process than management's top-down style, and one should not ignore the effect of pent-up feelings and group frustrations on their decisions.”

The most gratifying aspect of the settlement, Mr Heffer said, was the joint commitment to the relationship-building programme. This will investigate ways of reaching common goals on issues such as the Labour Relations Act, the current recognition agreement and employee welfare.

The hope is that the initiative will usher in a new labour relations era

producers *B/DW 5/12/89*  
Interest payments comprise a

pressing farmers on marginal land to switch to pastures.  
In the two years the target of 25 000

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# Cape textile strike still on

*B/DW 5/12/89*  
**LESLEY LAMBERT**

CAPE TOWN — About 3 500 textile workers from six western Cape manufacturers were still on strike yesterday after the intermittent strike action, which followed a dispute over the industry's medical aid fund, was resumed last Friday.

A separate dispute over annual wage increases in the textile industry is expected to go into mediation today, while a third dispute called by the SA Clothing and Textile Workers' Union (Sactwu), has been relegated to the back-burner.

The prolonged dispute between Sactwu and the employers' representative, the Cape Province Textile Manufacturer's Association (CPTMA), began when the two parties failed to agree on proposed changes to the cotton and textile industry's medical aid fund

The dispute took a new turn recently when the CPTMA cancelled an industrial council agreement with Sactwu which, it claimed, the union had breached by prejudicing one employer more than another in an overtime ban it had called.

In effect, the cancellation of the agreement nullified the industrial council. This

meant that, in future, CPTMA members would have to conduct separate wage negotiations

Sactwu rejected the cancellation, claiming that it constituted an unfair labour practice.

The CPTMA subsequently made itself available for further discussions on the future of the medical-aid fund and the industrial council

*(scribble)* **Agreement** *(151)*

A further complication in the medical aid dispute is that a number of companies which were CPTMA members when the industrial council agreement was signed have subsequently resigned

Sactwu still regards them as being bound by the agreement.

A spokesman for the CPTMA said the industry's labour affairs were in a state of upheaval but said he expected more clarity and direction early in the new year

# New body for quality controllers

**THEO RAWANA**

THE 10 000 black quality controllers employed by commerce and industry are to fall under the protective wing of a new organisation, the Institute of Black Quality Management. *B/DW 5/12/89*

Institute director Henry Sambane says members of this "useful sector" of SA's labour force are often denied the opportunity to advance in their careers, and for this reason the Consumer Institute for Research and Promotion (CIRP) felt the need to establish this wing

Sambane says research conducted by the institute shows that despite the fact that 60% of these potential quality engin-

eers have more than 10 years' experience, they are denied the opportunity to expand in their chosen career. *(scribble)*

The CIRP will, among other things

- Train and prepare future quality engineers,
- Organise courses for members and maintain a central library of books, documents and papers,
- Hold conferences and meetings for dissemination of information, and
- Organise awards for members.

More dismissals amid stabbings, sjambokkings

Star 7/12/89

# Sats action against railway saboteurs

By Drew Forrest

SA Transport Services is to take court action today in a bid to combat increasing violence on the railways following a deadlock in strike negotiations

Sats senior labour manager Mr Jan Bredenkamp said management would seek Supreme Court interdicts in Durban and Maritzburg restraining strikers from industrial sabotage and intimidation of non-striking colleagues

Mr Bredenkamp said there would be further dismissals today. Yesterday, 254 strikers were fired, bringing total dismissals to date to 5 601

Referring to sabotage acts, Mr Bredenkamp said it had been definitely established that an 11 truck derailment yesterday in Durban had been the result of sabotage. This morning further attempts to uncouple lines had been discovered in Durban

Sats said that since the breakdown in negotiations with the SA Railways and Harbour Workers' Union (Sarhwu) on Monday, assaults on commuters with train tickets had been rife. Other incidents included the burning of coaches, attacks on ticket collectors and clashes between strikers and strikebreakers

## Armed ticket collectors

Sarhwu general secretary Mr Martin Sebakwane could not be contacted, but the union has alleged mounting intimidation of strikers by armed ticket collectors and the security forces

About 1 000 people marched on the New Canada police station in Soweto yesterday to protest against the intimidation of workers on trains

Yesterday, a train made an emergency stop outside Doornfontein Station after arsonists set fire to a motor coach. No one was injured in the incident, but the coach was destroyed

A Sats spokesman, Mr Alan Lubbe, said another motor coach was burnt out at Phomolong Station on the Soweto line on Tuesday. Sixteen coaches, with a total value of R17 million, had been destroyed and another 12 damaged since the strike started five weeks ago

In other developments

● Sats resumed its dismissal of strikers, after staying its hand during negotiations last week

● In advertisements today in a range of major newspapers, Sats reiterated its refusal to negotiate on wages and its insistence that the dismissal of strikers be referred to arbitration

Sarhwu's Mr Sebakwane accused Sats of trying to smash Sarhwu by dismissing "the cream of the union"

He also said the dismissals were disguised retrenchments in preparation for privatisation

Giving details of recent violence, Mr Lubbe said intimidation of commuters was rife

"The intention seems to be to enforce a kind of boycott. And people with concessionary tickets are immediately identified as strike-breakers," he said

On Tuesday, a number of commuters with tickets were sjambokked at the Johannesburg Station, he said

Two ticket collectors had been admitted to hospital after they were stabbed

## Crazed hunter kills 14 women



One of the injured is wheeled away from the University of Montreal yesterday after a gunman opened fire on a packed classroom.

## Hail, high winds and heavy rains lash PWV triangle

Staff Reporters

A devastating hail, wind and rain storm lashed the East Rand and the PWV triangle last night, smashing windows, causing roofs to collapse and trapping at least one motorist in a subway

The worst hit towns were Brakpan, Kempton Park, Nigel and Meyerton where buildings were flooded, roofs caved in under the weight of hail and roads were impassable. The Nigel/Springs road was closed for an hour after vehicles were swept from the road and the fire brigade had to rescue the occupants

### MOTORIST TRAPPED

In Brakpan more than 62 mm of rain fell in an hour, subways were flooded, trees were uprooted and houses in Brakpan North were awash

In Stoffberg Drive, Dalview, a motorist and his child were trapped as

A Dalview resident, Mr Anton Koen, said hail broke 12 windows in his house. Part of his roof collapsed from the weight of the hail and in his garden the hailstones were ankle deep in places

Duduza residents who telephoned The Star said there was extensive flooding in the area.

"Rainwater was pouring in under our doors, and cars are getting stuck in mud. People are moving their furniture out of flooded houses into other houses," said Mr Titus Mazibuko

In Kempton Park the hail was said to be as big as dove's eggs.

A hailstorm at 6 pm yesterday in Meyerton caused damage estimated at more than R100 000

Hail smashed window panes in Benoni, roofs were blown off and high winds blew over large trees

The roof of the Actonville post office was blown off, landing on top of a small business at the back.

## Pretoria hotel evacuated as huge blaze destroys store

Pretoria Correspondent

A city hotel was evacuated early today when a huge fire gutted a two-storey furniture store, causing damage estimated at millions of rands.

Residents of the Protea Hotel left their beds just after 1 am, huddling together as firemen battled to extinguish flames which leapt more than 20 m into the air

A spokesman for the hotel said night staff raced through the building to warn the 80 residents to evacuate

"But there was no real danger and residents looked upon the situation with humour," he said.

Pretoria manager of Geel

# Sats poised to fire 16 000 as talks deadlock

~~SA~~ ADELE BALETA (151)

SATS is poised to fire more than 16 000 striking workers and continued dismissals yesterday after the breakdown in talks this week between management and the SA Railway and Harbours Workers Union (Sarhwu) *B/Dam 7/12/89*

Conflicting reports of the escalating violence and intimidation that has characterised the five-week-old strike were made by both parties

Sats suspended dismissals pending the outcome of Monday's talks, which deadlocked after Sarhwu rejected Sats' proposals aimed at ending the industrial action and management refused to accept counter-proposals that the matter of wages and dismissals be mediated ~~(SATS)~~

Sats spokesman Alan Lubbe said 254 workers were fired in Natal, Free State and the western Cape yesterday

This brought the total number of employees dismissed since the start of the national strike to 5 601. He added there were 16 464 workers still on strike.

Lubbe said management was "very concerned" about the situation. "Intimidation is rife, especially on trains"

He said Sarhwu was using violence as a tactic to force Sats to negotiate wages

Although prepared to continue talks, Sats would not consider wage negotiations. Lubbe reiterated Sats's proposal that the question of dismissals be referred to arbitration. ~~(SATS)~~

Since the start of the national strike a total of 16 motor and suburban coaches had been gutted by fire, resulting in a loss of about R17,2m, he said.

Sarhwu general secretary Martin Sebakwane has said violence, dismissals and evictions were part of an attempt by management to break the strike. He condemned "those parties condoning violence, especially when the perpetrators are in Sats uniform on Sats property during working hours".

He recalled an incident this week where 18 striking workers had to go to hospital after they were allegedly attacked at Johannesburg Station by ticket collectors

About 1 000 people marched to the New Canada police station in Soweto yesterday to protest at alleged intimidation of work-

□ To Page 2

## Sats dismissals

ers on trains by police and SADF members *B/Dam 7/12/89*

Cosatu regional secretary Ariel Mablane said workers were protesting against the use of teargas sprayed at them as they sang in trains

A police spokesman said a group of people set alight two coaches at Ellispark station yesterday.

There were no reported injuries and no arrests were made.

Lubbe said there were reports in Pretoria, Johannesburg and Durban that com-

□ From Page 1

*151* muters with concessionary tickets, mainly non-striking employees, had been assaulted by striking workers.

Sapa reports that police believe sabotage may have caused the derailment of a goods train on the Umhlaas River Canal Bridge in Durban early yesterday. The 15-truck train ran off the tracks between Union and Merebank stations about 7.30am

A police spokesman said there were no injuries but about 500 tons of coal were spilt. Sats estimated that the line would be blocked until early today



# Ellerine managers given a hearing

20/12/89

By Don Robertson

SENIOR management at furniture group Ellerine is aware of branch managers' grievances and is investigating them.

Reacting to claims by some managers operating through a so-called management committee, Ellerine human resources head Pierre de Villiers says "We are dealing with the problems"

The management committee complained, through Business Times, of poor salary increases, lack of personal

transport, dismissals, disciplinary procedures, the absence of offices for managers, no lunch hours and the withdrawal of sales bonuses

They also objected to "favouritism" shown to members of the Commercial Catering Allied Workers Union of SA (Ccawusa)

It is thought to be the first time that middle management has objected to the treatment of union members

Ellerine has about 300 stores in SA and neighbouring states and employs about 6 500 people

Mr De Villiers says that through a series of internal employee surveys conducted this year several grievances were identified

An 18-point questionnaire was prepared and meetings between regional and area managers showed up the possibility of a "cultural problem" between senior management and branch bosses

## Strict

Two top-level discussions by senior management analysed these difficulties

"Contact has been made with us and we are dealing with the problems," says Mr De Villiers

"We would have been happy to investigate these issues even if they had not been aired in the newspaper"

He concedes that Ellerine is perhaps more disciplined and strict than some other companies

Ellerine is also in dispute with Ccawusa over retrenchment Mr De Villiers says there are no plans for large-scale retrenchment

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# More talks on agenda as strike enters eighth week

13/12/89 22/12/89

AS THE Sats strike entered its eighth week yesterday, SA Railway and Harbours Workers' Union's (Sarh-wu's) national executive committee met to discuss the reopening of talks on Monday with management.

Details of the meeting were not available late yesterday.

Sats spokesman Ian Bleasdale said: "We are waiting for Sarh-wu to come back to us. We will then set a time for further talks."

A total of 21 438 strikers have been fired. This included the 523 workers dismissed yesterday, Bleasdale said.

The breakdown of dismissals yesterday was: northern Cape 277; western Cape 235, and Free State 11.

The dismissed workers represent more than 25% of Sats's black labour force of about 80 000.

At least 1 000 strikers still face dismissal.

Bleasdale said the re-employment

ADELE BALETA

process in Natal was very slow. Sats was considering implementing its re-employment programme in other regions.

Strikers had lost R18,5m in wages and damage to Sats property stood at R37,9m.

Sapa reports postal workers and management were negotiating yesterday over workers' demand for alternative transport in the wake of the Sats strike.

Post and Telecommunications Workers' Association (Potwa) spokesman Kgabiso Mosunkutu said the union supported Sarh-wu members in their R1 500 minimum wage demand.

While workers were afraid of violence allegedly perpetrated by "scabs and vigilantes" on trains, they also wanted to avoid using Sats transport to pressure management to settle the strike.

## 'No justification' for Sats hikes

SATS's announcement of increases in rail freight, harbour services and road-link tariffs were above the inflation rate and could not be justified, DP consumer affairs spokesman Harry Schwarz said yesterday.

Schwarz questioned whether the tariffs were being increased to show that the entities were viable for privatisation and attractive to the shareholder.

He said profitable services would be privatised, while unprofitable services would be retained and either tariffs would be increased to make them profitable, or the socially necessary services would be subsidised.

Taxpayers' money would be used to subsidise such services.

"The allegation that the weighted

EDYTH BULBRING

average increase is below the inflation rate is an argument of no substance as the user is concerned about the increase he has to pay, not the increase some other person using a different service pays," he said.

Since Sats's budget was presented in February with a plan for the year, the inflation rate had not increased to the extent of the increases imposed.

In recent months the inflation rate had decreased slightly and the rand had appreciated in value, assisting Sats in a number of respects.

If the overall inflation rate was to be used, then the 8% increase in April this year had to be combined with the average new increase of 13%, he said.

INDUSTRIAL RELATIONS — DISPUTES

1990

~~1990~~

JANUARY — JUNE .

# Sats dispute toll now 22 380 sackings

*Bleasdale 3/11/90*  
THE Sats strike has entered 1990 with 22 380 workers fired in the eight-week-old dispute which has left at least 16 people dead and scores injured

Sats will continue dismissing the remaining 3 551 striking workers, according to spokesman Ian Bleasdale

No strikers were fired yesterday, but dismissals were expected to continue today

The SA Railway and Harbours Workers' Union (Sarhwu) is expected to contact Sats this week with a set of proposals aimed at ending the dispute which has led to the dismissal of about a quarter of Sats' black labour force

Sarhwu officials were unavailable for

comment yesterday as they were in a meeting

Bleasdale said Sats's re-employment programme in Natal had been proceeding "very slowly, but we're hoping it will pick-up soon"

"We are also considering instituting the programme in areas other than Natal"

He said that no reports of violence or damage other than a fire at a station near Mamelodi early yesterday morning had been reported to him recently

"Things are quiet and we're waiting for Sarhwu to contact us — hopefully later today (yesterday)," Bleasdale said

Wages lost by striking workers so far totalled about R21m and damage to Sats property stood at R39m

This figure, however, only applied to damage to "rolling stock" and excluded damage to property other than railway coaches, Bleasdale said

The total breakdown of dismissed workers is

- Natal — 12 128
- Southern Transvaal — 6 439
- Northern Transvaal — 1 517
- Western Cape — 1 011
- Free State — 611
- Northern Cape — 504
- Northern Natal — 170 — Sapa

PEOPLE AT THE TOP  
ARE ON THE MOVE  
SEE PAGE 7

# SAFETY JOBLESS

PAGES AND PAGES OF THE BEST JOBS IN SOUTH AFRICA

MANPOWER  
MIRROR BY  
ROBYN  
CHALMERS



SUNDAY TIMES, Business Times, January 7, 1990 5

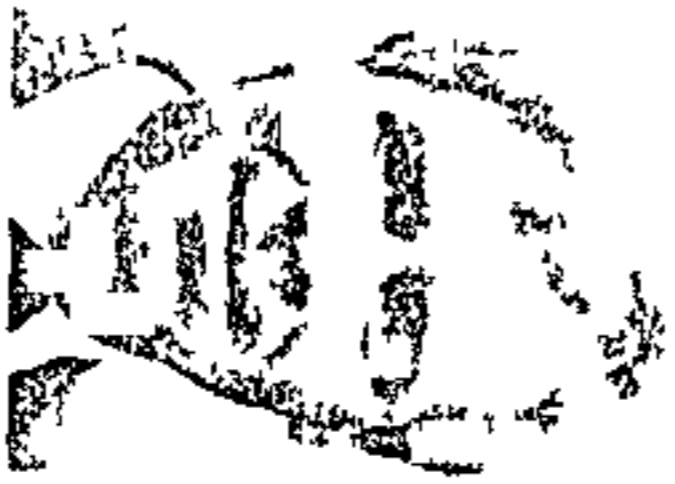
# Employers, workers brace for conflict

LABOUR analysts predict upheavals in industrial relations (IR) this year.

The results of actions in 1989 will become evident this year. Some will be positive, some negative and others are unpredictable.

The Labour Relations Amendment Act (LRAA) for example is likely to continue to be a source of conflict between employers and trade unions unless the National Manpower Commission (NAMC) report does the impossible — satisfy both parties.

Indications are that the report recommends scrapping of the controversial Section 79(2) which allows employers to sue unions for damage caused by a strike. The unions would welcome such a decision but many employers favour retention of their



WALLY CONRADIE  
Housing a major issue in 1990s

right to claim compensation for losses incurred by a strike. At best it can be hoped that the report will be able to strike a compromise that satisfies both unions and employers.

Cosatu and Nactu have threatened a new round of industrial action in continued protest against the Act.

The state of the economy is likely to play a role in IR in 1990 as it did last year. At the end of 1988, Institute of Industrial Relations (IIR) senior professional officer Adrian Hersch correctly predicted that the economy would most directly affect the critical spheres of retrenchment and unemployment.

He identified privatisation and the weak rand price of gold as the two most vital elements in this scenario. Predictions for the gold price in 1990 appear fairly optimistic. Many analysts believe it will reach about \$405 an

ounce and then rise steadily auguring well for the mining industry.

Others are more cautious, warning of the vulnerability of marginal gold mines should the price fall. In the run-up to the 1989 negotiations between the National Union of Mineworkers (NUM) and the Chamber of Mines, large-scale retrenchments took place because working costs on 32 mines exceeded the gold price of \$335 an ounce.

Widespread retrenchments are likely to take place when privatisation gets off the ground and will affect both blacks and whites in the public sector. Sats for example, is pumping billions into training its workers. Although spokesmen will not link this to retrenchments after privatisation it is the most likely cause of the increased training activity. Analysts believe privatisation could

cause major industrial action especially because trade unions are opposed to it.

A recent edition of the SA Labour Bulletin reports a loss of 132 000 jobs as a result of privatisation and steps leading up to it. Eskom has shed 14 000 jobs and the Chamber of Mines has shed 14 000 jobs since 1975 and the Post Office 20 000.

As in 1989 disputes between management and labour are likely to involve many matters including worker violence and housing.

Mr Hersch believes a long-term solution to the problems of violence in the mining industry may be found in those instances where managements employ workers who live with their families.

But in cases where the migrant labour system operates even if a code of conduct is negotiated the long term chances of success have to be considered.

A lasting solution will probably only be found when this system finally ceases to operate, which apparently could take up to 10 years.

Housing will be a primary issue for negotiation. The SA Housing Trust annual report puts the housing backlog at 1,26-million.

Of this 820 000 are needed in SA. The annual building requirement to eradicate the backlog by the end of the century is now estimated to be 250 000 units. Housing Trust acting managing director Wally Conradie believes employers will have to make a greater effort to help provide a accommodation

for workers. If they do not, there could be social disruption and confrontation.

Last year's Institute of Personnel Management (IPM) conference was told that personnel practitioners would be faced with big changes in the 1990s.

Speakers identified productivity and training as crucial areas particularly because of the increasing shortage of skilled workers and the need for companies to remain competitive in a changing environment.

Human resources management will become a major challenge as SA moves into the 1990s, particularly in a post-apartheid era when the need to manage black-white relationships properly will be critical.

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# Call to end the Sabs' dispute

By JOSHUA RABOROKO

THE president of the Southern Africa Black Taxi Association, Mr James Ngcoya, has called on the South African Transport Services to

immediately resolve the differences it has with its workers.

Ngcoya said it made the call because of the horrifying loss of life and limb

Sabta regretted the destruction of property now estimated at more than R30 million

It also regretted the loss of income suffered by Sabs workers and the difficulties the commuters and the general public have been and continue to be subjected to

"In the light of the untold inconveniences so many thousands of our people are faced with, we also call upon Sabta members to minimise the problems of our people in any way they can.

"We recommend to

our members to be sympathetic to people who will now have to pay more to commute to work and to adjust the differences accordingly

"Furthermore, we appeal to our members not to increase their fares during these difficult times and not take advantage of the situation

"We would like to remind our members that their now increased burden demands of them to become even more safety conscious and extra careful and courteous to other road users," he said.

He said that drivers should not exceed speed limits or compromise safety regulations through overloading

Taxi boss Mr James Ngcoya



# Postponed Sats talks to resume today

TALKS aimed at ending the Sats strike, which were to have resumed yesterday, were postponed until today

A Sats spokesman said Sats and the SA Railway and Harbours Workers' Union (Sarhwu) met briefly yesterday afternoon but Sarhwu asked that the talks be postponed to today.

Sarhwu officials said the meeting planned for yesterday did not materialise but that union members discussed their mandate for a proposed meeting today

Meanwhile, Cosatu is expected to bring an urgent application against the SAP in the Rand Supreme Court today following the violence at Germiston station

A lawyer acting for Cosatu said papers were due to be served on the police yester-

SUSAN RUSSELL, DANIEL SIMON  
and EDWARD WEST

day (151) (151)

In other strike-related incidents, a police spokesman confirmed that a non-striker, Alpheus Malandu, was murdered at his Daveyton home early yesterday morning

Our Cape Town correspondent reports that two men were thrown from trains in the Peninsula

In the first incident, Sats employee Daniel Willemse, 59, was injured when a group of men threw him from a train on Tuesday

Later, Hector Adams, 25, of Bonteheuwel, was also thrown from a train

● See Page 3  
● Comment. Page 4

SIP day 11/11/90

(151)

(151)

## Sats talks on tomorrow

TALKS between the South African Transport Services and the SA Railway and Harbour Workers' Union which resumed on Saturday morning will continue tomorrow.

"The Sarhwi delegation has asked for postponement of the talks until Tuesday afternoon at 2pm," Sats spokesman Mr Leon Els said in a statement. ~~(SAP)~~ ~~(SAP)~~ (151)

He added that both parties had agreed not to divulge any details of Saturday's discussions.  
Sapa. *Sowetan 15/1/90*



# Post office pay talks back on line

By Drew Forrest

Vital pay talks covering thousands of post office workers resume today against the background of burgeoning black worker militancy

In demands first tabled in October, the Post and Telecommunications Workers' Association (Potwa) has called for a doubling of the basic minimum wage to R1 100 a month, and a R400 across-the-board increase

Potwa vice-president Mr Floyd Mashele said that as middle management won a sizeable increase in mid-1989, the union wanted the award backdated to July for lower-paid workers

## RACIAL PARITY

The post office employs about 96 000 people, of whom some 30 000 are black.

Potwa is also demanding

- Racial parity in pay
- Scrapping of plans for post office privatisation, which the union fears will cause job losses
- Scrapping of "apartheid practices" in the postal sector
- Permanent status for about 4 000 temporary employees

Warning that the talks were likely to be tough, Mr Mashele said black workers "were in militant mood" and had staged wildcat strikes recently

He said Potwa leaders would plan a campaign of action at a meeting on January 14 if the talks failed to make progress

## Sats strike closer to end

THE Sats workers' strike came closer to being resolved late yesterday afternoon.

The SA Railway and Harbours Workers' Union (Sarhwu) — which called for the strike that resulted in the dismissal of more than 22 000 Sats employees — has almost got a mandate to put forward proposals to end the industrial action.

A spokesman for Sats said the union had informed management its national executive would meet yesterday to ratify its recommendations. Their answer could be received today *3, 10am 4/11/90*.

The union was responding to proposals put forward by Sats a fortnight ago to break a two-week deadlock in talks aimed at resolving the dispute.

No more workers were dismissed yesterday, leaving the total number of dismissals at 22 380.

A total of 3 574 workers are still on strike.

To date the cost of damage and destruction to Sats property has been estimated at R40m — Sapa.

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Star 10/9/90

# Jackson to hear 'broad base' of views in SA

By David Braun,  
The Star Bureau

VA 2/2/90

WASHINGTON — The Reverend Jesse Jackson says he will not restrict his time in South Africa to listening to the views of just one group of people, but will try to meet whoever invites him

He was reacting in an interview to criticism that he was going to South Africa at the invitation of the SA Council of Churches (SACC) and Mr Walter Sisulu of the African National Congress merely to update himself on the changing situation so that he could apply pressure in the United States to increase punitive measures against the country

"The key to making life better for everybody in South Africa is communication. I hope the media will play a constructive role in that process and not incite people's fears. If we are to challenge people to pursue their hopes and not their fears, we can all make a real contribution," he said in the interview

"The SACC and Walter Sisulu are my primary hosts in South Africa, but it is significant that an even broader base of people have expressed an interest in dialogue. It is important that we begin to build bridges where there have been walls, and that we overcome the mistrust and the fear and begin to act out the peace that we hope for

"It is significant that the Dutch Reform Church and the National Religious Broadcasters have also sent an invitation, as has the SA Institute for International Affairs," Mr Jackson said

● See Page 11.

# Workers down tools at four Mondi plants

Labour Reporter

About 800 workers at several Mondi Board Mills plants are on strike over wages, in the first major labour dispute of the year

Mr Sakhele Buhlungu of Cosatu's Paper, Printing, Wood and Allied Workers Union said workers were on a legal wage strike at plants in Springs, Belville, Felixton and Piet Retief.

Mondi's Mrs Brigid Hopkins said only a small number of Piet Retief workers were affected

Mr Buhlungu said workers in the remaining plant at Umgeni were negotiating with local management, which had threatened legal action if they downed tools. However, they were expected to join the strike today

The dispute centres on union demands for a 26 percent rise in the current hourly minimum rate of R4,29. Mondi said yesterday its 16 percent offer would bring the minimum wage to R970 a month

In a statement yesterday the union said it believed the company could give a "reasonable" increase. In 1988 Mondi had boosted after-tax profits by 75 percent and paid out R52 million in dividends

Mr Buhlungu said Mondi had offered to reopen talks but had indicated that its mandate was exhausted and it could not increase its overall pay offer

there was doctor said

● Tonight! Page 1

# Putco strikers strand workers

*Sowetan 16/11/90*

STRANDED commuters massed outside the locked gates of Putco's Homelands, Pretoria, depot last night after 400 drivers downed tools in sympathy with striking Springs colleagues

In a sharp escalation of the five-week Springs dispute, 500 workers also went on strike at Putco's Boksburg depot, while sympathy action is looming in Wynberg and Mamelodi.

About 3,5million passengers are carried

monthly by the strike-hit operations, said Putco's Dr Jack Visser. Over 6million would be affected if the Wynberg and Mamelodi depots closed

Putco's immediate problem was 11 000 kwa-Ndebele commuters stranded last night by the Homelands depot stoppage.

The Springs dispute centres on demands that the divisional manager is removed from the depot during an inquiry into a range of worker grievan-

ces, most centring on discipline (151)

The Transport and General Workers Union is also demanding that the strike should not be treated as a disciplinary issue

Dr Visser said that although the strike was in a strategic sector and therefore illegal, Putco would not fire strikers

But continued unrest would jeopardise the Springs operation, as this was "not a very viable business".

# Putco meets union in bid to end strike

Labour Reporter

Putco management and union shop stewards met all afternoon yesterday in a bid to settle a strike which has left tens of thousands of Reef commuters without bus transport.

"We have a long, hard night ahead of us," said Putco managing director Dr Jack Visser.

A total of 740 workers are now on strike after 500 Boksburg employees downed tools on Monday in solidarity with striking colleagues in Springs. There was also a brief stoppage at the Homelands, Pretoria, depot.

The two East Rand depots carry 1,6 million passengers a month, mainly from kwaThema, Daveyton and Vosloorus.

The five-week Springs dispute revolves around demands for the divisional manager's exclusion from depot premises during an inquiry into over 40 worker grievances, mostly discipline-related. *Star 1/11/90*

Other Transport and General Workers Union demands are that the manager should not discipline workers until the inquiry ends and that the strike itself will not give rise to disciplinary action.

Dr Visser said Putco had already made major concessions, despite the fact that the strike was in a strategic sector and therefore illegal

# SATS talks

18/11/90  
SATS had received a written response to its proposals, aimed at ending the 11 week strike, from the SA Railways and Harbour Workers Union, spokesman Leon Els said last night.

Sats had discussed the Sathwu response and tentative arrangements were made for talks to continue between the two parties this morning, he said - Sapa



Source: Sapa

By Dam 19/11/90

# Sats and Sarhwu agree to mediation bid to end srike

SATS and the SA Railway and Harbours Workers Union (Sarhwu) have agreed to mediation in an attempt to end the nearly three-month-old strike that has claimed at least 27 lives

After talks yesterday which lasted an hour, the parties decided on mediation on wage increases, the dismissal of more than 22 000 strikers, recognition of the union, and Sats' disciplinary procedure, management and the union said. The meeting was held to discuss the union's response to management's proposals tabled on December 13

"At the discussions Sats proposed mediation. The purpose of this is to facilitate a complete settlement of the dispute. Sarhwu accepted and mediation will begin as soon as possible," a Sats statement said

When talks deadlocked on December 4, Sats had rejected a union proposal for mediation on all items. Sarhwu had earlier turned down a Sats proposal for arbitration on the dismissals

Management has consistently refused to discuss the question of wage increases

ADELE BALETA

Sats spokesman Vic van Vuuren denied Sats had softened its position by proposing mediation. He said "A lot of water has gone under the bridge since we turned down Sarhwu's mediation proposal in December

"The parties have moved since then. What is on the table now is very different. Both parties now see in mediation scope for settlement."

Van Vuuren said privatisation was not an issue for mediation but a question for the future. Casual workers employed by Sats on a daily basis to fill posts left vacant by strikers would continue to work until the outcome of the mediation

Sarhwu spokesman Eliot Sogoni said the union felt optimistic about mediation, but he added that the reinstatement of workers was a central issue

He said at the weekend Sats had proposed re-employing all dismissed workers, but this was turned down by the union. Earlier, Sats proposed 50% of the workforce be re-employed and the remainder receive compensation at the discretion of an arbitrator

In another development, Sogoni said a British National Union of Railwaymen delegate Jeff Revell, who arrived at Jan Smuts Airport yesterday, was prevented from leaving the airport's customs department and was due to be deported last night

Sogoni said Revell, who visited SA during the 1987 Sats strike, was informed he had been placed on the visa exemption list

Comment from Home Affairs department was not available

Our Cape Town Correspondent reports that two unknown men were hacked to death and a further eight injured during a fight between striking and non-striking Sats workers in Nyanga on Wednesday night

Meanwhile, police were investigating whether the deaths of five people this week in attacks in the Guguletu, Nyanga and Khayelitsha townships, were strike-related

Cosatu said yesterday four of the Sarhwu members killed in last week's clash at Germiston station between striking and non-striking Sats workers would be buried tomorrow

## Tensions at SAB

INDUSTRIAL relations are tense at several South African Breweries plants around the country over the position of temporary workers and "scabs".

The turbulence follows the return to work two weeks ago by about 6 500 South African Breweries workers after a bitter nine week countrywide strike.

Workers at the SAB depot in Pinelands and the Ohlsson's Breweries in Newlands spontaneously downed tools last week to demand that staffing return to a pre-strike situation.

Sources said further protests were likely at both plants if the employment issue was not resolved.

Food and Allied Workers' Union (Fawu) organiser for the beer sector, Rajin Naicker confirmed that the union had met with SAB management last Friday.

Naicker said a post strike situation was "sensitive". He said Fawu had proposed that the pre-strike status quo return.

This would mean that SAB had to employ all workers, including temporaries, who were employed before the strike.

SAB has not yet responded to Fawu's proposal.

SAB spokesperson Adrian Botha said a return-to-work was a "readjustment period".

About 300 workers were dismissed earlier this week from the Ohlsson's Breweries in Butterworth, Transkei, after what SAB described as "illegal and unprocedural industrial action".

### Fifty in sit-in protest

ABOUT 50 strikers are staging a sit-in protest at the Sappi Cape Craft factory in Montague Gardens to demand wage increases. The protest began last Saturday morning and is planned to continue until the strikers' demands are met.

The workers, who are members of the Paper, Print, Wood and Allied Workers' Union (Ppwawu) downed tools last week over a wage dispute.

A union spokesperson said the workers were demanding an across the board increase of R1,60 an hour. Management has offered increases of between 76 cents and R1,28.



*The Black Sash  
shares deep concern  
for those in detention,  
those on death row  
and activists who  
have been murdered,  
and extends its  
support to their  
families into the  
1990's and commits  
itself to working  
for a future free from  
such practices.*



# Bloody strike nears end

By **CONNIE MOLUSI**

BY late yesterday negotiations on the railway strike was on the verge of a breakthrough - the re-employment of thousands of fired workers being the stumbling block

This turn in the 11-week strike marked by violence came after the South African Transport Services (Sats) in tough negotiations with the South African Railways and Harbours Union (Sarhu) this week agreed to take back 22 896 dismissed workers

Sats agreed to re-employ all dismissed workers after initially insisting on employing only 50 percent

Cosatu treasurer Ronald Mofokeng said at a Boksburg memorial service for eight railway workers who died in strike-related violence in Germiston last week that "the retreat of Sats on taking back all the dismissed workers is a victory, which has to be consolidated by demanding a reinstatement without loss

of benefits"

Lack of agreement between parties on whether workers should be re-employed, in which case they will lose their long service benefits, or whether they should be reinstated without loss of benefits, was referred to a mediator. The strike, which has been dubbed "industrial civil war" because of the level of violence, has seen more than 22 people killed and scores injured

Sats has agreed to the union's demand of recognition, provided Sarhu registers with the Department of Manpower, enabling Sarhu to participate in this year's annual wage negotiations

While tension seems to be easing in the Transvaal, one striker has been killed and another seriously injured in an attack in the Cape Peninsula. The two men, William Sibongile Rala and Mncedisi Ngcibi, were part of a group of workers on their way to a union report-back meeting in Salt River

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CP/Pres 21/1/90

# Mediation to end railway strike will resume today

MEDIATION aimed at resolving the 12-week-old Sats strike resumes today following two meetings last week between Sats, the SA Railway and Harbours Workers Union (Sarhwu) and mediator Charles Nupen of IMSSA (Independent Mediation Service of SA)

IMSSA director Nupen said yesterday the mediation issues revolved around Sarhwu's recognition, the union's participation in the collective bargaining process and the problem of dismissals. The union has demanded the reinstatement of the more than 22 000 strikers dismissed since the start of the industrial action on November 2 last year, while management has offered to re-employ the workers

At the close of mediation on Saturday, both parties agreed to report back

ADELE BAILETA

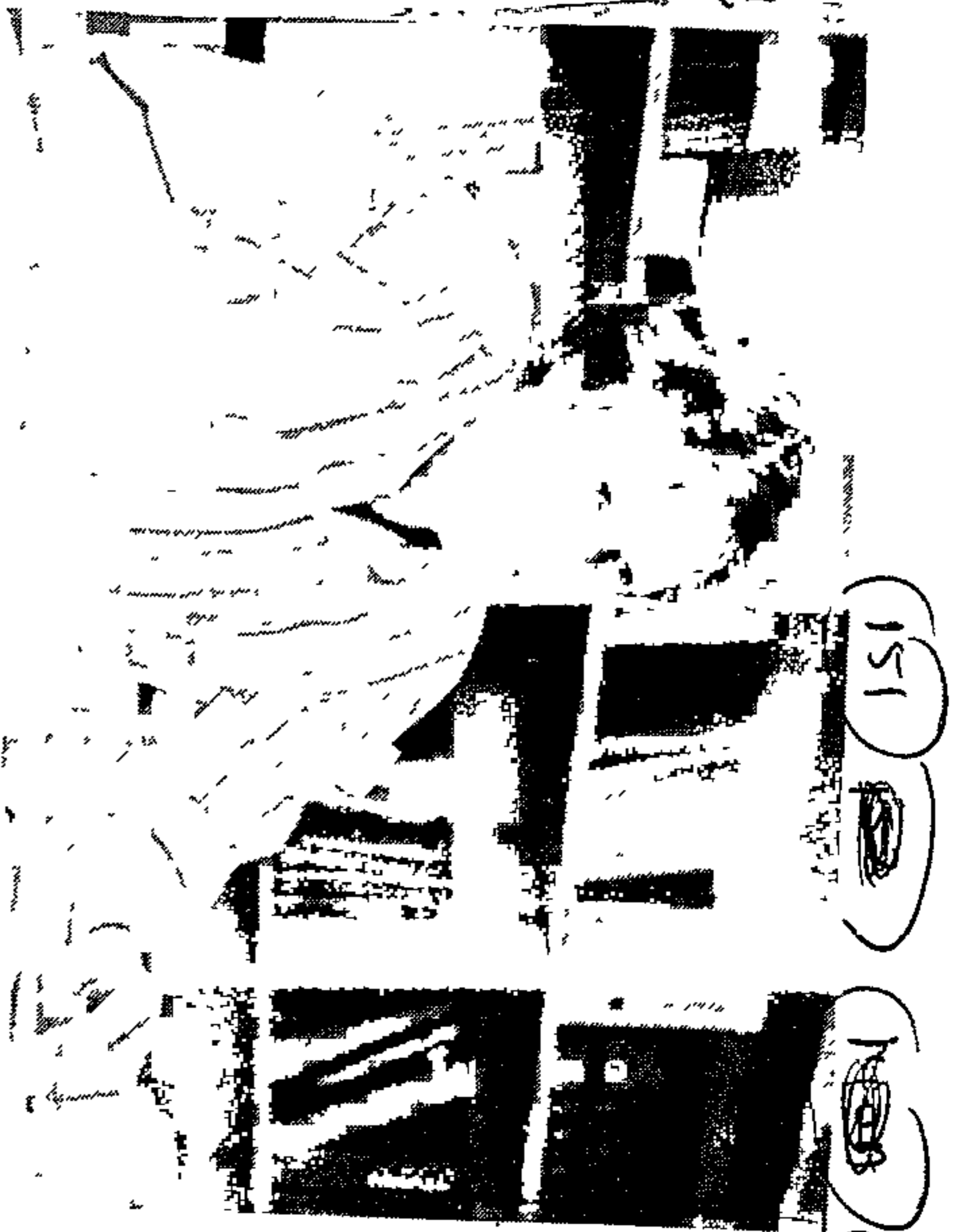
to their constituencies on the progress of the talks, Nupen said

He said mediation was also set down for tomorrow, but the process may be extended Sats and Sarhwu had agreed not to disclose the contents of discussions under mediation

A Sarhwu spokesman said the house of union member Richmond Boete, who is on sick leave, was petrol-bombed on Saturday morning. No-one was injured and there was minimal damage to the Sats-owned house in Orlando

A management spokesman said there were no dismissals yesterday

Damage to Sats property since the start of the strike totals R38,5m



Charles Nupen, of Independent Mediation Service of SA, is acting as mediator between labour and management in the Sats strike.

Picture CATHERINE ROSS

# Ppwawu and Mondi to meet on strike

ADELE BALETA

THE Paper Printing Wood and Allied Workers Union (Ppwawu) and Mondi management will meet tomorrow in an attempt to settle the two-week-old wage dispute at four of the company's board mills and one pulp mill.

The union proposed the meeting be held to discuss the wage dispute and tension that was developing between the parties at the various mills.

A total of 1 300 workers are striking at Mondi Board mills at Bellville in Cape Town, Felixton in northern Natal, Piet Retief in the Transvaal and Springs on the East Rand.

Workers at the company's Richard's Bay pulp mill stopped work in a separate wage dispute on January 15. Employees went on strike after a conciliation board meeting last year failed to resolve the dispute.

In a statement yesterday the union said management, while agreeing to the meeting, was not interested in dis-

cussing issues that were likely to give rise to violence

Mondi public affairs manager Bridgid Hopkins said production was halted for a short while at three of Mondi's mills, but had resumed at all five mills, although not to full capacity.

She said skeleton staffs were operating and casual workers had been employed

Workers at the Umgeni Board mill were not on strike. The union has alleged management there is responsible for intimidating union members and trying to make them sign a separate wage agreement

The Umgeni strike ballot did not give a mandate to strike, Hopkins said. Ppwawu said they had rejected management's call for negotiations to resume at plant level.

2/11/70  
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(151)

Bl Day 24/1/90

## NUMSA PLAN TO IMPROVE BARGAINING

(151) ALAN FINE (141)

THE 210 000-strong National Union of Metalworkers of SA (Numsa) has called a special conference for February 10 to plan a more co-ordinated collective bargaining strategy in the four main sectors in which it is involved.

Convener Bernie Fanaroff said the conference was also designed to further democratise Numsa's participation in the collective bargaining process.

A pre-conference discussion document circulating within the union said despite important victories, there was a lack of co-operation between the sectors — motor assembly, motor components, engineering and tyre and rubber — in advancing the "living wage campaign".

An example raised in the document, that the motor assembly sector planned for strike action while the engineering sector settled without striking, suggested in future Numsa intended to plan large, simultaneous strikes

### Demands

It said there were differing regional strategies, weaknesses in some local and factory structures, and a feeling in parts of the union that the living wage campaign should be downgraded so that priority could be given to the campaign against the Labour Relations Act (LRA).

In addition to addressing these matters, the conference is also to discuss the type of demands to be put to employers during the year, taking into account the different circumstances in different sectors.

Suggestions listed included a R1,50 an hour across-the-board increase; improved job security through compulsory negotiation of retrenchments, high severance payments, and LIFO being the only criterion for lay-offs

It was proposed the issue of job creation be addressed through limits on temporary labour and overtime. Exemptions from industrial council agreements should be opposed.

The draft proposed a R300 a month housing allowance and opposition to racial laws hindering housing development. It also addressed the issues of the LRA, proportional representation on industrial councils, education and training, maternity leave and retirement benefits.

Union conflict

Industrial action 'not ruled out'

# Unions plan move against Barlow Rand

B/day 24/1/90

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12/1/90

REPRESENTATIVES of six Cosatu unions met yesterday to begin planning a large-scale campaign against Barlow Rand for this year because of the corporation's status as the leading opponent in SA of centralised collective bargaining

Numsa spokesman Geoff Schreiner said he could not rule out widespread industrial action as the culmination of the campaign by the unions, which represented "tens of thousands of Barlow Rand employees at scores of plants"

The other unions involved are the National Union of Mineworkers, the SA Clothing and Textile Workers' Union, the Paper, Printing and Allied Workers' Union (Ppwawu), the Food and Allied Workers' Union, and the Chemical Workers' Industrial Union

Talk of an anti-Barlow Rand campaign surfaced last year when subsidiary Nam-pak and other large companies forced the withdrawal of the employer organisation from the printing industrial council, causing the collapse of the council just as Ppwawu was about to join it

This will probably force Ppwawu to accept the decentralised, plant-level bargaining favoured by Barlow Rand

Explaining the rationale behind the campaign, Schreiner said unions strongly believed the future of industrial relations depended on setting up "equitable" collective bargaining structures. In the union view, centralised bargaining was most appropriate

"It is clear Barlow Rand is engaged in a systematic effort to destroy the industrial

ALAN FINE

council system"

Schreiner said a number of metal-sector Barlow subsidiaries had withdrawn from the annual council negotiations between unions and Seifsa, and there was now talk that the entire Barlow Rand group in the industry would apply this year for exemption from the council agreement

He declined to detail tactics planned for the campaign, as some unions still had to discuss them internally

Barlows Group human resources GM Andre Lamprecht said it was wrong to say the group was attempting to destroy the industrial council system

"The group is, and always has been, managed on an operationally decentralised basis, and the collective bargaining structures follow this business structure"

He said the group had a history of dealing with the unions on this basis since the Wiehahn days. For quite some time, there was a happy congruence between the group's decentralised structure and the unions' then aversion to centralised bargaining

Barlow Rand Group businesses had a good record of labour stability

"It would be a pity if an ill-conceived campaign such as this one damaged the stability they have enjoyed and the relationships they have built up with their employees, individually and collectively"

Lamprecht said the view that centralised structures were more equitable was open to debate

● See Page 3

Trans

25 to January 31 1990

## South LABOUR

# Ppwawu, bosses meet in bid for calm

THE Paper, Print, Wood and Allied Workers' Union (Ppwawu) is to meet management this week in a bid to resolve tensions which have developed at four plants where more than 800 Ppwawu members have been on strike for the past fortnight.

A Ppwawu spokesperson said the union had proposed a meeting because it wanted to avoid violence in the strike.

Workers have been barred from the premises at Bellville and Germiston.

The workers downed tools earlier this month after a breakdown in wage negotiations.

They are demanding an increase of R1,15 on the current minimum hourly wage of R4,29.

The company has offered a 63 cents increase on the hourly rate based on a 46-hour working week or a 64 cents increase based on a 45-hour week

Saw Mill 25/1/90 - 31/1/90  
A shopsteward at the Bellville plant said workers at the mill had rejected this as they wanted a 45-hour week with no loss of wages.

The workers also want an increase in the shift allowance at the plants which operate non-stop throughout the year, and March 21 and June 16 as paid holidays.

Ppwawu has claimed that the company has been trying to persuade workers at a fifth plant, the Ungeni mill, not to join the strike.

The company has denied this and said the mill was operating "normally".

The strike has developed into a battle to protect centralised bargaining at the company.

A spokesperson for Ppwawu said management was attempting to persuade workers at individual plants to sign a document saying they accepted

management's offer.

The spokesperson said this was an attack on the national bargaining procedures won at the plant two years ago

There is a partial strike at Mondi Paper Pulp Mill in Richards Bay.

Meanwhile, about 250 Ppwawu members are poised to down tools at the Bruply sawmills in Elgin and Stellenbosch, but the company has threatened legal action on the grounds that this would represent a repeat strike — outlawed by the Labour Relations Act

A Ppwawu organiser said the company was claiming that a two-hour stoppage last year was also in connection with wage demands, but the union had denied this

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Star. 29/1/90

# About turn on central negotiations

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By Drew Forrest,  
Labour Reporter

The threatened Cosatu campaign over the bargaining policies of South Africa's largest industrial group, Barlows Rand, is not without irony

Barlows stands accused of trying to undermine central bargaining, and particularly of "pulling the plug" on industrial councils, the prime forum for industry-wide negotiation

Six Cosatu unions — in the metal, mining, chemical, paper, textile and food sectors — are likely to mount the campaign, which was approved by the Cosatu national executive committee last year

In the early 80s, Barlows' taste for factory-level bargaining coincided happily with black union suspicion of the industrial council system Anglo American, accused of trying to drive unions into the councils, was then the object of union ire

Unionists say in the immediate post-Wiehahn period, small black unions were outgunned in the industrial councils by white labour, but they now have the numbers, and the power, to exert an influence

Industrial councils also provide a social security safety net whereas none is provided by the State, they argue

"Without central bargaining, there can be no industry-wide benefit or training schemes," one unionist said this week

Behind the union campaign lie perceptions that Barlows subsidiary Nampak played a key role in forcing the collapse of the printing industrial council last year, just as Cosatu's paper union was due to join it

Leaked documents highlighted employer concerns that the union would use the council to win credibility, make political and social demands and mount industry-wide strikes

A number of Barlows firms, notably in the electronics sector, have also quit the Steel and Engineering Industries Federation, apparently over objections to "two-tier bargaining" at plant and industry level

Unions say by forcing them to reach separate agreements at hundreds of plants, Barlows is seeking to dissipate their power and resources, a claim the group denies. It points to the examples of Britain and Australia, where decentralised bargaining has sapped union strength.

Beyond saying that it would welcome talks with the unions on the threatened campaign, Barlows would not comment. But the group has argued that its companies are managed on a decentralised basis and that bargaining merely follows that approach

Stressing that subsidiaries in the food, metal and mining sectors do in fact participate in central bargaining, it strongly denies there is a group-wide strategy to sabotage the industrial council system

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# Strike settlement is hailed as a victory for SA's industrial relations

SATS and the SA Harbours and Railways Workers' Union (Sarhvu) have hailed the settlement ending the strike by about 26 000 workers as a victory for SA's industrial relations.

But complex problems remained, and the real test of the settlement lay ahead, the parties said.

The agreement, signed on Saturday, was reached after 12 weeks of intense negotiations between the parties and the union had accepted Sats's request that a mediator be appointed to facilitate the ending of the strike.

The dispute involved recognition of Sarhvu, wage increases, the new disciplinary code and dismissals.

Sats agreed to re-employ dismissed workers and recognise and negotiate wages with Sarhvu in areas where it was registered.

The union had applied for registration in southern Natal. The parties were committed to negotiate interim recognition once the union had registered.

A major stumbling block for the union was to obtain a guarantee to negotiate wages, as workers were adamant they would not drop their minimum wage demand of R1 500 a month.

## Pressure

While Sats management felt no major concessions were granted, Sarhvu believed it won a major victory in the guarantee that if talks on interim recognition stalled, Sats would recognise the union for the purposes of collective bargaining and conditions of employment 14 days after registration.

This puts pressure on them to con-

ADOLE BALETA

clude a recognition agreement. One of our worries was once we went back to work, recognition talks would drag on," Sarhvu lawyer Jonty Joffe said.

Sats's most "significant concession" was that if Sarhvu was not registered by the start of wage talks, management would not extend wage settlements with other Sats trade unions to areas where Sarhvu had applied for registration.

This would counter problems over membership tussles between Sarhvu and Sats' sweetheart union, Blatu.

Sats senior manager Jan Bredenkamp declined to comment on potential

problems involving separate wage agreements with Blatu and Sarhvu.

He said the possibility of in-fighting between Sarhvu and Blatu was real, with both unions fighting for members.

But Joffe said Sats had reaffirmed its policy not to have a differential wage structure.

## Recognition

"The effect of the settlement is Sats cannot conclude an agreement with Blatu until they have negotiated with us. What they negotiate with us in southern Transvaal would apply to all our members."

The union is processing registration applications throughout the country and believes it will obtain national recognition by the end of the year.

All strikers will be re-employed in the same grade and job and at the same wage applied to them at the date of their dismissal. Pension benefits will be paid back to them and those eligible will receive pro-rata bonuses. They will not be paid for time on strike.

Although the union has lost length of service benefits, there was protection for union members in terms of re-employment and promotion.

The union believed there was a major advantage in re-employment, as a cause of the strike was the application of the new disciplinary process. The agreement to re-employ effectively wiped out employees' disciplinary records, Joffe said.

Sats said there would be problems regarding white unions' acceptance of Sarhvu's eventual recognition.



## Union requests meeting with Mondi

THE Paper Printing Wood and Allied Workers Union (Ppwawu) has proposed a meeting with Mondi in an attempt to break the deadlock over wages and working conditions that has affected four Mondi Board mills and a pulp mill, a union spokesman said yesterday.

Mondi spokesman Brigid Hopkins said the telex proposing the meeting had not been received late yesterday.

The parties reached a deadlock last week after they refused to move on their positions. The union is demanding a minimum wage increase of R1,15 an hour, while man-

ADELE BALETA

agement is offering 64c on the current minimum hourly rate of R4,29.

This applies to four of the company's board mills (151) (152)

The parties are also at a deadlock over a separate pay dispute at the Richards Bay pulp mill where 400 workers have stopped work. Management has offered 66c an hour increase on the minimum rate and the union wants R1,10 an hour.

Hopkins said strikers had not responded to yesterday's 3pm deadline to accept Mondi's offer to back-date their offer to January 1.

B1004 30/1/90

# Unions, employers in impasse on Labour Act

(151)

By Drew Forrest

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Efforts to re-launch vital employer-union talks on the Labour Relations Act appear to have reached an impasse, with both sides looking to the other for the next move.

Stev 30/11/90

Progress in the talks, which aim at joint submissions to the State, may be the only way to avert a fresh LRA campaign threatened by the unions late last year. Union anger over the Act has already sparked two stayaways and a national overtime ban.

Mrs Friede Dowie, secretary of the employer body Saccola, said employers were awaiting an answer to a proposal that talks resume early next month.

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## TIGHTENING

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But metal unionist Mr Jeff Schreiner said the unions were waiting for a written Saccola response to proposals on key points of contention in the talks.

Chief among these are employer interdicts against strikes, the statutory definition of unfair labour practice and the exclusion of public sector and farm workers from the LRA.

It is understood employers propose a tightening of court rules to ensure interdicts are only granted in urgent circumstances.

They also favour a much looser definition of unfair labour practice in the LRA, embodying such concepts as irreparable damage through strike action.

"Reasonableness is the key," said one employer. "The Industrial Court must strike a balance between the right to strike and the long-term consequences of the strike."

THE Post Office management and Post and Telecommunication Workers Association have resumed annual wage negotiations with the union demanding a minimum pay of R1 100 for its members.

But the talks are likely to stall after management accused Potwa of planning a strike ahead of a deadlock between the two parties.

The union has refuted this claim, saying it was not aware of any strike action being planned by its members.

The union's demands include an across-the-board increase of R400 a month and improved working conditions. If granted, the increases will become effective from April 1.

Post Office general manager, Mr Pieter

# Potwa starts wage talks

By LEN MASEKO

Senekal yesterday warned the union that management would take tough action against Potwa members if they went on strike.

"During a strike both the department and those on strike will suffer. It is thus to the advantage of both parties to rather discuss matters and see to what extent management can assist in meeting salary demands," he said.

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yesterday

*apt Tmt'S 3/1/90*

*(15)*

# Union, Mondi to meet

JOHANNESBURG. — Mondi Board Mills management and representatives of the Paper Print Wood and Allied Workers' Union have agreed to meet tomorrow to discuss ways of resolving their wage dispute.

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# Hopes for industrial peace fade as Labour Act changes proposed

PROPOSED changes to the Labour Relations Act, contained in a draft Bill leaked to the media this week, ignore the feelings of organised labour and will provoke labour unrest this year, says the Congress of South African Trade Unions

"Unilateral changes to the LRA, which do not take into account what Cosatu and the trade union movement as a whole say, will not bring industrial peace," said Marcel Golding, assistant general secretary of the National Union of Mineworkers.

Golding, member of a Cosatu working committee that is examining the law, said the labour federation would discuss a programme of protest action against the law when its executive committee meets this weekend. He refused to disclose details before the meeting.

Apart from changes to section 79 (2), a clause which allows employers to sue unions for damages arising out of illegal strike action, the Bill tightens the restrictions on union activity and legal strike action, said Golding. "In particular, the extension of the 'cooling off period' between the date

of deadlock and the date on which disputes must be referred for conciliation, from 30 to 45 days, is designed to restrict workers' rights and to prohibit strike action"

Golding criticised the SA Consultative Committee (Saccola), which represents major employer groups, for suggesting that the Bill addressed many of the issues raised in talks the organisation held with the union movement last year.

"Saccola's enthusiastic remarks in response to the Bill raise doubts concerning sincerity about negotiating changes to the LRA."

Saccola chairman Bobby Godsell this week said the changes contained in the draft Bill were a "step in the right direction"

"But, having said that, we still will not have good labour law until blacks

Changes proposed for the new Labour Relations Act may knock off some of the harsher edges — but they don't begin to satisfy trade union demands.  
**By EDDIE KOCH**

have equal access to the legislature, and organised labour is fully involved in bodies like the National Manpower Commission (which advises the minister of labour on policy matters)," he added

The new Bill leaves employers with the right to sue unions for damages sustained in illegal strike action but removes the section obliging union officials to prove they were not involved.

The unions are not perturbed that

the right to sue will remain in the labour law as employers would be able to exercise this right in terms of common law anyway.

But in December last year, Cosatu's working committee on the LRA issued a statement which outlined organised labour's short-term demands for changes to the Act.

High on the list were demands that clauses which outlaw all forms of solidarity strikes between workers at different factories and consumer boycotts, be amended.

The new labour law also makes it easy for employers to obtain urgent interdicts from the industrial court to force striking workers back to work.

These powers were used by employers with abandon during the whole of last year to frustrate strike action and the unions are adamant

they must go  
"The changes outlined in the draft Bill are not a genuine attempt to deal with the grievances of the unions," said labour lawyer John Brand

"One must remember that these two issues (the suing clause and time limits) were also those that employers found to be counter-productive last year

"It is no coincidence that it is only these that the government is willing to change."

If their demands were not met in their totality, the union statement said, "a sustained programme of action" would be mounted against the law.

- It included calls for:
  - Marches in industrial areas during working hours.
  - Defiance of industrial court interdicts against striking workers.
  - Workplace occupations.
  - Further stayaways
  - Drawing up a blacklist of companies which make extensive use of the LRA.

THE labour movement garnered the first fruits of its Labour Relations Act campaign this week, with the disclosure that the Government is to drop some of the Act's controversial provisions.

The amending Bill is based on last year's National Manpower Commission inquiry, which was clearly influenced by the "Saccola talks" between employers and Cosatu/Nactu on the LRA and 18 months of massive worker protest

Unions saw the controversial 1988 amendments to the LRA as an attempt to weaken them and undermine industrial action. Two general strikes, a consumer boycott and a national overtime ban were the result

The Cabinet still has to consider aspects of the Bill and further changes are possible, says manpower director-general Mr Joel Fourie. But the aim is to enact it during this session of parliament

### Liability

The key proposed change is the effective scrapping of section 79 (2) of the LRA, which shifts the onus of proof on to unions facing damages actions arising out of illegal strikes. The section has never been used, but unions feared it could expose them to crippling damages claims

In what is seen as a sop to conservative white unions who wanted 79 (2) retained, government drafters have left the rump of the clause, which creates a statutory liability for damages. Lawyers say this is largely symbolic, as employers have a common law right to sue for strike damages

The Bill also relaxes the time limits in statutory dispute-settling procedures. Labour lawyers believe time limits should be altogether scrapped as a technical obstacle to dispute settlement, but view the change as a positive step

### Changes minor

A final revision extends the "cooling off" period between the referral of a dispute to an industrial council and a lawful strike ballot

In terms of the labour movement's overall complaints about the LRA, the changes are minor. In the Saccola talks, unions have demanded sweeping changes to the legislation.

These include the granting of

# Fighting for consensus on the LRA

Sowefem 2/2/90

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union rights to the public sector, domestic and farm workers, one labour law for South Africa and the homelands, immunity of legal strikes from interdicts and the reframing of the unfair labour practice definition to exclude sympathy strikes and intermittent strikes on the same issue

The National Manpower Commission last year called for representations on a planned revamp of the entire LRA, and the unions aim to influence the reshaping of the law through the powerful employer lobby

To the extent that the current Bill reflects employer-union consensus in the Saccola talks on both 79 (2) and the issue of time limits, the strategy has paid dividends

### Interdicts

But agreement on the central union demands will be more problematic if and when the talks, which are currently stalled, resume

Employers are known to believe that the interdicting of strikes is sometimes necessary, although they concede that the Industrial and Supreme Courts often grant orders in non-urgent circumstances. Sources say they favour a tightening of court rules for the granting of urgent relief

Measured against trade union demands, impending changes to the Labour Relations Act revealed this week mean very little. Rapid progress in union-employer talks on the Act seems the only way further mass unrest over the legislation can be averted, reports DREW FORREST.

On the unfair labour practice issue, employers agree the current definition is too rigid, but favour a partial codification which would take account of such concepts as irreparable damage through strike action

### Consensus

Although Saccola has said it favours union rights for all, it has qualified this by saying they "should reflect the economic and structural circumstances of the sector concerned"

And while agreeing that labour law in South Africa and the homelands should "reflect com-

mon principles", it has said that employers must operate within existing law

Some observers are pessimistic about the unique Saccola process, saying conflicting employer and union interests preclude consensus on key issues

They believe the current Bill essentially addresses the concerns of employers, who had come to see 79 (2) and the time limits as counter-productive

But the talks may be the only way further mass worker action around the LRA, threatened by the unions late last year, can be averted

Sowetan 21/2/90

## Course on the art of talking

By LEN MASEKO

THE current crop of strikes - and breakdown in negotiations - has highlighted the need for improved collective bargaining skills, a director of a Johannesburg-based industrial relations consultancy says.

Impact Training (IT) director Mr Kevin Mullins says it is vital that both management and union officials involved in a labour dispute improve their negotiating skills "to reach a settlement quickly before violence erupts"

It is against this backdrop that IT has designed a programme for managers whose responsibilities include negotiating with trade unions, according to Mullins.

The IT director says the programme, called "The Accomplished Negotiator", is based on international theory and practice as taught at Harvard Business School and the University of California, but tailored to meet local conditions.

The Institute of Personnel Management's conference on training and development takes place at the Sandton Sun hotel on March 29 and 30.

A number of speakers, including Sasol managing director Mr Paul Kruger and British industrial psychologist Dr Valerie Stewart, will address the meeting.

**CHARLES NUPEN**

F1M 9/2/90

**Honest broker**

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Within days of mediator Charles Nupen being called in, the seemingly intractable 12-week Sats strike was resolved, he emerged as something of a knight errant

He certainly has the tall good looks of one. But, of course, by the time a mediator is brought in, the parties to an industrial (or other) dispute will have played their last cards, reached exhaustion and become desperate for a way out. In a sense, therefore, all the mediator provides is the conduit — enabling both sides to come away with dignity.

“Exactly,” agrees Nupen (39), eager to deflect personal publicity. “It’s really about Imssa,” he says modestly, referring to Independent Mediation Services of SA, set up in 1984. He is a director, but he says the prime movers in establishing Imssa (when collec-

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**Charles Nupen ... a good listener**

have been through an extended period of bargaining, imagination is also needed

In the Sats case — the first Imssa mediation between a State corporation and a Cosatu union — he says both sides won. “The beauty of mediation is that it is the parties themselves who determine the settlement (We) assist them to construct one

tive bargaining took off after the Wiehahn Report) were colleague Paul Pretorius and Wits labour specialist Loet Douws Dekker

Yet Nupen has been in the news before. He helped mediate in the 1987 OK Bazaars strike, as well as other retail-sector disputes. Before that, while on the staff of the Legal Resources Centre, Nupen was the attorney in the 1983 Rikhoto test case on the old pass laws, as Nusas president in 1973, he ran into trouble with government over the campaign to release political prisoners.

The qualities that make a good mediator, says Nupen, is the ability to be a good listener, someone who easily demonstrates empathy and is a good analyst of the ingredients of the conflict. And, since the parties

they’re happy with. There’s no point in pushing the parties into a settlement which has in it the seeds of future conflict.”

What about such skills coming into play in the looming political negotiations between government, the ANC and others? “In any situation there may come a time when the players want to resort to an outside party, but social or political negotiation is a very different ballgame, though the skills can be adapted to other conflicts, as, for example, in the Angolan/Namibian settlement.

Nupen, married with two daughters, was born in Johannesburg and attended school and university in Natal. His mentor, advocate Arthur Chaskalson, has had an important impact on his thinking and work. ■



**Worker inflation** 151

Despite the high-profile SA Breweries and Sats strikes (*Leaders* January 19) the incidence of industrial action over wages has dropped substantially. This is according to the latest wage settlement survey, for the period September 1989 to February 1990, by Levy & Piron. It adds, though, that comment must be tentative at this early stage of the year's wage bargaining round.

Other main findings by the consultants are

- On average, unions continue to negotiate settlements over 1% higher than the official inflation rate (CPI was 15,3% in December);
- Significantly different bargaining strategies are being adopted by unions in the high-pay and low-pay sectors;
- Where industrial action takes place 54% of disputes are settled through mediation;
- Government's growing awareness of the potential impact of wage settlement levels on its anti-inflation strategies; and

□ A hint, not yet a trend, of employers bringing their own demands to the bargaining table

In sectors with relatively high average minimum wages (for example, R5,02 an hour) union opening demands in the period averaged 31,4%. At the lower end (R3,96 an hour) initial demands averaged 107%.

Since 1987, the time required to settle has increased considerably from 67 days to between 86-89 days. In the higher paid categories parties reached settlements quicker (average 69 days) compared to the lower average negotiating time of 110 days. Whether this indicates more mature bargaining relationships in higher paid sectors, or a Cosatu strategy to even out wage differentials, is not clear.

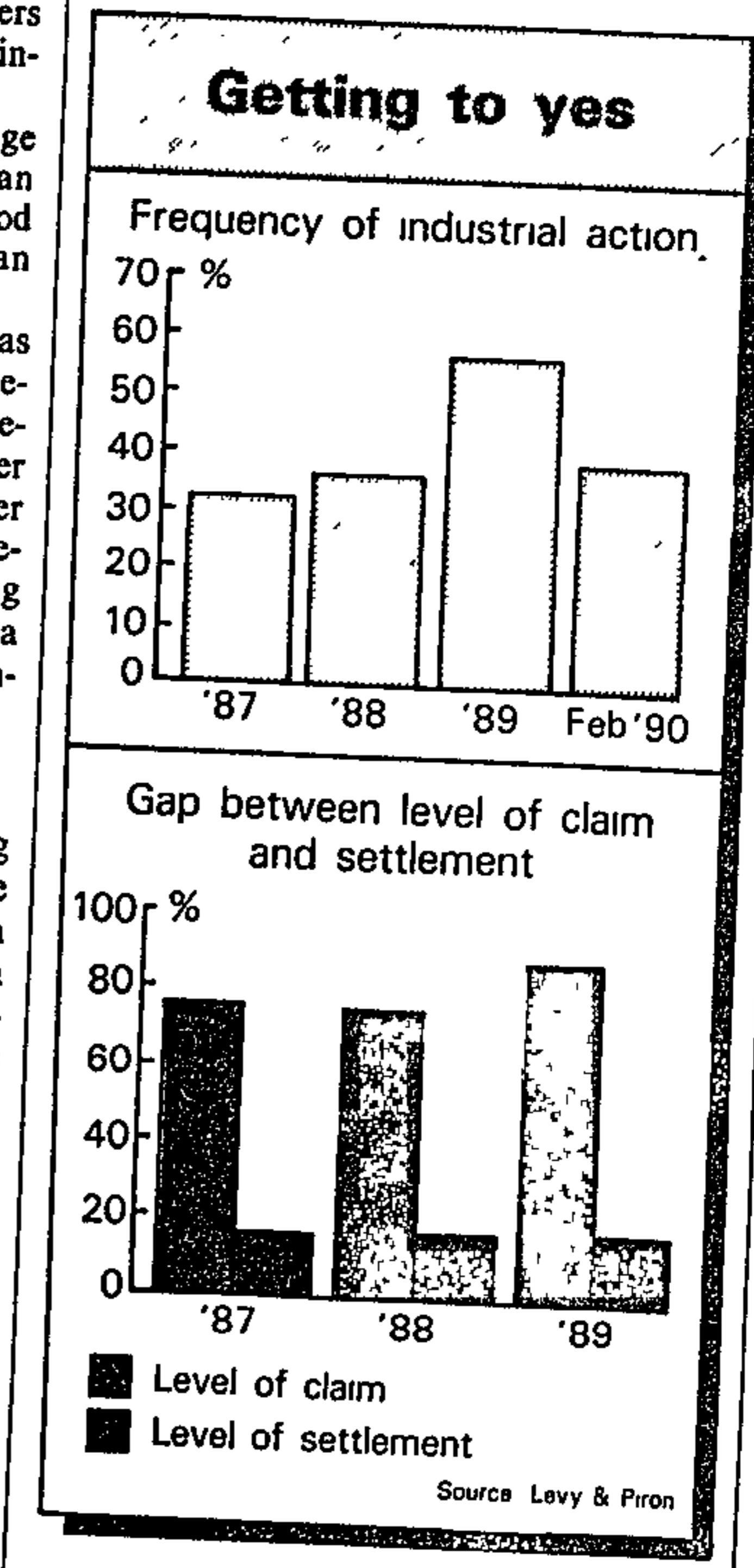
**Wage curve**

It is observed that collective bargaining traditionally results in flattening the wage curve, to the benefit of the lower paid, as a result of across-the-board increases. An idea of the steepness of the pay curve being negotiated by various unions is provided by the differentials between average minimum rates and general average rates within certain sectors (see graphs).

Levy & Piron points out that Reserve Bank Governor Chris Stals now sees the labour market as an essential third element — together with emphasis on tight monetary and fiscal policies — in combating inflation. The bank's latest *Quarterly Bulletin* reports that unit labour costs rose 0,3% in 1988 and at a year-on-year rate of 0,5% in the first quarter of 1989.

"In a time when the economy is slowing down," says Levy & Piron, "labour productivity may well decline, and if wage increases remain linked to some informal 'indexation' principle related to the CPI, the process will simply help to perpetuate inflation."

Stals has warned that, in spite of strict financial discipline, rising labour costs in the current economic environment will put pressure on firms' profitability, which will result in higher unemployment. Unions, however,



will continue efforts to shield their members from the effects of inflation, which they did so effectively in the Eighties.

The period saw management tabling their own demands in 56% of negotiations. These involved attempts to regulate overtime, introduce shifts and highlight hidden labour costs such as transport, housing and food subsidies. "Perhaps the time of one-way wage bargaining is coming to an end," says the survey.

MONDI DISPUTE F/M 16/2/90

## A little closer ~~(151)~~ (151)

Despite intense labour pressure, Mondi is still holding out against a demand by Cosatu's Paper, Print, Wood & Allied Workers

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Union. The union wants 2,2% more on the company's "final" wage offer.

Strikes broke out at four of Mondi's board division mills on January 9, with the union demanding 26% (R1,15 more an hour) against the company's offer of 16,8% (72 cents more an hour).

Two weeks later, the union dropped down to 19% but backed the demand with labour action on a broader front. This included strike action at the Richards Bay pulp mill and brief solidarity strikes at two Mondi paperwaste plants and at Waltons head office. There were also demonstrations by about 900 workers at five companies in Pretoria (including Lion Match and Nampak Corrugated).

The pressure didn't end there. Last week, 470 workers at Mondi's Stellenbosch and Elgin sawmills went on strike, demanding R1,20 more an hour on the minimum of R2,99. The company has offered 45c, taking the minimum to R3,44 an hour. The union says the strike is an accompaniment to the board mills strikes.

A company representative says that with two mills (Felixton and Springs) at a standstill, "obviously" production is down, and "it's hurting."

However, the company says the union has also suffered setbacks. Last week, the strike collapsed at the Bellville plant when union members accepted the company offer in their "individual" capacities.

An encouraging feature of the strike has been the lack of violence. This, however, seems fragile. The union alleges that a private security firm has been harassing Natal strikers at their township homes. The union says the guards abducted four strikers and handed them over to the KwaZulu police, who in turn slapped and manhandled them.

The most important issue is whether Mondi can uphold the fighting talk of "our final offer is final." ■

# Uitenhage ceasefire

Sowetan 20/2/90

Sowetan Correspondent

A CEASEFIRE has been agreed to in Uitenhage following talks between industrialists, the Pan Africanists and the United Democratic Front on Friday after peace calls from Mr Nelson Mandela and the ANC.

Negotiations for a long-term peace accord start early this week.

Business was at a standstill last week when heavy fighting, in which at least 19 people were killed and scores of houses set alight or damaged, led to workers joining a Cosatu stay-away that demanded immediate Government action on the township conflict.

The Midland Chamber of Industries (MCI) stepped in as a mediator on Thursday.

Pan Africanists accepted the



POPO MOLEFE

proposals of Uitenhage industrialists, while the UDF waited until after a report-back rally on Friday, addressed by its secretary-general Mr Popo Molete and the ANC's Mr Raymond Mhlaba, before going back to the chamber for further talks.

The police public relations division in Pretoria reported no inci-

dents of violence in Uitenhage in weekend unrest reports. The situation was quiet yesterday as workers streamed back to major employers like Volkswagen.

After Friday's meeting, MCI president Mr Brian Rayner said the chamber represented by the senior industrialists with factories in Uitenhage had held separate meetings with both sides in an attempt to facilitate a restoration of peace and stability in Kwanobuhle.

Molete said it was the democratic right of Ama-Afrika to organise and it was wrong of UDF-affiliated workers to demand that Ama-Afrika members be dismissed from their places of employment. Such an attitude was contrary to the guiding UDF principle of democracy, he said. All had a right to propagate their views.

Peace talks between the UDF and Ama-Afrika began at an undisclosed venue in Uitenhage yesterday.



ADRIAAN VLOK

## Landmark agreement

A LANDMARK industrial agreement which gives workers the right to union representation at disciplinary hearings will be signed in Cape Town next week. *South 22/2-28/2/90*

In terms of the agreement between the Metal and Electrical Workers' Union of South Africa (Mewusa) and the electronics company Plessey SA, workers will have the right to have a union official present at disciplinary hearings (151)

The agreement also gives shop-stewards the right to meet once a week in company time and makes allowance for a fulltime shop-steward at the factory

0104/2012/90

# Survey shows bargaining rift between wage sectors

(150) (300)

ALAN FINE

WIDELY divergent patterns of wage bargaining between "high" and "low" wage sectors have been identified in the latest Bargainers' Bulletin published by consultants Andrew Levy, Johan Piron and Associates.

The survey found union bargaining characteristics in high-wage sectors to be less aggressive than those in low ones.

Hence the overall average opening demand tabled at wage negotiations was for a 69.2% increase in the reporting period, the six months to February, 1990.

The figure was only 31.4% in the high wage sector compared to 107% in the low wage sector.

One possible explanation for this, the survey suggested, was that unions and managements in the high wage sectors had developed "a more mature bargaining relationship involving realistic demands and counter-proposals".

It was also possible "the excessive demands in the low-pay sector mere-

ly represent the frustrations of workers and their aspirations to break out into the higher paid sectors"

A similar pattern presented itself in an analysis of the length of time between the tabling of initial demands and eventual settlement.

The average time required to settle was 86 days. In the low pay sector, this period was 110 days compared to 69 days in the high wage sector.

The survey found the actual level of settlements in the reporting period was an average 16.9% increase on payroll.

This was down from 17.4% for the whole of 1989. But, the survey cautioned, settlement levels during this period the previous year were also relatively low, and rose as the year progressed.

Therefore "employers would be ill-advised at this stage to budget significantly below any negotiated settlements concluded last year," it said.



ON THE MARCH: Crossroads residents marched to the rent offices in Nyanga this <sup>South</sup> 15/3-21/3/90 week to demand the disbanding of the local town council

# Striking workers slam PSL

<sup>15/3-21/3/90</sup> STRIKING hospital workers have hit out at the Public Servants' League (PSL) which, they say, is trying to undermine their strike.

The Health Workers' Union (HWU) this week claimed that the PSL was urging strikers to return to work, intimidating workers into joining the PSL and slandering the HWU.

The HWU also claimed that PSL members were scabbing during the strike which has severely affected provincial hospital services in the

Western Cape.

The PSL denied the allegations. PSL secretary, Mr Bernard Wentzel, said the PSL supported the demands of the strikers but had not been consulted by HWU before the strike began.

Wentzel said the PSL did not have a mandate for strike action and had pointed out to PSL members who had joined the strike that they were taking part in a HWU action.

Meanwhile, other public sector unions are discussing possible support action

<sup>South 15/3-21/3/90</sup> for the strike which began last week.

Representatives from a wide range of organisations active in the public sector met last weekend to discuss the strike which was triggered off by the announcement that public servants would get a 10 percent wage increase.

Health Workers' Union general secretary, Mr Hassan Mahamed, said 5 500 workers had downed tools at 14 state hospitals, a nursing college, a central laundry depot and six day hospitals in the Cape.

**Work stops, but talk goes on**

B/PCW  
2/3/90

ADELE BALETA ~~W/PCW~~ ~~150~~

EMPLOYEES at chemical engineering company Rolfes stopped work for the whole day yesterday while management and union representatives met in an attempt to end intermittent work stoppages by Chemical Industrial Workers' Union (CWIU) members at the factory near Johannesburg.

About 550 CWIU members have embarked on daily stoppages of up to three hours to back a demand that management agree to join the union-initiated Chemical Industries National Provident Fund.

CWIU spokesman Chris Bonner said that at yesterday's meeting management said if workers stopped their industrial action, the company would not take disciplinary steps.

But Bonner said the stoppages were legal and the company had no right to discipline workers.

She said the union was still considering the proposal, but management was sidestepping the main issue, which was the demand that the company join the provident fund.

Rolfes MD Fivos Savvas confirmed workers had met management yesterday and said the company was waiting for a response from workers to management's proposal.

(150)

## Deadlock in (151) Putco dispute

By Day 21319 8 (151)  
ADELE BALETA

TALKS between Putco's MD Jack Visser and worker representatives deadlocked yesterday and the union resolved to continue the week-old strike.

Visser met the Zakhem Transport and Allied Workers Union — negotiating on behalf of the workers — at its request (223)

Workers want a Wynberg depot divisional manager removed. A spokesman said this was part of a continuing demand for the removal of managers with inadequate industrial relations experience.

Visser said he was satisfied the manager concerned had been cleared, but investigations into worker grievances could be reopened. Workers rejected this. Visser then proposed a neutral arbitrator try to resolve the dispute, but this was also rejected.



## Work stops, but talk goes on

BIDDER  
2/3/90

ADELE BALETA

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(151)

# Wage demands from Numsa

6/10am 6/13/90

ADELE BALETA

THE 220 000-strong National Union of Metalworkers of SA (Numsa) has submitted proposals for wage increases ranging between 24% and 56% for this year's engineering industrial council negotiations scheduled to begin on March 22

Numsa has also submitted demands on wages and working conditions to the National Industrial Council for the Motor Industry (NICMI) which range from 15% to 114% on the current minimum for the top and lowest grades respectively.

The union has further demanded geographical wage differentials in the motor industry be scrapped, an increase in the minimum wage to R4,50 an hour and that the agreement be effective from September 1 to June 30, 1991. NICMI bargaining is due to begin tomorrow.

Auto assembly industry and the tyre and rubber industry demand have not yet been submitted, but the core demands were the same for all sectors where Numsa was involved, a union spokesman said.

To unify the four sectors, Numsa, at its first National Bargaining Conference (NBC) last month, decided on a central set of collective bargaining demands for all sectors. It was agreed decisions on final settlement and on deadlock for any sector would be made at the next NBC in June.

A priority for all four sectors was an across-the-board increase of R2 an hour.

Other major demands relating to job security included that employers stop reducing the number of permanent positions without bona fide negotiations with the representative union, an end to temporary labour and the use of labour brokers.

The union has demanded tighter conditions on retrenchment and redundancy and for minimum severance pay of one month's pay for every year of service.

The union want an undertaking from

To Page 2

## Wages

6/10am 6/13/90

employers not to use the 1988 amendments to the Labour Relations Act and to consent to implement any agreement reached between Cosatu, Nactu and Saccola

A programme of job creation for the industries should be negotiated, limits should be placed on overtime and working hours reduced to 40 hours a week

The demands also include increased parental rights including paternal leave and six months maternity leave Political prisoners should not be dismissed and should be paid for time in prison

Demands relating specifically to the metal sector included that companies negotiate all aspects of retrenchments, redundancy, closures, relocations and the

sale of factories Notice of 30 days should be given to the industrial council and to all significantly representative unions

Representation to the engineering industrial council should be proportional to union membership

Wages overtime and shift exemptions must end not later than June 30 and Numsa wants the protected right to strike

Demands specific to the motor industry included that retrenchment and rehiring procedures be agreed on, an annual bonus be paid equivalent to one month's salary, recognition of all shop stewards at establishments where there was union membership, and that overtime not be more than five hours a week on a voluntary basis

From Page 1

# Focus 'must shift' to restructured economy

B10a1 7/3/90

151

THE Saccola, Cosatu and Nactu forum was a good one for starting negotiations or exploratory discussions on restructuring the economy, National Union of Metalworkers of SA (Numsa) engineering secretary Berne Fanaroff said yesterday.

He was addressing a labour conference organised by the Institute of Personnel Management and the SA Chamber of Business in Johannesburg on *The Challenge of the 1990s: Creating Wealth through Good Industrial Relations*.

Fanaroff said negotiations on the Labour Relations Act should be completed as soon as possible and the important issue of restructuring should begin.

Government's solution to the economic crisis — deregulation, privatisation, rationalisation, retrenchment and increased labour flexibility — did not stand up to scientific scrutiny and would not solve the problems, he said.

It was "wishful thinking" to believe there would be a flood of aid for a post-apartheid SA as Western nations and banks were preoccupied with Eastern Europe where there was a highly trained, educated and relatively docile work-

force, a substantial infrastructure and a potentially large market, Fanaroff said.

He said the only way to make a transition from a protected low wage, high cost economy into a high wage, low cost economy was through planning.

Many trade unionists were committed to socialist principles which included social ownership of the production means and planning of the economy.

The economy could not be transformed without full democracy and openness at all levels of society. There was a need for economic incentives for some period and market forces had a crucial role to play, Fanaroff said.

Resources diverted to provide housing, hospitals and education could not come solely from tax.

A fundamental change in management's attitude was needed.

In his opening address, Manpower Minister Eli Louw said more workers downed tools and more working days were lost through strikes last year than in 1988 in spite of a 16% drop in the number of strikes.

# MDM settles Sappi Novoboard dispute

South 813 - 143190

By JUSTICE  
SIGONYELA

151  
~~143190~~  
143190

A MONTH-OLD dispute at Sappi Novobord in Port Elizabeth was settled

this week after a delegation from the Mass Democratic Movement intervened. In the agreement signed by the Paper, Print, Wood and Allied Workers' Union (Ppwawu) and

the company, both parties agreed on a R1-an-hour across-the-board increase. This represents a 16 percent average increase. The union initially demanded an increase of R1,10 an hour, while the

company offered 17 cents. The agreement also provides for a shift allowance increase and an attendance bonus as well as a no work, no pay policy for June 16 and March 21.

By CHIARA CARTER

THE giant National Union of Metalworkers of South Africa (Numsa), this week submitted demands for annual wage negotiations to the industrial councils for the motor and the iron and steel, engineering and metal industries.

The demands are based on central demands compiled at a meeting of the union's National Bargaining Conference (NBC).

A Numsa spokesperson said the central demands would be the basis for all Numsa negotiations at company and industry levels this year.

He said the NBC represented a move towards uniting the four sectors of Numsa — iron and steel, motor, auto assembly and tyre and rubber.

The bargaining committee responsible for each sector no longer has the power to decide on final

settlements or deadlock. Instead, this will be decided at the next NBC to take place in June.

Priority demands decided by the NBC include an across-the-board increase

of at least R2 an hour, a 40-hour working week, a limit on overtime and an agreement not to implement the 1988 amendments to the Labour Relations Act. *South*  
873-143-90

# Numsa demands yearly wage talks

The NBC also accepted a demand relating to job security, including the prohibition of temporary labour, tighter conditions on retrenchment and redundancy, and minimum severance pay of one month's wages for each year of service.

Numsa will demand that companies implement a job-creation programme and end all segregated training. (151)

The union is also to campaign for a "democratisation of industrial councils".

Another major focus of this year's negotiations will be parental rights. Numsa is demanding six months maternity leave, paternity leave, child care leave and the provision of annual pap smear tests for all women in the metal industry. (AUEOA)

The union has also adopted the demand put forward by the Electrical and Allied Workers' Trade Union last year for wages to be paid to all political prisoners.

# Union wants wage hike backdated

Soweto  
13/90

By MOKGADI PELA

A row is brewing between the Chemical Workers Industrial Union and Elida Ponds following the latter's refusal to meet with the union over wages.

The union wants wage increases to be backdated to January for the 240 workers currently on strike.

According to Meshack Ravuku, of CWIU, despite mediation the company refused to backdate wages.

## Boycott threat

CWIU has in the process solicited support from the International Trade Union Movement and threatened a boycott of Unilever products unless the company reopened negotiations with the union.

A spokesman for Unilever, Mr B R Dalberg, said yesterday that management had not refused to meet with the union and that discussions were currently under way.

# The contract is at the heart of most strikes

Sipho Mzolo, a consultant with the Institute of Industrial Relations kicks off our industrial relations series with a talk on the contract of employment. We hope the fortnightly articles on industrial relations will be of service to the many small entrepreneurs who have not had formal training in industrial relations.



I want to start off by introducing the contract of employment. It is the basis of the relationship between the worker and employer, irrespective of the size or nature of the business.

Industrial relations, as we will see in the coming articles, is an important subject not only for the established big business but also for small businesses out there in the corners of our townships.

The law, like the Bible, regards labourers as worthy of their hire. If they tender their services, they have the right to be paid the wage for which they have been contracted and to refuse to work if they are not.

## Identifying the contract

A working definition of the contract of employment is that it is an agreement in terms of which one party (the worker) voluntarily undertakes to place his/her personal service at the disposal of the other party (the employer) in return for a fixed wage.

This entitles the employer to define the

worker's duty and control the manner in which the worker discharges it. Following this definition, a number of essential elements can be isolated, namely

a) two legal parties with b) a voluntary agreement between them c) to perform certain and/or specified duties, and d) the employer agrees to pay a fixed wage.

## Range

In practice, employment contracts run the full range from those where there is no written document and only minimal requirements have been agreed upon, to very detailed agreements. The latter are more common in established companies. Customary practice may also give rise to implied terms in contracts of employment.

Because it is one of the essential of a contract,

parties must agree on the nature of duties to be performed. It is not necessary that these should be enumerated in the agreement if, by customary or general usage, those duties spring automatically from employment in a particular capacity.

## Amount

Under common law wages may consist of money or kind, but the amount must be certain. However, for the contract to be valid it does not have to be formal. Once there is tacit agreement, the contract becomes operative.

Where the contract has a specified duration it will remain in full force until terminated by agreement or by fundamental breach.

Where the contract is for an indefinite period and the parties do not specify a termination date, the contract will

endure until it is terminated by agreement, and by reasonable notice given by either party.

## Duty and obligations

A worker must tender a service as per agreement in order to receive his/her wages.

The worker is also expected to maintain a reasonable standard of efficiency - this though depends on the capacity in which he/she is engaged. The standard expected is related to training and experience.

The worker is under a positive duty to further the employer's business interest so he/she must devote all normal working hours to the employer's business. He may not simultaneously work for another employer during those hours, nor compete with his employer in the same line of business.

Obedience is another important element in the employment contract.

The employer has an obligation to provide a worker he has hired with work. He must also pay wages upon the performance by the worker of his/her duties, even if the worker is suspended, or circumstances beyond his control prevent him from coming to work.

The employer must also provide safe working conditions and observe prescribed working hours. Workers are also entitled to paid holiday leave, sick leave, and offs on public holidays. Workers must not be victimised in terms of the employment contract.

## Employment relationship

The relationship between employer and worker usually reflects an unequal distribution of social and economic power. In addition the fact that the worker occupies a subordinate position and must obey "lawful and reasonable commands" of his employer offers a further basis for potential inequality in the relationship.

## Conclusion

To sum up what I have been saying above, in the contract of employment the worker and a small black entrepreneur may agree upon whatever terms they wish to, provided that is what they want and is not illegal. Neither party may change the contents of the contract of agreement single-handedly. If there is a unilateral variation of the contract, the worker may refuse to work until old conditions of service are restored.

Obvious matters

151

3/Day 9/3/90

(151)

## Union employee wins dismissal challenge

A TRADE union employee who challenged his dismissal by the Witwatersrand branch executive committee (BEC) of the Commercial, Catering and Allied Workers' Union (Ccawusa) won his case in the Rand Supreme Court yesterday.

Oscar Malgas, who had been employed as a union organiser in 1982, had received a letter of dismissal from the BEC in September last year.

Mr Justice Roux ruled that the BEC had no authority to dismiss Malgas and declared the decision to dismiss him to be of no force or effect.

The judge ordered that the union should reinstate Malgas forthwith, with the same terms and conditions as before his dismissal. The respondent would pay the costs of the action.

THEO RAWANA

The judge ruled that only the national executive committee (NEC) had the power to engage and dismiss employees of the union. The BEC could expel or suspend people from membership of the union for disciplinary matters.

In letters calling Malgas to a disciplinary hearing, the union branch had alleged he had, among other things, tried to put the BEC in bad light, acted in a divisive manner and accused the BEC of corruption without elaborating.

It had accused him of calling meetings without consulting office-bearers, alleging office-bearers attended the Third Cosatu congress without a mandate, and saying the BEC did not care for catering workers.



PEOPLE AT THE TOP  
ARE ON THE MOVE  
SEE PAGE 11

# MANPOWER

**MANPOWER  
MIRROR BY  
ROBYN  
CHALMERS**



PAGES AND PAGES OF THE BEST JOBS IN SOUTH AFRICA

SUNDAY TIMES, Business Times, March 11, 1990 5

# A bigger pie means a larger slice for all

THE creation and equitable distribution of wealth can be influenced by industrial relations, say experts

The increasing numerical strength of black trade unions means they will be key players in deciding what form redistribution of wealth will take in the post-apartheid SA.

By the end of 1989 there were 212 registered trade unions with a membership of 2.14-million compared to 209 in 1988 with 2.08-million members.

In spite of pleas for wage restraint from Finance Minister Barend du Plessis and Reserve Bank Governor Chris Stals unions are again demanding big in-



Eli Louw  
wealth creation  
the core  
IR issue in  
1990s

The National Union of Metalworkers (Nunusa) is seeking pay rises of between

24% and 56% showing that unions are aiming to maintain their inflation-beating increases which averaged 21.2% in the past five years.

Although such increases are great for the 2 million trade-union members, they go only a small way towards the widespread wealth redistribution needed in SA.

Manpower Minister Eli Louw believes that wealth creation through sound industrial relations will be a core challenge facing SA in the 1990s.

He told an Institute of Personnel Management (IPM) and SA Chamber of Business conference in Johannesburg this week that SA faced the challenge of balancing the interests of the worker, the employer and the economy as a whole. "In the new SA scenario, key labour

parties will conceivably have a role to play in the major political arena. Trade unions have produced some credible leaders and there are indications of greater maturity in dealing with employers.

"There are greater efforts in the union movement to accommodate diverse views. This move contains the possibility of a more united labour front, something which may have to be contended with in future."

Mr Louw said a two-tier system of labour relations had developed. On the one hand was centralised bargaining at industrial-council level and on the other plant-level bargaining as governed by in-

dividual recognition agreements.

He believed that the Government should not prescribe a particular system to be followed, but leave it to market forces.

At present, the trend appears to be towards centralised bargaining, which many believe may be a key mechanism in creating wealth.

Robert McKerrie, professor of industrial relations at the Alfred P Sloan School of Management, Massachusetts Institute of Technology, is one of them. He says collective bargaining has two functions in the creation and redistribution of wealth.

● It helps to minimise the discord inevitably present with industrialisation. When workers are disgruntled they can withhold their labour, they can be politically disruptive or they can exercise

their voice and through negotiation solve their problems.  
● It helps to create value by enabling employers and workers to engage in joint activities that bring about better results for all concerned.

JCI group economist Rounie Bethlehem says wealth distribution must be seen against the background of huge demographic transformation combined with social, political and economic inequality.

In 1994 for example, whites constituted 22% of the population and blacks 70%. By the year 2020 the black figure is expected to rise to 80% and the white to fall to 10%. This is because, on average, the white population is growing at under 1% a year and the black at more than 3%.

Looking at inequality Dr Bethlehem says 83% of whites earn more than R16 000 a year and 2% under R3 000; only 5% of blacks earn more than R16 000 and 38% earn less than R3 000.

Unemployment as a percentage of gross domestic product rose from 25.2% in 1990 to 37% in 1985 and could jump to 40% or even 50% by the year 2000 if sanctions continue says Dr Bethlehem. "There is a trade-off between economic growth on the one hand and increased employment on the other. In the 1950s, SA's GDP increased by an average 4.4% a year and employment by 2.4%.

"Yet by the 1980s GDP rose 1.5% and employment increased at just 1%. It is only by GDP growing at about 5.5% that employment will move up to the 4.5% mark, which will uplift the entire economy."

STimes 11/3/90

# No end to negotiations

*South 1513-21/3/90*

151

A ROW has broken out over negotiations at an American multinational company in Philippi, Cape Town, with workers rejecting company claims that annual wage negotiations have ended.

The company, Baltimore Arcoil, met with representatives of the Metal and Electrical Workers' Union of South Africa (Mewusa) earlier this year to negotiate minimum wage increases

A subsequent meeting last month

ended in disarray after Mewusa objected to the presence of representatives of a "sweetheart" union and of representatives of "non-unionised" workers.

At this meeting, the company informed Mewusa it no longer had a majority membership at the plant.

Mewusa then held a meeting with the Baltimore workers who rejoined the union

The company called a further negotiating meeting at the end of last month,

but union spokesperson, Mr Brian Williams, claimed the union was not informed of the meeting where workers were represented by two "inexperienced" shop stewards

The managing director, Mr Deverson, and an industrial relations consultant represented the company.

The union was then informed that negotiations were "over". Foremen told workers they would negotiate with management on their behalf

Williams claimed that this was an "ongoing reflection of the determination of the company to break the union".

He said the union would declare a dispute if demands to reopen negotiations were not met

On Monday, workers at the factory delivered a protest letter to management.

● The company failed to respond to requests by SOUTH for comment.

**VOI UNTARY AID BUREAU**

**M... ..**

11011

# Seawusa in dispute

By MOKGADI PELA

MORE than 22 members of the Steel and Engineering Allied Workers Union of SA are in their 10th day of their dispute with Fafite over wages.

A spokesman for the union, Mrs Pauline Makgoka, said workers demanded an increase of R2 a month across the board increase.

Mrs JT Rowland of Fafite said the company would not comment until the Fafite chairman arrived from

Cape Town

Sowetan 15/3/90

(151)

## Locked out

About 200 members of the South African Chemical Workers Union were allegedly locked out by Akromed following a wage dispute earlier this week.

The spokesman for the union said Sacwu's concern was over a 16 percent offer for all grades. The union was however, happy with the 20 percent increase for employees at the bottom of the ladder.

Company spokesman Mr L J Snyman declined to comment saying the company had an agreement with the union not to speak to the Press.

## Ppwawu, Mondi in mediation to end wage strike:

MEDIATION aimed at ending the two-month old wage dispute by about 300 Paper Printing Wood and Allied Workers Union (Ppwawu) members at Mondi's Richards Bay pulp mill began yesterday. *BID at 15/3/90*

A Mondi spokesman said Rob McCann of the Independent Mediation Services of SA would act as mediator in the proceedings

Management is offering a 17% increase to the minimum hourly wage in

**ADELE BALETA**

reply to the Ppwawu demand for a 26% increase. *(15/3)*

Results of the mediation were not known late yesterday *(15/3)*

Wage strikes by Ppwawu members at Mondi's two Bruply sawmills and Alrode and Tulisa Park paper waste depots were continuing, a Ppwawu spokesman said *(15/3)*

**Keeping it tight**

The National Union of Metalworkers of SA (Numsa) last week submitted its annual wage demands to the National Industrial Councils for the Engineering, Iron & Steel, and the Motor Industries. Bargaining in the motor sector began on March 7. The engineering, iron and steel negotiations are scheduled to begin on March 22. Two other sectors are involved: auto assembly and tyre & rubber.

In a drive to standardise terms and conditions in the entire metal industry, Numsa adopted a central set of demands at its first national bargaining conference last month. They include:

- An across-the-board increase of R2 an hour for all sectors,
- More job security, which includes a call to employers not to reduce the number of permanent positions without prior negotiation with the union, and a call to end temporary labour, sub-contracting and the use of labour brokers,
- Tighter conditions on retrenchments and redundancy and a minimum of one month's severance pay for each year of service,
- That employers will not use the 1988 Labour Relations Amendment Act and will agree to put into effect any agreement between Cosatu, Nactu and the employer body, Saccola,
- A programme of job creation should be negotiated,
- Working hours cut to 40 hours a week without loss in earnings and a limit on overtime,
- An end to segregated training and an agreement from employers to withdraw from all segregated training institutions,
- More parental rights, including paternity leave, six months' maternity leave and free pap smears for women workers; and
- Political prisoners not to be dismissed and to be paid while imprisoned

Underlining its new centralised bargaining approach, Numsa also decided that bargaining committees for each sector should not be empowered to negotiate final settlements or deadlocks. These decisions would be made at Numsa's second bargaining conference in June.

Wage demands for the motor industry range from 15% for the highest grade, to 114% for the lowest. A new minimum wage of R4,50 is demanded. The current minimum stands at R2,80 in urban areas and R1,74 in rural areas. This agreement is to be

effective from September 1 1990 to June 30 1991, as well as an annual bonus of a month's salary.

The union further wants geographical wage rates in the motor industry to be scrapped; retrenchment and rehiring procedures to be agreed on by both parties; and the formal recognition of shop stewards

About 100 Numsa members have been on a legal strike at Xerotech outlets in Johannesburg since last Tuesday, after mediation failed. According to management, the strike was sparked by a union demand for a 21,5% across-the-board increase and a R150 a month transport subsidy. The company has offered merit increases instead, ranging from 13% to 16%, as applies to non-union employees. Xerotech's current minimum is R850 a month. Mediation efforts are expected to resume.

## Slow but sure

(151) (16)

The employers' consultative committee on labour, Saccola, together with Cosatu and Nactu, resumed their talks on labour legislation on Monday, following a marathon session last Friday. It brought them closer to an agreement in principle on various amendments to the contentious 1988 Labour Relations Act (*Current Affairs* July 28, 1989).

According to a joint statement, "the talks have now progressed to a point where the parties feel that it is possible to set up a working group to explore some of the more technical issues, as well as a drafting committee to prepare an interim agreement."

Details of the proposals are as yet unavailable.

Reinforcing the optimism about an accord on labour is news that the parties will soon be seeing Manpower Minister Eli Louw to discuss the drafting of a new legislation.

National Manpower Commission (NMC) chairman Frans Barker, now busy "consolidating" the Act, says the commission will take into consideration details of the accord. He foresees no major problems. The NMC expects Cosatu's and Saccola's submissions on the Act within a week, after which a draft working document on the streamlined Act will be published — in about six weeks. ■

## Slow but sure (151) ~~150~~

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# TOP COLLECTIVE FIRMS

**MANPOWER  
MIRROR by  
ROBYN  
CHALMERS**



PAGES AND PAGES OF THE BEST JOBS IN SOUTH AFRICA

# Key agreement by the big unions

THE surprisingly conciliatory mood between Saccola, Cosatu and Nactu could mean the start of an important forum to discuss broader socio-economic issues.

Saccola and the two black trade union federations this week agreed in principle on various changes to the controversial Labour Relations Act (LRA). The agreement follows almost two years of tough debate between the parties.

Even more startling was Cosatu and Nactu agreeing to meet Manpower Minister Eli Louw to discuss the proposed changes. After so many years of refusing to meet with the Government, this could signal the start of something new.

Change has been the order of the day in SA since State President De Klerk took over from P.W. Botha. The rapidity of the change, from the unbanning of the ANC to the release of Nelson Mandela, has left many businessmen reeling and unsure of what to do next.

Unfortunately many were galvanised into action last Friday when Walter Sisulu confirmed the ANC's support for nationalisation. Businessmen have generally held onto the hope that the ANC's support of nationalisation is a ploy to give it a stronger stance at the negotiation table.

breakfast that nationalisation was considered the best way to redistribute wealth in SA, foreign investors began to pull out quickly.

While businessmen contemplate the horrors of nationalisation, and the ANC and trade unions contradict each other on how important a policy it is, the homelands and townships exploded in a frenzy of violence with very little constructive discussion taking place.

engineering secretary Bernie Fanaroff said the forum created by these three parties was ideal for starting negotiations and preliminary discussions on the restructuring of the economy.

Mr Fanaroff stresses that there is no quick fix to SA's economic and social problems, saying he doesn't think there are any unionists "who see nationalisation as an end in itself, or as a complete answer to our economic problems".

He says trade unions believe from bitter past experience that employers and shareholders in SA "will not co-operate in any significant way with restructuring and the redirection of resources — so nationalisation will be necessary. As to what kind of nationalisation, I don't believe anyone has rigid answers at this point."

To overcome the apparent unwillingness of business to change the current order, Cosatu has identified various crucial areas for the development of policies aimed at restructuring the economy.

It has established committees to look into the economy, health care, training and skills, collective bargaining, provident and pension funds and housing and restructuring the auto electronics and information technology industries.

Cosatu believes it is justified in eliminating business co-operation in building a new SA. Yet Mr Sisulu last week called on business to put aside their fears and preconceived notions and band together to find ways that would bring peace and prosperity to all South Africans.

The ideal forum for doing this could be that of Saccola, Cosatu and Nactu. Hopefully, the protracted negotiations on the LRA should soon come to an end. Mr Fanaroff believes that once this has been accomplished the important issue of restructuring could begin.

Trade unionists and businessmen have a far greater chance of negotiating successfully with the Government for better housing, education and social conditions as a team than in opposition to one another.



**WALTER SISULU**

together.



# 400 locked in dispute <sup>(151)</sup> over wages

By MOKGADI PELA

*50 wofam 20/2/90*

ABOUT 400 workers are locked in a wage dispute with 3M South Africa, a union spokesman said yesterday.

The workers, all members of the South African Commercial and Catering Workers Union, demand a R225 a month across the board increase. The company's offer stands at R120 a month across the board.

Other demands include the recognition of March 21 as a paid public holiday.

SACCAWU also wants the replacement of all workers who have gone on retirement

to a magistrate.

That ruling had taken the State by surprise, Klem said.

## Progress at hospital talks

LESLEY LAMBERT

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CAPE TOWN — Discussions aimed at ending the Cape hospital strike will resume today between representatives of the Cape Provincial Administration, the Commission for Administration and the Health Worker's Union.

*By Day 20/3/90*  
Cape Administrator Kobus Meiring said progress had been made at yesterday's meeting and the three parties had agreed to continue discussions today.

As the strike entered its third week yesterday, about 26 doctors joined about 800 non-medical hospital workers in an hour-long placard demonstration. More than 3 000 non-medical health workers at 10 hospitals, including Groote Schuur and south Peninsula groups and a number of day hospitals, were still on strike yesterday.

Meanwhile, Sapa reports the Khayelitsha Day Hospital serving about 100 000 people has been closed and its doctors and nurses transferred to other hospitals.

A sign on the Khayelitsha Day Hospital's gate referred patients to other hospitals.

# More anger at govt pay

~~150152~~ GERALD REILLY ~~151~~

PRETORIA — Government workers at protest meetings throughout the country in the past two weeks have been demanding talks with the President F W de Klerk on their "meagre" 10% pay increase. 151

At a meeting in Durban earlier this week, the Public Servants Association's largest Natal branch passed a motion of no confidence in government for its indifference to its worker's financial plight.

The PSA wants to by-pass Administration Minister Wim de Villiers and have direct talks with De Klerk.

The Durban meeting, in line with other protest meetings, also called for a speeding up in the passing of legislation now before parliament to provide for a more effective bargaining mechanism for public servants.

Meanwhile, senior government workers in Pretoria say lack of motivation and low morale in the service because of the "unacceptable" increase may result in a go-slow strike. B/Dam 22/3/90

Government workers are prohibited from strike action, but a slowdown in the work tempo could threaten the efficiency of key services.

The PSA has called a special general meeting for April 9 to decide on a line of action.

# Big demand for mediation

THE demand for mediation and arbitration services has increased markedly over the past six years

The graph shows how mediation and arbitration proceedings undertaken by the Independent Mediation Service of SA (Imssa) have risen sharply since 1984

In a review of its activities, Imssa says the role of professionals in private alternative dispute resolution is an increasingly important one

But the organisation anticipates that while the demand for mediation and arbitration will continue to grow interest in a variety of other forms of alternative dispute resolution will develop

During 1989, the use of mediation by organisations rose 52% over the previous year. Imssa says most mediations during 1989 concerned disputes of interest, including wages and conditions of service and recognition

It says, though, that issues of direct socio-political relevance increasingly appeared on the bargaining table

There was also a marked increase in the use of mediation in disputes of right, including discipline, dismissals and retrenchments

"Between 60% and 70% of disputes referred to mediation were settled during mediation. Many other disputes were settled in the post-mediation phase prior to industrial action as a direct result of mediation intervention

"Mediators increasingly see their role not only as moving the parties from point of conflict to settlement, but also to assist parties in rethinking their approach to collective bargaining in a manner which builds and strengthens their relationship"

Imssa says there is some evidence in mediation proceedings to suggest that

the parties have developed greater skill in the collective bargaining process and in the use of mediation

"All too prevalent, however, is the positional bargaining syndrome where parties go through the motion of bargaining according to predetermined inflexible strategies

"They adjust positions to the limits of their mandates without seriously engaging each other about the interests, expectations and concerns which inform and dictate positions adopted at the bargaining table"

Imssa says the vast majority of mediations still occur in the Transvaal, although this trend may be changing. The average mediation in 1989 lasted one day and the cost to the parties was about R1 000

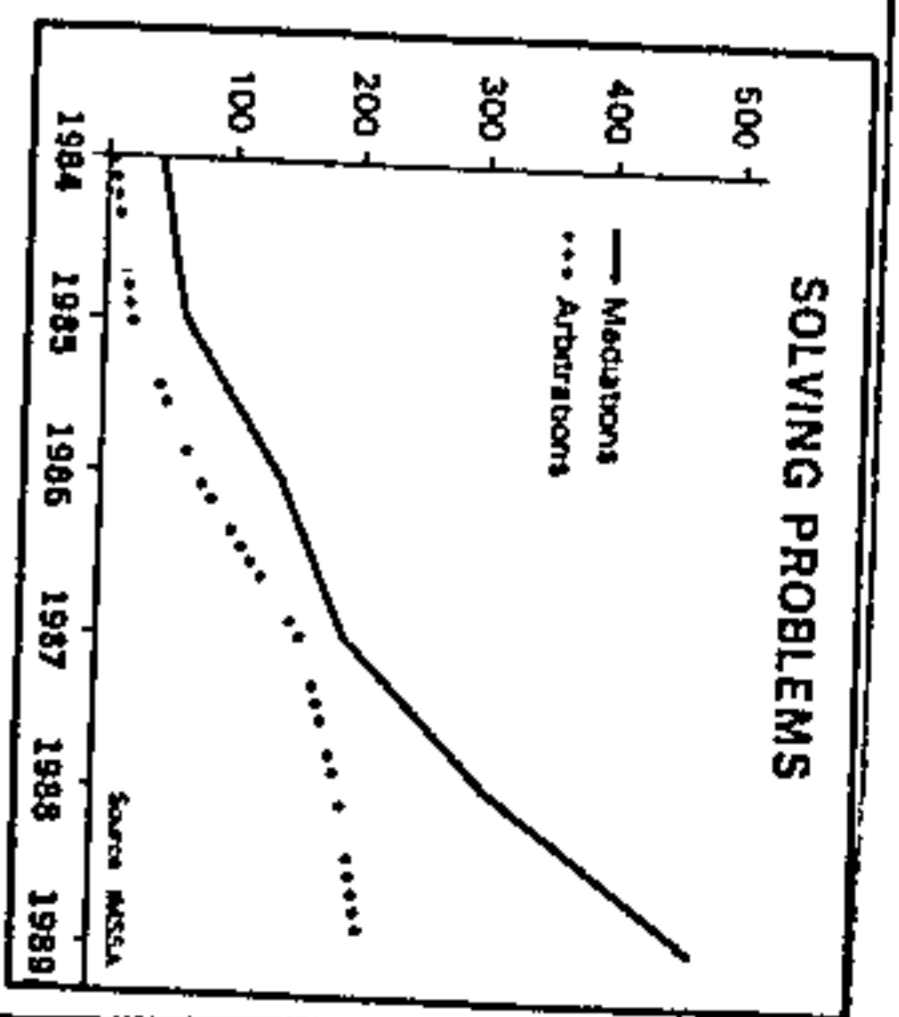
Probably the most prominent mediation undertaken by Imssa so far was in

the SA Transport Services (Sats) strike, which was handled by Imssa director Charles Nupen

Mr Nupen's task was a difficult one as the context in which mediation took place was characterised by a history of violence, damage to property and clashes between strikers and vigilante groups.

It took 48 grueling hours to develop a relationship between Sats and the union, which Mr Nupen says is longer than most mediations. But he says a more sophisticated approach to collective bargaining by both unions and companies has meant they are becoming tougher and longer

In contrast to mediation, arbitration was only used to a slightly greater extent during 1989 compared to the previous year, but Imssa expects this to increase during 1990



It says the majority of arbitrations concerned the determination of rights disputes in the area of discipline and dismissal, although it was not uncommon for contract interpretation disputes, job grading, retrenchment and duty to bargain issues to be referred to arbitration

The average length of arbitration in 1989 was about two days and the average cost a day was R1 500

# Talks over 151 foundry dispute

CAPE Foundries management met with representatives of the Metal Electrical Workers' Union of South Africa (Mewusa) this week to discuss a week-old strike at the Paarden Eiland plant.

About 150 workers downed tools at the foundry last Monday to demand plant-level negotiations *Sowit 243-2813190*

In terms of a court interdict granted last week, the workers are restrained from entering the company premises.

# The strikers and the sangomas

w/ Mail 23/3-29/3/90

STRIKES and labour disputes frequently involve the use of traditional healers or witchdoctors.

And although recent examples show that union organisation can be strengthened when workers seek supernatural support, there have been occasions when this leads to extreme violence.

During the bitter railway strike in 1987, for example, union members called in a *sangoma* (witchdoctor) from Swaziland to administer medicine that would make them invulnerable to police bullets.

Striking workers, fortified by black dots of *muti* placed on their foreheads by the *sangoma*, brazenly fought back when confronted by police outside Cosatu House in Johannesburg.

Four workers were killed and another four died later that day in battles with police outside the offices of the South African Railway and Harbour Workers' Union (Sarhwu) in Germiston.

In another case, union members at shaft 6 of the Western Holdings Gold Mine travelled to the Transkei to fetch a *sangoma* to protect them from retrenchments that were taking place at the time.

After consulting the *sangoma*, workers confronted management at the mine and a vicious battle ensued. Six miners, a mine engineer and a security official died.

During the subsequent trial, which led to 15 workers being convicted of murder

on the basis of the controversial "common purpose" principle, police said they had arrested the *sangoma* and 250 people with "*muti* marks" on their bodies.

In another bizarre twist to the case, the *sangoma* and one of the accused died in mysterious circumstances while being held in prison.

The use of traditional practices during labour disputes does not always have destructive consequences.

Shop stewards at a large metal factory near Johannesburg used routinely to consult an *inyanga* (traditional healer) for "cleansing medicine" that would fortify them during wage negotiations with management.

On other occasions, lawyers and expert witnesses in court cases involving labour issues have been asked by their clients to use potions that will give them the power to deal effectively with cross-examination from the prosecutor.

There are positive benefits in the use of tradition and the supernatural, says Lloyd Vogelmann, director of the Project for the Study of Violence at Wits University. It reduces insecurity and boosts self-confidence.

"Often in situations where people feel helpless they resort to supernatural means of handling the situation. This is usually deeply rooted in their history and socialisation."

Eddie Koch

# Troops strike back in hospital labour fight



**CLEAN-UP OPS . . . SA Cape Corps soldiers tackle the laundry backlog at strike-bound Tygerberg Hospital**

By **HAMISH McINDOE**

**SOLDIERS** of the 1st and 2nd SA Cape Corps Battalions were deployed in mopping up operations at hospitals on the Peninsula this week. The 350 troops were sent to two hospitals where non-medical workers, such as laundrymen and janitors, had joined a pay strike.

"The hospitals were in a tight spot and asked us to help," said Lieutenant Johan van Schalkwyk, a liaison officer at the SA Defence Force's headquarters at the Castle.

Crisis measures taken to cope with the strike have included ward closures, emergency-only operations and cold meals served to patients.

In all, 15 Peninsula hospitals are struggling to maintain emergency-only services, with more than 3 500 workers now on strike.

A six-hour meeting on Friday between the Health Workers' Union and Government officials failed to resolve the 16-day dispute, and a new round of talks is scheduled for tomorrow. The strikers are calling for a R1 500 minimum monthly wage — a 500 percent increase at some pay levels.

# Seifsa proposes amendments to main agreement at wage talks

B'Pan 26/3/90

(151) ADELE BALETA

NO WAGE offer was tabled at the first round of annual wage negotiations between Seifsa and unions in the metal and engineering industries last week. But the employer body proposed six amendments to the main agreement, which expires on June 30.

A Seifsa statement said a list of 61 separate union demands for conditions of employment was dealt with at Thursday's meeting.

Wage increase demands ranged from a 18% to 125%.

Seifsa partially responded to union demands and did not table an offer. Negotiations are scheduled to continue on April 4.

Seifsa's proposed amendments include that:

□ A clause be introduced, on a parties only basis, providing Seifsa members with legal protection against a compulsion to bargain at company level. Seifsa said this was not intended to prejudice existing company level collective bargaining arrangements;

□ Sick leave provisions include that a medical certificate be produced for any period of absence of more than a day or a shift, employees should not be entitled to payment for the first day of absence and the sick leave qualification cycle

should operate annually from January.

□ The Sick Pay Fund rules allow for voluntary continuation of non-party membership if non-unionised employees change jobs but remain employed in the industry, provided the new employer agrees and is a Seifsa association member, and that there be voluntary membership by scheduled non-unionised employees.

□ Workshop employees be allowed to work 15 hours overtime, and site work and repair and maintenance employees 20 hours; that no employer permit or require an employee to work overtime unless an agreement has been concluded; all reference to "Sunday time" be deleted from the main agreement and hours worked on Sunday be specifically included in the definition of overtime, and that in cases where employees absent themselves without permission, the highest rated overtime hours be absorbed first to make up the normal 45-hour week; and

□ The definition of "continuous employment" be changed to include the provision that it would not apply in respect of terminations resulting from employee misconduct.



# Sappi indaba today

50-20-Jan 28/13/90

A meeting is scheduled today between Sappi management and the Paper, Printing, Wood and Allied Workers Union, in a bid to resolve a seven-week old strike during which one worker was killed and 26 injured.

The meeting follows the fatal shooting last Friday of a Sappi employee, Norman Nkonwane, 30, during a picket at the company's Springs branch by more than five hundred strikers.

The general secretary of Ppwawu, Siphokheka, said it was not yet clear who fired the shot that killed Nkonwane - both management security and SAP were on the scene when it happened. Ppwawu's lawyers were still investigating the incident.

## Strike

The workers, who were on a legal wage strike, organised the picket to protest against management's wage offer. When they arrived at the factory gates in the morning, they were confronted by management security and shortly afterwards the SAP arrived.

The workers were ordered by the SAP to disperse within three minutes. Before the crowd could leave, shots were fired, the union said.

On Monday, Sappi workers marched on the company's head office in Braamfontein to pressurise management to meet the union. Management agreed to speak to Ppwawu after the march.

# TAWU planning weekend talks

THE Transport and Allied Workers Union (Tawu) will be holding a general meeting on Sunday for its members at Bophutatswana Transport Holdings to discuss a contentious company pension scheme, a union spokesman said yesterday. *Sowetan 28/3/90*

The meeting starts at 10am at St Peter's Church, Ham-manskraal.

151 The Bophutatswana National Pension Fund has drawn criticism from workers who reject being paid pension benefits in terms of two separate pension funds.

The demand is for a single provident fund, the spokesman said.

Tawu represents more than 5 000 BTH employees at six depots in the homeland.

# Leather industry's *South 29/3-4/4/90* 'landmark' talks



By CHIARA CARTER

LANDMARK negotiations are due to begin in the leather industry this week.

Cosatu affiliate, the South African Clothing and Textile Workers' Union, will probably square up to employers at the negotiating table.

Sactwu has been waging a battle to organise workers in the industry since last year.

A spokesperson said the union could not release its demands before negotiations began.

The demands are likely to include an increase in the annual bonus, a weekly service bonus, paid maternity leave, additional public holidays and a reduction in working hours and overtime.

The union is also likely to demand

that the same wages be paid to workers in the tanning, footwear and general goods sectors, and a substantial increase in learners' wages.

The union also wants to end casual and contract labour in the industry.

It is also likely to demand an undertaking to negotiate retrenchments

Sactwu earlier declared a dispute with employers who said they would not be able to begin negotiations before May.

The talks in the tanning sector will begin in Port Elizabeth on April 3 and 4

The first round of talks for the footwear sector is scheduled to take place in Durban on April 18 and 19, and for the general goods sector in Cape Town from April 24 to 26.

# Metalworkers air grievances

29/3-4/90

By CHIARA CARTER  
**INDUSTRIAL** action involving more than 800 workers from several metal unions hit factories in the Western Cape this week.

In Epping, more than 100 members of the National Union of Metalworkers of South Africa (Numsa) on Tuesday downed tools at McCarthy Motors in support of wage demands.

A spokesperson for the strikers said the workers wanted the company to negotiate wage increases and working conditions at plant level.

The workers are demanding an hourly minimum rate of R4,50, while the company wants to negotiate at industrial council level.

Workers from McCarthy Motors in Epping, Paarden Eiland and Observatory as well as Atkinson Toy-

ota and City Motors "occupied" the company head office in Strand Street on Wednesday.

More than 100 workers at Brian Porter Motors in Kuils River downed tools on Monday after the company refused to negotiate with Numsa over a company proposal to place 40 workers on short time.

On Monday about 80 Numsa members, at Silberbauer-Engineering on Monday" were dismissed 10 minutes after they downed tools in support of wage demands.

A further 80 workers, members of the Steel, Engineering and Allied Workers' Union of South Africa (Seawusa), were dismissed after they resumed strike action at Neill Tools in Epping.

The workers decided to go back on strike to demand plant level wages after an attempt to resolve the dispute through mediation failed.

Haggie spokesperson, Mr David Thompson, said the workers had defied a company ultimatum to return to work.

Workers at Shelfco Shelving in Belville have been taking sporadic strike action in support of their demand for double overtime pay and triple pay on weekends and public holidays.

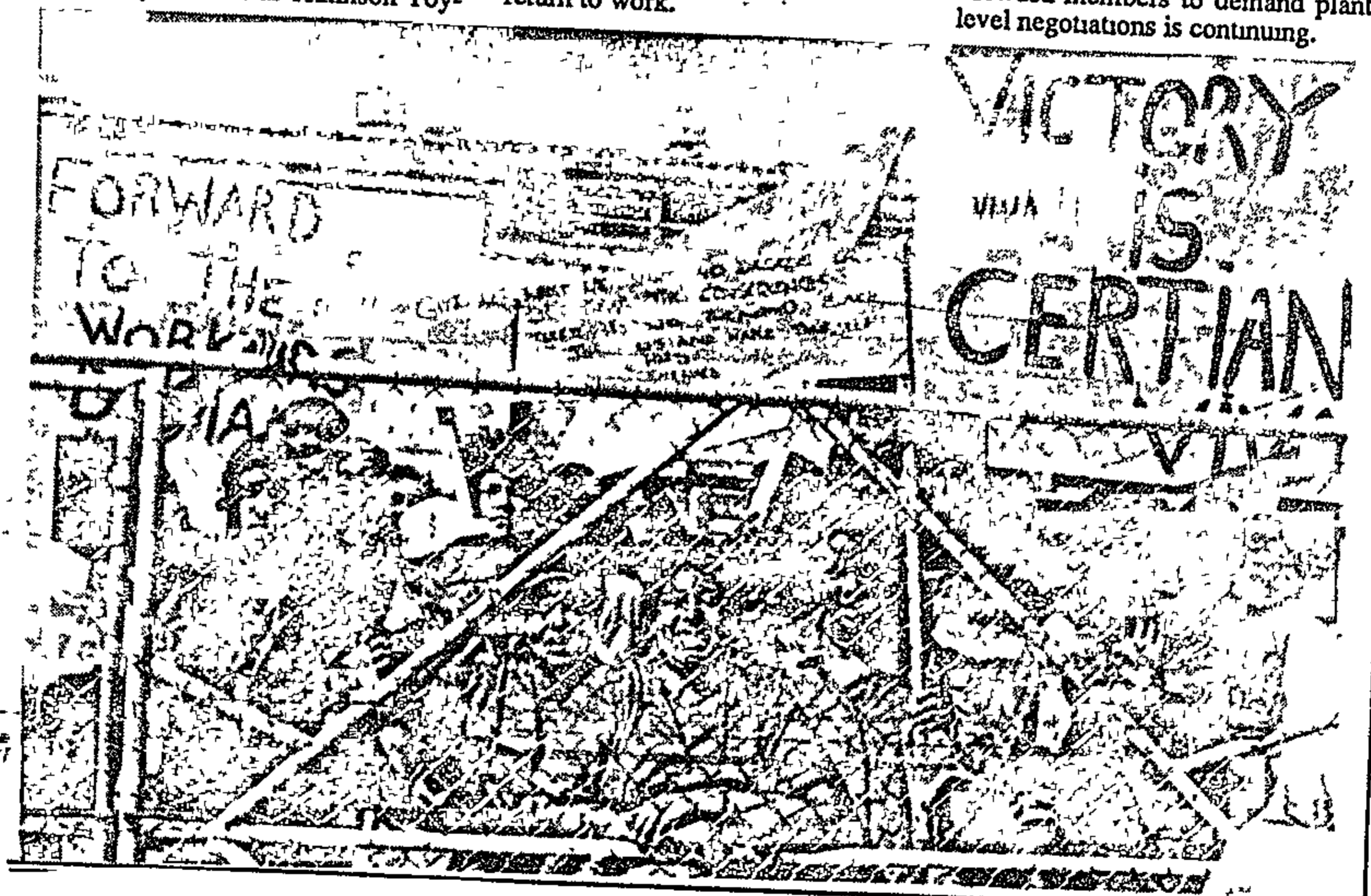
A spokesperson for the workers said the company this week threatened to interdict the union

A wildcat strike by more than 300 workers at Cape Gate in Parow last Friday was resolved after a meeting between management and officials from the Metal and Electrical Workers Union of South Africa (Mewusa).

Mewusa spokesperson, Mr Ben Petersen, said the workers downed tools after the company told them it could not immediately implement stop-order facilities.

Petersen said the company had since agreed to provide the facilities and begin recognition of the union

At Cape Foundries in Paarden Eiland, are striking more than 100 Mewusa members to demand plant level negotiations is continuing.



Dismissed strikers at Neill Tools in Epping 1

# Ruckus at top hotel

South 29/3-4/4/90

A DISPUTE over a housekeeper at an exclusive Cape Town hotel led to the dismissal of 24 workers last week.

The dismissed workers, who are all from the housekeeping department, downed tools late last Wednesday to demand that Cape Sun's management remove the housekeeper because of the way she allegedly treated workers.

South African Commercial, Catering and Allied Workers' Union (Saccawu) organiser, Mr Power Malgas, said the dispute was longstanding.

The union had compiled a list of allegations, which included claims that she had physically assaulted three workers.

Malgas said at a meeting between the union and management in February, the company had said it would investigate the matter.

He claimed that management had not informed the union of its findings. When workers inquired why the housekeeper was back at work, they were told the matter was closed.

After the 24 workers were fired last week, 70 others went on strike, bringing the hotel to a standstill.

Malgas said that, after negotiations, the union agreed the 70 workers would return to work and that the company would not interdict the union.

Saccawu was presently negotiating, the reinstatement of the 24 dismissed workers. The union would pursue the dispute over the housekeeper, he said.

● Management failed to respond to SOUTH requests for comment.

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# Labour conference material 'useful' ISI

RYCROFT has compiled a collection of speeches delivered at the 1989 Labour Law Conference held in Durban - which provided some useful material for trade unionists and academics on issues affecting workers.

Among the issues dealt with at the three-day conference, was the role of industrial councils in dispute resolution and the part played by collective bargaining in industrial relations.

**Title: The Private Regulation of Industrial Conflict**

**Edited by: Alan Rycroft**

**Publisher: Juta**

**Book Review: Mokgadi Pela**

The conference was attended by 400 delegates - including lawyers, managers and trade unionists.

In his welcome address, Justice RJ Goldstone, said a meeting of management, academics and labour activists was conducive to a meaningful interchange of ideas.

Such a meeting, he said, contributed towards proper understanding of economic and political future of the country.

Delivering the keynote address, Professor Clyde Summers of the University of Pennsylvania Law School, dwelt on the na-

ture of industrial relations in different parts of the world.

He said conflict between management and workers was an inevitable ingredient of the workplace.

Such a conflict existed in every economic system - whether capitalist or communist.

He stressed however, the importance of collective bargaining in solving problems at the workplace.

"Collective bargain-

ing reduces conflict over control. who makes the decisions by providing workers a share in the control

"It gives workers a voice in the decisions that affect their working life. Domination is softened by participation."

"Collective bargaining - by establishing agreed-upon rules and a process for interpreting and implementing those rules - provides a system of industrial justice," Summers said.

Sowetan 30/3/90

*[Handwritten initials]*

# Protests likely to slow privatisation

WIDESPREAD protest against privatisation by trade unions and other opposition groups is likely to slow down the process, and even cause some state-owned corporations initially earmarked for privatisation to remain in state hands

Mineral and Energy Affairs and Public Enterprises Minister Dawie de Vilhiers told Business Day at the weekend government had taken note of the reservations expressed by certain groups

These manifested themselves most recently in protest marches in Johannesburg, Pretoria and Port Elizabeth last Thursday by thousands of members of four Cosatu-affiliated public sector unions

De Vilhiers said there appeared to be a degree of confusion and misunderstanding about the issue that needed clarification

But government was also aware of the existence of conflicting needs and objectives. Out of this he had to seek an optimal solution and attain a result that would be most acceptable to all

De Vilhiers said as the privatisation process took cognisance of all these issues,

ALAN FINE

this implied that "many of the state enterprises currently acting as monopolies may not be privatised at all"

He did not identify to which enterprises he was referring, but Eskom appears to be an obvious example

Another government source indicated that, in future privatisation exercises, the authorities were likely to be more sensitive to the views of organised labour than they were in the Iscor case last year

With Iscor, the unions were merely presented with the fact of privatisation and the details of an employee share scheme

The source said each company had its own, unique relationship with the trade unions, and each had its own method of dealing with them

Strategy for the Iscor exercise was, as far as union involvement was concerned, devised by Iscor management

"We will have to address these problems and get perceptions right. We will have to

□ To Page 2

## Privatisation

enter into the privatisation versus nationalisation debate. We will try ensure it is done fairly," he said. B10m 2/4/90

He stressed there were other interested parties in addition to the unions.

The source believed government had time on its side, as there were no major privatisation exercises scheduled for the immediate future.

Plans for the sorghum beer industry were advancing. But the privatisation of such enterprises as Transnet and Posts and

Telecommunications was still a long way off. Eskom was even further down the road

"Right now, privatisation is not an issue. We are looking at the commercialisation of state enterprises to increase efficiency. This is a necessary first step, but actual privatisation is perhaps five to six years away.

"Introducing businesslike approaches and using private sector yardsticks for measuring the success of operations is something no one can object to," he said.

□ From Page 1

# Labour Relations Act proposals up for public comment

THE National Manpower Commission (NMC) legislation subcommittee today released its proposals for the consolidation of the Labour Relations Act

The recommendations, which simplify the Act, will be open to public debate with the intention of inviting comment

The report commissioned by Manpower Minister Eli Louw to investigate a revision of the existing law proposes the Labour Relations Act be extended to include the TBVC countries and the self-governing territories in anticipation of their reincorpor-

ADELE BALETA

ation into SA

The subcommittee has proposed the ambit of the Act be extended to include state employees, farm and domestic workers and academics. Only SAP employees and state security personnel have not specifically been included in the proposal but the committee has suggested these employees be given trade union rights in terms of the Act

It was recommended dispute procedures

be simplified under the Act. Both parties may choose independent mediation or private dispute resolution procedures

There should be a duty to bargain at the appropriate level. Strikes should be decriminalised and regulated by unfair labour practice jurisdiction. Strikes on rights disputes including unfair labour practice disputes should be outlawed and protection be given to strikers who comply with procedures. Dismissal provisions of the Act should be simplified to follow the Interna-

(151)

To Page 2

## Labour

tional Labour Organisation convention

Court procedure should be simplified so that the six labour appeal courts be replaced by a single court with no further appeal to the Appellate Division

Union registration provisions should be similar to company registration requirements. The complicated registration system should be abolished and replaced by a simple certification procedure

Restriction on trade union affiliation with political movements should also be scrapped

The NMC should be reconstituted as the National Labour Council, which would be bipartisan — with state representation

Its function would be to formulate policy on all aspects of labour

See Page 4

From Page 1





Sactu workers arrive for a mass meeting at the Feather Market Hall in Port Elizabeth

## Clothing workers want more money

South 4/4 - 10/4/70

THE South African Clothing and Textile Workers' Union (Sactu) is demanding a R60 weekly wage hike from Eastern Cape clothing manufacturers.

The union also wants workers to get an attendance bonus of R5 a week and a long service bonus of R2,50 after three years and 50 cents for each year after that

Other demands include a medical

fund to cover all dependants, an extra public holiday, an improvement in maternity benefits and paternity leave of five days

More than 2 000 people packed the Feather Market Hall in Port Elizabeth last week for a meeting to finalise the wage demands.

Mr Lesley Maasdorp, Sactu clothing coordinator for the Eastern Cape, said one of the main demands for the year was the formation of a single industrial council.

"This is an important demand if we are serious about wiping out the differences in wages and conditions of employment from region to region. There is no reason why workers in the Eastern Cape should get less wages than our comrades in the Western Cape," Maasdorp said

The wage negotiations between Sactu and the Eastern Cape Clothing Manufacturers' Association affect about 4 000 workers in the Eastern Cape.

situation with the ANC is to be a priority for both organisations.

# Victory in metal strike

South 4/4 - 10/4/90

MORE than 130 Paarden Eiland metalworkers who have been on strike for more than three weeks return to work this Wednesday, having won a demand for plant level negotiations.

## YELITSHA

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Following an agreement reached this week between Cape Foundries and the Metal and Electrical Workers' Union of South Africa (Mewusa), the company will negotiate wages and working conditions at plant level.

The company agreed to pay a R3 000 death benefit and negotiate a health and safety agreement with the union.

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Blouy 4/4/90

# Labour law set for significant changes

SIGNIFICANT changes to the Labour Relations Act (LRA) were proposed by the National Manpower Commission (NMC) technical committee in a 16-page document released yesterday.

A significant proposal is to widen the ambit of the Act to include domestic and farm-workers, state employees, academics and oil rig employees within the limits of SA territorial waters. These workers have never enjoyed protection in terms of the Act.

The proposals encompass major aspects of the Act including its scope of application, registration of trade unions, industrial councils and courts, strikes and unfair labour practices, but does not reflect suggestions on technical aspects of the Act.

Although not part of its mandate, the committee proposed that labour legislation in SA, the self-governing territories and the TBVC countries be "harmonised".

Among others, the goals of the proposed labour legislation should promote industrial peace, foster collective bargaining, protect freedom of association, simplify procedures and address the duty to bargain, the NMC said.

The NMC, commissioned by Manpower Minister Eli Louw to investigate a revision of the Act, has invited comment and public debate on the proposals and has suggested that May 21 to 23 be set aside for oral representations.

The proposals are independent of the draft agreement reached between employers' body Saccola, and two major black trade union federations, Cosatu and Nactu.

It was suggested certain sectors such as farm workers and domestic workers be included in principle but provision could be made in the Act to include them by proclamation.

Different parties should be allowed to agree on their own dispute resolution procedures. They should be able to choose independent mediation or private dispute resolution procedures.

Strikes should be decriminalised but regulated in terms of the unfair labour practice (ULP) definitions. Strikes on

ADELE BALETA

rights disputes including ULP disputes should be outlawed and strikers who complied with procedures should be protected.

Secondary industrial action should not be declared illegal. Instead of a cooling off period of 30 days before the start of a strike, the NMC has proposed this be changed to 24 days. Employers' right to interdict strikes should be restricted.

The Act should impose a duty on the employer, if requested to do so, to bargain on appropriate matters with a union which is sufficiently representative.

The NMC committee was divided on the question of trade union registration.

One proposal was to retain the existing system but to make it compulsory and the other suggested "representivity" was relevant when a union sought to bargain, but not at the level of registration.

## Agreement

A simplified certification process should replace complicated registration requirements — representation, gazetting and the noting of objections. Any union denied certification would have the right of appeal to the Industrial Court.

On the issue of Industrial Council agreements the NMC suggests provision be made in law for the Manpower Minister to consider the position of smaller businesses before signing an agreement.

The existing Conciliation Boards (CB) time limits should be abolished, but a dispute should still be referred within 180 days, a period which could be extended. The CB would have 30 days in which to attempt to settle the dispute.

There should be a single labour appeal court with no further appeal to the Appellate Division and trade unions should be allowed to affiliate to political movements.

It was recommended the NMC be reconstituted as the National Labour Council — a bipartisan body with state representatives enjoying observer status.

# Railnet crisis talks set for Monday

Monday 4/4/90

PRETORIA — The Artisan Staff Association has arranged a crisis meeting with Railnet management for April 9

Until then the "spontaneous" strike action in workshops throughout the country was likely to continue, association general secretary Kenny Cuthbertson said yesterday

It could extend beyond April 9 unless management came up with acceptable proposals

Cuthbertson said at least 10 000 of the association's 17 000 members were involved in the strikes across at major centres and other towns

Management's apparent indifference to the association's claim for market-related wages

GERALD REILLY

had caused anger and frustration. Another factor was management's decisions to grant special allowances to "critical artisan grades"

This was done unilaterally, Cuthbertson said, without consultation with the association, sparking the strike action.

After a protest meeting in Bloemfontein on April 22, management suggested the issue should be referred urgently to the labour council

"But when we got to the meeting the following day we found management representatives had turned up with virtually no mandate to negotiate"

About 3 000 artisans had accepted management's general offer to railway staff to resign.

They left a critical shortage of skilled workers in some areas

Some of the grievances were

- The certainty of market-related earnings outside the service, and

- The ready cash from pension and accumulated leave payments and the long hours of overtime worked by many artisans, Cuthbertson said

Meanwhile, Sapa reports the work stoppage by almost 200 Railnet artisans in the Cape Peninsula yesterday morning did not disrupt train services in the western Cape, a Railnet spokesman said

# Strike hits gas conversion plant

# MOSSGAS BLOW-OUT!

By WAGHIED MISBACH  
MOSSSEL BAY. — South Africa's multimillion rand gas conversion plant under construction here has ground to a halt after more than 7 000 workers downed tools over a wage dispute.

The joint construction management at the Mossgas plant where a large number of foreign workers are employed, has declared the strike illegal and refused to negotiate until the strikers return to work.

The workers, employed by about 33 of the largest construction firms in the country, are demanding a R5 an hour across-the-board increase, 10 days' paid holiday over the Easter weekend and transport to their homes.

The strike started last Thursday. On Monday, toyi-toying workers, shouting "Viva ANC" and singing freedom songs, gathered for a mass rally on the Mossgas site about 11km west of this South Cape town. The workers were addressed by representatives of the Construction and Allied Workers Union (Cawu). Later, a strike committee met with representatives of the joint construction management, Bateman

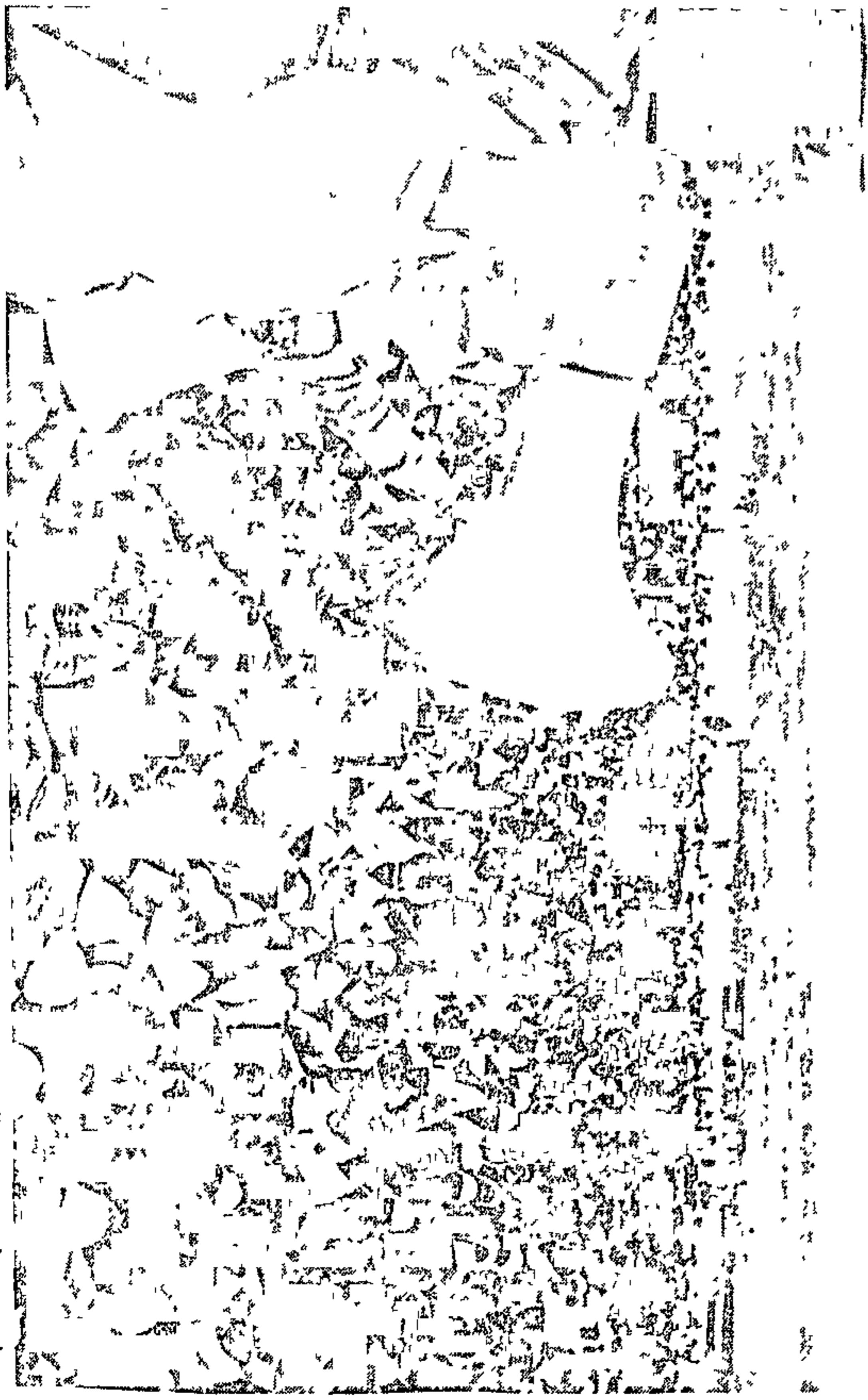
and Davey Limited (BDL), and subcontractors. The workers refused to back down on their original demands.

The strike committee said management had advised them to submit the workers' grievances to the individual contractors. However, the strike committee, which represents three trade unions — Cawu, the National Union of Metalworkers of South Africa (Numsa) and the Boilermakers' Union of South Africa (Busa) — rejected the advice as a ploy.

"We had gone to our contractors separately before and they refused to give us more money," said Mr Tika Nkwentsha, a strike committee member. Mr Shamil Manie, an engineer and vice-chairperson of the strike committee, said management was trying to drive a wedge between the employees of the "civil" contractors and the metal workers. The metal workers' wages start at R8 an hour, while civil workers start at R2,50 an hour.

According to a spokesperson for the Mossgas project, the lost production could be estimated only after the strike had been resolved. She was not able to comment on the workers' demands as "the negotiations are on-going".

The situation remained tense late on Tuesday night after a second meeting between management and workers, with both parties refusing to budge.



Construction and Allied Workers' Union representative addresses striking workers at the Mossgas plant

PGC BENNY GOOL

# Unions seek new Barlow Rand package

BIDAY 5/4/90

COSATU affiliates have said they are to meet Barlow Rand executives on April 9 to renegotiate collective bargaining structures with the corporation

But CE Warren Clewlow said last night he knew nothing of the meeting. "Nobody is meeting me," he said

In a statement yesterday, Cosatu said unions were willing to negotiate with Barlow Rand into the 1990s, but if an equitable dispensation could not be reached through dialogue, the unions would commit themselves to a sustained campaign against Barlow Rand. The meeting would follow two weeks

MATTHEW CURTIN

of discussion by regional shop stewards councils from Barlow Rand plants

The five Cosatu affiliates — the NUM, the National Union of Metalworkers (Numsa), the Paper, Pulp, Wood and Allied Workers' Union (Ppwawu), the SA Clothing and Textile Workers' Union (Sactwu), and the Food and Allied Workers' Union (Fawu), — have called on Barlow Rand to revise its position on centralised bargaining, the right to strike, deregulation and basic worker rights.

# Deadlock looms between unions, council

PRETORIA — A deadlock between the Federation of Sats Trade Unions and the Labour Council loomed as tough bargaining for a 17,5% pay hike for more than 100 000 railway workers continued yesterday.

After a five-hour session during the second day of negotiations the parties were no closer to an agreement, it was understood. The negotiations were set to continue on Monday.

The federation has 12 representatives on the council and management a similar number. A two-thirds majority is

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needed to reach finality *by 10am 14/90*

If no consensus can be reached on Monday a dispute could be declared and referred for arbitration.

Federation general secretary Abe Koekemoer declined to comment on the negotiations last night.

It was also learned that Transnet's black trade union, representing 40 000 workers, withdrew from federation negotiations to conduct its own bargaining.

# Numsa hands Seifsa its opening demand

B10am 9/4/90  
AS METAL industry unions last week rejected as unacceptable Seifsa's opening wage offer at the second round of annual wage talks, Numsa submitted its opening demand to eastern Cape tyre manufacturers.

Seifsa's offer ranged from 10% to 12,9% — from 46c an hour for labourers to 83c for artisans. The offer would take the respective minimum hourly rates to R4,02 and R9,14.

Seifsa said concessions it had made to union demands included the fact that employers had agreed to continue regarding June 16 as a paid holiday; granting apprentices guaranteed minimum increases; and increasing the living out allowance by an amount still to be decided.

The unions requested that Seifsa reconsider its offer. Seifsa asked the unions to consider seriously the six employer proposals, which include exemption from parts of the agreement for small businesses and an end to plant-level bargaining.

Numsa national organiser Alistair Smith said a great deal of emphasis was placed on the question of job creation.

Numsa and other unions, he said, rejected employer assertions that deregulation would create more jobs, believing this led only to increased exploitation of workers.

"A more sound way to start addressing the unemployment crisis

ALAN FINE

lies in the negotiation of job creation programmes at industry level. Numsa believes that a large part of the unemployment crisis is due to big business not investing profits in projects to expand our manufacturing base," he said.

He said a key aspect of Numsa's proposal was the restructuring of the manufacturing industry with full worker participation.

Crucial areas were the setting up of huge training programmes and the reorganising of production to reduce the ratio of skilled to unskilled workers.

## Overtime

Meanwhile, Numsa has submitted to Firestone, Goodyear and General Tyre demands similar to those put to Seifsa.

These include a R2 across-the-board increase and a new minimum wage of R5,50 an hour plus various job security and employment creation measures, including discontinuing the use of temporary labour and subcontracting, and the curtailing of overtime work.

Numsa has also demanded that employers undertake not to use the disputed section of the Labour Relations Act.



# Centralised bargaining: unions list demands

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By CHIARA CARTER

THE campaign by Cosatu affiliates for centralised bargaining at the giant Barlow Rand corporation took another step forward this week when worker office bearers were elected to the national shop stewards council.

A preliminary meeting with the corporation was also seen as a positive move

Representatives of the national shop stewards' council and the working committee gave management a memorandum outlining union demands for centralised bargaining at an exploratory meeting in Johannesburg on Monday

## 'Union bashing'

Barlow Rand requested the meeting after Cosatu released a statement earlier this year, accusing Barlow of "union bashing"

In the memorandum, the unions argued that Barlow's refusal to participate in centralised bargaining structures aimed at undermining union strength

They said that centralised bargaining was a "basic tenet" of the redistribution of wealth. Without it, union resources were overstretched and the ability of workers to unite around common demands seriously restricted

The unions claimed that Barlow's policy had led to disparity in wages and working conditions, mass dismissal of strikers and large-scale retrenchment

The unions estimate that Barlow Rand directly employed between 240 000 and 270 000 people in 1986, but only about 160 000 last year

## Retrenchments

They want each sector to decide on an appropriate bargaining forum because some favour company negotiations while others want to negotiate at industrial council level

They want Barlow to restrict retrenchments to exceptional circumstances and — in such cases — pay six months' retrenchment wages and transfer the worker

They also want Barlow to use only temporary and ca-

sual labour in "specific, non-repeatable and time-bound circumstances", to freeze sub-contracting tenders and to halt the establishment of deregulated industrial parks

The unions outlined "fundamental worker rights", which they want Barlow to grant

These include stop-order facilities, access to plants for union officials, shop steward recognition, the right to strike without dismissal after exhausting dispute procedures and the right to negotiate for all workers in the bargaining unit

They also want Barlow to discuss benefits with the unions

Barlow said it was interested in creating a forum to discuss socio-political issues with Cosatu affiliates

Unions responded by saying they were also interested — but grievances on the ground would have to be dealt with first

A further meeting is to take place next month

The national campaign for centralised bargaining stems from Cosatu's Liv-Wage Commission which last year identified Barlow Rand's policy towards centralised bargaining as a serious obstacle

Cosatu affiliates involved in the campaign are the Chemical Workers' Industrial Union, the National Union of Metalworkers of South Africa, the Food and Allied Workers' Union, the National Union of Mineworkers, the South African Clothing and Textile Workers' Union and the Paper, Print, Wood and Allied Workers' Union

# Numsa talks

South 11/4 - 18/4/90

By CHIARA CARTER

ANNUAL wage negotiations between the second largest union in South Africa, the National Union of Metalworkers of South Africa (Numsa) and employers are well under-way

The third round of talks in the metal industry and the second round in the tyre industry are scheduled for later this month

The demands which Numsa presented to employers are based on those drawn up by the union's bargaining conference earlier this year

Numsa demanded a minimum wage of R5,50 an hour at the first round of annual negotiations in the industrial council for the tyre manufacturing industry in Port Elizabeth last Thursday

The negotiations between Numsa, the SA Iron and Steel Trade Union and the PE and Uitenhage Tyre Manufacturers' Association cover workers employed at Firestone, General Tyre and Goodyear

Numsa is demanding an across-the-board increase of R2,00 an hour on actual earnings

In a move to increase job opportunities and security, the union is also demanding that employers stop using temporary labour and sub-contractors

It wants employers to cut down on overtime work so that more jobs can be created.

The union is also demanding six months' paid maternity leave with the right to return to work after confinement, 20 days' paid leave a year for childcare and a free annual papsmear for all female employees

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# Not enough, say leather workers

South 11/4-18/4/90

LEATHER worker Union of Leatherworkers (NULW) Sactwu is demanding a R40-a-week increase while the NULW is demanding R63

At the first round of negotiations in the tanning sector in Port Elizabeth last week, unions told employers their offer was less than the inflation rate

The negotiations involve the South African Clothing and Textile Workers' Union (Sactwu) and the National

The next round of negotiations will take place at the beginning of May

The first round of talks for the footwear sector is scheduled to take place in Durban on April 18 and 19, and for the general goods sector in Cape Town from April 24 to 26

(151)

11 1990

**Pupils in  
Pretoria  
clean-up**

PRETORIA — Squads of holidaying Pretoria school-boys have swapped their pens and books for brooms and rubbish bags in a stop-gap effort by the municipality to sustain the city's strike-hit refuse removal services.

And as the unlawful stoppage by municipal workers dragged into its seventh day yesterday, trade union organisers and city council officials met in a bid to resolve the deadlock over wages.

Nearly 5 700 city council workers are demanding a R1 000 starting "living wage" instead of the current R434 a month. They were given increases on April 1.

The strike was induced by rivalry between unions and there had been claims of intimidation, an SA Municipal Workers Union spokesman said.

The strike, involving workers in the engineering and electricity departments, had not yet posed a health hazard, a council spokesman said. — Sapa.

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# Cosatu to sign LRA accord

BIDCOM 12/4/90

COSATU has decided to sign the interim draft agreement on proposed changes to the Labour Relations Act (LRA), Cosatu's LRA working committee spokesman Marcel Golding said last night.

The draft agreement entered into between employer federation Saccola and union federations Cosatu and Nactu has been referred to Saccola for comment, Golding said.

It has to be approved by constituents of the three organisations before it is presented to Manpower Minister Eli Louw for consideration

Golding said Cosatu was concerned at Saccola's "delay" in signing the draft agreement. Saccola initially said it would respond by Monday but has asked for a postponement until April 20.

"Cosatu believes a delay in signing the agreement will have major consequences

ADELE BALETA

in our efforts to pilot the changes through this session of Parliament," Golding said.

The delay raised questions as to whether Saccola had been properly mandated in the course of negotiations, he said.

Although Nactu spokesmen could not be reached last night, it is believed the union federation intends signing the document.

Saccola secretary Freda Dowie denied Saccola was dragging its feet. She said the document had been drawn up by working groups representing the parties.

"There were no full teams from any side. It takes time to process the document through Saccola," she said.

Asked if Saccola had found any stumbling blocks in the proposals, she said. "I cannot say. We are having a working group

□ To Page 2

## Cosatu

BIDCOM 12/4/90

meeting on the document"

She said work on the agreement had started only about four weeks ago.

"Saccola has always been properly mandated throughout the talks and we are in the process of mandating at the moment."

Pushing the changes through Parliament was also Saccola's aim, she said.

Golding said Cosatu's decision to sign was the culmination of months of worker action in the factories, shops, mines and public and private sectors.

He said the draft agreement was only

□ From Page 1

the first stage of Cosatu's campaign to achieve equitable adequate legislation to protect workers and unions.

The interim agreement proposed that all workers be covered by the legislation, and secured basic rights for all workers.

These included the rights of all workers to belong to unions, to strike, to bargain collectively, of access to stop orders and the recognition of shop stewards.

Proposals included reverting to the unfair labour practice definition prior to the amendment of the LRA.

# Barlow Rand prepares reply to collective bargaining proposals

BARLOW Rand will reply by May 3 to extensive proposals made by six Cosatu affiliates at a meeting held this week to renegotiate collective bargaining structures in the corporation, union and company spokesmen confirmed yesterday.

At the meeting on Monday representatives of the Food and Allied Workers Union, Chemical Workers Industrial Union, Paper Printing Workers Allied Workers Union, National Wood and Allied Workers, SA Textile Clothing and Union of Mineworkers, SA Textile Clothing and Allied Workers Union and the National Union of Metalworkers of SA handed management a

detailed memorandum and incorporated in the matters discussed and incorporated in the memorandum included centralised bargaining, job security, deregulation, basic worker rights, the Labour Relations Act, strike dismissals, social benefits and restructuring for a post-apartheid SA.

In a statement, Numsa said the critical issue which had to be resolved was a company policy of insisting that all industrial relations matters be handled at plant level.

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12/4/70

Much of the decision-making in the company — including budget constraints and industrial relations policies — are determined at much higher level with the corporation," the statement said.

The meeting follows the unions' threat in January of a large-scale campaign against the Barlow Rand group which is the leading corporate proponent of decentralised bargaining.

Barlow Rand group public affairs GM Ken Ironside said discussions were helpful and the company hoped the meeting was the start of a process towards resolving the issues.

**White smoke** (151) (152)

In what could signal a new labour trend, thousands of white employees of the Railways downed tools last week to press pay demands. (151) (152)

Illegal strike action, described as spontaneous by Artisan Staff Association general secretary Kenny Cuthbertson, occurred throughout the country. He says about 10 000 artisans and trade-hands were involved in work stoppages at mechanical, electrical and maintenance workshops and sheds in the western Cape, Port Elizabeth,

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East London, Pretoria and Johannesburg

Most strikers are members of the association and other affiliates of the Federation of Sats Trade Unions (151) (152)

The strike, the first of its kind in 40 years, erupted amid prolonged negotiations over pay and conditions. Cuthbertson said the stoppage was an attempt to prompt management into bringing forward demands for market-related wages, which are linked to discussions on productivity and the rationalisation of trades. (151) (152)

Strikers are demanding an increase of R900 a month on the monthly minimum pay of R1 942.

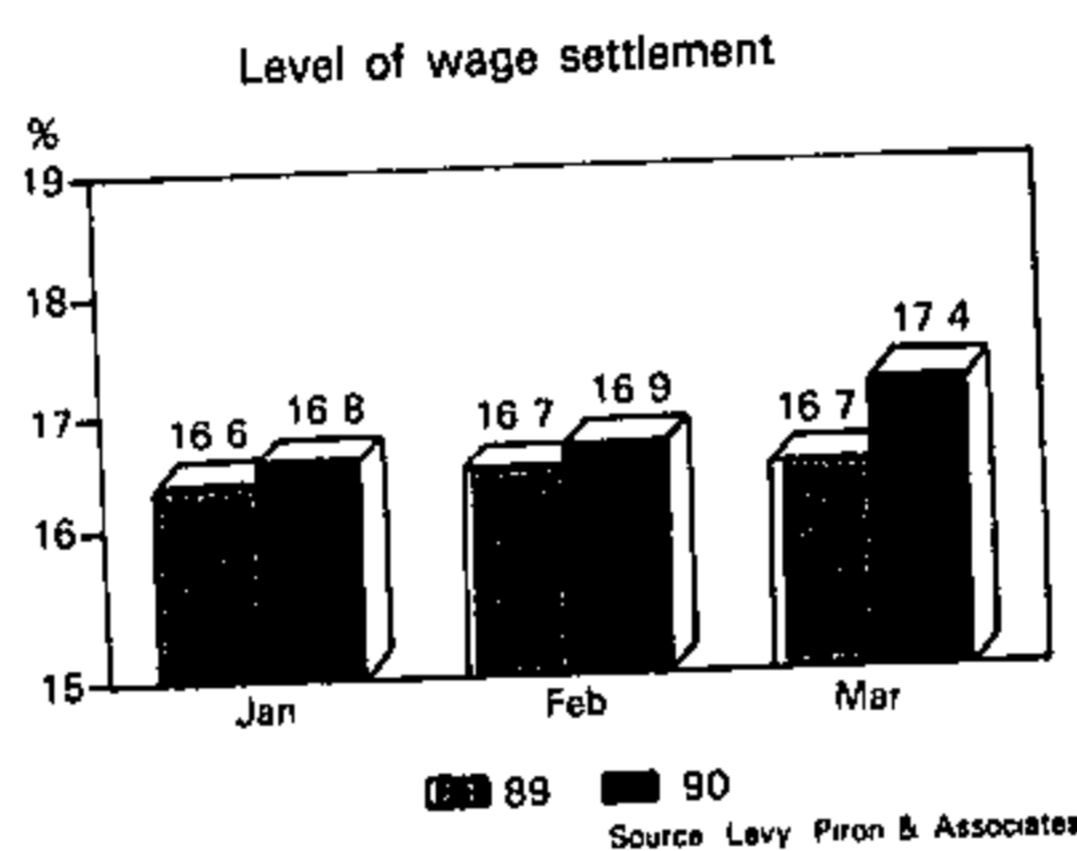
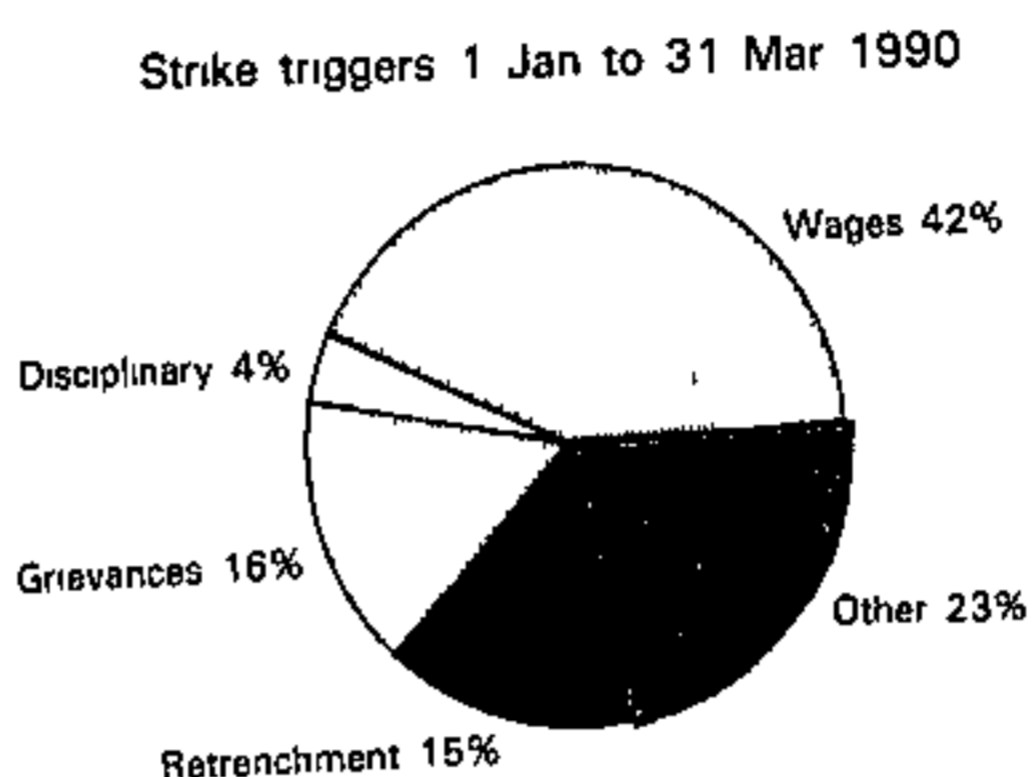
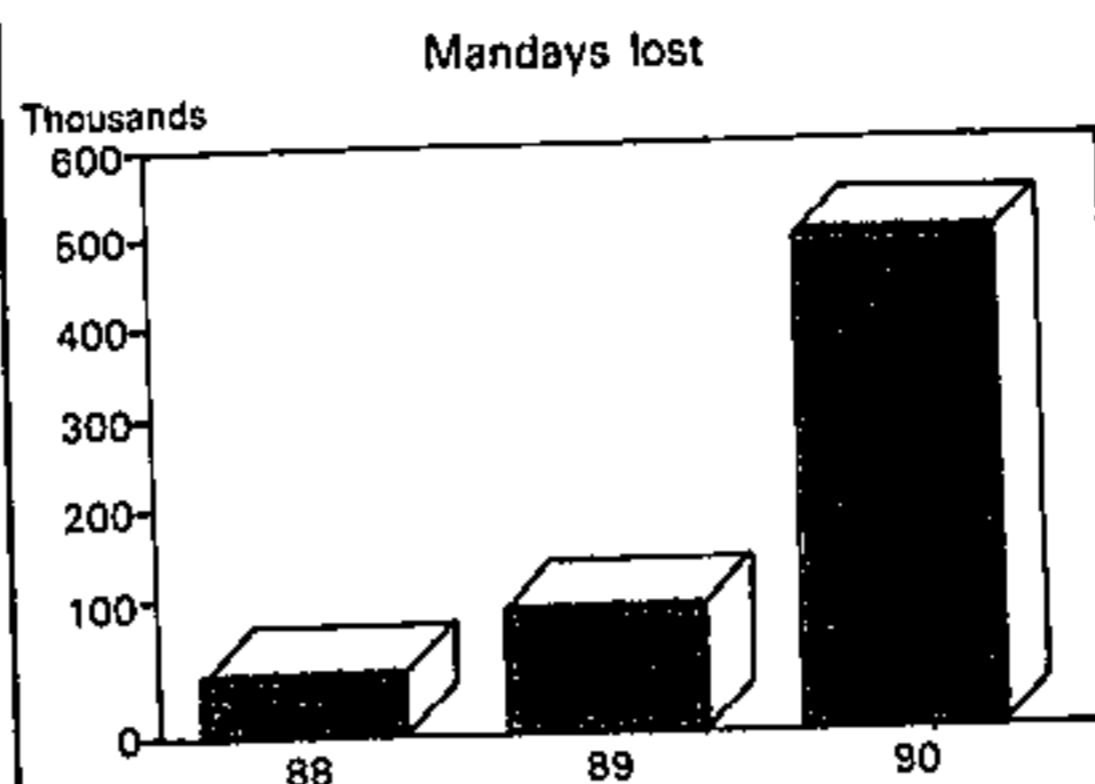
Grievances include the discrepancy between State enterprise pay scales and a higher, market-related rate employees believe they should be earning in the newly privatised service, management's decision to grant general wage increases to train drivers only; and the long hours of overtime worked by many artisans. This has worsened since about 3 000 artisans accepted management's lay-off package. This caused a critical shortage of skilled workers in some areas.

Railnet spokesman Jan Bredenkamp claims about 1 150 artisans were involved in the stoppage but by last Wednesday work was back to normal. He adds that general negotiations for salary and wage increases for more than 100 000 workers started at the Labour Council last Monday. A meeting with the association is scheduled for Monday on market-related pay. This comes after the association alleged that management tried to delay negotiations at a previous labour council hearing by claiming it had no mandate.

Meanwhile, negotiations between the federation and the council over a 17,5% pay rise reached deadlock last Wednesday. They were to resume on Monday. Failure could well mean a dispute being declared and calling in arbitrators. ■

FIM 13/4/90

## Striking first quarter



## LABOUR RELATIONS FIM 13/4/90

### Militant high (151)

Industrial disputes — and the resulting dip in output — are normally experienced after the first quarter of the year as the wage bargaining season gets under way

This year is proving different — largely, it would seem, as a result of political developments. The unbanning of organisations and release of Nelson Mandela have heightened black expectations.

Strike statistics for the first quarter show a fourfold increase in man-days lost — up to between 500 000 and 600 000, according to Levy, Piron & Associates. The figure for the same period last year was 140 000, in 1988, between 60 000 and 84 000 (see graphs)

Not surprising, therefore, is the blow to business confidence (see Fox) with a number of companies reporting dipped first-quarter turnovers mainly as a result of politically triggered unrest

The significantly higher number of man-days lost in the first quarter “would suggest greater levels of union militancy and mobilisation,” says Levy, Piron, which goes on to predict “increased pressure on management” in the next six months

Most strikes (42%) were wage-related and tended to reflect a higher level of worker expectation. The militancy/expectation level, says the labour consultancy, is reflected in the length of some disputes — for example, 45 days at Mondi, 25 at Aberdare, 20 at Sappi and the 16-day strike at Cape hospitals.

The metal sector had 26% of all strikes and just over 14% of man-days lost during the period. Mining (11,6% and 6,5%) and paper and wood (10% and 25%) follow

Another significant trend has been growing militancy and organisation in State, provincial and municipal sectors, which were responsible for 12,9% of all strikes and

16,8% of man-days lost (151)

Far higher levels of violence (property destruction and assaults) and a marked increase in stayaways were features of the period. It also saw an increase in racial tension and the propensity of whites to resort to striking (see “Rail strike”)

More positively, disputes over discipline (4%) continued to decline as a strike trigger, reflecting both better management in this area and greater use of mediation and arbitration

Levy, Piron concludes that from the first three months of 1990. “There seems little doubt that overall increased levels of expectation are finding their voice in the workplace. What is positive, however, is that in the main, these are articulated as economic demands.” The consultancy believes that the greater degree of free political expression will result in less direct political mobilisation at work

On the other hand, it might continue to be seen as a “site of struggle”



PEOPLE AT THE TOP  
ARE ON THE MOVE  
SEE PAGE 7

# WAGE SPREAD

PAGES AND PAGES OF THE BEST JOBS IN SOUTH AFRICA

# Metalworkers take a hard line

S/Times 15/4/90

THE annual wage negotiations in the metal industry should prove to be interesting in the light of a changing South Africa

The National Union of Metalworkers (Numsa) negotiations with employers, which got under way on March 7, are the first round of major wage talks since President De Klerk's historic speech on February 2

The first spinoff of the Government's reform moves has been disturbing to employers in almost all industries

A survey by Levy, Piron & Associates shows that mandates lost to strikes in the first three months of 1990 were four times up on the first quarter of last year

Between 500 000 and 600 000 mandates were lost between January and March compared with 140 000 in the comparable quarter of 1989 and 84 000 in 1988

The survey attributes the big increase largely to political developments and raised expectations

Members of the Steel & Engineering Industries Federation of SA (Seifsa) can expect to find themselves bargaining with a more militant, hard-line Numsa than last year.

Negotiations in 1989 were remarkably amiable, the parties settling on an average wage increase of 17% after Numsa demanded up to 98% at the start of the talks

Effectively, this meant a 54c-an-hour across-the-board increase for labourers and R1,11 for artisans. The minimum hourly rate was effectively lifted to R3,56 for labourers and to R8,31 for artisans.

However, the 1989 agreement followed a three-week national strike the previous year. That action cost the industry upwards of R50-million and badly dented the pockets of workers who forfeited millions in pay

Numsa has grown rapidly since 1988 and towards the middle of last year it overtook the National Union of Mineworkers (Num) as SA's largest union. It has nearly 250 000 paid-up members

Generally, employers and trade unions tend to be more conciliatory towards one another in negotiations after a major strike. It certainly proved true for Seifsa

and Numsa last year, but the feeling of goodwill, or caution, may have diminished since then

Numsa has made stiff demands this year. It seeks a R2-an-hour across-the-board increase — 56% up on the lowest rates at present

In the second round of talks between Seifsa and Numsa on April 4, employers offered increases ranging from 10% to 12,9% an hour. This would lift minimum wages of labourers by 46c to R4,02 and for artisans by 83c to R9,14 an hour.

In addition, Seifsa agreed to grant apprentices guaranteed minimum increases, to raise living-out allowances and to continue regarding June 16 as a paid holiday.

Numsa rejected the offer. Numsa national organiser Alstair Smith says the union expects to make progress particularly on the issues of job security, job creation, deracialisation of the industry and a living wage.

Mr Smith says the issue of job creation was discussed at length at the April 4 meeting. "We reject the employer assertions that deregulation will create more jobs. It leads only to increased exploitation of workers. A more sound way to start addressing the unemployment crisis lies in the negotiation of job-creation programmes at industry level

"Numsa believes that a large part of the unemployment crisis is due to big business not investing profits in projects to expand our manufacturing base. Rationalisation also plays a major role

"The metal industry alone has lost more than 100 000 jobs in the past eight years while output over the same period has increased

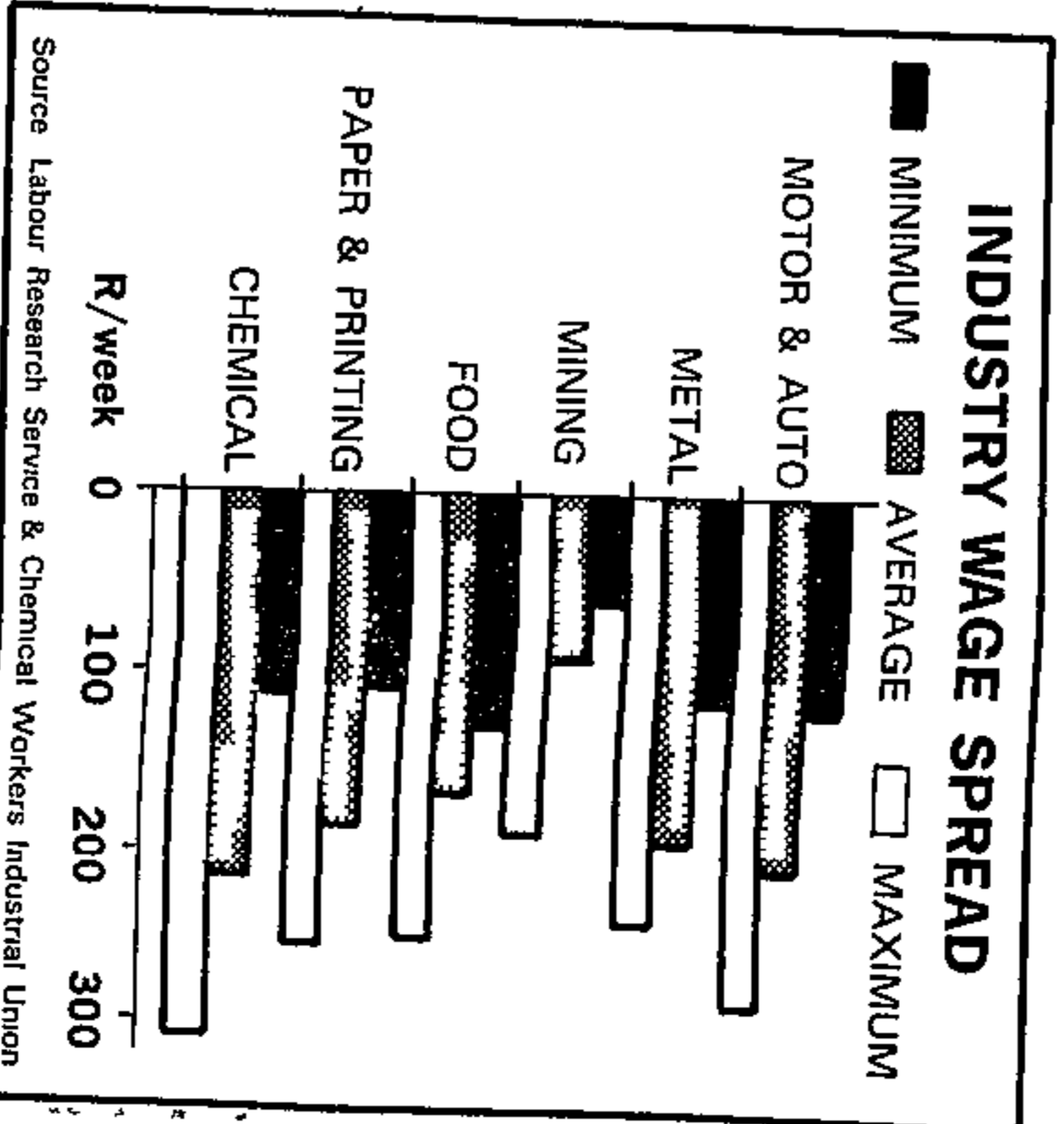
Mr Smith says a key aspect of Numsa's proposals is restructuring of the manufacturing industry with full worker participation

"Crucial areas are setting up huge training programmes, and a reorganising of production to reduce the ratio of skilled to unskilled workers and to produce goods which are affordable and needed by most people in SA." The parties will meet informally on April 20 to deal

MANPOWER  
MIRROR by  
ROBYN  
CHALMERS



SUNDAY TIMES, Business Times, April 15, 1990



Source: Labour Research Service & Chemical Workers Industrial Union

with Numsa's proposals about job security and the possible restructuring of the National Industrial Council. Formal negotiations will resume on April 26



# Economic hopes raised by reform, study shows

THE rise in political aspirations has not resulted in a massive increase in political hopes but rather an increase in economic expectations, the 1990 SA Township Annual has found

The annual — compiled by Stuart Pennington and Associates and designed to close the information gap between management and labour — was based on a study of 36 townships serving major industrial areas.

In the annual's Industrial Relations (IR) review, Wage Bargaining Issues for 1990, the authors said the political climate, moves towards industry-wide bargaining, the housing and education crisis and the revival of "pension inadequacy perceptions" would be major influences on wage bargaining this year

In addition, increasingly inflexible employment practices and poor business understanding would exacerbate these influences.

It appears progressive socio-political changes had created the expectation that similar changes in the economic environment would occur. "Demands for a fairer share" would intensify

The wage bargaining agenda would change this year.

Employers needed to be more creative, flexible and aggressive and to move away from the "demand/response" syndrome of wage bargaining to a process of "exchange"

Adopting a more creative approach to granting increases was required, and suggestions included combining percentage with across-the-board increases, considering differential rand amounts per job grade, creating a reasonable differential between the increase on the minimum grade and the general increase for the grade. The myriad of leave demands should be rationalised, they said

It was critical employers embarked on a

**ADELE BALETA**

"business awareness campaign" to empower all employees with a thorough knowledge of the business process they were involved in

This year, the determination with which the union movement pursued centralised bargaining would increasingly conflict with the "purist view" of decentralised bargaining held by some employers, to the point of confrontation, the authors said

It would be important for those employers opposed to and those for centralised bargaining to develop a consistent view in order to facilitate meaningful bilateral talks

Housing, which had become an IR problem, was now second only to wages on the bargaining agenda

## Retirement

Employers needed to consider a wider range of assistance than bond collateral or other such "arms-length" facilities. Finding land and houses, providing assistance with purchase and bond "red tape", lending deposits and assisting with the fluctuating bond rates were some areas employers needed to consider.

Business had to focus on the quality of their pension/provident fund benefits and would need to recognise that demands for a reduction in the retirement age were a reality.

While the education crisis persisted, the need for workers to supplement the services provided by the Department of Education and Training by paying fairly substantial school levies would increase and employers would be expected to contribute, they said.

Despite positive political developments, the year ahead was fraught with political dangers, the authors predicted

# Workers win court battle in Rustenburg

The Industrial Court has ordered a Rustenburg company to negotiate wages and working conditions with a union representing its employees.

The court decision follows an application by the Federated Mining Union (FMU) which challenged Rolan Essential Oils' alleged refusal to negotiate with it.

By LEN MASEKO

FMU general secretary Mr Sydney Zimba said the court found that the company's refusal to negotiate with the union constituted an unfair labour practice.

## Strike

The company was ordered to hold negotiations with the Nactu affiliate

within 30 days of the court judgment.

The dispute between the two parties led to a strike which lasted 12 weeks early this year.

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# Council claim denied

THE National Union of Public Service Workers yesterday denied a claim by the Pretoria City Council that its striking members were the subject of an interim court order for them to return to work on Tuesday, writes ALINAH DUBE. *Sowetan 19/4/90*

Reacting to a statement by a council spokesman in Wednesday's *Sowetan*, Mr Mnkoto Lesufi, organiser for NUPSW in the Pretoria region said members decided to return to work after their week-long strike was reviewed at a meeting last week.

According to Letsufi, workers were happy that management agreed to meet their representative body. This had been one of their long-standing demands.

Lesufi said talks with the city council failed to materialise last Thursday. Instead of deliberating issues relating to the dispute, trade union officials were served with an interdict preventing workers from striking.

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# Back to work at Mercedes-Benz plant

PRODUCTION at the Mercedes-Benz East London plant is expected to resume today after an agreement between management and National Union of Metalworkers of SA representatives, both parties said.

Management suspended production at the plant two weeks ago on April 2 because of high worker absenteeism.

Numsa organiser Les Kettledas said in Port Elizabeth yesterday it had been agreed that pay during the suspension would be negotiated

A company spokesman said in a statement yesterday management had appealed to all employees to report to work at their normal shift times.

Kettledas said workers were not consulted about the suspension. "Our members first heard about the management's action after a notice was pinned

ADELE BALETA

to the bulletin board."

He said he suspected that absenteeism due to Nelson Mandela rallies was the cause for the suspension of production "We were not informed about the nature and extent of the absenteeism.

"Management's action without consulting union leadership at the plant is cause for concern and conflicts with the spirit of the 'relationship of objectives' agreed to by the parties last year."

A number of objectives came out of September 1989 discussions - one of which was the facilitation of information, Kettledas said.

Kettledas said if there had been consultation with workers, it was unlikely the dispute would have developed to such an extent.

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FIM 20/4/90

(151)

National Union of Metalworkers, SA Clothing & Textile Workers, National Union of Mineworkers; and the Chemical Workers' Industrial Union

An encouraging feature is the unions' stated willingness to negotiate with Barlow



Erwin

Rand into the Nineties

However, if agreement on central bargaining cannot be reached, the unions have threatened a "sustained campaign against the company" Protest action would include shop-floor action, "meet-

ings with the ANC" and further contact with other trade unions

In January, Cosatu announced a large-scale campaign against Barlows to protest the company's industrial relations approach

In a statement released before last week's meeting, the unions claimed that Barlows' current industrial relations approach is "designed to collapse industrial councils, weaken trade unions' bargaining power and is a recipe for major conflict with the corporation"

An indication of the strength of feeling can be found in a speech that Cosatu's Alec Erwin made to the Mitterrand Paris Conference late last year

"Barlow Rand has an active policy of pulling out of industrial councils and forcing all negotiations to the level of the company — or, in fact, further down to sub-sections of the plant" This is a very short-sighted policy, he argued, which will promote conflict because "national platforms such as the industrial councils are also platforms for a wider negotiation of issues which will be central to our economic future"

Last week's meeting was the first between Barlow Rand and Cosatu at corporation level and the union handed the company a detailed memorandum dealing with centralised bargaining, job security, deregulation, basic worker rights, the Labour Relations Act; strike dismissals; social benefits; and restructuring for a post-apartheid SA

The metalworkers' union regards the meeting as "exploratory" and believes the company's response, particularly to centralised bargaining, needs to be assessed

Barlow Rand group public affairs MD Ken Ironside says the meeting was useful for setting an agenda, which Barlows hopes will establish better relations with the unions

LABOUR DISPUTE

(151)

### Over to Barlows

FIM 20/4/90

Barlow Rand is to respond by May 3 to union proposals on the issue of bargaining structures. The company favours negotiating at plant level, much to the ire of the unions, who are demanding centralised bargaining

This follows last week's meeting between the company and representatives of six Cosatu affiliates: Food & Allied Workers, Paper, Printing, Wood & Allied Workers,

PEOPLE AT THE TOP  
ARE ON THE MOVE  
SEE PAGE 9

# LABOUR

MANPOWER  
MIRROR by  
ROBYN  
CHALMERS

SUNDAY TIMES, Business Times, April 22, 1990 7

PAGES AND PAGES OF THE BEST JOBS IN SOUTH AFRICA

# Labour law peace about to break out

THE debate on the Labour Relations Act could be approaching a happy ending

After two years of tough negotiation, employer federations Cosatu and Nactu union organisations Cosatu and Nactu agreed in principle last month on various changes to the LRA.

This was followed by a historic meeting between Manpower Minister Ed Louw and a Cosatu-Nactu delegation. Mr Louw agreed to try to push through amendments based on Cosatu-Nactu-Saccola principles, at the current session of Parliament.

On April 3 the National Manpower Commission (NMC) legislation subcommittee released its proposals for the consolidation of the LRA. Its proposals have been generally welcomed



Bobby Godsell  
employers  
insisted on  
NMC involvement

by unions, employers and labour lawyers. Saccola chairperson Bobby Godsell says employers tried all along to co-

ordinate discussions on the LRA with the review being conducted by the NMC.

Both Cosatu and Nactu declined invitations to serve on the NMC. We insisted that the NMC be invited to our meetings. Cosatu and Nactu agreed to this and was represented by its acting chairperson at most of the meetings held in 1989.

The result is that the draft agreement between Saccola and the two union federations, and the NMC proposals broadly follow the same theme, although there are certain differences. The key areas which come under the spotlight in the tentative agreement between Cosatu, Nactu and Saccola are

the definition of an unfair labour practice (ULP), the Labour Appeal Court (LAC) system and a simplification of disputes and court procedures.

The agreement proposes scrapping of amendments to the LRA introduced in 1988 and reinstating the pre-1988 definition of a ULP. Effectively, this gives the Industrial Court the right to decide whether actions such as sympathy and rolling strikes and consumer boycotts are unfair or not.

Dismissals and retrenchments are also dealt with. The proposed draft agreement suggests that dismissals be declared unfair unless they are made in accordance with proper procedures. Negotiation on retrenchments must take place.

The NMC proposals also deal with ULPs, saying disputes concerning

them may, in the case of industrial councils and conciliation boards (CBs), be referred to the Industrial Court by agreement of the parties.

Alternatively, it suggests that there be a distinction between disputes of right — like alleged ULPs or statutory obligations — and disputes of interest, being all those which are not concerned with a right.

The proposal says disputes of right should be submitted directly to the Industrial Court. Disputes of interest should be referred to an industrial council or CB, unless sent for mediation or otherwise resolved.

Both the NMC proposals and the Cosatu-Nactu-Saccola agreement focus

on the IAC. The draft agreement suggests that the IAC be returned to the jurisdiction of the Manpower Ministry and that the Manpower Minister make appointments to it after consulting the NMC in order to ensure that labour specialists operate in it.

Should this proposal be accepted by the Government, the chances that union representatives will join the NMC are high. In addition, it says the IAC should be able to interdict unlawful strikes. But it can do so only under exceptional circumstances in the case of lawful strikes.

The NMC proposals suggest a high status be given to the labour court and its appeal body. It says the court should play a pivotal role in the revised system, with an appeal body at the pinnacle.

The NMC says "The appeal body will make law and should be a division of the Supreme Court, with court members having the same status as judges. Appointees should be suitably qualified and appointments would be made by the State President after consultation with the National Labour Council."

"For the incumbents to be in touch with industrial relations it is suggested that they hear appeals together with lay assessors representing both capital and labour."

The proposal says the IAC should hear appeals and decisions of the lower labour court, which would carry out the same functions as the present Industrial Court.

STW 22/4/90

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# In search of harmony

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51 Times 24/4/90

THE wider economic and social environment must be examined before solutions to increasing violence in the workplace can be found

Institute of Personnel Management (IPM) executive director Wilhelm Crous says there has been a significant increase in violence in the past four years both by and towards employers, employees and trade unions, and the Government.

He notes, however, that violence in the workplace is not merely a shopfloor issue which can be resolved through the intervention of industrial relations practi-

tioners  
Mr Crous writes in the IPM journal that reasons for violence include the poor quality of life of most people, high unemployment, the shortage of housing and the absence of outlets for social and political grievances

### CRUCIAL

"The key to the solution of the problem lies in the macro social, political and economic arena as well as within organisations

"It is crucial for disparities in social, economic and political matters to be removed and the disadvantaged to be empowered"

In spite of the initiatives taken by President De Klerk in unbanning organisations, Mr Crous says management will continue to respond to socio-political demands from employees and their trade unions.

Before undertaking socio-political actions on behalf of employees, management should ensure that the workplace is free of discriminatory practices

"Management must halt unilateral actions and enter into meaningful consultation and negotiation on all issues which could affect an employee's worklife

"Consideration must also be given to democratisation of the work-

place — to such issues as worker participation and participative management. It is important for management to consider white resistance, uncertainty and prejudice"

### IMPORTANT

Intimidation is clearly an important cause of violence Mr Crous says picketing could provide a solution to violence during strikes.

Picketers could be allowed to operate on company premises by agreement between management and trade unions. Rules could regulate the number of picketers permitted, their conduct and location



WILHELM CROUS... ways to end workplace violence

Executive



## Eskom, 13 unions agree to increases

~~BY~~ ADELE BALETA

(151)

ESKOM management and 13 trade unions had reached a wage agreement granting a 15% increase on the minimum basic wage scale for 9 005 monthly paid employees, an Eskom spokesman said.

The agreement, reached on April 17, covered skilled blue-collar workers. *6 May 23 14 190*

Agreement was also reached for salaried staff — management and administrative personnel. The approximately 20 000 employees would receive a 15,75% increase on the minimum wage scale and 12,5% on the maximum.

Negotiations affecting 18 211 general workers were still in progress. Parties to negotiations for this category of workers were Eskom, the National Union of Mineworkers, the National Union of Metalworkers of SA, the Boilermakers, Iron and Steel Workers, Shipbuilders and Welders Society and the Engineering and Allied Workers' Union of SA.

On April 17 the parties agreed on working conditions which would be extended to all employee categories.

Employment conditions included an increase in the standby allowance from R12 a day to R13,50, an increase in death funeral benefits from R2 000 to R4 000 and an increase in funeral benefit contributions from R1,02 to R2.

Allowances for live-line workers were also increased.

# Critical stage in labour talks

By Day 23/4/90

ALAN FINE

NEGOTIATIONS between business and labour on changes to SA's labour legislation have reached a critical stage with a meeting tonight between employer federation Saccola and Cosatu and Nactu.

The meeting, to attempt to finalise a draft agreement, takes place after disclosures that Manpower Minister Eli Louw had told the union federations he required the complete agreement soon if there were to be time to consider translating it into legislation.

Saccola spokesmen confirmed the organisation had submitted to the unions on Friday certain proposed changes to the original interim draft agreement drawn up by legal representatives of the two sides.

Cosatu and Nactu announced last week they were ready to sign the draft.

It could not be ascertained exactly what these changes were.

Cosatu negotiating team member Marcel Golding said he had not yet had an opportunity to study the Saccola document so could not comment on the differences.

It would appear that there is a new

urgency to finalise the agreement after Louw wrote to the union federations last week telling them the agreement should be submitted to him as soon as possible. Failing this, it would be too late to draft legislation for passage through Parliament this session.

The communication between the Minister and the union federations follows their first meeting in March, during which they agreed new labour legislation should be based on consensus of as broad a range of interested party opinion as possible.

The interim draft agreement proposed that all workers be covered by the legislation and secured basic rights for all workers. These included the right of all workers to belong to unions, to strike, to bargain collectively, of access to stop orders and the recognition of shop stewards. Proposals included reverting to the unfair labour practice definition existing before the amendment of the Labour Relations Act.

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# NUM submits its wage demands to Chamber of Mines

UNLESS the mining industry eliminated racial discrimination in all its facets the whole industry would be in dispute with the National Union of Mineworkers.

This was announced yesterday by the NUM Central Committee in Johannesburg

Workers would be entitled to embark on "whatever action they deem fit to ensure that racism is stamped out of the industry", a NUM statement said following a weekend meeting of its Central Committee

The Johannesburg meeting also endorsed new demands on wages and conditions of employment which have been submitted to the Chamber of Mines for the 1990 wage negotiations. *Southern*

## Underground <sup>25/4/90</sup>

The NUM has proposed a national minimum cash wage in the mining industry of R543 per month for surface workers and R600 per month for underground workers

This must exclude any payments for food, accommodation and medical care, the NUM said.

Other issues which came up for discussion at the Central Committee meeting - the NUM's second highest decision-making body - were: negotiations between the ANC and the Government; the alliance between Cosatu, the ANC and the SACP; nationalisation, and skills in a post-apartheid South Africa

Delegates identified 59 areas "where racial discrimination is still rampant on the mines".

They noted "with great concern that whilst apartheid in broader South African society has virtually been declared as outdated and unworkable, the mining industry still seems to be bent on ensuring that racial discrimination remains firmly entrenched in the industry".

The Central Committee, comprising 400 delegates from the NUM's 16 regions, decided mineworkers had a duty to see to it racial discrimination is eradicated from the industry.

To this end, the meeting decided the NUM should demand that the mining industry "in all its formations should abolish racial discrimination in all its facets".

It also noted the creation of a skilled workforce is the key to economic prosperity in a post apartheid South Africa.

-2-

## Opportunities

According to the NUM, many black mineworkers were denied opportunities to acquire education and skills largely because they are black.

The mining industry had done very little to improve the skills among black workers, the NUM also alleged.

As a result, the NUM has initiated a scheme which is aimed at enabling black mineworkers to acquire skills in the various technical and managerial disciplines in the mining industry.

"The primary objectives of this scheme is to prepare for a post-apartheid South Africa which mineworkers believe is within reach", the NUM said. - Sapa



Marcel Golding

# Labour Act talks hit serious snags

THE "Saccola talks" on the Labour Relations Act have hit serious snags, with union negotiators accusing employers of "reneging" on key features of a draft agreement reached last month.

This raises doubts about the translation of the deal into law during the current parliamentary session.

According to reports, Manpower Minister Mr Eli Louw has warned the unions that final agreement will be needed soon if it is to be enacted.

At a meeting with Cosatu/Nactu in Johannesburg on Monday night, Saccola (the SA Consultative Committee on Labour Affairs) presented the response of its mem-

bers to the agreement, which the unions have endorsed.

According to Cosatu negotiator Mr Marcel Golding, the employer body has "restructured the entire package".

"There are now substantial areas of difference," he said.

Saccola could not be contacted before going to press yesterday.

The union view has been that the interim deal must be seen as a total package which cannot be amended without a fresh mandate.

"On our present mandate, we can't see our way clear to accepting the Saccola proposals," Golding said.

Golding declined to elaborate, but it is understood that the issue of

interdicts against strikes has emerged as a major stumbling-block.

The draft agreement proposes significant curbs

on strike interdicts

Golding said a further meeting between Saccola and the unions was set for today.

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# New labour law subject of dispute

By Alan Fine 25/4/90

ALAN FINE

DIFFERENCES between organised business and labour in negotiations over the Labour Relations Act could hinder plans for legislative amendments to be pushed through Parliament this year.

Cosatu/Nactu spokesman Marcel Golding said yesterday proposed revisions by employer federation Saccola to the draft devised by legal representatives of the two sides seriously complicated the timetable.

The revisions, described by Golding as "substantial" were discussed at a six-hour meeting in Johannesburg which ended in the early hours of yesterday morning. The unions, he said, believed Saccola might have reneged on certain agreements in principle reached previously.

Saccola secretary Frieda Dowie disputed that allegation. "We are not reneging on any agreement. We proposed revisions because we were not satisfied at the way in which some of the agreements in principle had been translated into proposed legislation," she said.

The parties are scheduled to meet again tonight and a further meeting has been scheduled for Monday when, it is hoped, the agreement could be finalised for submission to Manpower Minister Eli Louw.

While spokesmen for both sides would not divulge details of the dispute, it is understood they revolve around interdicts against strikes, time limits for the lodging of disputes, and an employer undertaking to abide by any agreement even if it is not translated into law. The unions are willing to accept that employers should have the right to apply for interdicts against unlawful strikes.

However, Saccola wishes employers to be entitled to apply also for interdicts against lawful strikes where substantial and irreparable harm could be caused to the affected business.

The unions want 180 days for the lodging of disputes through official channels, while Saccola is willing to accept a substantially shorter period than that.

Finally, it is understood Saccola is loathe to undertake to sign an agreement "on the implementation of the rights contained in the proposed amendments for so long as these rights have not been given legislative effect."

# Paternity dispute at Foschini group

So what? 26/4/90

NEGOTIATIONS to secure parental rights for black employees of the Foschini group ended in a deadlock on Tuesday.

The SA Commercial Catering and Allied Workers Union (Saccawu), which represents the employees, has now declared a dispute with the company

At issue is the union's demand for six months' unpaid paternity leave as well as a nine-month paid

By LEN MASEKO

maternity leave. The company has rejected the demands in favour of an offer of a 10-day paid paternity leave and six months' paid maternity leave depending on the length of service.

The two parties have referred the dispute to a mediator.

In addition, the union has called on manage-

ment to grant women employees a paid day-off every six months to go for cervical cancer tests

Foschini spokesman Mr John Corlett confirmed the dispute, saying he hoped mediation would break the stalemate

On granting time off for cancer check-ups, Corlett said employees were being granted "two days-off every month to do with as they please."

Saccawu official Ms Fiona Dove said the union's parental rights campaign was aimed at ending "gender discrimination" in the retail industry. Both men and women employees had to enjoy equal parental rights, she said.

A major breakthrough in the negotiations occurred when Foschini agreed to guarantee job security to all employees who take parental leave," she said.

al court, strikes and lockouts, unfair labour practices and employee rights, union registration and the role and composition of the NMC itself.

The NMC says some of the functions of the revised Act would be to. promote industrial peace, protect freedom of association, foster collective bargaining; simplify procedures; and address the concept of the duty to bargain

A significant proposal in the 16-page document released on April 10 is that legislation should be harmonised with labour law in the self-governing and TBVC States. It is also suggested the scope of the Act be extended to include all occupations — including civil servants, farm and domestic workers

It is proposed that farm and domestic workers should be included "in principle" at this stage, but that provision could be made in the Act for its extension (or certain provisions thereof) by proclamation later.

Police and security personnel have not been included.

It is also recommended that the NMC be reconstituted and renamed the National Labour Council. This would be bi-partisan but include State representation as observers in formulating labour policy.

Other recommendations.

- Dispute resolution mechanisms to be simplified and disputes on individual issues to be processed in either the Industrial Court (possibly to be renamed the Labour Court), the magistrates' courts or the small claims courts,
- Scope to be made for bargaining at appropriate levels and that private mediation be made available in addition to conciliation boards and industrial councils,
- Arbitration to be encouraged through the State subsidising the arbitrator's fee,
- Strikes to be decriminalised and regulated by unfair labour practice jurisdiction,
- Court procedures to be simplified with a single appeal court with no further recourse to the Appellate Division replacing the six labour appeal courts,
- Every employee to have the right of freedom of association,
- The unfair labour practice code to be freshly defined;
- Union registration be replaced by a simple certification procedure; and
- Selective dismissal/re-employment of strikers to be barred unless the strike was not procedural, or made a job redundant, or was not peacefully conducted. Fair procedure must be followed before dismissing

Concerning industrial councils, it was proposed that provision be made for the manpower minister to accommodate the needs of small business before signing an agreement

It was also recommended that the existing conciliation boards' time limit should be abolished — but a dispute should still be referred within 180 days, a period which could be extended. The board should be given 30 days to settle a dispute

May 21-23 is reserved for oral representation, which will be open to public scrutiny

## LABOUR LAW FIM 271490

### Getting there

Proposals released by the National Manpower Commission (NMC), aimed at amending the controversial 1988 Labour Relations Act, go a long way to simplifying the law. They also outline some significant changes. The NMC has invited public debate and comment on the proposals.

These are independent of the recent draft agreement reached between the employers' body, Saccola and the two trade union federations, Cosatu and Nactu, which has yet to be finalised. The acting chairman of the NMC, Frans Barker, explains that this was an interim agreement dealing with specific areas of the Act and will be taken into consideration by the NMC. Saccola and the two union federations, says Barker, have agreed the NMC should continue its investigation, which is aimed at a complete revision of the Act.

The NMC proposals "attempt to provide the foundations of an integrated approach" to revising the Act. It, therefore, concentrates on its major components: its scope of application, industrial councils, the industri-

## Parties push on with talks about LRA

ALAN FINE

COSATU, Nactu and employer federation Saccola were yesterday holding on course their attempt to reach agreement on interim changes to the Labour Relations Act to be made law during the current parliamentary session.

No official statements were issued after a seven-hour meeting which ended in the early hours of yesterday morning.

However, sources at the meeting said a drafting sub-committee of senior union and Saccola officials and their legal representatives was attempting to rework sections of the previous draft agreement on which the two sides disagreed.

The issues in dispute include the right of employers to bring interdicts against lawful strikes, time limits for the lodging of disputes, and changes in the operation of the labour courts.

It is understood that both sides made concessions, but details of these were described as too sensitive to disclose at this stage. A further mandating process will probably be required.

A union spokesman said Cosatu and Nactu were still very concerned that delays could prevent the possibility of an eventual agreement becoming law during this parliamentary session.

A Manpower Ministry spokesman said yesterday it was not possible to designate a final deadline for submission to Minister Eli Louw of the agreement.

However, if Parliament adjourned in early July as expected, time was running short.

Louw has told the parties any agreement would be examined very seriously and with urgency. However, it would have to be investigated by the National Manpower Commission and be put through the normal procedures.



W/110 1 2/14 - 3/5/90

# Unions and industry meet to draft new Labour Act

27/4 - 3/5/90

W. Mail

By EDDIE KOCH

TRADE unions and organised industry were last night locked in intensive efforts to draft a new labour law for South Africa

The high-powered meeting was the latest in a string of attempts to break the logjam between unions and big business over the controversial Labour Relations Act (LRA)

A joint committee of experts from both parties met for most of yesterday to draft a new and mutually acceptable bill so that it can be passed by parliament this year.

The outcome of the drafting session was not known at the time of going to press. But both union and employer sources said the aim was to agree on a draft piece of legislation that could be recommended to their members for urgent adoption.

An alliance of unions from the Congress of South African Trade Unions (Cosatu) and the National Council of Trade Unions (Nactu) plan to meet employer associations on Monday next week for the draft to be formally accepted. If this happens, it will be forwarded to the Minister of Manpower so that it can be tabled in parliament during the current session.

The on-off talks between the unions and the South African Consultative Committee on Labour Affairs (Saccola), which represents big business, ran into snags last week as employers asked for an earlier version of the jointly drafted law to be amended.

The main stumbling block was the employers' insistence that they retain the right to apply for urgent court interdicts against legal strikes in cases where these posed a threat to lives or the future of a company.

The earlier version of the joint Saccola/union draft included the right to interdict illegal strikes.

"We are not prepared to compromise on the right of workers to proceed with legal strikes. What is the use of workers complying with all the procedures to make their strike legal if, in the end, they can be interdicted by their employers?" said a senior union representative.

"We have accepted that the employers' concerns can be accommodated by redrafting the wording of the document. A joint team has been established to try and arrive at a mutually acceptable document that can be recommended to both constituencies for approval on Monday."

Saccola representative Freda Dowie declined to comment on the debates that took place in talks this week. "These are very sensitive and premature publicity could hinder our ability to get agreement on the draft," she said.

The parties agreed that all workers will be covered by labour legislation although it is not yet clear if farmworkers and state employees will be covered by the LRA or separate legislation, says Golding.

B/Decy 2/5/90. (151)

# Labour legislation changes lie ahead

COSATU, Nactu and Saccola have achieved a breakthrough on changes to SA's labour legislation after the unions and the majority of Saccola affiliates agreed in principle to sign an interim agreement on the Labour Relations Act (LRA).

But Cosatu announced yesterday negotiations were still at a delicate stage as the remaining Saccola affiliates had yet to agree.

Cosatu, Nactu and Saccola held late night talks on Monday as pressure mounted for an agreement to be reached to allow time for amendments to the LRA to be passed this parliamentary session.

Cosatu spokesman Geoff Schreiner said the parties had agreed to sign the interim agreement on May 7, pending responses from Saccola affiliate Transnet and two Durban-based affiliates of the SA Chamber of Business (Sacob).

## Urgency

Transnet only recently joined the negotiating process, and the Sacob members had refused to endorse the agreement so far. Schreiner said he was confident the agreement would be signed.

The Cosatu statement said both sides had agreed it was a matter of "utmost urgency" the agreement was sent to the Ministry of Manpower to be processed in time for it to become law during this parliamentary session.

Saccola secretary Freda Dowie said yesterday the federation would not issue a statement on the agreement. She said the situation was still delicate.

MATTHEW CURTIN

The interim LRA agreement proposed all workers be covered by the legislation and secured basic rights for all workers. These included the right of all workers to belong to unions, to strike, to bargain collectively, of access to stop orders and the recognition of shop stewards.

The agreement also provided for the establishment of specialist sub-committees to consider the structure, functioning and rules of industrial and labour appeals court, criteria for presiding officers, and statutory and judicial strike regulation.

A redraft of the original interim agreement was drawn up last week by a bipartisan committee, which Schreiner said was substantially unchanged.

Wide-ranging amendments put forward by Saccola last week had been dropped.

The Cosatu statement reiterated a call for all workers, including farmworkers, to be covered by the LRA provisions.

Last week Manpower Minister Eli Louw announced in Parliament that the Basic Conditions of Employment Act and the Unemployment Insurance Act would be amended to apply to farming next year, after extensive discussions with the SA Agricultural Union (SAAU).

He had asked the National Manpower Commission to investigate extending the LRA and Wage Act to farmworkers.

This development was welcomed by Saccola chairman Bobby Godsell but SAAU president Nico Kotze warned the extension of the Wage Act could have serious financial repercussions for farming.

# NUMSA heads for wage 'showdown'

8/Dec 2/5/90

MATTHEW CURTIN

NUMSA annual wage negotiations with employers are heading for a showdown, the union announced yesterday in the aftermath of the third round of talks held on April 26

A Numsa statement warned of frustration at the slow progress of negotiations with special reference to racial discrimination, job security, a living wage for engineering industry workers and agreement on the Labour Relations Act (LRA).

NUMSA pinpointed Seifsa's proposed exemption of small parties from any agree-

ment and their new average wage offer of 11%, an increase of 1%, as evidence union demands were not being "taken seriously"

NUMSA said Seifsa was planning only to extend proposals to non-party small companies with more than 10 workers because their representativeness has fallen

All engineering unions had rejected the pay-off, and NUMSA said the Seifsa pro-

To Page 2

## Wage showdown

posal did not include a guaranteed personal minimum increase.

Seifsa industrial relations director David Carson agreed yesterday negotiations had been slow but said there had been progress.

Seifsa had been presented with 61 proposals, the majority from NUMSA, and with an additional 10 from the employers them-

selves, the process of motivating and responding to all proposals was inevitably a slow one

Carson said there was always the possibility of a showdown. But it was early days and Seifsa was committed to reaching a settlement extended to non-parties.

The fourth round of talks are scheduled for May 10

From Page 1

# Cosatu set to seal homelands accord

From THUMIDA MAISTRY

THE Congress of South African Trade Unions (Cosatu) hopes to seal a precedent-setting agreement with the Ciskei military government over union recognition in the homeland.

It hopes that agreement will be reached at a meeting between it, employers and the military government planned for this Thursday.

The meeting is the latest in a series of talks on the shape of new labour legislation allowing unions to operate.

The unions have tabled a draft law, "The Basic Rights of Recognition Act", drawn up by Cosatu lawyers. They are waiting for industrialists to accept it.

The document sets out trade union rights being demanded by workers as an interim measure until the homelands are reincorporated into a unitary South Africa.

Secrecy has so far surrounded the talks as industrialists have insisted there should be no statements to the media.

scull 3/5 - 9/5/90

The National Education, Health and Allied Workers' Union (Nehawu) was warned it would not be allowed into the homeland to recruit public workers. Nehawu said that the government accused it of causing the strikes that rocked the territory's hospital just before the coup.

Tensions rose with last week's strike by about 1 000 nurses at Mdantsane's Cecilia Makiwane hospital, when Brigadier Oupa Gqozo's government strongly criticised the strike.

The government claimed the action led to the deaths of four people and warned Nehawu "to keep out of Ciskei government affairs, or burn fingers". Gqozo told the nurses they had allowed themselves to be used "by forces of destabilisation".

While the ANC has said that good working relations with sympathetic homeland leaders are crucial to building an alliance for the negotiating table, workers have found it impossible not to clash with homeland governments.

Cosatu is expected to use the Ciskei precedent in future dealings with other homelands, after years of secret recruitment. — ELNEWS

(103)  
(103)  
(151)

# Now bosses demand wage talks

IN an unusual twist, a company has warned a union that its failure to submit annual wage demands is not conducive to sound labour relations.

In a letter to the Metal and Electrical Workers' Union of South Africa (Mewusa), National Panasonic protested because the union had not submitted wage demands by the end of March.

National Panasonic told the union in a follow-up fax that, if demands were not submitted, the company would view this as an attempt to hinder negotiations.

Meanwhile, Mewusa members at Baltimore Aircoil, an American multinational, are preparing for industrial action following deadlock being declared in annual wage negotiations.

South 315-915190  
**Grading**

Negotiations were reopened after being closed earlier this year.

The dispute between the company and the union concerns the grading system and provision for a semi-permanent shop steward.

Mewusa members at Cape Foundries, where a bitter strike took place earlier this year, are also threatening to take industrial action.

Mewusa organiser, Mr Brian Williams, said workers at the foundries were unhappy about charges of intimidation against two strikers.

Williams said the company had agreed to persuade the police to drop charges.

# Leather unions' no

<sup>Sowit 3/5-9/5/90</sup>  
UNIONS organising in the leather industry have rejected an offer by employers of a 16 per cent wage increase. ~~15~~ 151

The offer was made at the first round of annual wage negotiations between employers of general goods and handbag workers, and the South African Clothing and Textile Workers' Union (Sactwu) and the National Union of Leatherworkers (NULW) in Cape Town last week.

In response to Sactwu's demand for an increase of R40 and the NULW demand for a R60 increase, employers offered R17 — an increase of 16 percent.

According to a Sactwu spokesperson, both unions rejected this as substantially less than the 21 percent inflation rate.

Both unions also rejected an offer of a 15 percent increase by employers at footwear sector negotiations in Durban last month.

Following the first round of nego-

uations, Sactwu and the NULW held a meeting to plan a united front for wage negotiations.

The unions are proposing a "Unity in Action" campaign at factory, regional and national levels.

The next round of negotiations takes place next month.

## Parental rights dispute for mediation

THE first ever dispute over parental rights has been referred for mediation. (S)

The dispute between the South African Commercial, Catering and Allied Workers' Union (Saccawu) and the Foschini group follows a breakdown in wage negotiations

Saccawu, which has pioneered the campaign by unions for parental rights, is demanding nine months' paid maternity leave in line with the precedent-setting agreement reached with Pick 'n Pay in 1988

The company is offering six months' maternity leave, paid in accordance with length of service.

A union spokesperson said Saccawu stressed the need for extended breast feeding and the importance of emotional bonding between mother and child

Saccawu is demanding that men have the option of one month's un-

paid paternity leave, the right to paid time off to take their babies to post-natal clinics and the right to share the paid maternity leave period if their wives work at the same company. (151)

Both parties agreed that fathers would receive five days' paid leave and that an additional five days would be granted in the event of medical complications

Saccawu is also demanding that all women at the company get the right to a paid day's leave every six months for a cervical cancer test — an area pioneered by the Chemical Workers' Industrial Union (CWIU).

In a major break, Foschini has agreed to guarantee job security to all who take parental leave

The company previously offered qualified job security. women giving birth had to resign from the company and reapply for their positions.

See the 3/5 - 7/5/90

# Accord on Labour Act changes

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By LEN MASEKO

EMPLOYERS and trade unions have agreed to sign an interim agreement on proposed changes to the controversial Labour Relations Amendment Act. *Sowetan 3/5/90*

The agreement follows months of talks between Cosatu, Nactu and the SA Consultative Committee on Labour Affairs (Saccola)

The two parties are expected to sign the agreement on May 7, pending responses from some of Saccola's affiliates, including Transnet

The terms of the agreement include

- \* Scrapping of the section which allows employers to sue unions in the event of wild cat strikes,

- \* The establishment of specialist sub-committees to consider the structure, function and rules of - among other things - the industrial and labour appeals court; and,

- \* Revision of secrecy provisions relating to industrial court judgments

The parties are to send the agreement to the Minister of Manpower, Mr Eli Louw, "as a matter of utmost urgency".



# Breakthrough LRA talks

WMan 4/5-10/5/90

THE trade union movement this week clinched an agreement with organised industry to steer new legislation through parliament that will amend the controversial Labour Relations Act before the end of June

This is the first time that unions, big business and the government have agreed through a process of tripartite negotiations to amend a major piece of apartheid legislation

The Congress of South African Trade Unions (Cosatu) said a labour alliance and the South African Coordinating Committee on Labour Affairs (Saccola), which represents most employers, had agreed on the draft of a new labour law late on Monday night.

The announcement, on the eve of the first peace talks between the African National Congress and the government, will inject a large dose of confidence into the negotiations to end apartheid rule

The draft, which lays down rights that organised workers do not enjoy, will enhance the ability of unions to participate in the collective bargaining process.

By EDDIE KOCH (151)

Saccola agreed with a joint delegation from Cosatu and the National Council of Trade Unions (Nactu) to adopt formally the draft on Monday next week. Meanwhile it will go to the Department of Manpower so it can be processed through parliament this year

Manpower Minister Eli Louw agreed during talks with Cosatu and Nactu earlier in the year to steer the draft through the procedures required for parliament to pass it before this sitting ends in June

A representative for the department, Johan Miller, confirmed the draft will be sent to the National Manpower Commission (NMC) as soon as it reaches the minister's office so it can be processed urgently.

The draft includes a set of basic worker rights, including the right to bargain collectively and to strike. Saccola has agreed to push for it to be transformed into a law that covers all workers and to urge its members to deal with unions according to its principles.

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# Num members in strike deadlock

*Sowetan 4/5/70*  
By LEN MASEKO

*1502* EIGHTY workers yesterday went on a legal strike at a Rand Mines subsidiary, Geotest, in Johannesburg in support of their wage demands and better working conditions

They are members of the National Union of Mineworkers (Num), whose negotiations with the company have reached a deadlock

The Num members demand an increase of R160 a month - to be backdated to January 1 - against the company's offer of R69. They also demand a monthly "inconvenience allowance" of R100 as well as a 40 hour working week

Num official Mr Jerry Majiladi said the strikers were locked out of the company's premises yesterday

A Rand Mines spokesman confirmed that Geotest employees had embarked on a legal strike, saying management would hold further negotiations with the union with a view to seeking an early settlement of the dispute

An executive member of the Metal and Electrical Workers Union of SA (Mewusa) has been detained, a Mewusa spokesman said.

Mr Kaiser Makapan was taken by Bophutatswani police from his Garankuwa home last Friday

Mewusa official Mr Tom Oliphant said the union and Makapan's family were still trying to secure his release

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BUSINESS in South Africa cannot afford to take the "fatalistic view" that productivity improvement will be attained only after the crises in education and the political system have been resolved, says Frank Horwitz, of the University of Cape Town Business School.

Professor Horwitz urges in the Institute of Personnel Management (IPM) Journal that "people development" and vocational training should become an

# Future lies in people

S/Times

6/5/90



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integral part of corporate culture as a matter of urgency

He says dialogue about human resource matters should be encouraged between employer organisations and the trade unions. "Bilateral development approaches need to be ex-

plored at national forums as is currently occurring on labour law issues (the Saccola-labour talks), as well as at industry, and organisational levels"

As an example of an industry agreement in the human resource context he cites the recent establish-

ment of a union-management training board in the tyre industry

Professor Horwitz says that if employers wish to maintain a free-market economy, they will have to provide meaningful material benefits and opportunities for employees

"The answers do not lie in avoidance of bargained wage increases, but in seeking a simultaneous acknowledgement of both employees' needs for fair labour practices and equitable wages, and employers' needs to enhance wealth creation"

# Continued chaos at strike-hit hospitals

151 By MARK STANSFIELD

CHAOS prevailed at several hospitals countrywide this weekend as the general workers' strike continued.

Meanwhile, talks between the Transvaal Provincial Administration and the National Education, Health and Allied Workers Union aimed at ending the strike were adjourned late yesterday with only the issue of wage demands outstanding, Nehawu national organiser Monde Mditshwa said.

The union is demanding a minimum salary of R1 100 a month and an across-the-board R400 increase.

"We have reached agreement on the rest," Mr Mditshwa said, referring to Nehawu's demands for TPA recognition, an end to temporary status for all workers and an end to racial discrimination within health institutions, among others.

"The strike will continue until the wage demand is finalised."

Hospital spokesmen predicted the tally of deaths due to the weekend's usual assaults and accidents would be higher than normal as crippled casualty wards try to cope with reduced staff.

The Administrator of the Transvaal, Mr Danie Hough, urgently appealed to organisations and the public to offer their voluntary services to hospitals affected by the strike.

These include Baragwanath, Johannesburg, Hillbrow, Nelspruit, H.F. Verwoerd, 10 unnamed provincial hospitals in the Cape and several in the Free State and Ciskei.

Yesterday afternoon, nurses at several hospitals in the Transvaal, the Free State, Ciskei and Cape joined the general hospital workers' strike, aggravating the situation, said Dr Hennie van Wyk, the Transvaal's executive director of hospitals.

Negotiators from Nehawu and the Government were still on the negotiating table late yesterday.

## Threatened

The Government's chief negotiator, Professor Wynand Plenaar, said late yesterday the talks about wage demands would continue. He declined to reveal any details.

Several hospital matrons who donned aprons at Baragwanath Hospital this week so patients could be fed reported they had been threatened with death by strikers.

Spokesmen for Baragwanath, Nelspruit and Hillbrow hospitals expressed similar experiences.

Thousands of patients — reckoned not to be in need of urgent medical attention — have been turned away from hospital doors in the past week as loyal staff battle to serve those considered "in dire need" of medical attention.

Fears have been expressed that South Africa's health services could collapse as the strike continues.

● See: Scent of Sickness, Page 13

PEOPLE AT THE TOP  
ARE ON THE MOVE  
SEE PAGE 9

NEWSPAPER TITLES

SUNDAY TIMES, Business Times, May 6 1990 5

MANPOWER  
MIRROR by  
ADRIAN  
HERSCH



PAGES AND PAGES OF THE BEST JOBS IN SOUTH AFRICA

# Employers, unions lead way to 'new SA'

WHILE senior members of the Government and the ANC were preparing for "talks about talks" for a new constitution, employers and organised labour were reaching agreement on what could become the first piece of legislation to be negotiated for a new South Africa.

Senior Saccola and union officials consented to sign an agreement this week, pending responses from some

Saccola affiliates, on interim changes to the Labour Relations Act which may become law in the current parliamentary session.

Manpower Minister Eli Louw says the agreement will receive urgent attention, but will have to be examined by the National Manpower Commission and go through the normal procedures.

If the agreement is written into

law, it will be the first time that anti-apartheid groups, big business and the State have successfully concluded what Loet Douwes Dekker of the Wits Business School terms a "tripartite agreement" as a means of dealing with institutionalising labour conflict.

The draft comes after a time of intense labour, as well as political conflict.

Labour consultant Levy, Piron & Associates calculates that mandays

lost because of industrial action in the first quarter of 1990 was four times the level for the same time last year.

The Saccola-union draft is an interim agreement covering specific parts of the Act.

It should not be confused with the recently released National Manpower Commission proposals aimed

at a full and much wider revision of the Act.

Representations about these proposals are scheduled to be completed by the end of May, and the legislative changes will be possible only in next year's parliamentary session.

The Saccola-labour agreement could bring about several significant changes.

At the time of writing, indications were that these included a reversion of the unfair labour practice (ULP)

definition to the pre-September 1988 position.

But there is a new provision concerning dismissal in line with International Labour Organisation conventions.

There are provisions for specialist assessors to sit on labour appeal court issues and for this court to hear appeals within 90 days of referral.

The agreement provides for a 180-day period to refer a dispute to an industrial council or conciliation Board — whichever is applicable — from the date of the ULP.

Also proposed is scrapping of the presumption against trade unions in relation to wildcat strikes (section 79 (2)).

There is agreement to provide notice and an opportunity to be heard in the case of interdicts against illegal strikes and lockouts.

STTimes - 6/5/90

(ISI)

6/5/90

# Hospitals row nears crunch

TALKS between the Transvaal Provincial Administration and the National Education, Health and Allied Workers Union resume this morning. These must now settle the most burning aspect of the dispute - wage demands by the non-medical staff

The two delegations will meet this morning in Pretoria when the TPA will respond officially to Nehawu's wage demands

Meanwhile, the strike by thousands of non-medical staff continues to cripple Transvaal hospitals, among them Baragwanath hospital

"The only outstanding issue is our wage proposal," Nehawu national organiser Mr Monde Mditshwa said.

It was not clear last night if this morning's meeting would focus on wage demands by non medical staff at all hospitals, or if Baragwanath was a test case.

● To page 2

# Baragwanath crisis

From Page 1

The union is demanding a minimum salary of R1 100 a month and an across-the-board R400 increase.

"We have reached agreement on the rest," Mditshwa said, referring to Nehawu's demands for TPA recognition, an end to temporary status for all workers, and an end to racial discrimination within health institutions, among others

"It now depends on the TPA response (to the wage demand) Everything hinges on it," Mditshwa said

He declined to reveal details of what had been agreed so far. - Sapa.

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# Employers, unions agree on new IRA

*CHE TMS 8/5/76*  
*151*

**JOHANNESBURG.** — Employers and worker representatives signed a major agreement yesterday which calls for a number of amendments to the Labour Relations Act which points, it was suggested, to a new climate of negotiation.

Habitual enemies of old, yesterday wise-cracking representatives of the SA Consultative Council on Labour Affairs, the Congress of SA Trade Unions (Cosatu) and the National Council of Trade Unions sat alongside one another to sign the document.

It will be forwarded immediately to Manpower Minister Mr Eh Louw for processing and it is hoped it will be law by the end of this session of Parliament, reporters were told.

As outlined by Cosatu last week, the

amendments include:

● Scrapping of the time limits and bureaucratic procedures in relation to the declaration of disputes (other than a 180-day time bar on disputes of right but with expeditious condonation procedures)

● Provisions for proper notice and an opportunity to be heard in the case of interdicts against illegal strikes and lockouts.

● Reversion to the unfair labour practice definition of pre-September 1988

● New provisions relating to dismissals and retrenchments in line with the International Labour Organisation conventions

● Provisions for specialist assessors to sit in Labour Appeal Court matters and for this court to hear appeals within 90 days of referral.

● A set of basic worker rights (including the right to bargain collectively and the right to strike)

Saccola chairman Mr Anton Roodt, in a brief reference to the details of the agreement, said it represented "a major step towards broadly supported 'rules of the game'."

Mr Roodt said he was sure most of the signatories to the agreement wished it had been signed long ago.

"It (the agreement) shows it is possible to reach consensus through discussion," said Mr Roodt, a sentiment confirmed by Cosatu general secretary Mr Jay Naidoo.

Although the labour agreement had been signed before the Groote Schuur Minute, said Mr Naidoo with a smile, it had in fact pre-empted that document.

Some of the delay was apparently

caused by the position of two Saccola affiliates — Transnet and the National Printing Federation. Transnet has since advised Saccola that it is a willing signatory to the agreement, if only to end the delay.

Another Saccola representative, Anglo American director Mr Bobby Godsell, said the National Printing Federation was not party to the agreement.

Mr Roodt said Mr Louw had not indicated whether there would be enough time to process the document in this session of Parliament.

And in another cautionary note, Mr Naidoo said that a deal still had to be negotiated with employers from the agricultural, administration and postal sectors.

There was still a long road ahead, he said — Sapa

Hope for legislation this year

blow  
8/5/90

# Employers, unions sign LRA accord

(151)

AFTER more than two years of negotiation, employer federation Saccola and union groups Cosatu and Nactu yesterday took the historic step of signing an agreement on amendments to the Labour Relations Act (LRA)

Suggesting they had set an important example for the political process faced by SA, the parties said the agreement was "an indication it is possible to resolve conflict through discussion and compromise"

The agreement was to be forwarded immediately to Manpower Minister Eli Louw "in the hope it will be possible to debate and process the proposed changes during the 1990 session of Parliament", a joint statement by the three organisations said.

The parties had, to this end, made themselves available to urgently meet the National Manpower Commission, government and parliamentary legal draftsmen, and the Parliamentary Standing Committee on Manpower Affairs

Louw undertook on March 15, after a meeting with the two union federations, to give any proposals arising from the negotiations priority attention

The agreement was signed at a Johannesburg hotel by Saccola chairman Anton Roodt and Cosatu and Nactu general secretaries Jay Naidoo and Cunningham Ngcukana respectively

The proposed legislative amendments are interim ones, with agreement that specialist sub-committees be established to examine areas of concern not covered by the agreement.

These include the structure, rules and functions of the industrial courts and of the Labour Appeal Court, the criteria for appointing presiding officers to the courts,

ALAN FINE

and the statutory and judicial regulation of strikes and lockouts.

Cosatu and Nactu said while they welcomed the agreement there was still "a long road ahead" before fully acceptable labour legislation was achieved.

This would require public sector and other employees not yet covered by the Act coming under its ambit. For this reason the unions intended meeting the SA Agricultural Union and the Ministers responsible for the Commission of Administration and the Post Office

(Transnet, as a member of the Afrikaanse Handelsinstituut — a Saccola affiliate — is effectively the first and only state-owned corporation to associate itself with the agreement)

Cosatu and Nactu said in many respects the agreement only recovered ground lost in the 1988 amendments to the LRA. They wanted the law extended to cover the homelands, workers to be accorded full rights to strike, and the establishment of "impartial and competent labour courts"

They believed the translation of the agreement into law was simply a matter of political will, and that such legislation should be treated as expeditiously as that related to the political negotiations

The forum created for these negotiations was an important and useful one, and should be used for talks on other "macro" issues like health, housing, training and education, and benefit schemes, they said

Naidoo said labour legislation should always be negotiated in this manner, including in a post-apartheid SA.

□ To Page 2

## LRA accord

(151)

blow  
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□ From Page 1

"Labour law can only work if the two main protagonists — business and labour — are satisfied with its content," he said

Among the most important aspects of the proposed law is a reversion to the pre-September 1988 definition of unfair labour practice, and new provisions relating to dismissals and retrenchment in line with ILO conventions.

The agreement also effectively removes the right of the industrial court to interdict legal strikes and lockouts, and contains provisions for proper notice and an opportunity to be heard in interdict applications against illegal ones

It contains a set of basic worker rights, including the right to bargain collectively and the right to strike

It proposes removing any potential racial considerations from the registration process, scrapping or extending time limits in relation to the declaration of disputes, revising secrecy provisions relating to industrial court judgments and scrapping the presumption of liability against trade unions in relation to wildcat strikes

Finally, it proposes a procedure for the appointment of a panel of assessors to the Labour Appeal Court jointly nominated by organised business and labour.



# Accord sets a precedent

(151)

B/Dog 9/15/90

ALAN FINE

THE two-part agreement signed on Monday between employer federation Saccola and Cosati and Nactu on interim amendments to the Labour Relations Act (LRA) represents the broadest compact yet negotiated between private sector employers and mainly black unions.

The first part — five pages long — contains statements of intent, rights and principles, and undertakings on future contacts.

It defines the agreement's purpose as endeavouring to secure agreement from the state to translate proposals into legislation, and to get the SA Agricultural Union and the state as an employer to agree to the extension of the LRA to cover agricultural and public sector employees.

It sets out, in general terms, various basic worker rights including the right to belong to a trade union, to bargain collectively, to withhold labour, to work, to (unspecified) protection and to development. The parties undertake to do all that is necessary and reasonable to have these rights translated into leg-

islation where this is not already the case.

They agree that specialist sub-committees should be established to examine areas of concern not covered by the agreement, including the structure, rules and functions of the Industrial Court and the Labour Appeal Court, the criteria for appointing presiding officers to the courts, and the statutory and judicial regulation of strikes and lock-outs.

The second section, which runs to 30 pages, is a draft of proposed amendments to the LRA.

The suggested new unfair labour practice (ULP) definition represents the most dramatic change, reinstating the general definition which existed prior to the controversial 1988 amendments and eliminating the 12 specific types of ULPs contained in the present Act.

It also amends the section of the definition relating to unfair dismissals, by eliminating the existing six-month period during which a dismissal may, by definition, not be unfair, and strengthening the right of employees to a hearing prior to dismissal and to consultation prior to retrenchment.

The parties have proposed the Act be extended to include workers within the continental shelf — apparently to cover, among others, gas exploration — and to permit employee associations composed of both public and private sector workers. The proposals seek to eliminate

potential racial considerations in the registration process by deleting the clause which effectively permits unracial unions to object to the registration, on a non-racial basis, of a union involved in the same industrial sector.

Probably the second most important change proposed is that which would remove from the Industrial Court the right to grant interdicts against lawful strikes and lock-outs — again a reversion to the pre-1988 status quo.

The court would still be entitled to interdict unlawful industrial action, but would be obliged to avoid as far as possible granting such interdicts without hearing submissions from the respondents.

In terms of the proposals, the court would be given extended

powers to condone late references of disputes to industrial councils or applications for conciliation boards. In any event, the parties would have 180 days rather than 21 days in which to refer ULP disputes.

The agreement also proposes establishment of a panel of 20 to 30 assessors for the Labour Appeal Court, all experienced legal practitioners appointed by the Justice Minister but nominated jointly by the major national federations of employer organisations and of trade unions.

It is also proposed that provisions for secrecy regarding court judgments be relaxed, although scope would remain for asking the court to rule that all or part of particular judgments remain confidential.

Finally, the agreement proposes the deletion of section 79 (2), as a draft Bill already published has done. The section is that which presumes unions liable, unless they can prove otherwise, for damage suffered during unlawful strikes.

LETTERS

# Govt non-committal on new labour laws

MANPOWER Department representatives were non-committal yesterday on whether it would be possible to translate into legislation this year the historic employer/union agreement signed on Monday on proposed interim amendments to the Labour Relations Act.

The accord between employer federation Saccola and union groups Cosatu and Nactu was reached after more than two years of talks.

The parties have expressed concern that a failure to have the agreement translated into law would reverse the positive developments that have flowed from the agreement.

At their first meeting in mid-March, Manpower Minister Eli Louw told the two union federations he would submit any agreement to the National Manpower Commission (NMC) for its urgent attention.

He would give the NMC's proposals "priority attention and endeavour to put it through Parliament in the current session" He has since stressed the need for broad consensus on new labour legislation.

A Manpower Ministry spokesman confirmed yesterday that Louw had received a copy of the agreement and had begun studying it.

He said Louw's feeling was that the most appropriate next step would be a

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ALAN FINE

meeting with representatives of the three parties to the agreement.

Asked whether it would be possible to complete the process before the Parliamentary adjournment — scheduled for late June — the spokesman said it was possible, but he was unwilling to make any binding commitment.

Manpower director-general Joel Fourie said while he still had to study the agreement he thought it "was going to be difficult, but we will do our best".

He said it would be necessary to consult groups not party to the agreement, in terms of the department's policy of achieving broad consensus.

However, Cosatu and Nactu have said their attitude "to co-operation with institutions such as the NMC will be informed by the success or otherwise of processing this agreement through the white Parliament", and they believed pushing the changes through was merely a matter of political will.

An employer source yesterday agreed with that assessment, saying that since the proposals were already supported by such a broad range of interests it did not seem necessary to follow unnecessary procedures.

● See Page 8

## Reef hospital workers may end strike action

WILSON ZWANE

STRIKING Reef hospital workers agreed yesterday to return to work if talks between the Transvaal Provincial Administration (TPA) and the National Education, Health and Allied Workers' Union (Nehawu) yielded positive results, union official Neal Thobejane said.

"The workers agreed to return to work on Thursday this week if a positive response is received from the government," he said.

The administration had agreed to negotiate wage and union recognition issues with the union within seven days of the workers' returning to work.

"That is, of course, part of tonight's talks between the TPA and Nehawu," Thobejane said.

At least 5 000 striking hospital workers met yesterday at Wits Soccer stadium yesterday where they took the decision.

The workers, among them nurses and doctors who had joined the strike, were from Baragwanath, Hillbrow, Johannesburg, Thembisa, H F Verwoerd, Boksburg/Benoni, Middelburg, Willem Cruywagen, Tshepong, Natalspruit and Far East Rand hospitals.

The Boksburg/Benoni non-medical workers and the Thembisa and Tshepong general-assistants began strike action this week.

Siphiwe Mabaso of Nehawu said the union understood the nature of the industry.

"We are committed to health services but we had no other alternative but to embark on the industrial action to force the authorities to negotiate," he said.

The union sought the normalisation of the situation.

"We urge the Transvaal Provincial Administration to address the causes of the strike, not the results of it," he said. *from 9/5/90*

The workers are demanding a living wage of R1 100 and an across-the-board increase of R400, permanent instead of temporary worker status, an end to privatisation of health services, and end to own and general affairs and recognition of the union.

# Metal workers' union sets demands for talks

South 10/5 - 16/5/90

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BASIC demands for plant level negotiations between metal companies and the Western Cape region of the Metal and Electrical

Workers' Union of South Africa (Mewusa) were finalised at a branch executive committee meeting of the union last weekend.

## Handymen stop work

From MAKHAYA MANI

ABOUT 105 Oudtshoorn handymen this week downed tools to demand higher wages and the right to join the union of their choice. South 10/5 - 16/5/90

The workers are employed as artisans' handymen by the JJJ Construction company which is building the local magistrate's court.

The strikers are demanding a R5-an-hour increase for trainee plumbers and R4,50 for other workers

The present rate of pay is R1,24.

The strikers want to withdraw from the "sweetheart union" and join Cosatu affiliate, the Construction and Allied Workers' Union.

They want transport facilities with shelter for all workers who travel to the building site from outside Oudtshoorn.

The company manager has refused to meet with the strikers.

The demands include a minimum hourly rate of R8,60 — more than double the present minimum in the industry of R3,56.

Mewusa will demand a service bonus of 10 cents an hour for each year of service.

The union also intends to demand a reduction of 10 hours from the present 45-hour working week.

Other demands include a transport allowance, a death benefit of R5 000, provision for a full-time shop steward, mosque pay, an emergency distress fund, detention pay and provision for paid paternity and maternity leave

Union spokesperson Mr Brian Williams said the union would emphasise social responsibility programmes in negotiations and would fight for higher wages and greater job security.

This was especially important following recent retrenchments in the industry because of cutbacks in state expenditure.

Meanwhile there were several work stoppages organised by Mewusa at factories last week

These include Procast in Kensington and Allens Meshco in Epping.

The company manager has refused to meet with the strikers.

# SACC urges end to strike deadlock

From MONO BADELA

JOHANNESBURG. — More than 8 000 striking hospital workers could be back at work by the weekend — if exhaustive talks between hospitals and trade union leaders lead to an agreement.

Until then, patients will continue to be caught in the middle of a bitter dispute between health workers fighting for better wages and job security and hospital authorities administering a health system on the brink of collapse.

The Transvaal Provincial Administration (TPA) and the National Education, Health and Allied Workers' Union (Nehawu) were unable to reach an agreement at their marathon talks on Wednesday.

## Optimistic

However, they were still optimistic that a settlement could be thrashed out before the weekend.

A TPA spokesperson said an agreement could cover the wide spectrum of workers' demands and would include the sensitive issue of privatisation.

Meanwhile, the South African Council of Churches expressed its "grave concern" over the hospital crisis which, it said, threatened the health and lives of many people.

The SACC said the strike should not be handled as an ordinary industrial dispute because of the threat to lives. Extra-ordinary measures should be used to resolve the dispute as a "matter of urgency".

SACC general secretary, Dr Frank Chikane, has conveyed his concern to Minister of National Health and Population Development, Dr Rina Venter, and Minister of Administration and Privatisation, Dr Wim de Villiers, urging them to be guided by the "principles of safeguarding human life".

● Pages 8, 17

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## Dreams come true

Maimed exile's emotional  
homecoming

● See page 7

# Cosatu moves ~~to~~ against Barlows

~~SA~~ Weekly Mail Reporter (151)

THE Congress of South African Trade Unions (Cosatu) has launched a nation-wide campaign against labour practices in the Barlow Rand Group. W.M. 1115-1715190

Shop stewards from eight Cosatu unions who represent 80 000 workers from Barlow factories will meet this weekend to discuss united action against the group.

Union representative Rob Rees told the *Weekly Mail* that Barlow employees would request solidarity action from the African National Congress during their planned protests.

Cosatu says the group "has a long-standing plan to divide and weaken" the unions by refusing to deal with organised labour in national wage bargaining forums.

Cosatu also accuses Barlow of using retrenchment, casual labour, deregulation and "long and tricky recognition agreements" to undermine union strength.

Barlow's group industrial relations manager, Hilgard Bell, said the group was involved in discussions with Cosatu unions about their claims.

"We are aware of the meeting that will take place and we are hoping that solutions to the problems can be found in discussions between Cosatu, our group companies and ourselves."

# Never mind talks ~~(S)~~ this is war

Open war threatens Galeshewe where militant youths refuse to accept the mood of reconciliation. PHILIPPA GARSON reports

OPEN warfare in Galeshewe near Kimberley continues oblivious to reconciliatory moves between the government and the African National Congress

The town had a brief respite as thousands mourned the death of Stephen Thompson, 19, and Jacob Mothibe, 14, who were killed in separate incidents after weeks of clashing with police and *kitskonstabels*

The mood in the township was far from conciliatory as militant youths attending the funeral declared open warfare on Galeshewe police

The imminent war follows allegations by the youths that police fired on them from the top of the police station while they were holding a vigil the night before the funeral

Four people were rushed to hospital.

Mothibe was killed last Wednesday when *kitskonstabels* allegedly fired on youths returning from a Galeshewe Youth Organisation (GYO) meeting. The youths alleged that the electricity in their township was turned off and *kitskonstabels* shot at them in the darkness as they *toy-toyed* to their homes

Mothibe was returning from a soccer practice.

Thompson died after being overcome by teargas last Thursday when riot police fired on youths at a meeting at the secondary school.

Youths then went on the rampage, burning delivery trucks, killing a *kitskonstabel* and wounding two policemen. One, who was allegedly ambushed with petrol bombs, is in a critical condition in Kimberley Hospital. Youths deny that the girlfriend of one of the policemen was raped

Police kept a low profile at the funeral and at the march afterwards to the cemetery.

In an emotive address one of the speakers called on mourners to arm themselves against the police

"We will fight them with our petrol bombs and our stones ... we will call on our parents to join us."

The applause grew as the community was told that they must dance at the gravesides of the *kitskonstabels*.

Funeral organisers circulated a



Angry young men at a funeral in Galeshewe this week.

## Here, the spirit of reconciliation prevails

IN a local equivalent of the Grootte Schuur talks residents of Bhongweni near Kokstad, agreed to return to work after a two-day stayaway.

Following police action on people returning from a May Day rally at Matatiele, residents of Bhongweni township did not go to work, partly out of fear, partly out of anger.

On the second day of the stayaway, officials of the Kokstad Chamber of Commerce and employers participated in lengthy talks in Bhongweni on problems there. The day-long negotiations bore fruit and the people agreed to resume work.

During the meeting residents gave affidavits to lawyers saying police ordered a gathering after the May Day rally to disperse within three minutes. But before the time was up they fired teargas and took other action in the

By CARMEL RICKARD

township during the night. (S)

The official police version stated that teargas and shotguns were used when people refused to disperse and threw stones at the police.

After the meeting a chamber official said it appeared there had been an "over-reaction" by police and added that it was totally unacceptable.

Chamber members urged employers not to take action against employees. Later they said that in the spirit of the "new South Africa" it was essential to maintain good relations.

President of the Southern African Catholic Bishops' Conference, Bishop Wilfred Napier, said employers had earned warm praise in Bhongweni for attending the meeting there.

pamphlet justifying their plan to "launch an offensive against the enemy. The killings occur at a time when the De Klerk junta is trying and apparently succeeding to convince South Africa and the whole world that it is committed to peace. But the event of past weeks in Galeshewe and throughout the country prove that De Klerk and his gang are not really serious about a peaceful negotiated settlement."

As huge crowds sang and danced in the fading light outside the houses of the dead, all was quiet in the neighbouring "coloured" township, Greenpoint. Entrances were barricaded to

prevent police access and residents told how police had prevented them from marching to the funeral.

Northern Cape liaison officer Captain Johan Hickman responded to the Galeshewe youths declaration of war, saying: "The bulk of the people are not against the police. There is a section, however, that is against anything pro-government, and that includes the police force."

Regarding the incident on the night before the funeral, Hickman said *toy-toying* youths had barricaded the road near the station with rocks and burning tyres. The youths were fired on only after they stoned the guards.

# Cosatu unions step up drive on Barlows

Sowetan 11/5/90

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SHOP-STEWARDS representing 80 000 workers from eight Cosatu unions are to meet this weekend to discuss the long-threatened campaign against industrial colossus Barlow Rand.

The issue is also on the agenda of Cosatu's weekend campaign conference.

Sources see the flurry of activity as a sign that the Barlows campaign - so far conducted at the

## OWN CORRESPONDENT

level of propaganda - may be getting off the ground.

A Cosatu statement added that consideration would be given to drawing the ANC into the campaign.

### Meeting

At a meeting last month, unionists presented Barlows management with a memorandum outlining their problems with the group

It covered the issues of

centralised bargaining, job security, de-regulation, the Labour Relations Act, strike dismissals, social benefits and economic restructuring in a post-apartheid South Africa.

The Cosatu statement complained that Barlows had failed to respond to the memorandum by the agreed date of May 3.

A key union gripe has been that it is group policy to undermine central bargaining forums such as industrial councils. Barlows denies this.





A Press conference yesterday to announce the decision reached between the National Education Health Workers' Union and the Transvaal Provincial Administration are the union's president Bheki Mkhize, Mr Sisa Njikelana (general secretary), Mr Jay Naidoo (general secretary of Cosatu) and Dr Aslam Dasoo.

# Bara strike ends

Sowetan 11/5/90

151

**THE hospital strike that crippled 16 Transvaal hospitals has ended.**

An agreement to end the strike, which started at Baragwanath Hospital on May 1, was signed yesterday by National Education Health and Allied Workers' Union national organiser Mr Monde Mdutshwa and Transvaal Provincial Administration director general Mr Andre Cornhus in Cape Town. The union has undertaken that

**By PHANGISILE MTSHALI**

about 11 000 striking non-medical workers will return to work by today.

Returning workers would not be disciplined. They will be allowed to use their leave as credit for the days they did not work, or "the days they did not work shall be dealt with on the basis of leave without pay."

They should apply for the leave concession by 7 30am tomorrow.

In a de facto recognition of the union, the IPA agreed to set up

joint working committees as channels of communication between the two parties.

"The agreement is a major victory for all hospital workers," Nehawu general secretary Mr Sisa Njikelana said.

"It is an important step forward in that it guarantees basic trade union rights. If the IPA had agreed to negotiate from the beginning, we would not have ended up in this crisis."

Negotiations to resolve the is

**OTOBET**

**Bara  
strike  
over**

From Page 1

sues will start within seven days.

The hospital crisis followed a dispute between Nehawu and the TPA.

Nehawu demanded a "living wage" of R1 100, a R400 across-the-board increase, recognition of Nehawu, six months' maternity leave, an end to the privatisation of health services and a single, desegregated health system.

The TPA said the workers will not be given a wage increase this financial year.

"It has to be stressed that talks between the TPA and Nehawu have been positive throughout and occurred in a good spirit, a TPA statement said.

The agreement, which binds only the 16 hospitals, includes:

- \* The appointment of an impartial arbitrator to deal with issues arising from the agreements;

- \* Steps to be taken by the TPA to have the name of the pension funds in which employees are referred to "temporary" changed. This will only be used in respect of people employed for less than three months.

The affected hospitals are: Baragwanath, Hillbrow, Johannesburg, Natalspruit, Willem Cruywagen, Boksburg-Benoni, HF Verwoerd, Lynville, Tshepong in Klerksdorp, Pietersburg, JG Strijdom, Rietfontein, Tembisa, Middleburg, Sebokeng and the Far East Rand.

## Rules of the game

Manpower Minister Eli Louw will go into discussions with employers' body Saccola and union federations Cosatu and Nactu, once he has studied their landmark agreement on "proposed interim changes to the Labour Relations Act" Louw expects to refer the proposals to the National Manpower Commission by early June (151)

In a joint statement, Saccola, Cosatu and Nactu said the goal of their two years of discussions on the 1988 Act was to achieve law that enjoyed the confidence of all major actors. The proposals are the first tangible result of compromise by the three parties. If incorporated into the Act, the changes "will represent a major step towards broadly supported 'rules of the game'" (151)

The proposals restore the definition of unfair labour practice that existed before the 1988 Act. They remove union liability for damages in illegal strikes, extend or abolish

### Cosatu's Jay Naidoo and Saccola's Godsell ... happy day



FIM 11/5/90

the time limit regarding dispute declaration; take race out of the registration process, and mirror ILO convention on dismissal and re-trenchment. They also aim to scrap the Industrial Court's power to interdict legal strikes and lockouts, and revise secrecy provisions of the court's judgments. Basic worker rights include the right to strike and bargain collectively (151) ■

HOSPITAL CRISIS F/M 11/5/90

### Healing the breach

An end to the hospital crisis appeared to be close this week but on Tuesday, as the FM went to press, a spokesman for the National Education, Health & Allied Workers' Union said wages and union recognition remained serious stumbling blocks ~~(F/M 11/5/90)~~

Spokesman Dr Aslam Dasoo accused the Transvaal Provincial Administration of dragging its feet and of claiming it was not empowered to make decisions on these issues — despite an assurance from government that it would be able to do so ~~(F/M 11/5/90)~~

Earlier on Tuesday, the TPA was not optimistic, saying that no final agreement had been reached on any of the strike-related issues. The TPA dismissed earlier reports that the parties had agreed on wages, and stressed that the union still had to report back to its members for ratification of certain proposals ~~(F/M 11/5/90)~~ (LSI)

F/M 11/5/90

~~(F/M 11/5/90)~~ (LSI)

According to union organiser Monde Mditshwa, the hospital strike is the culmination of a year-long, co-ordinated effort by health workers — primarily to gain union recognition and the right to negotiate wages. Low-key actions, including lunch-hour demonstrations and four-hour go-slows, had been going on six weeks before the strike. Mditshwa says strike action was taken only after all other avenues had been exhausted and is the direct result of the TPA's lack of positive response.

The union is demanding a "living wage" of R1 100 a month. The current minimum is R265. Also demanded is an across-the-board increase of R400.

Other demands include the immediate opening of all health facilities to all races, abolition of "general" and "own" affairs departments, an end to health care privatisation, and permanent job status.

Baragwanath's chief superintendent, Dr Chris van den Heever, says the difficulty facing the hospital is that workers' demands

include "broad political and socio-economic issues" which hospital authorities themselves cannot meet.

Charges of irresponsibility and intimidation have been levelled at striking health workers, with reports that nurses at the Natalspruit and Tembisa hospitals joined the strike. Responding to this, the SA Health Workers' Congress said health workers had no option and blamed the TPA and Ministry of Health for the "critical situation" developing in health services.

F/M 11/5/90 ~~(F/M 11/5/90)~~ (LSI)

While there has been general sympathy with the strikers' grievances, most people question the morality of health workers abandoning patients, let alone forcing nurses to join in ~~(F/M 11/5/90)~~ (LSI)

Strike organisers are encouraging the maintenance of emergency services at some major hospitals and volunteers have helped to keep things going. But there appears to be a lack of overall co-ordination — some hospitals remain in crisis while at others committees have directed protest action.

A union representative says members were reluctant to take strike action but wary of being told that the authorities were willing to talk.

□ Only the Commission for Administration may recognise a staff association and a commission representative was present at negotiations early in the week. ■

RYAL UNION MOVEMENTS AGREE THE LABOUR MOVEMENT MUST BE IN ON THE TALKS

# Unions want their own seat at the Grootte Schuur table

THE Congress of South African Trade Unions (Cosatu) plans to sit in on future talks with the government to ensure that basic worker rights are enshrined in a new constitution for South Africa.

The decision indicates that organised labour — flushed with success at the agreement by big business to amend the Labour Relations Act (LRA) — will use its considerable muscle to shape the agenda and demands that will be tabled at future talks.

And Cosatu's move, decided by the powerful labour federation's central executive committee in the wake of last week's accord at Grootte Schuur, is the first sign that resistance movements are preparing for a new phase in the negotiation process.

Cosatu general secretary Jay Naidoo said now that negotiations were moving towards a discussion of "substantive issues that affect our people", his organisation would send delegates to future meetings with the

government. And he told the *Weekly Mail* that the one million-strong federation's programme at the talks would be informed by widespread discussions that are now taking place in union ranks about the need for a charter to protect the rights of the poor, the unemployed and workers in post-apartheid South Africa.

Cosatu's move comes amidst claims by left-wing socialist groups that the absence of labour leaders in the African National Congress delegation to the peace talks confirmed their belief that negotiations would lead to a selling out of the working class.

Strini Moodley, publicity secretary

Flushed with their success at pushing through an amendment to the Labour Relations Act, the unions want a seat at the negotiations table, where labour representatives are notably lacking. **EDDIE KOCH** reports

for the Azanian Peoples' Organisation (Azapo), told the *Weekly Mail*: "For us it is extremely worrying that the ANC's negotiating team had no trade union representation. They left out the most crucial element in the whole equation — the black working class."

Said Naidoo. "The Grootte Schuur

talks were about preparing the ground for negotiations rather than the substantive issues of concern to us: the social economic and political conditions facing our people.

"For these reasons, Cosatu's central executive committee resolved it was not necessary to be physically present in these talks and we relied on consultations made possible by the alliance between Cosatu, the ANC and the South African Communist Party. Now that the talks are entering a new phase we have decided to send our own delegates."

Cosatu has launched a programme to draft a workers' charter as a matter of urgency and plans to hold a joint

congress with Nactu in September or October to adopt the document. At least three drafts have been circulated amongst affiliates for discussion.

"Discussions over a workers' charter will feed into negotiations and affect policy on a range of issues including housing, education, the nature in a post-apartheid economy," said Naidoo.

He confirmed that Cosatu and Nactu's agreement with the Consultative Committee on Labour Affairs (Saccola) to revamp South Africa's labour legislation had encouraged the federation to enter the negotiation process.

Labour experts say the agreement to remove parts of the Act designed to hamstring the power of organised labour is unique in the world. It capped a two-year period of tripartite discussions between organised labour, big business and the government.

Manpower Minister representative Johan Miller has confirmed that the draft law will urgently be put through the procedures that are needed for it to be tabled in parliament before its current sitting ends in June. If the government fails to translate the draft into law, Saccola has agreed to urge its members — which include most of the country's major employer associations — to abide by the principles of the agreement in their dealings with unions.

Naidoo said the unions' victory over the LRA, together with the relaxation of repressive legislation that has accompanied national negotiations, would strengthen organised labour's ability to shape South Africa's future.

"Any measures to create free political activity will strengthen our position on the ground," he said. "This has been identified as a central task in all sectors — trade unions, youth, students, women, civics and building a mass-based ANC."

There are signs that the Pan Africanist Congress is winning support for its radical stand against negotia-

But members of Cosatu, interviewed by the *Weekly Mail* at last week's May Day rallies, indicated the negotiations have created expectations amongst rank-and-file members that issues of vital concern to them will be addressed in the talks.

"Negotiations will change things for the workers in terms of equal rights, housing and jobs," said Michael Mtamba, a shop steward from the Raleigh Cycles factory in Springs.

"You see these *iminkhukhu* (shacks) that we live in," said a worker at a rally in Bekkersdal, a highly congested township on the opposite side of the Reef. "Our leaders will tell the government to replace them with proper houses."

These sentiments — together with Cosatu's intervention in the negotiations — indicate that the talks will need to deal with the problems of poverty at an early stage if they are to succeed.

National Council of Trade Unions general secretary Cunningham Ngukana, who is a founder member of the PAC's internal wing, stressed that none of the resistance movements were opposed to negotiations in principle.

"We are saying that broad consensus must be reached within the liberation movement before we embark on a process of negotiations. At the table the liberation movements must articulate workers' interests."

# Deadlock on wages

S (Tues)

13/5/90  
DISCUSSIONS between the steel and engineering industries and trade unions have ended in stalemate (15)

The Steel Engineering Industries Federation of SA (Seifsa) made several concessions related to training, overtime, retrenchments and redundancies, but no progress was made on wage negotiations (15)

Employers have made two wage offers, the second ranging from 11,5% to 15,7%, but the unions have done nothing to moderate their demands.

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# Metal industry talks approaching deadlock

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Labour Reporter

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Metal industry pay talks affecting 380 000 workers are showing ominous signs of moving towards deadlock.

After the fourth round of talks last week, both the Steel and Engineering Industries Federation (Seifsa) and the National Union of Metalworkers (Numsa), the largest union party, agreed that a settlement was unlikely before the expiry of the current agreement on June 30.

Confirming that it had not raised its last offer of between 11,5 and 15,7 percent, Seifsa said the unions had refused to moderate their pay claims and failed to reach consensus on its proposals.

Numsa said Seifsa had tied its pay offer to an unacceptable de-

mand that small firms be exempted from the agreement.

Employers had also refused to offer a guaranteed increase unless the unions waived plant-level bargaining rights, Numsa said, adding that it would not be forced to bargain "at gunpoint".

The union also said:

- It rejected a Seifsa offer to raise overtime rates if the unions lifted a 15-hour limit on overtime. Numsa wanted a five-hour limit, to create jobs.

- Seifsa had gone some way to meeting demands that support be withheld from "racist training institutions".

The next round of talks is on June 7, shortly before Numsa's bargaining conference. This could opt for co-ordinated strikes across the metal, motor and other sectors.

## Minister <sup>Spokesman</sup> to meet <sup>15/5/90</sup> union men

The Minister of Manpower, Mr Eli Louw, is to meet a delegation of employers and trade unionists on Friday, to discuss proposed changes to the Labour Relations Act. ~~15/5~~ (15/5)

A spokesman for the Minister yesterday said the meeting would focus on the changes proposed by Cosatu, Nactu and Saccola.

This will be the second time in many months that these parties meet to discuss amendments to the labour law.

The amendments, contained in an agreement between the two federations and Saccola, include proposals on a new definition of the unfair labour practice.

\* See Page 8

# Louw to meet unions over agreement

MANPOWER Minister Eli Louw is scheduled to meet representatives of Cosatu, Nactu and Saccola on Friday for discussions on the historic agreement reached by organised business and the unions on changes to the Labour Relations Act

The date of the meeting, where the Minister intends asking for clarity on "vague or unclear" aspects of the agreement, was confirmed by Saccola and Manpower officials.

But it appears there could be conflict between government and the

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ALAN FINE

unions over whether the agreement is translated into law this year

Cosatu announced yesterday it had decided to stage a "national day of action" next Tuesday to demand that the agreement be made law during the current session of Parliament

According to Louw, he had undertaken "to make all reasonable endeavours to put those proposals which are reconcilable with the draft

Amendment Bill through Parliament this session" However, the agreement he received contained proposals "on a far wider spectrum" than those provided for in the Bill

The Bill relates to certain limits regarding dispute procedures and the liability of unions for damages sustained in unlawful strikes

Cosatu also said it would be making representations to the National Manpower Commission next week on the commission's investigation into restructuring the Act

16/1/90  
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## Public servants want better deal from FW

PRETORIA — Public servants want more muscle behind their efforts to improve salary levels and other employment benefits. *BID copy 16/1/70*

This issue will be raised when the Public Servants Association (PSA) meets President F W de Klerk after Parliament rises.

PSA GM Hans Oliver said public servants felt at the mercy of the Treasury

If they did not like the deal they were handed — and they did not like the 10% non-pensionable allowance given to them from April — there was no recourse except ineffectual protest *(151)*

It was a take-it-or-leave-it situation and it was vital that more effective machinery be created to give more power to representations from government workers

GERALD REILLY

The principle of collective bargaining had to be recognised and there had to be recourse to arbitration if negotiations ended in deadlock, Oliver said.

Public servants were not asking for the right to strike or go slow — although some militant elements in the service wanted this — but merely that at the end of the road an impartial body would determine the extent of improved benefits.

Oliver said the PSA had asked government for an additional 10% pensionable increase from September.

Rejection would intensify the frustration being felt throughout the service, and aggravate the resignation rate.

# SA delegates agree on new approach to labour

Biday 16/5/90

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HARARE — Delegates to the International Labour Organisation (ILO) seminar on new industrial legislation for a post-apartheid SA have reached consensus that there should be a free system of collective bargaining, with the law acting only as a "backup when things go wrong"

This was disclosed yesterday by Sir John Wood, the University of Sheffield industrial law professor who is chairing the epoch-making seminar which has brought together ILO experts, delegations from Cosatu and Nactu, and the head of SA's parastatal National Manpower Commission, Frans Barker

"I have seen no legacy of bitterness," Wood said in an interview on the second day of the seminar

"I have seen differing points of view, but a willingness to reach workable solutions. Industrial relations is a barometer, it is on the fringe of politics and therefore one

## MICHAEL HARTNACK

can hope that the constructive approach here is a mirror of what is happening in a wider sphere"

Wood said the 50 participants had had a wide-ranging discussion covering some of the "classic problems of industrial relations", particularly that of striking a balance between a voluntary system of free collective bargaining and a legalistic system

## Links

He believed SA had a far more sophisticated economy than other African states in which governmental decrees had made employer-trade union negotiations pointless

"There is clearly a consensus on the part of those here to ensure that their experience of links with both sides of industry plays a full part, and where the development of industrial

relations is not merely the development of law

"They are looking to evolve a balanced system in which the two sides in industry can sit around a table in a traditional way

"They are looking for a supportive legal system which provides back-up when things go wrong," Wood said

The leader of the Cosatu delegation, secretary-general Jay Naidoo, declined to comment but Barker described the proceedings as a "breakthrough

"It is taking place in a very friendly and constructive atmosphere. It is not adversarial in any sense," Barker said

"The aim is to get legislation which is acceptable to all involved"

He said the advice of ILO experts was proving invaluable

SA has been isolated from the ILO, from which it was expelled, for two decades

The seminar is expected to close today with a media conference

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# No halt to five-year-old <sup>South</sup> Numsa campaign

THE National Union of Metalworkers of South Africa (Numsa) intends to continue its campaign against the multinational company British Tyre and Rubber until BTR agrees to resolve the five-year-old dispute at its Sarmcol plant in Howick, Natal.

This was the message which Numsa representatives took to the BTR annual general meeting in London last Friday.

Numsa national organiser, Mr Bobby Marie, and

## against BTR

<sup>South</sup> Sarmcol shop steward chairperson, Mr Philip Dladla, told the 500 shareholders who attended the meeting that Numsa wanted BTR to agree to arbitration in the Sarmcol dispute.

Also present at the meeting were British trade union and anti-apartheid representatives

A letter from the white council of Howick appealing to the company to resolve the dispute was read to the meeting.

TUC general secretary Norman Willis joined the call for the company to meet with the union in an attempt to resolve the dispute.

Following the AGM, a Numsa spokesperson said the union intended to begin a new political campaign around the Sarmcol dispute.

He said Numsa believed that the change in the political climate and concern about the violence in Natal meant the union would get wide support.

South 1715-2215790

~~151~~

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# Leather workers stage hour demonstration

WORKERS at one of the biggest footwear factories in the Cape staged a lunch hour demonstration in support of wage demands on Wednesday this week.

The demonstration by members of the National Union of Leatherworkers (NULW) at Panther Elite in Parow follows both the NULW and the South African Clothing and Textile Workers' Union (Sactwu) declaring a dispute with footwear employers after a breakdown in annual industrial council wage negotiations.

A NULW spokesperson said the union was demanding an across the board increase of 38 percent while employers had offered 17 percent

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(ISA)

# Cosatu calls for 'action'

By LEN MASEKO

COSATU has called for a "national day of action" next Tuesday to force the Government to pass a labour law that encompasses changes proposed by trade unions and employers during the current session of Parliament.

The call comes on the eve of a meeting between the Minister of Manpower, Mr Eli Louw, Saccola, Nactu and Cosatu.

They are scheduled to meet in Pretoria tomorrow to discuss the proposed changes.

The meeting follows an agreement between the employers and the two federations on amendments that should be included in the Labour Relations Act.

By yesterday, it could not be established what form the "national day of action" would take.

Cosatu spokesmen could not be reached for comment.

The call was made at a "Living Wage" conference attended by about 250 Cosatu delegates at the University of Witwatersrand last weekend.

The delegates resolved, among other things, to:

\* Call a two-day meeting this weekend to discuss the launch of the anti-privatisation campaign; and

\* To step up the campaign against Barlow

Rand for "undermining the collective bargaining process"

A Department of Manpower spokesman said the Minister would not comment on the issue "at this stage"

This week the National Manpower Commission, which was asked by the Minister to review the labour legislation, said it would submit proposals on the revised LRA to the Minister during 1991 - not at the end of this year as originally planned.

This meant that the proposed amendments could be enacted only next year - something that is likely to spark a new row between the State and the unions.

# Black unions critical of 'paternalism'

CSR PROGRAMMES have, over the years, won little applause from the militant black trade union movement

General secretary of the Cosatu-affiliated Chemical Workers' Industrial Union (CWIU) Rod Crompton says his union has been in dispute for two years with the oil companies over demands that companies negotiate with the union the disbursement of CSR spending

"The employees we represent are the creators of the wealth being used," he says

## Listen

"They say they will listen to any suggestions we put forward, but will not negotiate — this is not good enough"

A second gripe is the nature of projects the funding is often used for.

"The majority of companies are undertaking what they call CSR projects, but which are nothing other than part of their marketing programmes

They are simply advertising their magnanimity," says Crompton

In the CWIU's view, CSR projects "must be of real use to the working class and to working-class communities. Advertising, sports sponsorships and the promotion of small business, ie capitalism, is not legitimate CSR

"Educational CSR spending which concentrates on university education will also not get our approval. Our members and their communities need basic school education," Crompton says

He is also unimpressed with CSR expenditure on educational projects designed to directly benefit the sponsor — like chemical companies sponsoring chemical engineering courses

Finally, Crompton says, the CSR spenders must realise charity begins at home. Those who do not are guilty of doublespeak.

"The doublespeak comes through whenever it becomes obvious there is a

disjuncture between lofty statements and injustices perpetrated by management on the shopfloor.

"We witness numerous incidents where racial discrimination has sparked strikes, often at those companies best known for their CSR work," he says.

A major problem remains a paternalistic attitude by management towards workers and the community in general

## Critical

Says Crompton. "We are on record as being highly critical of paternalism as far as pension and provident funds are concerned. The same problem largely afflicts CSR spending.

"The rational business mind tells businessmen there has to be political change if there is going to be progress in SA, and they are ready to accept that in society at large.

"But their racial, paternal prejudices screw up their attitudes towards their workers in their factories," he says

18/5/90  
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(151)

## LABOUR LAW DISCORDS

FIM 18/5/90

Not all the Saccola-Cosatu-Nactu proposals on changing the Labour Relations Act are reconcilable with the draft Amendment Bill. And the historic employer-union agreement also contains proposals on "a far wider spectrum than those provided for in the Bill," says Manpower Minister Eli Louw.

However, this does not look like cause for alarm. The minister will meet the three parties to clarify matters this Friday, before referring the proposals for consideration by the National Manpower Commission, which will in turn advise Louw on the apparently irreconcilable parts.

In terms of the Bill, the minister was expecting proposals relating specifically to "certain time limits in the Act, as well as to the accountability of trade unions for compensation in the case of unlawful strikes."

The main points of the Saccola-union

proposals that will now have to be ironed out concern

- Their new definition of unfair labour practice, which "does not include the guidelines on fair conduct included in the present definition;"
- New provisions on the termination of service which "omit the right of parties to regulate the termination of service by agreement,"
- Legal remedies available for unfair strikes and lockouts are omitted,
- Certain provisions protecting the freedom of association are omitted;
- The protection of servicemen is omitted,
- Provisions which curb unfair sympathy strikes, lockouts and boycotts are omitted, and
- The competency of civil servants to belong to unions is addressed, but without prior consultation with existing staff associations.

# Saccola, unions meet Louw today

THE Minister of Manpower Mr Eli Louw is to meet the South African Employers' Consultative Committee on Labour Affairs (Saccola), Cosatu and Nactu in Pretoria today to discuss amendments to the Labour Relations Act. *Sowetan 18/5/70*

Saccola and the two trade union bodies have reached agreement on the changes to the law that they would like to see implemented.

However, Louw wants to discuss what he sees as omissions in their agreement.

Louw said the new definition of unfair labour practice did not include guidelines on fair conduct included in the present definition.

Proposed provisions on the termination of service left out the right of parties to regulate the termination of service by agreement.

The legal remedies at the disposal of parties for unfair strikes and lock-outs were omitted, Louw said, as were some provisions protecting the freedom of association.



## Big breakthrough in SA labour talks

ALAN FINE

AFTER nearly seven hours of tough talking on Friday, Manpower Minister Eli Louw, Cosatu, Nactu and Saccola agreed that amendments to the Labour Relations Act proposed by the latter three would be published in a special Government Gazette for comment this week.

The meeting, described by one source as even more historic than that two weeks ago at which the union-Saccola agreement was signed, has revived hopes that the agreement could still be translated into legislation this year.

However, much uncertainty on this score remains, and it appears the usually antagonistic employers and unions are to be involved in an intensive lobbying effort to ensure their agreement does become law within the six weeks before Parliament is adjourned.

Louw said after the meeting that in addition to having the draft Bill published in a special Gazette on Wednesday, the proposals had been referred to the National Manpower Commission for comment as soon as possible. B10m 2215790

Saccola spokesman Bobby Godsell said his organisation "continues to be hopeful" this could be achieved.

Nactu acting general secretary Cunningham Ngcukana said "But if it does not happen, we will have to recommend to our members that there be no further co-operation with the minister, the NMC or any other arm of the state."

"We took a political risk in talking to the minister, and we expect reciprocation."

60 dissatisfied FSL members protested at the organi-

district chairperson, Mr Stuart Cloete, and the chairperson of

## Clothing dispute ends

From PATRICK GOODENOUGH  
PORT ELIZABETH. — A three-day strike by about 2 500 textile workers at 14 Port Elizabeth factories ended with a major victory for the strikers.

The "spontaneous work stoppages", which almost brought the clothing industry to a standstill in the Eastern Cape, followed deadlock between the Midlands Chamber of Industries and the South African Clothing and Textile Workers' Union (Sactwu) earlier this month. <sup>South</sup> 23/5 - 29/5/70

After what Sactwu regional organiser, Mr Lesley Maasdorp, described as "hard bargaining", an

agreement was reached which brings Eastern Cape wages slightly higher than those paid in the Transvaal. ~~(S)~~

In terms of the agreement, workers will get an across-the-board weekly increase of R23,50, backdated to the beginning of May. ~~(S)~~ (151)

Machinists will get an additional R5 from November, while general workers will get another R3. ~~(S)~~

Sactwu initially demanded a R30 across-the-board increase, while employers offered R17,76 for machinists and R15,56 for general workers, with a further increase later in the year.

B1 pay 29/5/90

## Seifsa, Numsa to hold special meeting

DANIEL FELDMAN

151

A SPECIAL meeting between the Steel and Engineering Industries Federation of SA (Seifsa) and the National Union of Metalworkers of SA (Numsa) will be held tomorrow to discuss matters peripheral to their main agreement.

The fifth round of negotiations will formally begin on June 7. The agreement, which determines the wages and working conditions of employment for the industry's 380 000 employees, expires on June 30.

Seifsa executive director Brian Angus said tomorrow's talks will focus on issues not pertaining to wages, such as the geographical scope of the agreement, security of employment, discrimination in training, the union's proposal for job creation, and plant-level bargaining versus industry bargaining.

He said the outcome of the talks would be provisional. They would be subject to ratification on June 7.

### Erosion

The fourth round of discussions ended on May 10. Numsa declared afterwards that "little headway was made and it appears unlikely that the parties may conclude negotiations before the expiry date of the existing agreement".

It said the wage offers were rejected as "they did not even come close to the forecasts for the annual inflation rate, and Numsa believes that the wage offer should also compensate for the erosion in buying power since last year as well as contributing towards an actual (real) improvement in wages".

In response, a Seifsa statement said, "having so far made two offers to increase wages, employers made no further wage offers. None of the trade unions have made any concessions whatsoever to moderate their wage demands, and there has been almost no consensus between the unions in accommodating the employer demands".

'UNSAFE': The charcoal burner

# UCT wage talks reopen

*South 30/5 - 6/6/90*  
TALKS between the University of Cape Town (UCT) and the Transport and General Workers Union (TGWU) re-opened this week after an apparent breakdown in annual wage negotiations.

At a heated meeting at the university last Tuesday, workers rejected a wage package offered by management.

The package included a 10 percent pensionable allowance, non-contributory medical aid and a living allowance calculated on the basis of annual earnings.

After the meeting, workers marched to the administration offices.

A TGWU spokesperson said workers initially demanded a 40 percent increase but were now asking for 30 percent.

He said the negotiations covered about 900 workers at the campus.

● Talks between TGWU and the University of Port Elizabeth (UPE), where TGWU is also demanding a 30 percent increase, deadlocked last month and an arbitration hearing is scheduled to take place next week.

UPE was last week granted an Interim Supreme Court order restraining the union from holding demonstrations or meetings at the campus.

## Metalwork wage talks move slowly

~~By~~ DANIEL FELDMAN (151)

SOME progress was made at talks between the National Union of Metalworkers of SA (Numsa) and the Steel and Engineering Industries Federation of SA (Seifsa) last week on issues secondary to wage negotiations, spokesmen from both parties said.

Seifsa executive director Brian Angus said issues of employment security, discrimination in training and bargaining at plant level were discussed. The proposals on these issues are still provisional, but might be ratified at the next meeting, scheduled for June 7.

Numsa organiser Bernie Fanaroff confirmed progress had been made at the informal meeting on issues peripheral to wages, but added that "on many issues we remain deadlocked." *By Day 4/6/90*

"Seifsa's wage proposals are still far from acceptable, and unless they are willing to change their stance, I don't foresee the completion of the talks before the current Main Agreement expires on June 30," he said.

If that occurred, he said, there was a possibility the proceedings would go into dispute.

Fanaroff added the manner in which negotiations were taking place was "very unproductive".

He suggested negotiating for more than one day at a time, reducing the size of the speaking teams, videotaping the proceedings and making the talks more informal.

# Numsa, Seifsa talks enter fifth round

DANIEL FELDMAN

THE fifth round of annual wage talks begins today between the National Union of Metalworkers of SA (Numsa) and the Steel and Engineering Industries Federation of SA (Seifsa).

The current Main Agreement, which determines the wages and conditions of employment for the industry's 380 000 employees, expires on June 30.

After the fourth round of talks on May 10, spokesmen for both sides said they were frustrated with the slow pace of the negotiations.

"I hope that more rapid progress will be made in these talks," said Seifsa executive director Brian Angus yesterday. He said if the agreement was not finalised today, another meeting would be scheduled before the end of June. He refused to comment on Seifsa's planned proposals for today's meeting. Though Seifsa did not offer an addi-

tional wage proposal during the fourth round meetings, it made revised proposals on sick leave and overtime.

It has thus far made two offers to increase wages, the latest offer ranging from 11,5% to 15,7% increases in the various wage categories.

Numsa rejected the offer as it "didn't come close to the forecasts for the annual inflation rate, and it did not include a guaranteed personal increase", said a Numsa statement.

Numsa's demands stand at a R2 an hour across the board increase — a 56% increase on the lowest rates.

Some progress was made at a special meeting last week on secondary issues, including employment security and discrimination in training, which may be ratified today.

151  
06/19/90  
8/19/90

# Implementing the right policies could bring real growth back

151

B/Dan 8/6/98

DANIEL FELDMAN

THE collapse of apartheid policies and their replacement by policies more appropriate to a developing society could make it possible for real economic growth to return to SA, Urban Foundation CEO Sam van Collier said yesterday

Van Collier, formerly executive director of the Steel and Engineering Industries Federation of SA (Seifsa), spoke on changing industrial relationships at the Natal Chamber of Industries Conference in Durban yesterday

He said "The dynamic of increased growth generated by rapidly expanding urban areas and a move towards normal market forces could create opportunities for a more constructive relationship between employers and trade unions"

Collective bargaining and industrial relations as a whole in SA had come to the end of one phase, and a new phase in which "workers would not only have basic worker rights but would also have democratic rights as full citizens in a non-racial society was in sight"

Regarding the future of collective bargaining, he said "It is to be hoped that in the volatile years that lie ahead, a reasonable power balance can be maintained in the collective bargaining arena"

"The process of negotiation between equally powerful parties offers what is probably the most stabilising element in our country"

## Withdrawal

He identified five themes which he foresaw would be present in that arena the tensions between power balances and control, surplus generation and surplus distribution, market and intervention forces, the roles of the private and public sectors, and between life at work and life at home

The withdrawal of key companies in the metal industry from their membership of the employer body could signal a growing view among employers that the power bal-

ance as manifested in centralised bargaining could be shifting in favour of the trade unions, thereby justifying efforts to fragment trade union bargaining strength

He commended recent remarks by trade union leaders which demonstrated that "the worker leadership is strategising in terms of how to achieve growth, which presents an opportunity for employers to engage trade unions in the how of increasing income, and thereby increasing the chances of generating surpluses"

Housing and health care were two largely unaddressed issues which employers might feel increasing pressure to focus on if the state proved unable to provide them, he said

While advocating collective bargaining as a way to identify priorities for the future, Van Collier said "There is a real possibility that circumstances will enable both labour and management to engage in more constructive responses than has been possible in a society with divisions as deep as SA's have been"

## Seifsa moves pay offer up a notch

DANIEL FELDMAN

EMPLOYERS yesterday increased their wage offer by 1% in the fifth round of pay talks between the National Union of Metalworkers of SA (Numsa) and the Steel and Engineering Industries Federation of SA (Seifsa).

The parties described the talks as failing to make significant progress. A sixth round was scheduled for June 14.

Seifsa tabled a third wage offer ranging from a 12,5% to a 16,7% wage increase. This brings the lowest rate to R4,11 an hour, an hourly increase of 55c on current wages. Their last offer ranged from 11,5% to 15,7% — 51c an hour for labourers. Numsa's unmodified demand stands at a R2 across-the-board hourly increase. (151) (151)

"It appears there is little likelihood of a Main Agreement being ratified before the existing one expires on June 30," said Seifsa spokesman Hendrik van der Heever. 310am 8/6/90

Numsa said progress was made on a job creation programme and discrimination in training.

Numsa attacked employers for allegedly "preferring to import artisans from Europe rather than taking on locally trained people." Van der Heever said Seifsa would investigate the claim.



# It's still not OK as strike conflict rises

WMan 8/6-14/6/90

CONFLICT continues to mount in the OK Bazaars dispute, with more arrests, claims of intimidation of non-strikers and inter-union tensions in Natal

Yesterday, the fourth day of industrial action, about 6 000 workers were on strike at some 125 stores countrywide

The South African Commercial, Catering and Allied Workers Union (Saccawu) reported that another nine strikers had been arrested, three in Krugersdorp and six at the OK's Adlerley Street branch in Cape Town

In Cape Town, police had warned strikers gathered in the store canteen

**The OK Bazaars seems to be digging in for a long haul in its dispute with Saccawu DREW FORREST reports**

they would be arrested if they ventured on to the street, the union said

Another nine workers in Pietersburg have been summonsed to appear in court on charges of breaching municipal by-laws

In an earlier statement, Saccawu complained of large-scale police intimidation of union members. Policemen had torn up picketers' placards in Pietersburg and a total of 24 work-

ers had been arrested in King William's Town and Pretoria

Police spokesman Major Reg Crewe denied the harassment charges "We act against individuals, not organisations," he said

OK industrial relations executive Gavin Brown reported a spate of attacks on non-strikers at bus-stops, taxi-ranks and railway stations, mainly in Pretoria and Johannesburg

Two non-strikers from Pretoria and an employee of the Sandton Hyperama had been admitted to hospital, one in a critical condition, after being assaulted

In an ominous development in Na-

tal, Saccawu's Jeremy Daphne alleged members of the Inkatha-linked United Workers Union (Uwusa) had been coercing Saccawu workers not to join the strike

Uwusa had played a pivotal role in the patchy response of Natal workers, he said. Fourteen of a total of 30 Natal stores were strike-hit, as against 47 of the 59 in the Johannesburg and Highveld region

Brown confirmed that the kwaMashu branch had been closed "as a precautionary measure to avert sectarian violence"

The dispute hinges on wages, with Saccawu demanding an across-the-board increase of R160 and a minimum wage of R800, and the company offering service-related rises of between R115 and R145 and a minimum rate of R710 after a year's service

Also in dispute are demands for a 13th cheque as a right — it is currently offered on the strength of workers' "contribution to the success of the company", with strikers being denied a bonus — five percent commission for sales representatives and March 21, Sharpeville Day, as a paid holiday

There are clear signs that the OK is digging in for a long haul and that it hopes to use the dispute as a prelude to restructuring its conflict-ridden relationship with Saccawu

Arguing that trading conditions are deteriorating — its recent figures show a 14 percent drop in after-tax profits — it has insisted that it can restructure, but not increase the size of its wage offer

Saccawu has called on the OK to dip into its retained profits. But significantly, it has shifted the focus of its demands, calling for management to withdraw its "completely unacceptable" split offer and warning against threatened store closures. These had been raised at a late stage in negotiations as a bargaining chip, it said.

At a press conference this week, Brown said the strike could accelerate rationalisation within the group and lead to retrenchments. At least a dozen stores had been earmarked for closure, he said

# Sacked SABC man in bid to get job back

W/L  
ARGUS  
9/16/90

Weekend Argus  
Correspondent

PRETORIA — The head of the South African Broadcasting Corporation's educational programmes has turned to the Pretoria Supreme Court for an order setting aside his dismissal

In an urgent application yesterday by Mr Pieter Francois Erasmus against the SABC and its director-general, Mr Wynand Harmse, he asked the court for an order calling the two respondents to show cause why his dismissal should not be set aside

Alternatively he asked that the SABC should give reasons why, pending the outcome of the labour dispute between him

and the SABC, his dismissal should not be set aside

He further asked that he should not be stopped from entering the SABC premises in Johannesburg

In his affidavit Mr Erasmus said that over the past year 80 charges of misconduct — including character assaults, victimisation and intimidation of colleagues, serious cases of unsatisfactory job achievement and responsibility for negative reporting of the SABC in the Press — were brought against him

However, after a long hearing by senior SABC officials, all the charges were dismissed

"The SABC's actions led to

me applying to the Department of Manpower for the appointment of a Conciliation Board," Mr Erasmus said

"In brief my complaints came down to the fact that the SABC divided my post to two posts, and cut down my staff by more than half"

When the Conciliation Board met on May 11, Mr Erasmus allegedly agreed to adjourn the hearing to June 8, on the assurance of the SABC that it would reach a settlement with him

Mr Justice Du Plessis postponed the matter indefinitely and ordered the SABC to file its answering affidavit before June 22, with Mr Erasmus replying on June 29

## Wage talks

Sowetan 11/6/90

THE fifth round of negotiations between the Steel and Engineering Industries Federation of South Africa and unions has not resolved wage increases. Seifsa said the industry's main agreement, which expires on June 30, would be renewed by July 1. The employers offered 55c an hour increase for labourers and R1,04 an hour<sup>12</sup> for artisans. The parties meet again on Thursday. - Sapa (ISI)

NUMSA  
tension (151)  
mounts

Slow progress has been made in major negotiations between the National Union of Metalworkers and key industries, with employers regarding some core union demands as unreasonable

12/8/90

A statement from Numsa on Monday said tension was mounting in negotiations in the tyre and rubber industry.

50 after

The union demand that conditions negotiated for workers at Firestone, General Tyre and Goodyear manufacturing plants should also apply to distribution outlets was rejected outright by manufacturers, Numsa said

This had led to serious disparity in the same company.

Employers had accepted that where distribution outlets were situated on factory premises these conditions would apply, but not where these outlets were situated elsewhere.

Negotiations will resume on June 18.

An early settlement seems distant in negotiations with the motor industry, the union said.

# Huge metal strike looms

South 14/6 - 20/6/90

151

By CHIARA CARTER  
UNIONS representing about 380 000 workers in the metal industry are beginning preparations for a nationwide strike within the next month.

The next round of metal industry industrial council negotiations, which takes place this week, is expected to lead to the national dispute.

## Negotiations

Metal unions are to meet the Steel and Engineering Industries Federation of South Africa (Seifsa) in Johannesburg this week for a further round of annual wage negotiations, but sources say there is little hope of fur-



Numsa's general secretary Moses Mayekiso

ther progress in the talks.

The major unions in the industry, the National Union of Metalworkers of South Africa (Numsa) and the Metal and Electrical Workers' Union of South Africa (Mewusa), are opposed to a proposal by employers that workers do not get individual increases.

This would mean that only the minimum wages in each grade are increased

Another major stumbling block is Seifsa's proposal that small companies be excluded from the provisions of the agreement which sets the basic rate of pay and working conditions in the industry.

## Employers

Seifsa, which represents the major employers in the industry, is under considerable pressure from the government to exclude small companies from the agreement as part of a move to deregulation.

At last week's talks, Seifsa demanded that unions agree that plant-level bargaining take place only at the discretion of companies.

Seifsa accused Mewusa of conducting a campaign for plant-level bargaining. The union has denied this.

About 380 000 workers are affected by the agreement.

The present agreement expires this month

# SACTWU DISPUTE

30-17 14/6 - 20/6/90  
Frame's Wentex mill in Jacobs and two bag plants in New Germany and Qwaqwa have been sold. The staff will be retrenched within the next two months. (ISI) (S)

Frame executive chairperson, Mr Mervyn King, said competition from subsidised Taiwanese factories in the homelands had made Frame unprofitable. (S)

Barlow Rand recently closed its Romatex plant in Durban, using the same argument.

There have been widespread retrenchments and short-time employment in the clothing and textile industry recently..

POST OFFICE DISPUTE

**Return to sender**

In a bid to resolve the Post Office wage dispute, SA Posts & Telecommunications offered to increase the annual salary notches of lower-paid workers and create more advancement opportunities in those categories

The offer was, however, rejected by Post & Telecommunication Workers' Association (Potwa), Post Office Employees' Association and the SA Posts & Telecommunications Employees' Association. This follows discussions on Monday between Postmaster-General Johan de Villiers and the three associations.

The announcement comes at a time of increased industrial action in the postal and telecommunications sector. Last week, about 265 workers at the Boksburg, Vosloorus and Alberton post offices (and the Boksburg and Alrode engineering plants) downed tools to

**FIM 1516190**  
protest against alleged racist practices in the department

Potwa media liaison officer Sizwe Matshikiza says the associations will continue to demand a minimum R1 100 monthly wage and an across-the-board increase of R400 a month

According to Matshikiza, management's offer would increase the monthly minimum in the lowest three notches from R627,50 to R789. The associations propose that the first four salary notches of the lowest-paid groups be scrapped and the following notch (R843) be taken as a minimum wage

In addition, they are demanding a R200 across-the-board increase, which would bring the lowest monthly minimum wage up to R1 034

De Villiers says such an adjustment would cost the Post Office more than R300m and points out that the non-pensionable allowance, granted to staff members on April 1, cost almost R180m. However, he says, the Post Office "has understanding for its staff members in the lower-paid groups" and the wage offer is aimed at improving living conditions. The fact that the salary bill already adds up to 46% of its budget indicates that the needs of staff members are being taken into account, he argues.

The proposals will now be discussed with Public Enterprises Minister Dawie de Villiers and a report-back given to the staff associations. According to Matshikiza, the associations are now awaiting an official response from management on their wage demand at another session scheduled for Friday.

## Winery workers to hold a strike ballot

THE NATIONAL Union of Wine, Spirits and Allied Workers (Nuwsaw) is to conduct a strike ballot from today until June 27 among 5 400 employees of 83 wineries and depots nationwide, according to a Nuwsaw spokesman. *By Day 18/6/90*

The results of the ballot would be announced on June 28, he said.

Nuwsaw president November Nkosi said the decision was made against the SA Wine and Spirits Industry Employers' Association earlier this month after annual wage negotiations broke down. A dispute was declared and mediation and conciliation meetings had taken place. *(151)*

"I am positive workers will vote in favour of a strike," said Nkosi

DANIEL FELDMAN

At the conciliation board meeting, Nuwsaw demanded a wage increase of R40 a week across the board wage as well as 20 working days of annual leave after 10 years service with increases made retrospective to April 1, 1990. Current wages range from R176 to R199 a week.

The employers offered an increase of R33 a week across the board, but stipulated the offer would decrease to R32 a week if the proposal was not accepted. On annual leave, they offered one extra day for 5-9 years' service, three extra days for 10-14 years' service, and five extra days for 15 and more years' service.



# Numsa refers final pay offer

DANIEL FELDMAN

THE National Union of Metalworkers of SA (Numsa) indicated at the weekend it would refer the final wage offer of the Steel and Engineering Industries Federation of SA (Seifsa) to its national bargaining conference scheduled for this weekend.

The conference would, in turn, make recommendations on settlement "or otherwise" for each sector in the union.

The union said settlement would depend on progress on wages, the implementation by Seifsa of the draft LRA, maternity leave and pap tests, paternity and compassionate leave and proportional representation in the industrial council. (151)

After the sixth round of annual wage negotiations last week, Seifsa tabled three new wage offers to unions including Numsa which was given a final offer of a 15% wage increase for artisans and an 18% increase for labourers. This would bring

the lowest monthly wage to above R800.

Numsa said it was prepared to recommend settlement with Seifsa on training, job security and the extension of the scope of the main agreement to the homelands and other sectors of the industry

The union also believed "progress was made" on its training proposals, and said Seifsa had agreed to the development of industry-wide guidelines for the removal of racial discrimination and had agreed "in principle to withdraw support from educational institutions that continue to apply racial discrimination" (3528)

Seifsa spokesman Hendrik van der Heever said employers had agreed to raise their contribution to the pension fund from 6,5% to 7%. He felt considerable progress was made during the last round of talks

## Barlow Rand workers squat

Dismissed workers of Barlow's Manufacturing Company have set up a squatter camp at the main gate of the Barlow Rand head office at Barlow Park, Sandton

The National Union of Metalworkers yesterday said the workers were protesting about the dismissal of more than 400 workers by the company last year. — Sapa

(51)

Ste 20/6/90

# LRA row may threaten talks

B1 Day 20/6/90

PETER DELMAR

COSATU yesterday threatened to ask the ANC to abandon its negotiations with government and to call SA's biggest national stayaway unless President F W de Klerk agreed to a meeting to change the Cabinet decision to delay any amendment to the Labour Relations Act (LRA).

And NUM general secretary Cyril Ramaphosa told a media conference in Johannesburg yesterday that mining industry wage talks, at a "crucial" stage, could be scuppered unless the Chamber of Mines agreed to support suggested amendments to the Act

The Cabinet apparently decided not to implement the joint employer/worker suggested amendments because of objections received from some interest groups and because of a claimed shortage of time. Cosatu general secretary Jay Naidoo told the news conference

ANC internal spokesman Ahmed Kath-

rada said last night he did not know if the ANC had taken a formal decision on the issue, but any representations from Cosatu would receive serious consideration.

Naidoo said there could be no national political settlement without the endorsement of the trade union movement.

Naidoo said factory demonstrations and mass stayaways of "proportions not witnessed before" would be called.

In addition, Cosatu would end its contact with the Manpower Department and the National Manpower Commission, while Saccola would be urged to follow suit

Meanwhile about 20 officials from Cosatu and affiliated unions began an indefinite sit-in at Manpower Department offices in Johannesburg yesterday.

Naidoo said government's decision

□ To Page 2



Cosatu general secretary Jay Naidoo, left, and his Numsa counterpart Moses Mayekiso at a Johannesburg media conference yesterday at which Cosatu announced a sweeping plan of action if demands concerning the Labour Relations Act were not met. Picture ROBERT BOTHA

## LRA

B1 Day 20/6/90

□ From Page 1

raised questions about its commitment to democratic reform

Ramaphosa said the NUM was concerned about objections he said Goldfields had made to the proposed amendments and would ask the Chamber of Mines today what its position was on the issue

It was in the country's interests that the parliamentary session be extended to enable the proposals to be passed into law

Chamber of Mines external affairs senior GM Johan Liebenberg said yesterday the chamber and its members had unanimously supported the agreement between Saccola, Cosatu and Nactu

Naidoo said the agreement on LRA

amendments had been endorsed by 66 000 employers and 4-million workers, of whom 1.5-million were paid-up union members

MIKE ROBERTSON reports from Cape Town that Manpower Minister Eh Louw yesterday appeared to rule out any possibility of amending the LRA this year, at a hastily convened Press conference

The Minister said Cosatu had written to De Klerk asking for an urgent meeting and he had indicated he was prepared to meet them this week

However, Cosatu had replied that it would only be interested in meeting if the LRA was amended this Parliamentary session which ends on Friday

# 'No progress' on dispute at SA Philips Tyl plant

Stec 20/6/90  
By Montshiwa Moroka

SA Philips and the National Union of Metalworkers of SA (Numsa) began talks yesterday aimed at resolving the differences that led to this week's closure of the Martindale plant near Johannesburg.

A spokesman for Philips said the parties had not made progress yesterday.

Numsa said the meeting had "started on a bad note" and added it viewed the radio and television manufacturing company's action as "nothing but power play and fascist".

## Early

The factory was closed on Monday. The Dutch multinational company said about 150 workers had continued to breach contractual conditions of employment by working shorter hours.

SA Philips' human resources director Jeremy Pollock said on Monday

Numsa members had begun clocking out early from June 11 and had worked only a 40-hour week.

Yesterday Mr. Pollock said. "Management is not prepared to change its position on its exclusion of certain workers who arbitrarily reduced their working hours.

"We will meet the union again (today). The plant will not be open to normal business."

Numsa said in a statement yesterday its members at the plant had been locked out without prior notification.

It said when it had approached the company about the workers' demand for a 40-hour week on June 6, it had refused to discuss the issue.

"The workers' case is that they are being discriminated against in that the majority of white workers are working a 40-hour week."

# Numsa and SA Philips still deadlocked

DANIEL FELDMAN

151

SA PHILIPS management and representatives of the National Union of Metalworkers of SA (Numsa) will meet again this morning after failing to break a deadlock which resulted in the partial closure of the company's Martindale manufacturing plant.

At least 150 Numsa members have been excluded from the plant since Monday because they have worked a shortened week of

40 hours since June 11

The company's human resources director Jeremy Pollock said views were exchanged between the two parties at a meeting yesterday, but no agreement was reached. He said the plant would not be opened for normal business today, although business enquiries would be received and processed as usual.

He reiterated that the closure of the factory was not a "lock-out" but rather an "exclusion", caused by certain Numsa members electing to work shorter hours than those stipulated in the company's conditions of service.

Numsa spokesman Tony Kgobe said the management took a "very intransigent position" at yesterday's meeting, and set preconditions for allowing employees to return to work, which included working 45 hours a week.

Kgobe said the union was willing to negotiate its desire for a 40-hour week.

In other action involving Numsa members, dismissed workers of Barlows Manufacturing Company set up a squatter camp at the main gate of the Barlow Rand Head Office in Sandton. They are protesting against the dismissal of workers by the company last year.

# Sacked men in squatting protest

Sowetan 21/6/90

151



WORKERS dismissed by Barlows Appliances are squatting outside the main gate at the company's head offices in Sandton.

The National Union of Metalworkers of South Africa said the workers are protesting against the dismissal of more than 400 colleagues in September last year.

The sackings followed a dispute with the company after the employers refused to provide black workers with canteen facilities.

Numsa said negotiations over providing a canteen have been going on for several years.

Mr Sam Nyabi, a shop steward, said negotiations

started in 1985 and were unsuccessful.

The workers then decided to take action in a defiance campaign last year by using the staff canteen. Disciplinary action was taken against them.

## Water

The Barlows workers have been squatting since Monday and have asked management to allow them access to water and toilet facilities.

However, in a letter to the workers, company spokesman Mr HH Bell refused them access to the premises. He said they should direct all their enquiries to the company's branch at Bramley.

Nyabi said the union would meet management

today to discuss reinstatement of the workers.

Bell said yesterday they would meet the workers over settling the dispute.

# US firm 'broke accord'

AMERICAN multinational company, Baltimore Aircoil, has been accused by a local union of breaking an interim industrial agreement.

According to Brian Williams, spokesperson for the Metal and Electrical Workers Union of South Africa (Mewusa), a central part of the dispute is the company's refusal to upgrade workers in terms of the union's proposals

In October last year an interim recognition agreement was signed in which the company agreed to negotiate with the union on seven items which included a minimum wage, review of the grading system, social responsibility pay and the acceptance of a semi-perma-

nent shop steward

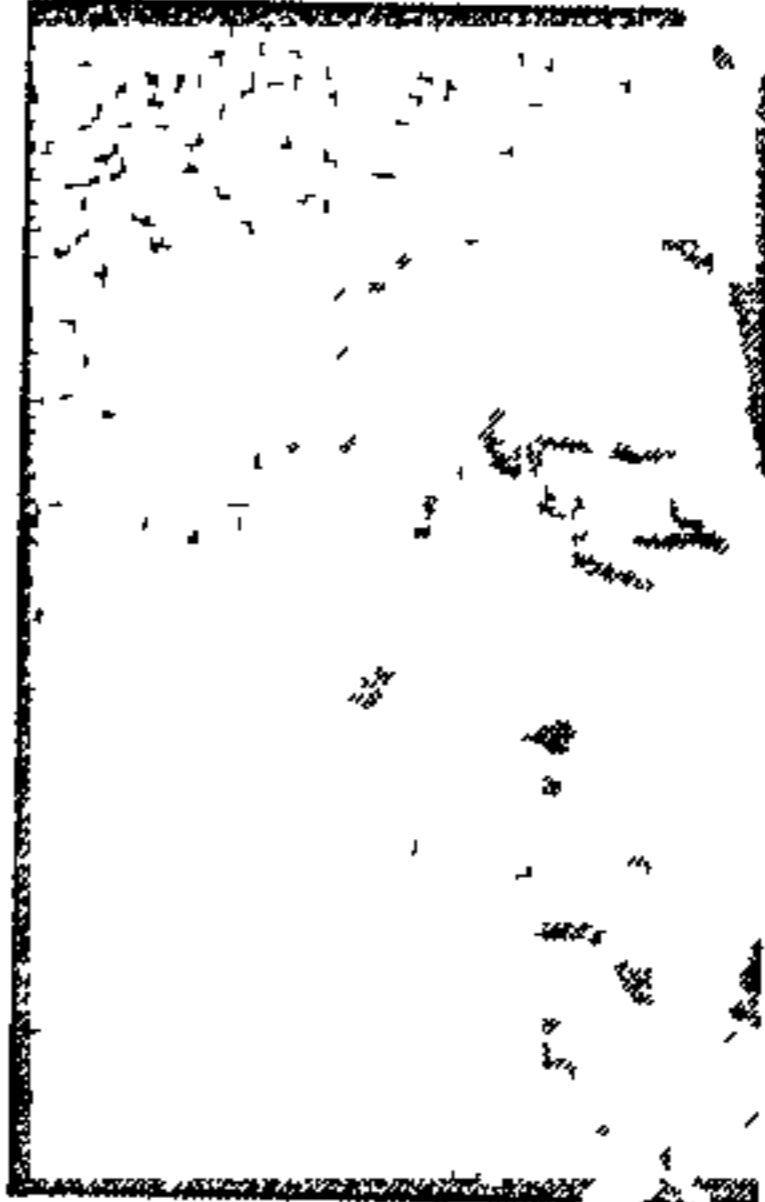
Williams claimed the company had threatened to use the Labour Relations Act against the workers by means of a lockout

He accused the company of "taking advantage of apartheid labour laws"

He said the union had pursued legal means and was considering industrial action South 2116-2716190

In response to Mewusa's claims, Mr Tim Deversen, spokesperson for Baltimore Aircoil, said "the company has not threatened to lock out workers, but has questioned the union on the possible outcomes of a failure to reach a settlement.

"As regards using apartheid labour laws, it was the union which referred a dis-



 Brian Williams (151)

pute in terms of the amended Labour Relations Act, not the company.

"Baltimore Aircoil supports the Saccola/Cosatu/Nactu negotiations

"We remain open to reaching a settlement"

# Shell dispute settled

(151) ~~151~~  
PORT ELIZABETH.

A bitter eight-day strike at Shell Oil depots in the Eastern Cape has ended, with the company agreeing on wage increases and educational assistance for workers' children.

During the action, workers accused Shell of using union-bashing tactics, while the company in turn alleged that shopstewards threatened "bloodshed" if a single supply truck rolled

Workers, on the other hand, claimed the police had assaulted them — allegations denied by the company and the police

The company obtained an interdict against workers on the grounds that the strike presented a fire hazard

The order, issued by the Grahamstown Supreme Court, ejected sleeping-in strikers. The company said it had lost control over the affected depots in Port Elizabeth and Queenstown

Soult 21/6 - 27/6/90  
The 180 striking oil depot workers returned to work this week while 60 chemical workers resumed work last Wednesday

According to a settlement reached between Shell and the Chemical Workers' Industrial Union (CWIU), an average increase of 17,5 percent has been offered for an initial period, ending February 18 next year. An additional increase of 7,5

percent was negotiated for a second phase, ending August next year.

Shell has agreed to contribute R100 a year to the education of workers' dependent children, to a maximum of four children

Shell also agreed on improved shift allowances, paternity leave and conditions for temporary workers, as well as long-service award

## Leather stayaways

Soult 21/6 - 27/6/90  
WORK stoppages involving thousands of workers have affected several Cape Town leather industries.

This week more than 1500 workers at Jordan Shoes downed tools, while workers at Olympic and Barker factories engaged in stayaways.

800 members of National Union of Leather workers (NULW) at Panther Elliot have been on a "wildcat" strike since last Thursday.

Their actions follow a deadlock in wage negotiations three weeks ago between NULW and management.

Initially workers demanded a R60 across-the-board increase but this has been converted to a demand for an increase of 38 percent. Employers have offered 17 percent.

COMMUNITY

6 BEACH ROAD



By HEATHER ROBERTSON

LABOUR relations between municipal workers and the Cape Town City Council will never be the same again.

After decades of dealing with an almost docile workforce, the city council over the past week has been stung by unprecedented militancy among its employers ranging from garbage collectors to ambulance drivers

Key to the new mood among the workers are widespread unhappiness with employment conditions and effective organising by their union, the South African Municipal Workers' Union (Samwu)

Although both parties have adopted "tough" positions, the dispute is rapidly coming to a head as the city reels from the breakdown in essential services including tons of rubbish going uncollected.

### Media war

To back its demands, the union has called on community support while the city council embarked on what the workers termed a "media war."

The union has rebutted the contents of the full page advertisements placed in weekend newspapers by the city council

The advertisements claimed that "the delicate balance" between providing fair employment for the people who work for the city, developing the city and to meet the growing needs of its population, has been upset by the "workers' illegal strike action."

### Reasonable

The Council claimed that rates would have to be increased by an additional 11 percent.

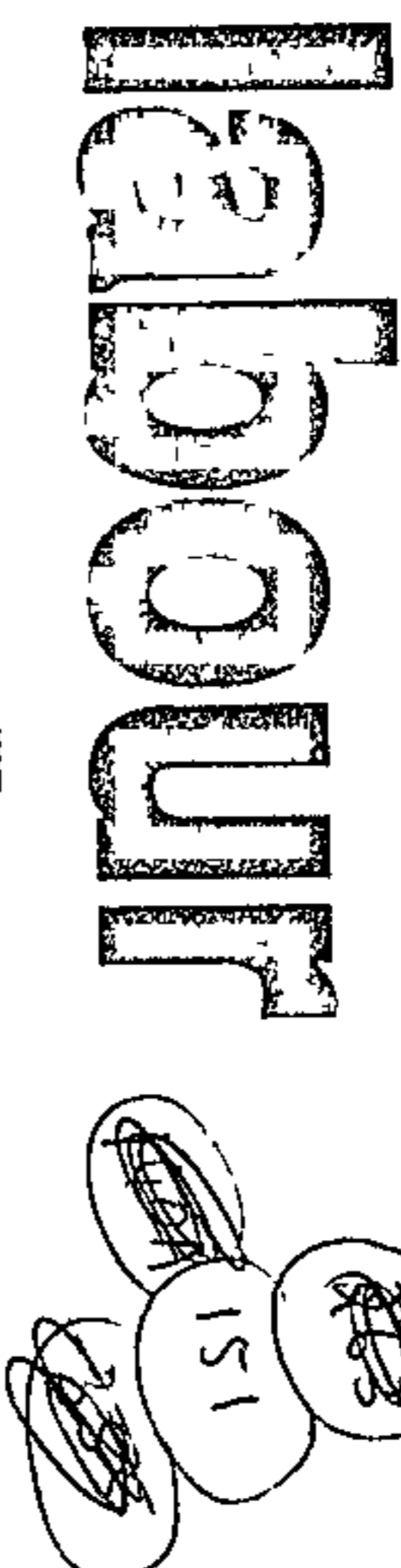
"The city and its residents now find itself faced with demands for wage increases of up to 40 percent. We do not believe this to be either fair or reasonable."

"In terms of the city council's final

# NEW era in

# municipal labour

South 216-276190



# Rebates

offer, 99.5 percent of its members in this municipality will earn more than R835 a month. There are only eight employees out of 15 452 who would earn the minimum of R819 a month."

### 'Wildcat'

According to a Samwu spokesperson, Mr Roger Romme, the union was not "in deadlock and still prepared to negotiate."

"The City Council, however, has refused to engage in any further discussions around wage issues," he said.

The workers decided to embark on a "wildcat" strike action in support of a demand for a minimum increase of R5 an hour and an increase of R60 a week.

"The demand is not for 40 percent across the board, as the council has stated," he said.



DUST-UP: Cape Town dustmen march in the city centre

Related demands are for a 40-hour week at no loss of pay, June 16 as a paid holiday and housing allowances for rented houses

The council is only prepared to negotiate on the allied demands.

Romme said the strike was historic, especially for the workers

### Militancy

"Militancy exists among the workers which wasn't there before. Union officials had to actually prevent workers from engaging the police," Romme said.

Samwu disputed a claim in the newspaper advertisement that the council "has been an equal opportunity employer since 1946".

"Until recently, when a member of the South African Association of Municipal Employees (Saaime) — the white municipal workers' union — vacated a post, only Saaime members

could fill the post", said Romme. He added that Samwu was also fighting the "racist designations" of clerical assistants

"Black people with equal educational qualifications are classified clerical assistants with lower rates of pay and less promotional opportunities than white counterparts who are classified as administrative assistants

"There is a history in the City Council of racism and a management which is unskilled to deal with changes in the Labour field," he said.

"At a council premises plant in Ndabeni a manager consistently used abusive language, calling workers 'hobnois,'" he said.

"The problem with the council is that on an executive committee level, it has a liberal image but at a middle management level it employs racists," said Romme

He said the union was perturbed by

what appeared to be a "power battle". According to the Labour Relations Act, municipal workers fall under the essential services clause and therefore cannot embark on strike action

An extra factor which exacerbated the dispute were several arrests and clashes between the strikers and police

The arrests and the use of a police water cannon on strikers followed a court order which prevented workers from gathering at the Civic Centre and disrupting municipal operations

### Preferential

Cape Town's town clerk, Dr Stanley Evans, denied that whites were given preferential treatment in appointments

He said parity in salary between white and black clerical staff was being addressed

"We can also use examples where members of Samwu had been chosen ahead of members of other unions"

# March for accord

LASCON Lighting, Dions and postal workers on Wednesday marched from their respective companies to Johannesburg's Central Methodist Church to demand that the recent Saccola accord be immediately legislated.

Hundreds of Lascon Lighting workers came from the company's Langlaagte branch. The marchers gathered at the Department of Manpower to hand in a petition demanding:

- \* Immediate legislation of the Saccola accord reached by Saccola, Cosatu and Nactu
- \* Job security
- \* The right to strike without dismissal
- \* Housing, health care and training, and
- \* The right to centralised bargaining. - Sapa

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21/6/90  
Sapa

~~Langlaagte branch~~ ~~The right to cen~~

# Dispute settled

151  
KESM

Sowetan 22/6/90

THE management of SA Phillips and the National Union of Metal Workers (Numsa) have resolved their dispute over working hours.

The human resources director of SA Phillips, Mr Jeremy Pollock, said they expected Numsa members to report for duty today. The twoparties reached agreement at a meeting yesterday afternoon.

Pollock said the plant

would resume its normal business operations today.

Pollock said the parties had also agreed that all future issues would be negotiated "in a procedural manner".

He reiterated that the closure of the plant was not a "lock-out", but rather an "exclusion" caused by certain NUMSA members electing to work shorter hours than those stipulated by the company.

# CWIU protest to Swiss

Sowetan 22/6/90



THE Chemical Workers' Industrial Union has called on the Swiss Government to intervene in their dispute with Swiss multinational Ciba Geigy.

This week members of the Chemical Workers' Industrial Union held a demonstration outside the Swiss Embassy in Pretoria, and handed in a memorandum to the Ambassador.

The union said its members had been on strike at two Ciba Geigy's plants on the Reef for the past seven weeks.

They are protesting against the company's

By LEN MASEKO

policy on retirement funds.

The company has refused to accede to the union's demand to participate in the Chemical Industries National Provident Fund, which has been launched by the Cosatu-affiliated union.

"Workers are demanding that multinationals such as Ciba Geigy stop interfering with the rights of South African workers to make decisions about their future - such as choosing their own retirement funds", the CWIU said.

# Quick LRA transition to law 'still possible'

Blom 22/6/90

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IN 1987 and 1988 Cosatu and Nactu, the two largest trade union federations, began waging national and international campaigns against the then draft Labour Relations Amendment (LRA) Bill

Saccola vigorously opposed these campaigns, and instead challenged the union federations to enter discussions with it about the Bill

These discussions began in March 1988. By August the three organisations had identified six problematic clauses in the draft Bill, and signed a joint letter to the Director-General of Manpower asking for a delay in the promulgation of these clauses, to enable employers and union federations to define solutions

The Bill was nevertheless enacted in September 1988

## Timetable

Talks between the employers and union federations continued until May 7 1990, when the three bodies signed an agreement setting out detailed interim changes to the Labour Relations Act, dealing mainly with the clauses identified in 1988

This agreement was intensively debated within the ranks of Saccola's 10 member organisations and unanimously endorsed

At subsequent meetings in May between the parties to the agreement and the Director-General and Minister of Manpower, a timetable was agreed on in terms of which

□ The agreement was published in a special Government Gazette in draft Bill form, and parties were invited to comment within a period of 14 days,

□ The National Manpower Commission (NMC), the government's standing ad-

The SA Employers Consultative Committee on Labour Affairs (Saccola) yesterday published this account of events leading up to the present crisis over changes to the Labour Relations Act.

visory body on labour affairs, was asked to urgently examine the agreement and, in the light of the comments received, recommend further action,

□ The NMC did this, and although this report has not been made public, the Minister has informed the parties that the NMC — after considering the comments of interested parties — has recommended that one clause be omitted, one rewritten, two held over for further consideration, and that the balance of the agreement be translated into legislation,

□ At a meeting with the Minister on June 12 — almost two weeks before Parliament was due to recess — Saccola, Cosatu and Nactu urged the Minister to proceed with at least those parts of the agreement that had been endorsed by the NMC

This view has been confirmed both privately and publicly on a number of subsequent occasions

Against this background, Saccola is frustrated that it has not been possible to at least begin the process of converting the NMC-endorsed proposals into law

Labour law sets out the rules by which the parties to an industrial society should deal with each other. Those elements of the Saccola/Cosatu/Nactu accord

which have been endorsed by the NMC now have the broadest possible employer and union support

The legislation of these proposals will serve the interests of industrial peace, and thereby the national interest

Against this background, Saccola welcomes the proposed meeting between Cosatu, Nactu, itself and the President

It hopes this meeting will lead to a programme of action which will enable the Manpower and Education Joint Committee of Parliament to agree on a Bill by no later than September this year

This is a time for all parties to act in a way that will promote industrial peace

It is still possible to convert the proposed changes to the Labour Relations Act into law expeditiously

All parties should carefully consider whether their words and their actions positively contribute to this end

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lene bag plants at New Germany, Natal, and QwaQwa — seems to be heading for labour problems as well

This week Frame subsidiary Consolidated Waverly Textiles (CWT), SA's largest blanket producer, reached a stalemate in its annual wage talks with the SA Clothing and Textile Allied Workers' Union. Union sources said talks had broken down and July 2 had been set as the date the union would make application to hold a legal strike unless wage demands were met.

A CWT spokesman and member of the National Textile Manufacturers' Association — the body which represents CWT at the negotiations — denied however that talks had "broken down," saying the normal dispute procedures were being followed.

The union represents about 6 000 CWT employees. If arbitration is not successful and strike action is decided upon, it could spread among the other subsidiaries' 12 000 employees, where feelings are running high in the wake of the retrenchments and what some consider unfair settlement packages.

When wage talks began, the union was asking for a R25 a week across-the-board split increase, the first coming into effect on July 1 and the second R25 increase in December. This was dropped to a R21/R21 increase and, finally, a R18/R18 increase. CWT has been sticking to its R7/R7 offer.

According to a union statement, annual wage negotiations with Frame's biggest subsidiary — Consolidated Cotton Corp — have also deadlocked with the company's final offer of a 9,5% increase. This company employs about 12 000 union members, the bulk of the Frame Group's work force.

FRAME DISPUTE F/M 22/6/90

**On the edge**

The troubled Frame Group — which earlier this month began to retrench 1 850 employees in line with the phased closure of its blanket plant in Durban and two polypropy-

(ISI) ~~ISI~~

~~ISI~~ ISI F/M 22/6/90 ~~ISI~~

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FRAME DISPUTE F/M 22/6/90

### On the edge

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LABOUR

~~ISS~~ (ISI) ~~ISS~~

## End of fatigue ~~ISS~~

With the annual Main Agreement in the metal industry expiring on June 30, progress is finally being made in the sixth round of wage negotiations between Seifsa and trade unions **FIM 22/6/90**

The 15 unions in this year's talks are variously affiliated to Cosatu, Nactu and the Confederation of Metal & Building unions. The National Union of Metalworkers of SA (Numsa), largest union in the industry, is demanding a R2/hour across-the-board increase.

Seifsa's final offer of increases range from 15% (R1,24 an hour) at the top rate to 18% (64c an hour) at the bottom. This would bring the new hourly minimum to R4,15 for labourers and R9,45 for artisans.

Numsa, despite rejecting Seifsa's offer, indicates it will refer the offer to its national bargaining conference this weekend. Among

FINANCIAL MAIL JUNE 22 1990

FIM 22/6/90 ~~ISS~~ (ISI)

other things Numsa is to recommend settlement on training, job security and extension of the scope of the Main Agreement to homelands and other sectors of the industry.

Seifsa executive director Brian Angus says employers have made a number of "substantive concessions" on some demands, including further improvements to leave bonuses, living-out allowances and increased contributions to the industry's pension fund.

Employers stress that they consider the final offer to be substantial "in the light of the alarmingly declining economic conditions" ~~ISS~~ ~~ISS~~

Numsa says progress has been made on training proposals with employers agreeing to the development of industry-wide guidelines for the removal of racial discrimination in training. Seifsa has also agreed in principle, according to the union, to withdraw support from educational institutions that continue to apply racial discrimination.

Considerable progress has also been made on the issue of conversion of the industry pension fund into a provident fund.

However, Numsa points out, final settlement hinges on further progress on a number of issues. These include wages, implementation of impending new labour relations laws, more maternity leave and free Pap tests, paternity and compassionate leave; and proportional representation on the Industrial Council. ■



# Saccola welcomes labour talks, but urges swift action

w/ Mail 22/6/90

151 (151) (151)

By Drew Forrest

IN a bid to defuse high emotions around the Labour Relations Act, the employer body Saccola has urged a "programme of action" to ensure that amending legislation is agreed by no later than September.

Welcoming the proposed talks between President FW De Klerk, Saccola, the Congress of South African Trade Unions and the National Council of Trade Unions, a spokesman said the meeting could be the start of a process enabling the manpower and education joint committee of parliament to agree on a Bill by September.

Yesterday Cosatu said it was weighing its response to a letter from De Klerk rejecting union demands for the enactment of the Saccola accord before parliament rises and offering to meet the parties to the agreement next week.

And in another development, Constitutional Development Minister Gerrit Viljoen told a press briefing at the close of parliament that the African National Congress would be "moving the goalposts" if it heeded Cosatu's call to review its participation in negotiations with the government.

"I cannot see that the ANC can with any credibility or convincing motivation support an additional pre-condition (for talks) with regard to labour relations raised by a labour organisation," he said.

In its first detailed reaction to this week's crisis over the LRA, Saccola said

it was "frustrated" it had not been possible to start converting National Manpower Commission (NMC) proposals on the accord into law.

After weighing comments to a draft Bill based on the accord, the NMC had recommended that one clause be rewritten, one omitted and one held over for further consideration. The balance, it said, should be enacted.

Saccola said that at a meeting on June 12, two weeks before parliament recesses, the parties had urged Manpower Minister Eli Louw to proceed with parts of the accord endorsed by the commission.

"The legislation of these proposals will serve the interests of industrial peace, and thereby the national interest," it said.

And in a clear reference to Cosatu's threatened defiance campaign, which includes stayaways and product boycotts, it urged "all parties to carefully consider whether their words and actions" would contribute to labour peace.

●Attorneys Deneys Reitz, explicitly targeted for union action, has strongly denied objecting to the Saccola proposals.

Its representations on the draft Bill were of a technical nature and not designed to delay legislation, the firm said, adding it supported the Saccola process.

Eskom denied union claims that it had withdrawn representations. However, the corporation was making every effort to ensure that these did not delay the legislative process, it said.

## Daily demos at two firms

By Musa Mapisa

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22/490  
About 100 members of the Black Health and Allied Workers' Union of South Africa (Bhawusa) are holding daily lunch hour demonstrations against staff retrenchments outside the Tedro Group's offices in Selby, Johannesburg.

Bhawusa spokesman Siphon Ngwenya said that in terms of a recognition agreement the company was supposed to discuss retrenchments with the union six weeks beforehand,

but had done so only two weeks before.

Tedro spokesman Norman Fisher said he was not aware the company had violated the agreement. He would discuss the matter with the union.

● In Industria, 70 members of the Food and Allied Workers' Union are staging lunch hour demonstrations at Rembrandt Tobacco, to back demands for a R2-an-hour across-the-board increase. Rembrandt declined to comment.

# Act sparks strong reaction on labour front

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So we have  
25/6/90

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THE intense activity on the labour front at the moment underlines the problems posed by the present Labour Relations Act, Congress of SA Trade Unions spokesman Neil Coleman says.

OK Bazaars is entering its fourth week of confrontation with SA Commercial Catering and Allied Workers Union members, and with thousands of workers on strike around the country. Saccawu is also involved in disputes with Edgars and Checkers

Municipal workers have downed tools at Sandton in Johannesburg, Verwoerdburgstad near Pretoria, and have all but crippled Cape Town's refuse removal system

Industrial action is also taking place in at least four other companies, including Satchwell Controls, Grapnel Silencers, Southern Sun and on at least three oil rigs off the South African coast.

Thousands of unionists

from the wine and spirits industry will cast their ballot on Friday for a nationwide strike.

Mr Coleman emphasised that disputes arose from immediate grievances. "But the problems of the LRA feed into the situation. When faced with a potential dispute, there is no set framework ... Both Saccola (the SA Consultative Conference on Labour Affairs) and ourselves (Cosatu and the National Council of Trade Unions) have recognised this"

Cosatu is due to reply on Friday night to a proposal by State President FW de Klerk that he and Manpower Minister Eli Louw meet the unions on Tuesday to discuss the Saccola accord amendments to the present LRA.

The unions have promised industrial action "of unprecedented proportions" if the amendments are not pushed through Parliament by the end of this session. - Sapa

# NUM accuses mines of putting money first

Star 25/6/90  
By Shareen Singh

Gold mining involved low wages, migrant labour, repression and dangerous working conditions which killed one miner for every ton of gold mined, the National Union of Mineworkers (NUM) said at the weekend

In a statement, the NUM accused mine bosses of wanting to keep wages low and to cut costs

Last night, a Chamber of Mines spokesman said the Chamber would react after later today after studying the statement in detail

The NUM said mining bosses

had been slow in addressing problems relating to migrant labour, education and training

Black miners faced racial discrimination in wages and accommodation, and suffered assaults and abusive language, said NUM

Last week, the Chamber criticised the NUM for continuing its call for sanctions, nationalisation and a 70 percent wage increase in a time of crisis

Wage demands on gold mines this year amounted to a total of R1,5 billion, while total profits for the industry in 1989 were R5,4 billion, the union said.

Star 26/490

# Metalmen declare pay row

(151) (151) (151) (151)

By Shareen Singh

The National Union of Metal Workers of South Africa (Numsa) decided at its bargaining conference last weekend to declare a wage dispute with employers.

Annual wage negotiation between Numsa and the employer body, the Steel Engineering Industries Federation of South Africa (Seifsa), began in March

At the last round of talks the union demanded an across-the-board hourly increase of R2.

Employers made a final offer of 64c at the top grade and R1,24 at the bottom.

Numsa, which represents more than 200 000 workers, said its conference, attended by more than 200 delegates, decided that industrial action would be recommended if there was no significant improvement in Seifsa's offer

The union said that although good progress was made in some areas, Seifsa's offer was not adequate.

## Parental rights

The conference pointed in particular to wages; job security; parental rights, hours of work, March 21 to be a paid holiday, extension of the agreement and the Labour Relations Act

Employers had not made a final offer in the motor industry, and the union decided not to make any recommendations for that industry yet.

In the auto parts and tyre industries, the conference made provision for further consideration of employer offers. But if employers offers were not adequate, the union would support strike action

Numsa made extensive non-wage demands this year

Of particular significance was the demand for parental rights, including six months paid maternity leave and free pap smears for women in the industry. This came after in-depth research on problems of women workers.

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# Numsa warning on action if Seifsa offer not bettered

B Day 26/6/90

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INDUSTRIAL action in the iron, steel and engineering industries "would be recommended" if there was no significant improvement in the Steel and Engineering Industries' Federation of SA's (Seifsa) offer, the National Union of Metalworkers of SA (Numsa) announced yesterday.

The decision was made at Numsa's second national bargaining congress, held in Johannesburg at the weekend, which decided to deadlock on Seifsa's final offer and declare a dispute. Numsa sources said the dispute would probably come before the industrial council within the next few weeks, leading to the possibility of a legal strike ballot.

Seifsa executive director Brian Angus said he had not yet been informed of Numsa's decision to enter into dis-

## DANIEL FELDMAN

pute and could not comment.

Numsa national organiser Bernie Fanaroff said that although "good progress was made in some areas of talks", Seifsa's offer was not adequate in terms of wages, job security, parental rights, hours of work, March 21 as a holiday and the extension of the agreement.

151 Expires 300

The final offer, made on June 14, proposed a 15% wage increase (R1,24 an hour) for artisans and an 18% increase (64c an hour) for labourers. Numsa's demand stands at a R2 across-the-board hourly increase, although Fanaroff said the union was open to further negotiations.

The current Main Agreement, which determines the wages and working conditions for the industry's 380 000 employees, expires on Saturday. Spokesmen from both parties said they were unsure of what would occur after the expiry date.

The congress, attended by more than 200 delegates from around SA, was organised by Numsa in an attempt to unify its bargaining strategies. It decided how negotiations in various sectors should proceed.

In the auto and tyre industries, it made provision for the consideration of further employee offers, but recommended that strike action be considered if no adequate offers were made. In the tyre industry, wages, scope of the agreement, holidays, work hours, the LRA, payment of detainees and parental rights needed to be further addressed.

# Committee to examine labour law dispute

THE extent of industrial unrest over the Labour Relations Act dispute would be determined by progress made in a working committee to be established after yesterday's tripartite meeting hosted by President F W de Klerk in Pretoria, union sources said

Eighteen representatives of Cosatu, Nactu and Saccola (CNS) — the parties to the accord on suggested amendments to the Act — attended together with Manpower Minister Eli Louw and his director-general Joel Fourie

The working committee — to be established in terms of a proposal at yesterday's meeting — would be mandated to discuss ways of "restoring mutual confidence" after government's failure to translate the accord into law this year

A statement from De Klerk's office described the discussions as cordial and said the President had agreed to a follow-up

ALAN FINE

meeting later in the year. It said the legislation under discussion would be "expedited as far as possible within the framework of parliamentary procedures, the goal being to finalise the legislation early during the 1991 session of Parliament"

De Klerk announced that Louw had agreed to extend the time for comments on the proposed legislation to July 31

The working committee proposal was made after De Klerk turned down labour's main proposal — that Parliament be reconvened later this year for the purpose of dealing with the amendments. Parties to the accord still have to decide whether they will sit on the committee

However, should all parties agree, the committee will meet within 14 days and report on progress after another 30 days. The National Manpower Commission and

the Manpower Department will also take part, while the Commission for Administration will be invited

Cosatu delegation member Geoff Schreiner said the CNS parties had impressed on De Klerk that a serious credibility crisis had arisen because of Louw's handling of the matter, and it was here that lost confidence had to be restored

Cosatu and Nactu said they were discussing a programme of protest action, and this would continue "in the light of (yesterday's) meeting and progress made towards a satisfactory settlement in getting the CNS accord into law"

Saccola described the meeting as "constructive" and one employer source said there appeared no reason that satisfactory legislation could not be finalised by September for passage through the parliamentary standing committee

● Picture: Page 3

151  
27/6/90

151  
SFC  
28/6/90

## Negotiations on wages break down

Wage negotiations between Checkers and representatives of the SA Commercial Catering and Allied Workers' Union broke down late yesterday afternoon after the union rejected management's final offer.

A statement from Checkers said strike ballots would be held next week if settlement was not reached before 11 am on today when the Conciliation Board ends

This followed seven days of negotiations which failed to produce agreement between the two parties, the statement said.

Checkers offered a R135 across-the-board increase, effective from July 1, and a further R5 increase from January 1 next year.

### Fixed minimum

The union demand was for a fixed minimum wage of R830 with a R165 across-the-board increase

Checkers said their offer meant employees' minimum salaries would be increased to R765 on July 1 and to R770 in January.

This meant "in reality" that the minimum income of Checker's staff during the next financial year would be more than R800 a month, with the average being more than R1 000, the statement said.

Included in management's final offer was progress towards a 13th cheque and increased discount on purchase facilities

Negotiations had been held in an open and non-confrontational manner throughout, the statement concluded — Sapa.



# Unions reject 17,22 pc offer by post office

By Zingisa Mkhuma

A wage increase offer of 17,22 percent from South African Postal and Telecommunication (SAPT) has been rejected by three post office staff unions.

SAPT is offering a minimum wage increase of R108 — from the present R627 to R735 a month — backdated to April 1

Floyd Mashele of the Post and Telecommunications Workers Association said they met executives of the Indian and coloured associations. They are angry SAPT is "wasting their time".

"This increase does not address our across-the-board demand of R400," he said.

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Star 29/6/90

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cant improvement in the offer on wages and conditions by Seifsa.

Numsa's Bernie Farnaroff says that, though the congress felt that good progress was made in some areas, such as training proposals and the conversion of the industry pension fund into a provident fund, Seifsa's offer is inadequate in many respects. These include wages, job security, hours of work; March 21 as a paid holiday; and the extension of the Main Agreement to cover small firms. There are also problems with paternity and maternity benefits and free annual Pap tests for women.

Seifsa's final wage offer is a 15% increase (R1,24 an hour) for artisans, and 18% (64c an hour) for labourers. Numsa is pushing for an increase of R2 an hour across-the-board, though this is flexible. The industry's annual Main Agreement expires tomorrow.

Numsa says more than 380 000 production workers are directly affected by the agreement and another 100 000 in related employment. (151) (151) (151)

The union is also threatening industrial action in the car assembly and tyre industries. While the congress "made provision for further consideration of employer offers," it recommends that strikes should be considered if adequate offers are not made. Aside from wages, demands are concerned with job security, parental benefits, annual bonus, overtime, hours of work, holidays, and a new Labour Relations Act.

METAL INDUSTRY F/M 29/6/90

## Dispute hardens

Industrial action threatens the metal industry. The National Union of Metalworkers of SA (Numsa) last weekend declared a dispute with employers over wage talks.

The decision was made at the union's second national bargaining congress which was attended by more than 200 delegates. It was called to discuss the results of Numsa's wage bargaining and consider how to proceed in national wage talks covering related industries, such as car assembly, tyre and metallurgical firms. (151) (151)

The union says industrial action in the iron, steel and engineering industries "would be recommended" if there is no signifi-

# UCT talks with union over wage dispute (151)

W/Mant 29/6/90

CAPE TOWN: The University of Cape Town is in the process of mediation following a dispute with the Transport and General Workers Union over wages and work conditions, a spokesman for the university said yesterday.

Negotiating teams have met on 11 occasions since February, and on June 6 the Union declared a dispute. Mediation was continuing yesterday after starting on June 21. ~~(151)~~

Management's offer of an 18 percent increase in basic salary has so far been rejected by the union. — Sapa

UNIVERSITY OF CAPE TOWN  
TRANSPORT AND GENERAL WORKERS UNION  
WAGES AND WORK CONDITIONS  
MEDIATION  
JUNE 21, 1990

# Police teargas Edgars protesters

Star 29/6/90

By Musa Mapisa

Two men were arrested after police baton-charged and fired teargas at protesting Edgars employees at Edgardale in Crown Mines, Johannesburg, yesterday

Shop stewards claimed 13 people were injured in the clash, but police said no injuries had been reported.

Shop steward Jimmy Rapholo said about 300 protesters assembled outside the Edgars group head office to protest against management's unwillingness to meet their demands

The company is negotiating with the Federal Council of Retail and Allied Workers.

Mr Rapholo said police

arrived and ordered the demonstrators to disperse

"About a minute later police baton-charged the workers," he said

A police spokesman said police charged the workers after they refused to disperse

Two men were arrested after objects were thrown at police

# Chemical union asks UK embassy for help

*Wimant 29/6/90*  
MEMBERS of the Chemical Workers' Union have asked the British Embassy in Pretoria to intervene in their dispute with their employer, Reckitt and Coleman

This request has been refused by the embassy, saying it could not interfere in a dispute between a company and its employees.

About 100 Reckitt and Coleman employees yesterday picketed the British Embassy in Arcadia while a delegation of seven men relayed their demands to an embassy official. ~~(S)~~ (ISI)

The workers delivered a memorandum, in which they are demanding to join a provident fund of their choice, to the embassy.

After the protesters asked to be allowed into the embassy to discuss their grievances, an embassy official, John Sawers, explained that visitors are only allowed into the embassy on prior arrangement.

Sawers told the protesters the embassy could not interfere in a dispute between a company and its employees.

He was however, prepared to tell

Reckitt and Coleman the workers had delivered a memorandum to the embassy.

The workers told him they wished to meet with Reckitt and Coleman next week to discuss their grievances.

Shortly after the busload of protesters arrived at the embassy, several uniformed policemen arrived and asked them to disperse.

The workers, who were picketing on the pavement, then got into their bus and waited there until the delegation finished their discussion with Sawers. — Sapa

THE next European Community (EC) summit — crucial to see whether ANC deputy president Nelson Mandela succeeds in his campaign to stop EC countries from prematurely lifting sanctions against Pretoria — takes place in Dublin on June 25 and 26.

After that comes a meeting of the Group of Seven industrialised countries. One or both bodies could decide on some sanctions-lifting.

The Canadian and Australian foreign ministers are leading a bid to stop the forthcoming European Community summit in Dublin easing sanctions against South Africa.

They are acting on behalf of the Commonwealth minus Britain, whose Prime Minister Margaret Thatcher wants to give President F.W. de Klerk a reward for releasing Mandela.

**Cue**

Joe Clark, Canadian External Affairs Minister, and Gareth Evans, Australian Foreign Minister, got their cue — at the latest — from the sixth meeting of the Commonwealth Committee of Foreign Ministers on Southern Africa, held in Abuja in Nigeria last month.

The meeting was one of those attended by Mandela during his hectic international travelling schedule since his release in February.

"The unbanning of the ANC and the release of prisoners, including myself, is not what the struggle is all about. It is about the eradication of apartheid," Mandela told the foreign ministers.

All the gains achieved to date could be reversed if Thatcher managed to get

# DUBLIN TO PREPARE SANCTIONS FOR

South 21/6 - 27/6/90

*The question of international sanctions against Pretoria is once again being heavily debated — this time not from the perspective of whether they should be imposed but whether they should be lifted. NOEL BRUVNS and Gemini writer DEREK INGRAM report:*

sanctions against Pretoria lifted

Clark, who chairs the foreign ministers' committee, said they had heard Mandela's "calm, clear message to us and to the world," and, he added, "we understand it".

Clark and Evans went to the Abuja meeting, wondering whether a few carrots, as Thatcher calls them, should be thrown to South Africa.

**Frustrate**

They quickly forgot all such thoughts when they heard Mandela's advice.

The ministers — from India, Guyana, Tanzania, Zambia, Zimbabwe, Malaysia and Nigeria, Canada and Australia — decided on an all-out attempt to frustrate any plans the EC and Group of Seven might have to ease sanctions. Straight-talking Evans meanwhile has

been to Dublin to see the Irish, who currently chair the EC Clark talked to the French in Paris and plans were made to tackle all 12 EC countries, as well as two others who make up the Group of Seven — the United States and Japan.

Letters signed by the nine foreign ministers went out to all the governments as well, and the ministers issued what they called The Abuja Commitment a document which says sanctions are working and must remain until there is clear evidence of irreversible change in South Africa.

It adds that "the role of sanctions remains valid and indispensable" and calls on the international community "to look beyond the negotiating process and to help prepare for a post-apartheid South Africa which will be both democratic and prosperous".

Thatcher, meantime, continues her lonely way. Having met De Klerk in Britain on his recent tour of Europe she has called off her plans to visit South Africa this year, probably because she could be met with hostile demonstrations.

**Sidelined**

The Commonwealth and Mandela are disappointed that Thatcher seems to have sidelined herself diplomatically, but they still hope there will be a way in which Britain can come together with the rest of the Commonwealth to tackle the South African issue.

Meanwhile, solidarity movements on the Continent are preparing themselves psychologically for the day their sanctions campaigns become obsolete. However, they maintain the time has not yet arrived.

A document, "World Economy and Development", published in conjunction with the Anti-Apartheid Movement in Bonn, warned that sanctions in international politics have an instrumental and (time-wise) limited character.

**Intransigent**

The case of South Africa had shown economic sanctions could be an effective form of pressure in forcing an intransigent regime to the negotiation table.

"The question now to be asked is Have they fulfilled their aim, or does relaxing (sanctions) prematurely endanger the dynamics of the transition to a new South Africa without apartheid?" the document asked.

The solidarity movement had to be prepared that the sanctions could not be maintained indefinitely if the South African government began seriously to dismantle apartheid and show credibility at the negotiation table.

"However," the document warned, "the question of timing is important. If it is dropped, the sanctions weapon cannot simply be taken up again."